



2006

UNIVERSITY OF CANBERRA



University of Canberra Annual Report

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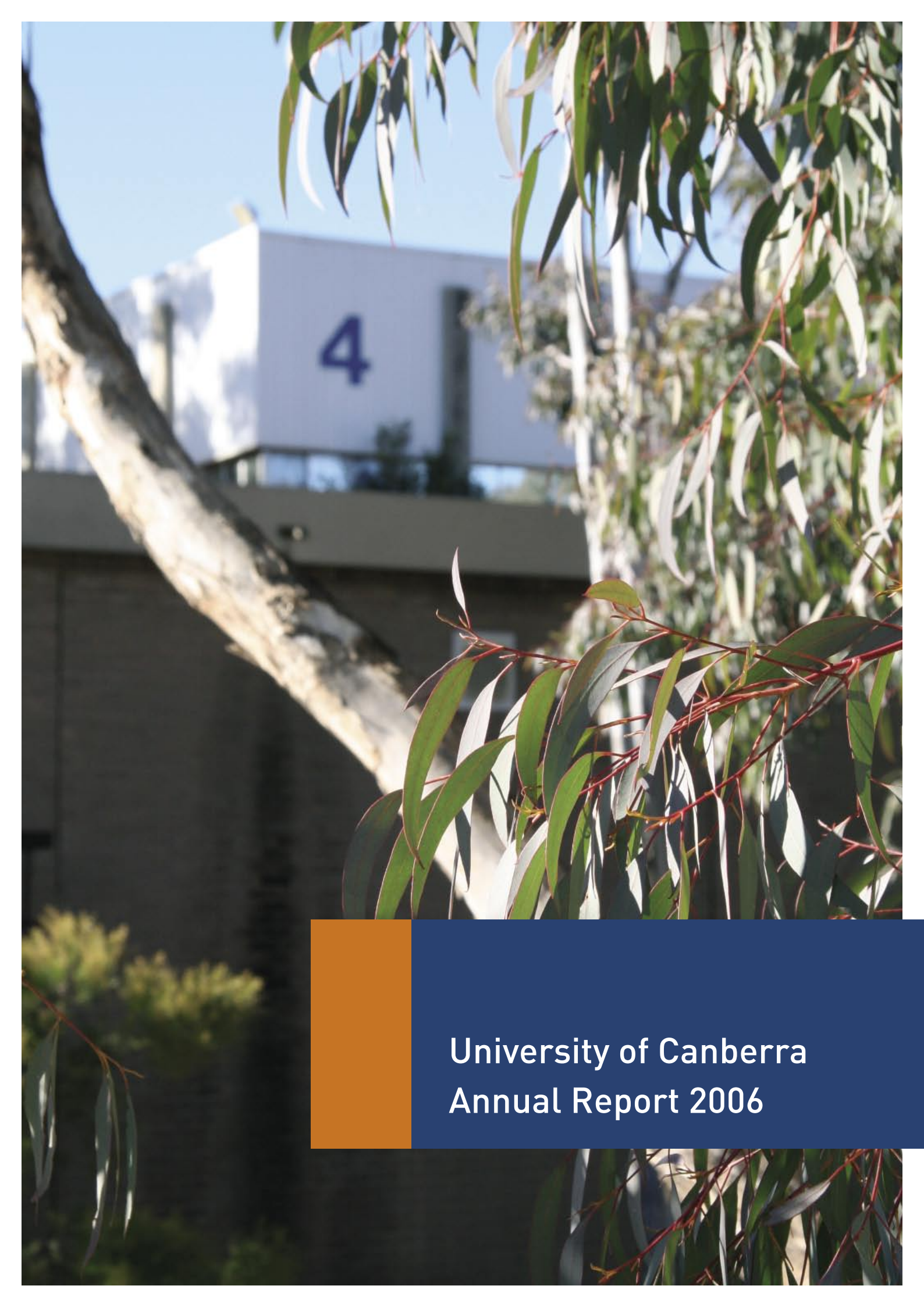
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**University of Canberra
Annual Report 2006**

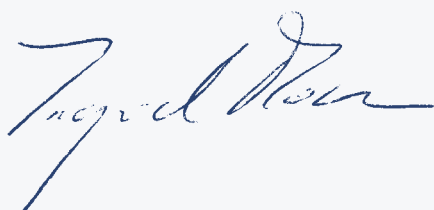
Letter to the Minister

University of Canberra
April 2007

Dear Minister

In accordance with Section 36 of the *University of Canberra Act 1989*, we present the Report by the Council of the operation of the University of Canberra for the period 1 January to 31 December 2006, together with financial statements in respect of that period.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Ingrid Moses'.

Ingrid Moses
Chancellor

A handwritten signature in blue ink, appearing to read 'Roger Dean'.

Roger Dean
Vice-Chancellor

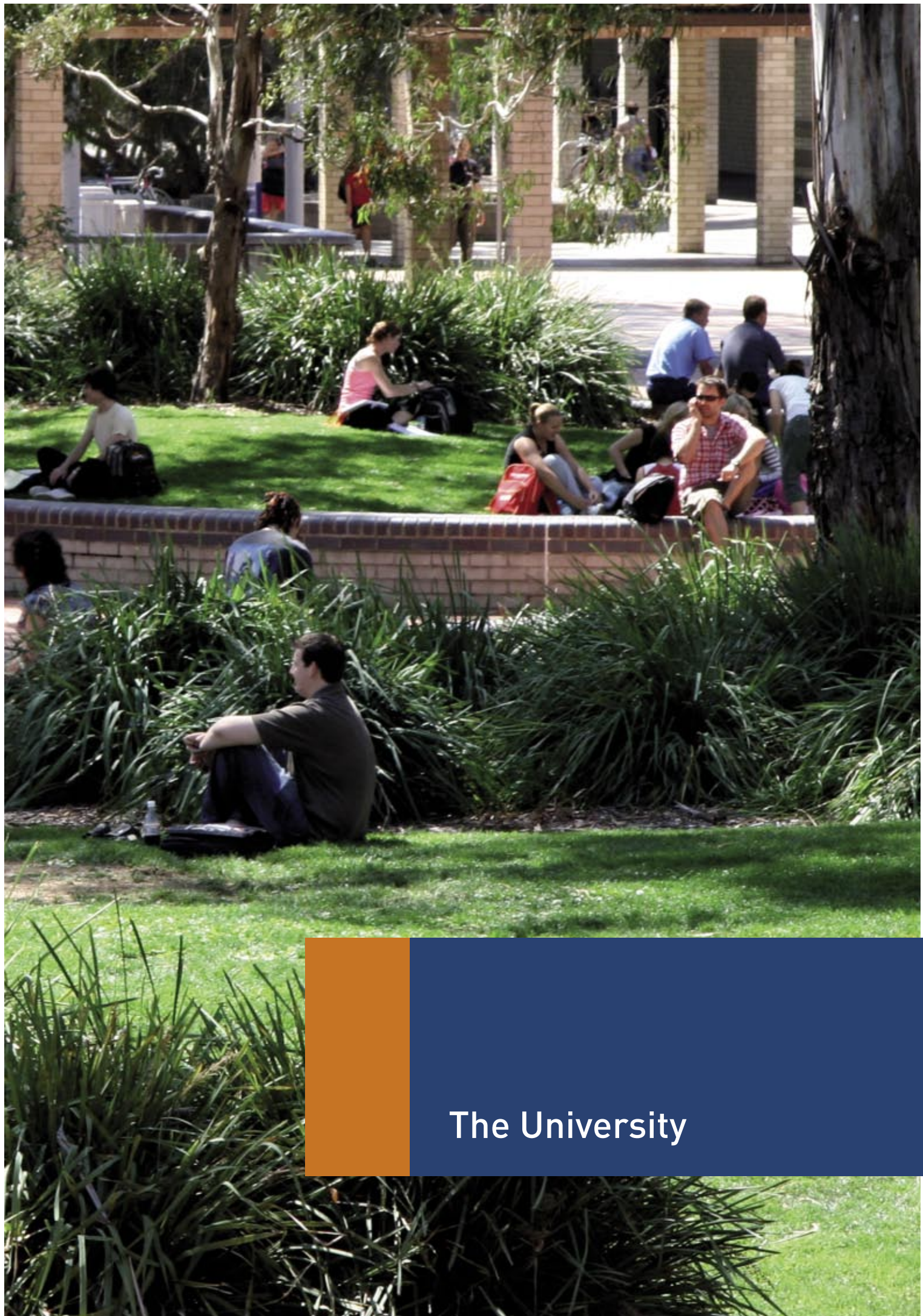
Mr Andrew Barr, MLA
Minister for Education and Training
ACT Legislative Assembly
London Circuit
CANBERRA ACT 2601

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Abbreviations

ACR	Australian Capital Region
ACT	Australian Capital Territory
ACUADS	Australian Council of University Art and Design Schools
AIGRP	Australia Indonesia Governance Research Partnership
ANU	Australian National University
APPSIM	Australian Population and Policy SIMulation Model
ARC	Australian Research Council
ARF	Australian Federal Police
ASERA	Australasian Science Education Research Association
ASISTM	Australian School Innovation in Science, Technology and Mathematics
ASP	Academic Skills Program
CELTS	Centre for Enhancement of Learning, Teaching and Scholarship
CIT	Canberra Institute of Technology
CLRC	Communications Learning Resource Centre
CMSU	China Management Studies Unit
CPS	China Party School
CRC	Cooperative Research Centre
DMSU	Defence Management Studies Unit
DRDC	Divisional Research Degrees Committee
ELICOS	English Language Intensive Courses for Overseas Students
EPMO	Enterprise Portfolio Management Office
EROPA	Eastern Region of Public Administration
HEWRR	Higher Education Workplace Relations Requirements
HRCHPW	HealthPact Research Centre for Health Promotion and Wellbeing
IAP	International Access Program
ICTS	Information and Communications Technology Services
IELTS	International English Language Testing System
ILTRC	International Learning and Teaching Resource Centre
IT	Information Technology
IYMP	Indigenous Youth Mobility Program
MERGA	Mathematics Education Research Group of Australasia
NATSEM	National Centre for Social and Economic Modelling at the University of Canberra
NCBS	National Centre for Biometric Studies
NCR	National Capital Region
NESB	Non-English Speaking Background
NIG	National Institute of Governance
NSW	New South Wales
PDU	Professional Development Unit
PMP	Professional Management Programs
PREQ	Postgraduate Research Experience Questionnaire
PVC	Pro Vice-Chancellor
RQF	Research Quality Framework
SAFEA	State Administration of Foreign Experts
SOYA	Qantas Spirit of Youth Award
STEP	Science, Technology and Economic Progress
TEDS	Technology and Education Design Services
TESOL	Teaching English to Speakers of Other Languages
UAC	University Admissions Centre
UAI	University Admissions Index
UCELI	University of Canberra English Language Institute
UCSA	University of Canberra Students' Association
UCU	University of Canberra Union
UGPD	University Governance Professional Development
VCAC	Vice-Chancellor's Advisory Committee
VSU	Voluntary Student Unionism
WCMS	Web Content Management System



The University

The University

Strategic Plan for 2003-2006

Adopted by the University Council at its meeting of 2 April 2003.

Vision

UC aims to be a leading Australian university for students, professionals and academics who integrate enterprise, innovation and creativity with teaching, learning and research, and focus on the needs of the global, national and regional communities.

Mission

We seek to develop an internationally oriented and respected University which educates and serves expert, creative and socially useful professionals, through diverse and flexible learning processes.

- In our teaching and learning we aim to instil in our students and staff the competence, knowledge, flair, adaptability, team skills and desire to achieve benefits for themselves and society, in part through lifelong learning and ethical reflection.
- In our research, enterprise and community service, we aim to generate and apply knowledge which will serve present and future needs of our region, nation and the global community.
- Overall, we aim to bring a balance to our four core areas of education, research, enterprise and community service, and to the contribution they can make to the regional, national and international communities we serve.

Values and Functions

The following are paraphrased from the *University of Canberra Act (ACT, 1989, and as revised subsequently)*, with minor additions:

Our values involve commitment in an international context to:

- a) service to scholarship and the education of Australians;
- b) responsiveness to the needs of Australia;
- c) fairness and integrity;
- d) efficiency and effectiveness; and
- e) accountability for the exercise of the university's functions.

The functions of the university include:

- a) create and communicate knowledge by means of teaching and research of the highest quality;
- b) encourage undergraduate and postgraduate study and research;
- c) provide facilities and courses for Australian and international students for higher education generally, and particularly for professional occupations;
- d) award degrees, diplomas and certificates, whether in its own right, jointly with other institutions, or as otherwise determined by the council; always partnering with organisations of high quality, and with the potential to make significant contributions to their communities;
- e) foster lifelong learning in graduates and others alike; and
- f) pursue community activities which benefit society at large.

In the exercise of its functions, the university pays special attention to the needs of the ACT and the surrounding Australian Capital Region (ACR).

History

The University of Canberra was established by the Commonwealth Government in 1967 as the Canberra College of Advanced Education. Students were enrolled on a part-time basis in 1968 and full-time teaching began the following year. On 1 January 1990 the *University of Canberra Act 1989* came into effect.

Strategic Objectives

In a framework of enhancing UC's profile, and maintaining and diversifying resources and facilities, the following are priorities for the next 3 years of the development of UC:

A) In Education

Undergraduate education:

- to provide professional education which balances the theoretical, the practical and the creative; and
- to use inquiry-based and technology enhanced flexible learning environments to support students.

Postgraduate education:

- to provide education which enhances the professions and their professionals

Partnerships, Regional and International:

- to enlarge the cooperative capacities of all our students and staff, through teaching and research collaboration; and
- to be an employer of choice for University staff.

B) In Research and Enterprise

Research:

- to enhance UC's output, while maintaining a particular focus on the utility and social benefit of the research.

Commercialisation:

- to more fully harness the commercial potential of our research, teaching and administrative knowledge, as an aspect of broadening our funding sources.

Application:

- to more fully harness our non-commercial research.

C) In Outreach to our Communities

The Region and outreach:

- to foster developments in the 'learning community' of the ACT and the ACR, to enhance opportunities for our indigenous community, and to coordinate these with our national and international roles.

Alumni and Profile:

- to enhance the involvement of our alumni worldwide in our community.

Philanthropic Fundraising:

- to increase financial support from our alumni, and from the regional, national and international communities.

The Application of the Strategic Plan

This Strategic Plan is complemented by rolling tactical and operational plans, which will progressively define specific targets in relation to the strategies. There are also coordinated academic and research focusing exercises underway, and these too will apply the Strategic Objectives.

Roger Dean

Vice-Chancellor

2 April 2003



Vice-Chancellor's report



Roger Dean

Vice-Chancellor

Teaching and learning remains, as it should be, our core strength. The University was again successful in the 2006 assessments of the Commonwealth Department of Education Science and Training (DEST) of teaching quality, gaining further funding from the Learning and Teaching Performance Fund for use in 2007 towards the enhancement of our efforts. As a proportion of the total University budget, this makes us one of the most substantial recipients. I again congratulate all our staff, both professional and academic, since they all contribute pivotally to this. We must strive even harder to improve further on these qualities.

Achieving academic quality requires good facilities, and it was pleasing to observe during the year the construction of our new Allied Health annex, supported by our most significant grant to date from the ACT Government. This will allow us to improve the teaching, seminar, clinical and laboratory spaces which are essential to good teaching and learning. We also welcomed a new Professor, Chris Lennard to lead our Forensic Science endeavour, a strong partnership with the Australian Federal Police (ARF) and Canberra Institute of Technology (CIT) which constitutes the National Centre for Forensic Science. Such partnerships emphasise our contribution as the University of the Capital city, the core of our national public sector and government activity.

We have also continued to develop our regional engagement outside Canberra, with new schemes to encourage rural students from the ACR to undertake university education with us. For example, we initiated new scholarships with the Country Education Foundation, and the senior executive group visited both the Young and Merimbula communities to enhance our connections and contributions. Our international activities have, in a complementary way, both developed and focused. China and nearby parts of Asia remain key, but we also have initiatives with smaller countries and with Capital universities around the world which will bring special benefits to all parties.

The research endeavours of the University continued to develop well, with further strength in publication output, including both research and creative artistic work. The University-wide performance parameters for research continued the positive trend which was strongly evident in 2005. The focusing process completed in 2005, and the resultant strengthening of support to our best areas have been successful, and we continue to provide encouragement for all academics to become research active. This process was led, until the end of the year, by

Professor Andrew Cheetham, Pro Vice-Chancellor (PVC) for Research and Information Management. We were sorry to see Professor Cheetham leave the University then, to take up the position of PVC Research at the University of Western Sydney, but we have valued his contribution hugely, and wish him all success there.

We welcomed a new Deputy Vice-Chancellor, Professor Sharon Bell, in 2006. She came to the University from Griffith University where she was Pro Vice-Chancellor – Equity and Community Partnerships. Professor Bell's duties include a broad range of activities relating to 'student life' in addition to deputising for me, as required.

Professor Peter Putnis, PVC of the Division of Communication and Education, also reached the end of his lengthy term as a senior administrator and leader. Arriving at the University as a Dean, he became PVC of the Division in 1999 and has continued, with one year of 'respite' for research, until now. The Division has been strong and successful, and this is in no little part due to his confident stewardship. Happily Professor Putnis will return to the University after a period of study leave, as Professor of Communication.

This is also my final annual report, since I have decided to return to full time research in 2007, after more than 18 years as a CEO. My five years at the University of Canberra have been exciting and rewarding, and I leave with the University in a sound financial position, and with its significance to the capital and regional communities undoubted and continuing to develop. I have been particularly pleased at the strength of social and gender equity and diversity we have at the University, and this provides the best base for its further growth and success. The University has a critical role in both educating and internationalising the ACT community, and I am confident it will meet this challenge with the leadership of my experienced successor.

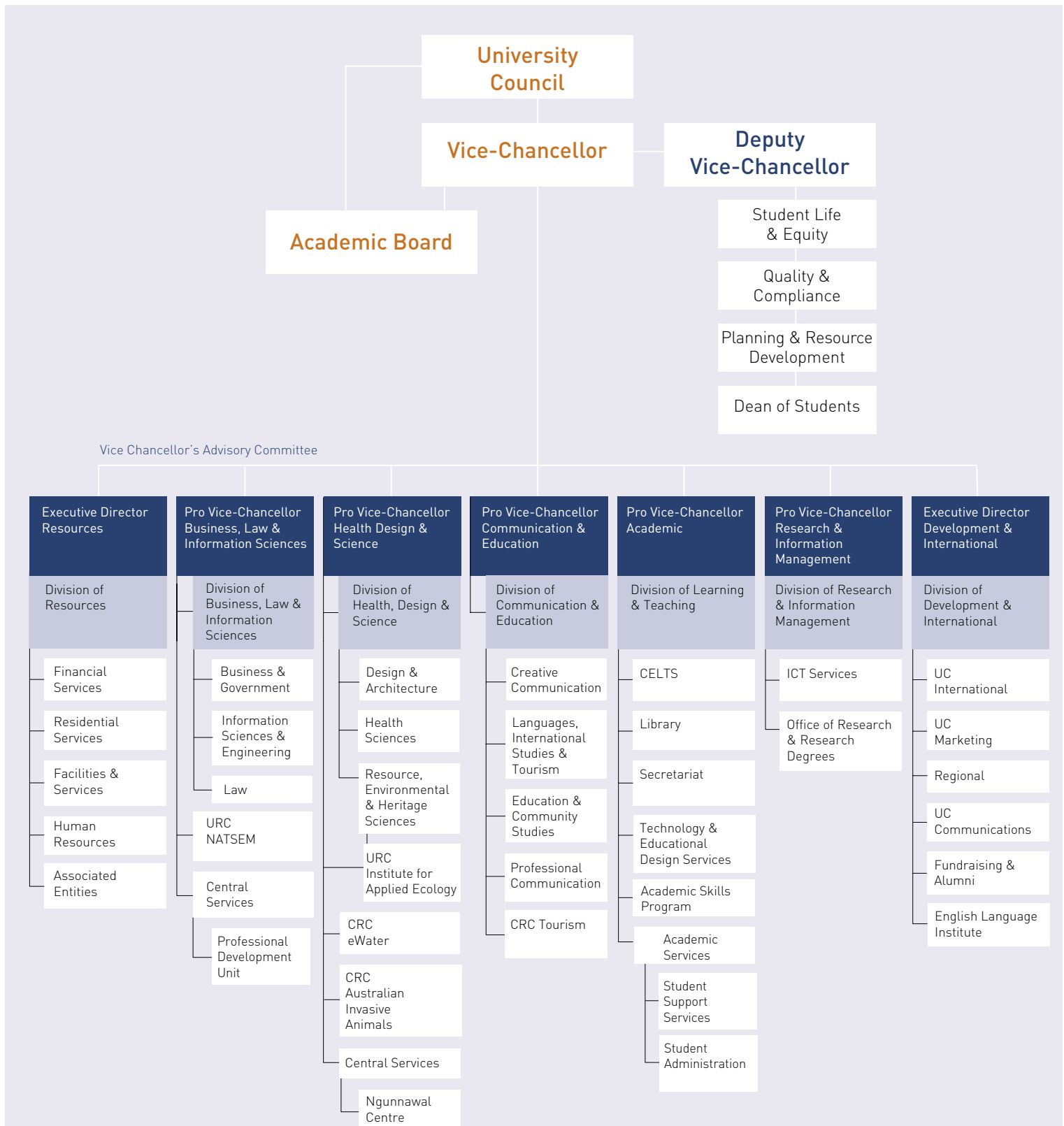
Roger Dean

Vice-Chancellor



The University welcomed
Professor Sharon Bell as
Deputy Vice-Chancellor in 2006

University of Canberra management structure 2006





Council

Council

Members of the University Council

During the Year Ended 31 December 2006

Chancellor of the University

Ingrid Moses, DiplSozWirt *Erlangen-Nürnberg*, GradDipTertEd *DDIAE-SQld*, MA, PhD *Qld*, HonDLitt *UTS*, *CSU-S*, FACE, FSRHE, FACEL - appointed 1 January 2006; present tenure expires 31 December 2007.

Deputy Chancellor

Anne Lorraine Trimmer, BA, LLB *ANU*, Barrister & Solicitor ACT, Solicitor NSW - appointed to Council 7 April 1997; reappointed 12 July 2001; tenure expired 11 July 2003; re-appointed 26 March 2004; appointed Deputy Chancellor 12 April 2005; present tenure expires 25 March 2008.

Vice-Chancellor

Roger Thornton Dean, BA, MA, PhD *Camb*, DSc, DLitt *Brunel*, FAICD, FIBiol, FAHA.

Appointed by the Council

Michael Bryce, AM, AE B Arch *Qld* HonD *Canberra*, FRAIA, LFDIA, FRSA, AADM - appointed to Council 1 December 2003; reappointed 1 December 2005, present tenure expires 1 December 2007.

Anne De Salis, BAEc, MA *ANU*, FAICD - appointed to Council 2 October 2005; present tenure expires 4 October 2007.

Bob Prosser, MA *Oxon*, FICAA, FICAWE, SA Fin - appointed to Council 2 October 2005; present tenure expires 4 October 2007.

Appointed by the Chief Minister of the Australian Capital Territory

Ian Davis, BA (Hons) *Syd* - appointed to Council 1 December 2003; present tenure expires 30 November 2007.

Anne Holmes, BA (Hons) BEc, Master of Management (Industry Strategy) *ANU*, Dip Ed *Monash* - appointed to Council 26 March 2004; present tenure expires 25 March 2008.

Brand Hoff, BA Comp St *Canberra* CAE, FAICD, MACS - appointed to Council 1 December 2003, present tenure expires 30 November 2007

John Kalokerinos, JP BA LLB (Hons) *ANU* - appointed to Council 21 September 2004; present tenure expires 20 September 2008

Marion Reilly, BA Admin *Canberra* - appointed to Council 26 March 2004; present tenure expires 25 March 2008.

Peter Urban, BSc *Qld*, MEc *UNE* - appointed to Council 26 August 2004; present tenure expires 25 August 2008.

Elected by the Academic Staff

James Hanratty, BEc *Syd*, MSc (Econ) *Lond* - elected to Council 27 September 2004; re-elected 27 September 2006; term expired 19 December 2006.

Dale Kleeman, BSc (Hons) *ANU*, GradDip OpRes *Canberra* CAE- elected to Council 27 September 2006, term expired 19 December 2006.

Craig McDonald, BA *ANU*, MSc Soc, PhD *UNSW*, FACS - elected to Council 27 September 2005; present tenure expires 26 September 2007.

Leah Moore, BSc (Hons) Geology *Auck*, PhD *ANU*, Grad Cert Higher Ed *Canberra*-elected to Council 27 September 2004; term expired 26 September 2006.

Elected by the General Staff

Stacey Durrell, BA Admin *Canberra* - elected to Council 27 September 2005; present tenure expires 26 September 2007.

Elected by the Graduates

Aaron Matthews, BSc *Canberra*, GradDipSc *ANU* - elected 27 September 2004; term expired 26 September 2006.

Daniel Hughes, BA *Canberra*, - elected to Council 27 September 2006, term expired 19 December 2006.

Elected by the Students

Marc Emerson, BA Comm *Canberra*, - elected to Council 27 September 2003; re-elected 27 September 2004; tenure expired 15 December 2004 on his graduation. Re-elected by postgraduate students 27 September 2005; term expired 26 September 2006.

Hussain Faiz, BA Ed *Cairo*, MEd, *Macquarie* - elected to Council by postgraduate students 27 September 2006; present tenure expires 26 September 2007.

Lyndon Mayfield - elected to Council by undergraduate students 27 September 2006; present tenure expires 26 September 2007.

Jennifer Newman, BA Comcn *Canberra* - elected to Council 27 September 2005; term expired 26 September 2006.

Note: As a result of changes to the University of Canberra Act 1989, notified on 19 December 2006, the number of elected academic staff positions on Council was reduced from three to one. The three positions were declared vacant an election was called. Associate Professor McDonald was re-elected. The position of member elected by the graduates was abolished. Transitional arrangements apply for the positions appointed by Council and the Chief Minister, which means that tenure dates stated above may change.

Council activities

Governance

The new Chancellor of the University of Canberra, Professor Ingrid Moses took up her position on 1 January.

The University Council, the governing body, met on seven occasions between February and December, including one special meeting.

At its first meeting in 2006 Council considered the results of its annual performance evaluation and developed an action plan. Action taken to address issues included a review of its operations, and changes to its committees' terms of reference and membership. Other initiatives during 2006 were the development and adoption of standing orders and a statement of Council's reserved powers.

Professional development programs in governance and strategic governance were provided by the National Institute for Governance, and some Council members undertook training to further develop their financial skills.

Development of the University's next Strategic Plan covering the period 2007 to 2010 began in the first half of the year and a number of drafts developed in consultation with staff and Council members were considered. Presentation of the final draft was deferred till early 2007 to enable the Vice-Chancellor Designate to have input into the Plan.

At each meeting, Council considered the University's performance against its strategic objectives in one or two of the key areas of teaching and learning, research, innovation and enterprise, internationalisation, community outreach, finance, and the University's people. Reports presented by the senior executive staff responsible for those areas included comparative data, enabling Council to assess the University's performance against other Australian universities.

The University had qualified for an increase in Commonwealth funding linked to achieving compliance with the national Governance Protocols and Higher Education Workplace Relations Requirements.



Council noted the report of the Review of the Governance Structure of the University of Canberra Council commissioned by the Chief Minister and provided advice to the Chief Minister on the recommendations.

The Chief Minister addressed Council on ACT directions and priorities at its meeting on 4 October.

Committee Activities

Council's committees met regularly during the year. The Investment and Development Committee provided regular reports about the University's financial performance. The Audit and Risk Management Committee monitored the University's performance against the annual audit plan and advised Council about risk assessment and management. The Environment Committee developed principles and guidelines for a proposed review of the University's Master Plan and Landscape Master Plan.

The Legislation Committee provided advice about proposed amendments to the *University of Canberra Act 1989* and recommended changes to the University's subsidiary legislation as set out at the end of this report.

Finances

The University received an unqualified audit report from the Auditor General for 2005.

In June the University's budget was revised to address a decrease in the fulltime student equivalent load. Although the University's enrolments had increased during 2006, the load had decreased with many students opting to take a lower than full-time load. That was partly as a result of the re-structuring of the University's courses and partly because of changing economic circumstances.

Council agreed to amend its policy on the charging of fees to domestic undergraduate students to enable the University to offer undergraduate domestic students enrolment in summer schools on a fee-paying basis.

Students

Following the enactment of the Commonwealth *Higher Education Support (Abolition of Up-front Student Union Fees) Act 2005*, the Amenities and Services Fee could not be levied on students beginning courses from Semester Two 2006. The University had examined how services funded by the Amenities and Services Fee could continue to be provided to students and had taken over funding of health and counselling services and the costs of developing and

maintaining sports ovals. Provision was made to support clubs and societies and funding was set aside to support advocacy services.

The governance arrangements for commercial services provider UCU Inc were reviewed and a risk assessment of possible models was undertaken by the Audit and Risk Management Committee prior to Council's decision to endorse the establishment of UCU Ltd, a not-for-profit company limited by guarantee with the University as the sole member.

Council approved the release of a Request for Proposal to short-listed consortia for the development of additional student residential places on campus under a Build-Own-Operate-Transfer (BOOT) scheme.

Appointments

Professor Sharon Bell was appointed as Deputy Vice-Chancellor, taking up her position in May.

At a special meeting in October, Council appointed Professor Stephen Parker, Senior Deputy Vice-Chancellor at Monash University to the position of Vice-Chancellor to take effect from 1 March 2007. Professor Roger Dean had previously advised Council that he wished to take up a full-time research post at another university at the end of his current contract.

Professor Ingrid Moses and Professor Brian Roberts were appointed as Emeritus Professors.

Legislation

Council made the following statutes and rules during the course of the year:

University of Canberra (Courses and Awards) Amendment Statute 2005. (No1)

University of Canberra (Courses and Awards) Amendment Statute 2005(No2)

University of Canberra(Fees) Amendment Statute 2006

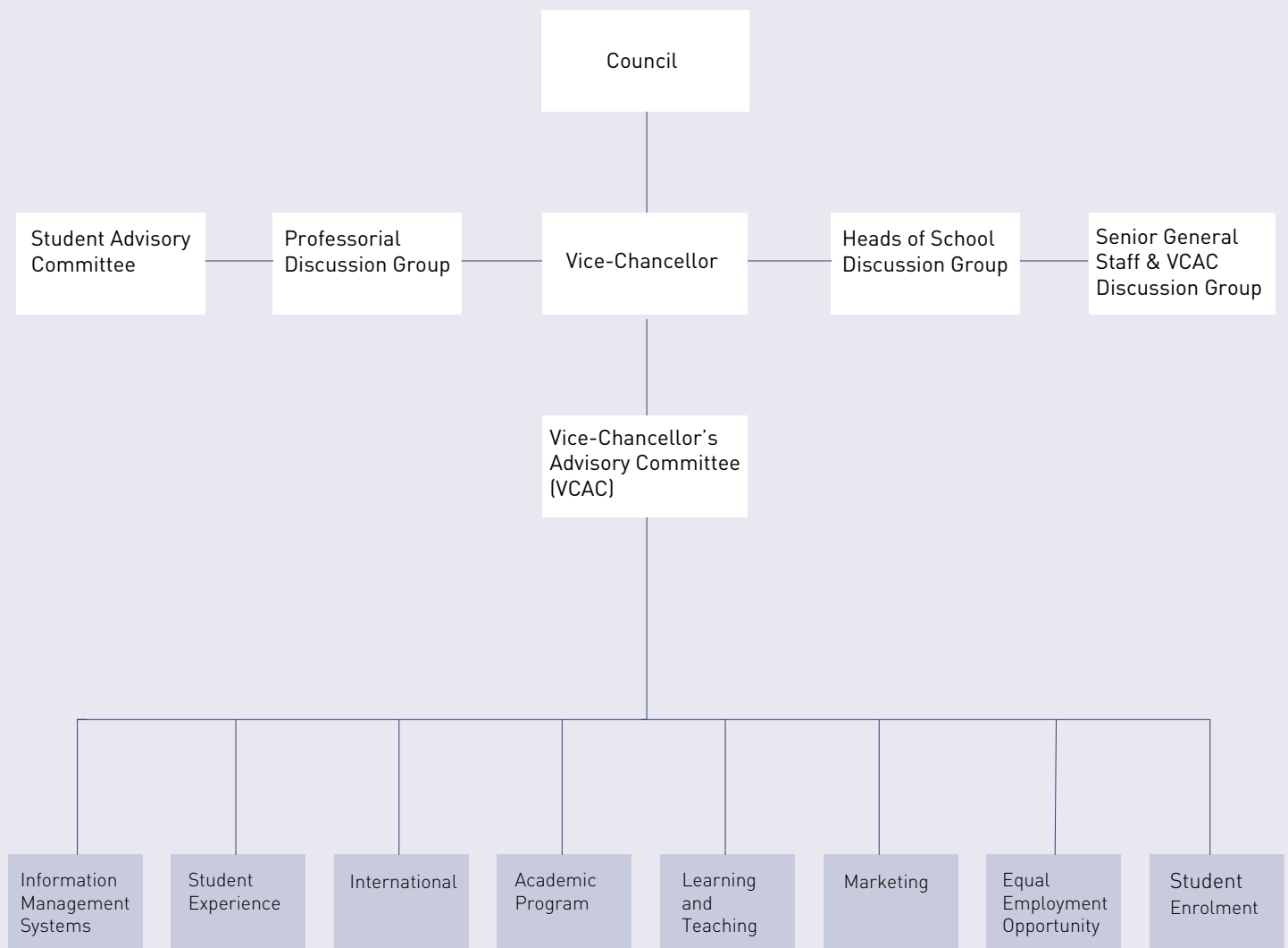
University of Canberra (University Seal) Amendment Statute 2006

University of Canberra (University Facilities) Amendment Statute 2006

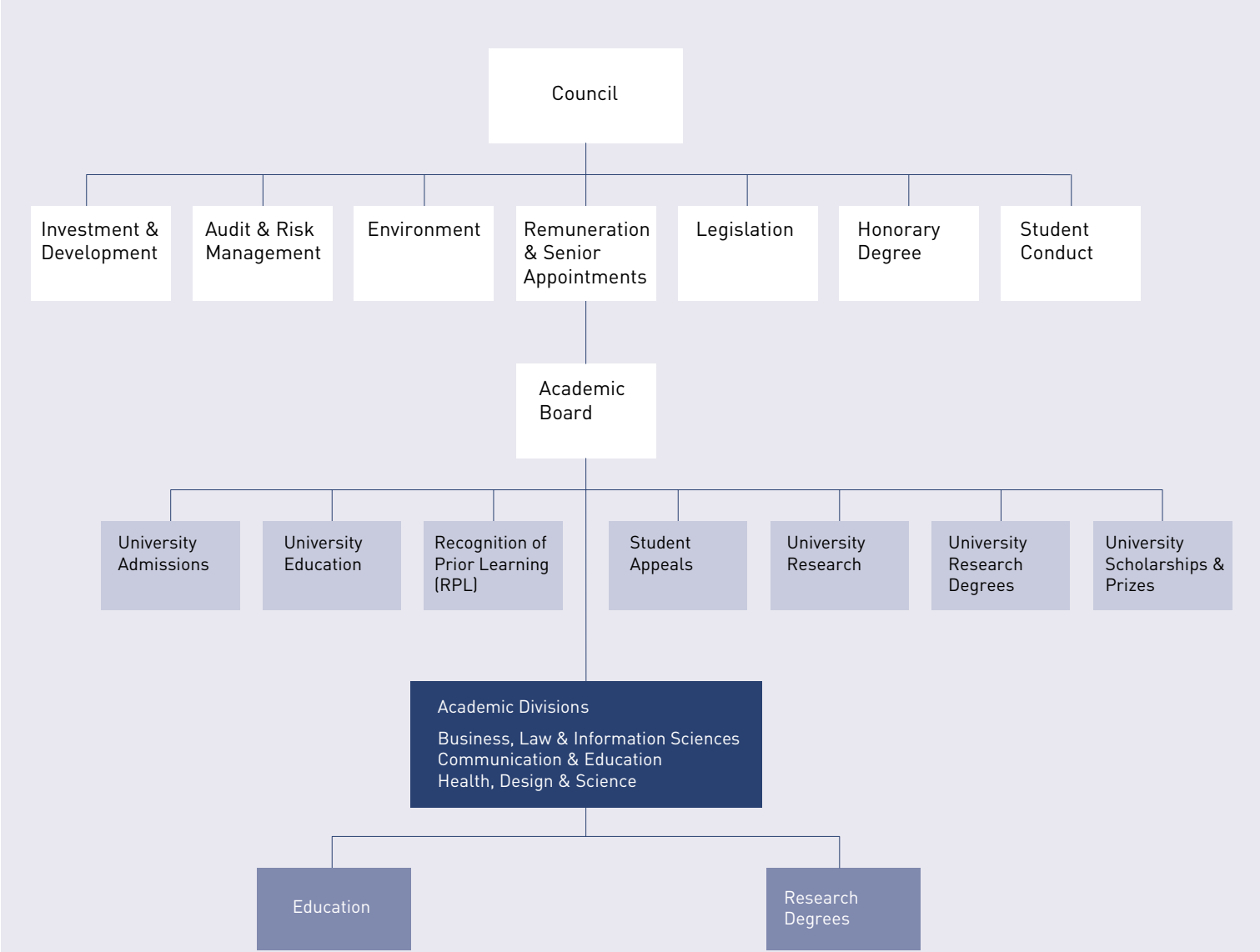
University of Canberra (Obligations) Amendment Statute 2006 Fees Rules 2006

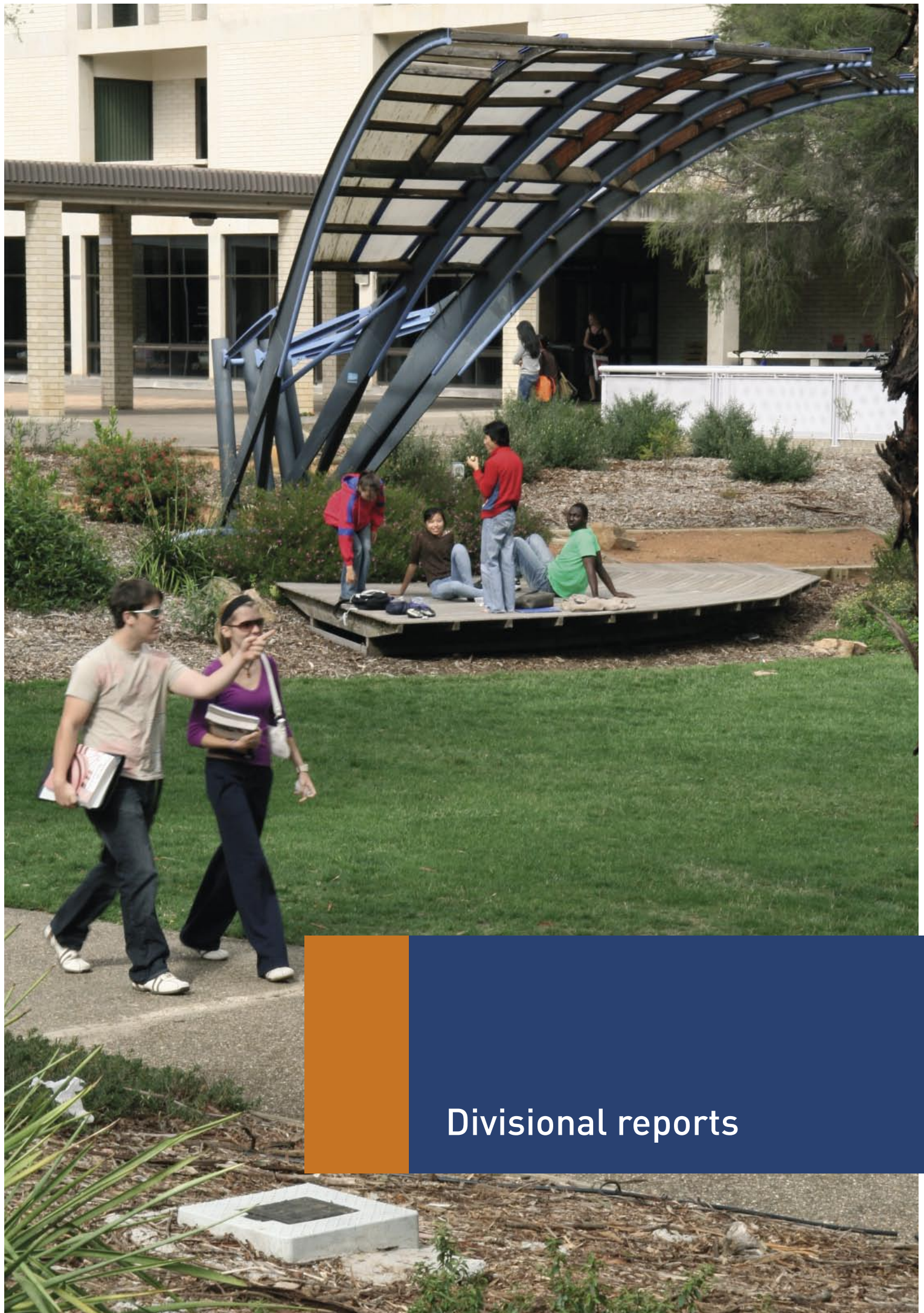
University Facilities (Information and Communication Technology Network) Rules 2006

Vice-Chancellor and VCAC committees 2006



University of Canberra governance and committee structure 2006





Divisional reports

Division of Resources

The Division of Resources completed a successful year of operation in 2006. The Division comprises Financial Services, Insurance and Risk Management, Commercial Properties, Facilities and Properties Services, Human Resources and Student Residences. During 2006, following a review of strategic operations and support functions, the Planning and Resource Development Unit moved to form part of the Office of the Vice-Chancellor, reporting under the Deputy Vice-Chancellor.

The mission of the Division of Resources is to facilitate business, which extends to include the management of the financial, human and physical resource services of the University. This is achieved by providing support to: the Executive; Divisions; staff and students in their roles at the University; and developing the human and organisational potential in supporting the University mission of instruction, research, public service and student life. The Division of Resources Operational Plan complements the University's Strategic and Operational Plans and has been developed by and supported by all staff of the Division.

The Division appointed new directors to manage the directorates of Financial Services and Human Resources. The Business Support Unit has increased the work and focus on risk management, contract management and commercial business processes.

In keeping with best practice financial management the University assures compliance with public accountability and allocates funds to the purposes specified by Government, funding bodies and relevant legislation.

Planning

The 2006 financial and resource planning required a review and re-allocation of budget funding. In recognising the aggressive environment in higher education and the impact on enrolment trends, the budget re-formulation considered accountability of funding and costing mechanisms and internal distribution. Significant importance has been placed on a balanced budget and long term sustainability. The longer term budget planning is to migrate the University to a three year forecasting and budgeting horizon, in line with the University's Strategic Plan.

Planning priorities of the Division in 2006 have been aimed at increasing efficiencies, removing duplication and reducing costs across the University, while improving service standards and financial reporting and controls. Other objectives have been to improve procurement processes in order to achieve cost reductions and streamlined processes.

The Division provided consultation and collaboration with associated service entities on campus to progress the continuation of amenities and facilities previously provided under separate amenities and services fees funding. With the introduction of voluntary student unionism legislation these fees are no longer charged. Additional direct University financial resources were allocated to student life and student resource and support services.

Additional planning focus has included key student data, retention and trend information. The increased importance of this information recognises the need for a coordinated and planned approach to enrolments and admissions. A key project has continued in 2006 to improve the collection, collation and review of student survey information.

Longer term planning, information and support initiatives will be enhanced following significant progress during 2006 for the implementation of a replacement financial management information system. This selected system will significantly improve all financial operations and further compliment the robust administrative systems infrastructure of the human resources and student administration systems.

Risk management

The Division is the sponsor of the University's risk management framework. The framework has been adopted as a strategic reference for influencing business culture, assigning risks and assisting in the assessment of risk activities. The Division is continuing in the development of a plan for operational continuity and business interruption management.

Supporting the Strategic Plan

The Division is committed to supporting the University's Mission and Strategic Plan. Performance and improvements in directing activities towards the strategic objectives of the University in 2006 can be identified as follows:

- In education – the Division strives to provide a quality and efficiently functioning campus environment. The maintenance programs delivered in 2006 provided no interruption to program delivery. The Division has implemented a range of measures to enhance the campus environment and facilities supporting the practical delivery of education programs. The Division has undertaken major improvements in human resource management processes striving for greater opportunities for staff and employer relationship building.

- In research and enterprise – the Division has endeavoured to provide quality systems and information management processes to the University community. This has allowed improvements in identifying key areas of performance and to assist in the management of specialist areas of activity. Much has been achieved by the Division in 2006 in exploring a range of opportunities both to increase the University's commercial ambitions and to increase the profile of any commercial potential.
- Outreach to our communities – throughout each year the staff and students of the University engage in wider community activities both on the campus and in places within the region. This is achieved by the support of the Division in making available resources, facilities and infrastructure in a way that adds to the success of these various events and activities. Concerts and drama productions, theatre, public lectures, sporting events, exhibitions and specific activities held during the year enrich the experience of the University community and the community of the wider region. Co-ordination, collaboration and facilitation by the Division, often by staff beyond normal operation time and responsibility, are valued contributions to these events.

Supporting the working environment

The Division of Resources continued to manage the University's employment processes and procedures, which are based on principles of equity and merit. The University's commitment to ensuring staff maintain positive relationships within the University's community is supported by programs sponsored and delivered by the Division. In 2006, programs delivered for staff included: specific occupational health and training seminars; inclusiveness community awareness seminars; women's group mentoring program; a program for professional development review; and lifestyle and life/work/family balance information sessions.

In ensuring the University's personnel policy framework complied with the Higher Education Workplace Relations Requirements (HEWRR's) a comprehensive policy review was undertaken in 2006. In this process, policies in relation to both the academic and professional staff of the University have been addressed for relevance and to improve employment relationships and opportunity. This includes areas performance management, superannuation fund of choice, and frameworks for addressing staff representation on various committees.



Garry Foran

Executive Director and Vice-President
Division of Resources and
Chief Finance Officer

In 2006, the University successfully negotiated the University of Canberra Staff Agreement 2006 -2008. The Agreement has been lodged with the Office of Employment Advocate and is a Union Collective Agreement. The Agreement terminates on 30 June 2008 and provides for future pay increases for all staff as follows:

- 3% with effect from 31 January 2007
- 2% with effect from 30 June 2007
- 3% with effect from 31 January 2008

In recognition of the University's success in removing barriers to the employment of women, status from the Equal Opportunity for Women in the Workplace Agency has been provided for the waiving of reporting requirements. This status exempts the University from the need to report annually on initiatives to improve the employment of women.

The employee assistance program continued in 2006 to assist staff and their families with work related and personal issues. The Occupational Health and Safety Management Committee continued to monitor and develop awareness and education programs, including return to work support initiatives. Important developments were achieved in health and safety responsibilities with a number of key actions continuing in 2006. This included implementing an effective injury/incident reporting system and establishing improvements and effective strategies for the management of workplace rehabilitation.

The continuing improvements of HR Online as the staff interface to the human resources information management system has allowed considerable automation of processes. Leave management, payroll information and payments summaries were introduced on-line in 2006.

The importance of staff and recognition of their achievements are acknowledged by celebrating excellence awards which include the Vice Chancellor's Distinction Awards. Recognition is also made of officers who have provided distinguished service. In 2006, two officers received recognition for achieving 25 years of service, while 15 officers were recognised for achieving 15 years of service.

Supporting the physical environment

Major maintenance and repair programs continued in 2006 with drought conditions prevailing in Canberra and the region. Major refurbishments during the year included the second phase of the main lecture complex, the print room and executive facilities. The Division commenced and delivered a number of initiatives in 2006 that will increase and enhance service provision and resource utilities on campus. Planning for revising the Campus Master Plan continued during the year, and involved key stakeholder input. A major review of document management and campus printing requirements has been undertaken.

Progress continued on work on the Residences Development Project with a selection of three developer tenders to progress the next stage. A submission will be provided to the University Council in early 2007. Should the development be approved an additional 500 bed complex will be available on campus from 2009. Demand for on campus student accommodation in 2006 remained high with unmet demand continuing to be met by utilising University leased off-campus premises.

Construction continued for the new allied health annex being built on campus. Design aspects have addressed the particular needs of pharmacy, clinical psychology, nutrition and physiotherapy. The opening will be jointly celebrated by the University and the ACT Department of Health in February 2007.

The Division has adopted strategies to enhance sustainability and environment performance. These include energy management, water management, waste management and recycling programs and management of the natural environment, including a plant propagation program.

Division of Development and International



Jandy Godfrey

Executive Director and Vice-President
Development and International

The Division of Development and International is responsible for positioning the University of Canberra in the ACT, the region, throughout Australia and internationally. The staff carry out international student recruitment and support; domestic marketing and brand management; community engagement; media and event management; alumni and fundraising through UC Marketing, UC International, UC Communications and the UC Alumni Network. From 1 January 2006 the Division expanded to include the University of Canberra English Language Institute (UCELI).

UC Marketing

The focus of UC Marketing in 2006 was the implementation of the University's new visual identity including publications, stationery, learning materials, uniforms, some signage and the web. The few remaining items will be re-branded early in the New Year.

Almost all the design work for this huge undertaking was completed in house with assistance from interns and graduates from the Bachelor of Graphic Design course.

UC Marketing co-ordinated a range of activities in collaboration with the Academic Divisions to showcase the University and provide opportunities for prospective students to experience University life. These activities include: Open Day; discovery days; school visits; postgraduate information sessions and careers advisors' information sessions; the ICAN festival; and regional show days.

A number of strategies to attract new students to the University were initiated including: the Regional Bonus Points scheme for rural and regional students in the National Capital Region (NCR); the enhanced CIT articulation strategy; availability of direct applications; Summer School and the signing of a MOU with the Riverina Institute of TAFE.

UC International

The restructure of UC International into regionally focussed teams was completed in 2006 and the case management of international students from enquiry to enrolment implemented. In addition, the installation of the web-based international student application management system was completed by October 2006. This will enhance the recruitment process including communications with prospective students. Further enhancements to processes and technology will increase the efficiency of the student recruitment process.

The main focus of international recruitment activities was in China and India where the demand for overseas qualifications remains very high compared to falling demand from students in the traditional markets of Hong Kong, Singapore and Malaysia.

After a break of seven years, the University has renewed its contract with AusAID to enrol students under Australia's aid program. The first five AusAID funded students from Indonesia arrived in June. UC International will also focus activities on other AusAID partnership countries including Vietnam, Pakistan and Bangladesh.

The increasing number of the University's students undertaking Student Exchange was particularly pleasing with approximately 8% of graduating students undertaking a semester of study in an overseas partner university during their degree.

University of Canberra English Language Institute (UCELI)

UCELI, previously part of the Division of Communication and Education, has become an integral part of the Division of Development and International.

UCELI consists of three activity areas: English Language Intensive Courses for Overseas Students (ELICOS) to enhance the English language capacity of international students prior to entering award courses; Short Courses/ Study Tours for groups of students and professionals from overseas organisations; and the International English Language Testing System (IELTS) for measuring English language proficiency for entry to University, the professions and skilled migration.

A new direct entry course, the Postgraduate Preparation Program was developed and introduced to attract students entering the University of Canberra. The five-week Introductory Academic Program was also developed for AusAID scholarship students.

During the year ELICOS student numbers increased by 10% and the number of IELTS candidates increased four-fold. Several groups of Japanese university students were hosted by UCELI as well as a large group of immigration officials from Indonesia.

UC Communications

UC Communications focused on building strategic relationships with the media particularly within the region and also with higher education journalists within national and international media organisations. This has resulted in a two-fold increase in media coverage for the University.

A highlight of the year was coverage of University of Canberra students' considerable success in the Commonwealth Games. UC Communications supported these athletes with a function prior to their departure for the Games, a welcome back lunch and a supporter's webpage linked to the *Monitor* (University of Canberra newspaper) website to log messages of encouragement and congratulations for the University's athletes. A special print edition of *Monitor* featured their many accomplishments.

In 2005 the fortnightly newspaper changed to an electronic publication. In 2006, the *Monitor* website built in momentum registering a 38% increase in page hits over 2005. Also pleasing is the number of *Monitor* stories that are picked up by journalists and published across Australia.

UC Alumni Network

The alumni office restructured during 2006 and for the first time all University of Canberra graduates were automatically admitted into the database University of Canberra Alumni Network. Each new graduate in 2006 was presented with a Graduate Pack containing a membership card and information about the benefits of maintaining their association with the University.

The focus of the Alumni Network is to maintain contact with the University and other alumni, make use of the University's assets – both intellectual and physical – for on-going advantage and provide opportunities to make a contribution to the University.

Division of Research and Information Management

Research and research degrees

Overview

2006 was a year of both consolidation and new directions in research management. Several governance, management and reporting initiatives implemented over the past two years were consolidated, fine-tuned and strengthened. The University also adopted a number of new programs and management arrangements aimed at further concentrating the strictly limited research resources and increasing the multiplier effect of those resources - for example, through encouraging interdisciplinary research and giving more attention to intra-University programs that align researchers with sources of major external research funds.

Highlights of the year included:

- a number of steps towards formulating a new research strategic plan for the University. These activities included a consultation forum with many external stakeholders in the University's research;
- articulation of the requirements for a Research Area within the University to become a higher status (and better resourced) unit - perhaps ultimately a University Research Centre;
- fundamental changes to the control and management of the University's block research funding, with all of the Institutional Grants Scheme allocation from the Department of Education, Science and Training now being held centrally to be allocated along strategic lines set by the University Research Committee;
- finalisation of a review of the University's suite of internal research grant programs;
- a University-wide Researcher Reward Scheme based on staff's research performance as reflected in publications, research income and research student completions;
- an Early Career Researcher Support Grants program;
- a centrally funded Visiting Research Scholar Grants program;
- successful completion of the University's Research Quality Framework trial;
- a year-on-year increase of over 20% in the number of DEST-recognised publications;
- an increase in the number of graduating research students to record levels;
- receipt of a number of major research grants and contracts; and
- implementation of a new module of the ResearchMaster research management information system, and substantial progress towards implementing a further module.



Professor Andrew Cheetham

Pro Vice-Chancellor and
Vice-President Research and
Information Management

Several research programs and projects (including a number in areas of pressing national or regional need - water and environmental quality, social and economic policy, governance of businesses and government agencies, development of economically important industries, molecular biology and health sciences, education) were advanced or concluded with notable success. A few of these programs and projects are summarised later in this chapter.

Strategically planning research

The present research strategic plan, covering the period 2004 to 2007, no longer captures the University's real research priorities and needs, and has been overtaken by developments in the strategic situation within which the University operates. The University took a number of steps to formulate a new research strategic plan. The University examined several other organisations' strategic plans in order to identify best practice approaches to research planning and engaged a respected consultant in the field of strategic planning to advise and assist the University in ongoing development of a new plan. A half-day consultation forum was then conducted and attended by many of the University's external research stakeholders. The forum aimed at eliciting views on strengths, weaknesses and gaps in the University's research as well as opportunities that should be capitalised on.

Benchmarking research, research management and research administration

The University continued to benchmark research performance against other universities. There are continuing signs that the University of Canberra's research effort, while modest in scale, is well directed, effective and continuing to improve - as gauged by the accepted measures of research performance (publications, research income, and research student completions).

The University also tries to benchmark *management and administration* of research against other institutions. To date this has been done informally, through regular interaction between senior research managers and their counterparts. The circumstantial evidence is that research management and administration processes are relatively effective and efficient - a situation which is continually improving through fine-tuning operating arrangements and business systems. The University's research ethics function, research publications management, research student administration function and use of research management information systems were all upgraded or consolidated in 2006.

Organisation of University research and researchers

Both optimal deployment of the University's limited research resources and the imminent Research Quality Framework process emphasise how important it is for the University to effectively form, organise and manage its research groupings. Earlier annual reports described the 2004 review of research areas and the 2005 implementation of recommendations from that review. That work was consolidated in 2006 through fine-tuning the resourcing and reporting of Research Areas / University Research Centres and their representation on the University Research Committee.

At the same time, much attention has been given to requirements for research groups to be accorded (or have withdrawn) the three levels of recognition the University uses for formalised research units: Research Area; Research Area of High Potential; and University Research Centre. University Research Centres and, to less an extent, Research Areas of High Potential receive preferential funding and other resources. The requirements for progression include factors focusing on the unit's coherence, internal dynamics, sustainability and management resources, in addition to the quality of its research and researchers.

It is hoped that each of our present three Research Areas of High Potential will have demonstrated the research performance and achievement to warrant becoming a University Research Centre within about three years of having assumed Research Area of High Potential status.

Further cultivating research culture

The University continued to give much attention to developing and stimulating its researchers and research students. Some initiatives to this end are described elsewhere in this chapter; for example, introduction of a Researcher Reward Scheme and an Early Career Researcher Support Grants program, and steps to further integrate research students into research life at the University.

Complementing these initiatives is the draft Academic Workload Model that was adopted during the year. This should make a major contribution to developing research activity and research culture across the University.

The University's internal research grants programs

All these programs were reviewed, and amended guidelines/conditions introduced to better align outcomes with the University's strategic needs (like the need to become more competitive for large-scale externally funded projects and the need to continue to cultivate a productive research culture across the University). Three completely new programs were introduced:

- a University-wide Researcher Reward Scheme based on staff's research performance as reflected in the University's record of publications, research income and research student completions;
- an Early Career Researcher Support Grants program; and
- a centrally funded Visiting Research Scholar Grants program.

The former University of Canberra Multidisciplinary Research Grants program was recast to become the Interdisciplinary Research Grants program. The new program has a number of new features that should further strengthen cross-disciplinary collaboration.

The Research Quality Framework process (RQF)

Between late 2005 and late 2006, the University conducted an RQF trial. This was planned and in large measure carried out in consultation with the other New Generation Universities. The trial was intended to familiarise researchers and the University with an RQF-like process as well as to give all parties some indication of how individual researchers (and to a certain extent research groups) might emerge from the RQF.

More than 150 research-teaching and research-only academics completed a questionnaire that collected self-assessments of their research quality (on a five-point scale) and the impact of their research (on a three-point scale). These respondents represent some 90% of the University's active researchers. The research quality information was collected through having researchers identify their best four outputs - thereby making the trial as similar as possible to the 'real' RQF.

The quality and impact self-assessments were reviewed by small discipline-based panels of senior researchers from within the University, and moderated assessments were returned to each researcher, together with feedback on the sorts of misunderstandings and shortcomings evident in many researchers' self-assessments. Thirty percent of

researchers' output quality self-assessments and 20% of their impact self-assessments were adjusted significantly in the moderation process.

The University of Canberra has also been closely monitoring developments in the government's RQF process, and planning its deployment of resources against the background of those developments - for example, resources for project-managing the University's involvement in the RQF and for developing adequate electronic repository capacity.

The University is well placed to participate effectively in, and profit from, the RQF.

Research training and research students

Postgraduate research students are important contributors to research performance in all designated Research Areas. The University has around 350 research students, over two-thirds in the PhD program. Full-time and part-time numbers are roughly equal and there are slightly more females than males. More than half are over 40 years of age. Most are domestic students with Research Training Scheme places. A number of candidates receive scholarships providing a stipend.

Expanding our suite of research scholarships remains a high priority. A new Vice-Chancellor's PhD Scholarship was established during the year, while new collaborative scholarships were established with a number of organisations. Administration of scholarships was reviewed, with new arrangements to apply from January 2007. Responsibilities of all staff are being clarified to ensure a whole-of-life approach to scholarships management.

Implementation of the Postgraduate module of the ResearchMaster information system is well advanced. (The University already uses ResearchMaster for grants, publications and ethics management). The Postgraduate module will supplement the Callista Student Management System for research students and significantly improve data handling and reporting capabilities.

Course approval processes for higher degrees by research were amended to enhance the role of the University Research Degrees Committee. A number of doctoral and masters courses were reviewed and restructured to meet changing academic/professional needs.

The University continued to act on feedback from its annual research student survey. For example, guidelines for the personal research learning plans research candidates are required to develop were reviewed in response to the 2005 survey.

Registration for research students' supervisors (a key quality assurance measure) was streamlined and a range of professional development opportunities identified for practising supervisors. The new draft Academic Workload Model sets a nominal time allocation for each member of a candidate's supervisory panel (chair, second supervisor etc). The model will be evaluated after a year of operation.

The latest report of the Postgraduate Research Experience Questionnaire (PREQ) provides evidence of our achievements in research training. Compared with the previous year, University of Canberra research postgraduates seem to be more satisfied with their experience on all scales. Furthermore, the University's results were better than the National average on five of the seven scales.

The Research Education Program

This Program, co-ordinated by a half-time member of academic staff operating out of the University Library, offers services and information to support research students.

A WebCT site was set up as a platform for students to access and share information. Steps are under way to upgrade these existing WebCT pages. This work will be linked to a project supported by the Carrick Institute for Learning and Teaching in Higher Education, aimed at using the new site for peer engagement.

Research students also subscribe to an email list, used to distribute information on activities within and outside the University that may be of value to them. Computers dedicated to research students' use were located in the Research Education Program Convenor's office during 2006.

Two sessions of the Inter-University Research Workshop Program, a collaborative activity involving the four ACT universities (Australian Catholic University National, Australian Defence Force Academy at the University of New South Wales, and the Australian National University as well as the University of Canberra) and organisations such as the Australian War Memorial, were run during semester breaks. Thirty-nine workshops covering a wide range of research skills were offered. Almost 1000 places were used. (Some students attended several workshops.)

A weekly writing group for students of non-English background was organised in collaboration with the Academic Skills Program.

Major external funding gained in 2006

Australian Competitive Grants

Australian Research Council Discovery Grants

Professor WA Maher, Dr MJ Ellwood, Dr M Kelly

Southern Ocean nutrients and their links to climate change: insights from the isotope and elemental signature of diatoms and sponges

Category: 2604 Oceanography

Administering institution: University of Canberra

Associate Professor S Mahalingam, Dr PA Ryan, Professor BH Kay

The biology of arbovirus virulence and fitness in arthropod and vertebrate hosts in vivo

Category: 2703 Microbiology

Administering institution: University of Canberra

Australian Research Council Linkage Grants

Professor AM Harding, **Associate Professor SJ Kelly**, Dr P Williamson, **Dr J McNamara**

Regional Dimensions: The Spatial Implications of Population Ageing and Needs-Based Planning of Government Services

Category: 3701 Sociology

Partner organisations:

- Queensland Department of Premier and Cabinet;
- Office of Economic and Statistical Research, Queensland Treasury;
- Australian Bureau of Statistics;
- NSW Department of Community Services; and
- ACT Chief Minister's Department

Administering institution: University of Canberra

Associate Professor S Mahalingam, Associate Professor PA Keller, Dr GD Ewart, Dr CA Luscombe

Novel strategies in the design and development of antivirals against dengue virus

Category: 3204 Medical Microbiology

APA(I) Award: 1

Partner organisation:

- Biotron Ltd

Administering institution: University of Canberra

Associate Professor J Braithwaite, Associate Professor RA Iedema, Associate Professor JI Westbrook, **Associate Professor AR Foxwell**, Dr RA Boyce, Professor TM Devinney, Associate Professor MM Budge

An action research project to strengthen inter-Professional learning and practice across the ACT health system

Category: 3701 Sociology

Partner organisation:

- ACT Health

Administering institution: University of New South Wales

Associate Professor DJ Schofield, Dr ME Passey,

Mr A Earnest, Mr R Percival, Associate Professor SJ Kelly

Economic impacts of disease on older workers: costs to government and individuals and opportunities for intervention

Category: 3402 Economics

APA(I) Award: 1

Partner organisation:

- Pfizer Australia

Administering institution: University of Sydney

Australian Research Council Linkage Infrastructure Equipment and Facilities (LIEF) Grant

Professor RJ Stimson, Professor MC Western, Professor JL Hunter, Professor BA Pailthorpe, Professor GJ Hugo, **Professor AM Harding**, Professor WF Mitchell

Infrastructure for a spatially integrated social science e-research facility

Category: 3704 Human Geography

Partner organisations:

- University of Adelaide;
- University of Canberra;
- University of Newcastle; and
- Australian Bureau of Statistics

Administering institution: University of Queensland

Australian Research Council / National Health and Medical Research Council Collaborative Funding Program – Thinking Systems

Professor DK Burnham, Professor R Dale, Associate Professor CJ Stevens, Associate Professor DM Powers, Dr CW Davis, Dr JM Buchholz, Dr T Kuratate, Dr J Kim, Dr GC Paine, Dr CM Kitamura, **Professor M Wagner**, Dr S Moeller, Dr AW Black, Dr T Schultz, Associate Professor HH Bothe

From talking heads to thinking heads: a research platform for human communication science

Category: 3801 Learning, Memory, Cognition and Language

Collaborating countries:

- Germany;
- Denmark; and
- USA

Administering institution: University of Western Sydney

National Health and Medical Research Council Ageing Well, Ageing Productively Strategic Award

Associate Professor KJ Anstey

Using health outcome data from pooled Longitudinal Studies of Ageing to develop statistical and microsimulation models to determine how to best compress morbidity and optimize healthy and productive ageing

Administering institution: Australian National University

UC Researchers: **Associate Professor Laurie Brown, Professor Ann Harding**

Other major research contracts

Associate Professor Laurie Brown

Primary care in an ageing society: a modelling approach

Funding organisation: University of Auckland - HRC NZ Project

Professor Denis Goodrum

Australian school science education framework

Funding organisation: Department of Education, Science and Training

Professor Ann Harding, Ms Alicia Payne, Dr Quoc Ngu Vu

Demonstrated interactions between wages and the tax transfer system

Funding organisation: Australian Fair Pay Commission

Dr Maurice Neville

Identifying problem gamblers at the gaming venue

Funding organisation: Adelaide Research and Innovations P/L

Mr Robert Tanton, Ms Rebecca Cassells,

Mr Stephen Leicester

Modelling legal aids means test variables against Australian state and territory populations

Funding organisation: Attorney-Generals Department

Dr Jennifer Webb

Australian Writing Programs Network (AWPN)

Funding organisation: The Carrick Institute for Learning and Teaching in Higher Education

Selected research projects and achievements

Children and social exclusion –

NATSEM's latest research

The National Centre for Social and Economic Modelling is a leading centre for research on poverty, wealth and income in Australia. Whereas most studies of disadvantage to date have centred on the adult population, one NATSEM research project focuses on child welfare in Australia - specifically regional poverty and disadvantage among children.

The project has developed a multi-dimensional measure of disadvantage (the 'social exclusion measure') for children, which takes into account factors beyond the traditional indicator of income. This is in line with overseas research which considers factors such as parental occupation, skill level and education in measuring disadvantage among children.

Using the social exclusion measure, the Centre's research showed that one in three children in Tasmania belonged to the most disadvantaged group in Australia. Conversely, around one in four children living in Canberra belonged to the most advantaged group in the country.

Extreme differences were found within States, said Professor Ann Harding, Director of NATSEM and Professor of Applied Economic and Social Policy at UC. This flagged an area of future research that should help address inequality in Australia.

In August 2006, Professor Harding presented a paper on the project to the conference of the International Association for Research in Income and Wealth, held in Finland.

Good communication – a key role in disaster recovery

We all remember the firestorm that blazed through parts of Canberra in January 2003, destroying hundreds of homes and leaving four people dead. Once the crisis had passed, the ACT went into recovery mode. Communication between government and the public is an important part of post-disaster recovery, but has received little research attention until now.

In 2005, Dr Susan Nicholls, Lecturer in Public Relations in the University's Division of Communication and Education, began to examine the communications model used by the ACT Government after the fires, in particular the flow of information to and from the Bushfire Recovery Taskforce.

Crucial in the research is the understanding that communication is a two-way process – an organisation should listen to and respond to feedback from its audience on the messages it has sent to the public. The ACT Government set up a Community and Expert Reference Group in the wake of the fires, to provide advice on public communications, and also established the Bushfire Recovery Centre as a key community information point.

Dr Nicholls investigated the effectiveness of the communication methods used to convey essential information to the public. Since the Internet was hardly a useful tool for communicating with people made homeless in the fires, the Government's communication strategy focussed on the print and broadcast media, so these were what the research concentrated on.

Dr Nicholls will work on refining the ACT recovery communications model to help other organisations – government and non-government – deal with community recovery in the future. She is part of a team of researchers from the University of Canberra and the Australian Catholic University who have been commissioned by Emergency Management Australia to continue this research. The ACT Government is also part of the collaborative research effort.

Life and death – paramedic decision-making

In a research project unique in Australia, the University's Research Centre for Nursing and Midwifery Practice and The Canberra Hospital studied the life and death decisions made by paramedics at major car accidents.

The research found that paramedics in multi-trauma situations used standard triage practices and their own expert judgement to prioritise patient care. Their decision-making processes came into play early, even before arriving at the scene of a vehicle accident. They used information on the seriousness of the accident, the location of the accident and other contextual information to activate their triage skills.

Professor Don Aitkin, Chair of the NRMA Road Safety Trust, which funded the research, handed the report to ACT Ambulance Clinical Services. Professor Aitkin said the report will assist ambulance service educators to improve the teaching of triage procedures to paramedics in the service.

The research team was led by Professor Paul Arbon, at the time a University of Canberra researcher, now Chair of Nursing at Flinders University and an Adjunct Professor at UC.

Roadside drug-testing in the ACT

Citizens are now well used to the random breath testing carried out by police in the ACT. Such testing is credited with the reduction in road fatalities nationwide. Now the focus is on testing drivers for the effects of illicit drugs.

Dr Gabrielle Cooper, Head of Pharmacy in the University's Division of Health, Design and Science, said the partnership between the University and the Australian Federal Police showed that the ACT is taking the issue of drug-driving very seriously.

In the first such study conducted in the ACT, University researchers designed and administered anonymously a questionnaire asking people about their past drug-driving habits. The second part of the study involved taking saliva samples from the respondents to test the reliability and usability of commercially available drug-testing kits.

The ultimate aim of the study is to provide current data on drug-driving in the ACT to assist in policy development and implementation. In the future, drug-driving testing may well be carried out in the ACT in the same way as the current drink-driving random breath testing.

Financial supporters of the study were the NRMA ACT Road Safety Trust and the Healthpact Research Centre for Health Promotion and Wellbeing, located at the University of Canberra.

Diabetes – could a cure come from plants?

With Type 2 diabetes on the rise in the Australian population, research into treatments for the disease is now looking at the use of plant-based medications. Dr David Lin, Senior Lecturer in Medicinal Chemistry and Pharmacology in the Division of Health, Design and Science, believes that plants such as the Australian Ficus (*Ficus racemosa*) and the green tea plant (*Camellia sinensis*) could play a part in the medical approach to diabetes.

Dr Lin points out that plants have been used as medicines from earliest times, with more than 7,000 compounds used in western pharmacology being derived from plants. The plant world offered a huge resource for further exploration as new diseases became evident, or increased, in human populations.

With emerging evidence that diabetes involves inflammation, plants with identified anti-inflammatory properties are now under the microscope. Dr Lin's research focuses on the compound racemosic acid, found in the Australian Ficus. In clinical studies, the acid has been found to inhibit chemical and protein mediators in the inflammatory process.



Professor Ann Harding

Director NATSEM



Many dead spruce trees in the southwestern Yukon, killed by a bark beetle outbreak triggered by warm winter temperatures. Many of these dead trees would be up to 400 years old.

Dr Lin stressed that these findings were far from producing a therapeutic treatment based on racemosic acid. It was, however, a promising line of research in the race to formulate treatments for a burgeoning illness in Australia and other western countries.

Dr Lin's research on racemosic acid is collaborative; his research partners are Dr David Leach and Dr Stephen Myers from Southern Cross University and Dr Rachel Li, of the ANU's Medical School.

UC scientists head for the Yukon

With climate change a global phenomenon and North-Western Canada one of the global hotspots for rapid climate change, it is no surprise that University of Canberra adjunct professors Charles Krebs and Alice Kenney are studying plant and animal communities in the Yukon.

The average temperature in the southern Yukon has increased over 3 C during the past ten years. Two changes are already apparent.

With warmer winters, the population of the spruce bark beetle has flourished. The beetles lay their eggs under the bark, introducing a fungal disease that eventually kills the mature trees. Since young spruce trees are resistant to the beetle, the spruce forest will recover, but with warmer winters and more beetles, recovery will take up to 200 years.

Red squirrels, abundant in the boreal forest, depend on spruce seeds for their winter food. With more spruce bark beetles, and fewer adult spruce trees and seeds available, the red squirrel population is on the decline also. Possibly in an attempt to counter this, the squirrels have moved their breeding season from May to late March. Many females now produce two litters during the summer, instead of the usual one.

Professors Krebs and Kenny plan to continue their research into the effect of climate change on animal-plant interdependence across more species in 2007.

A fox-free Tasmania – how DNA can help

The University's Institute for Applied Ecology, in collaboration with the Invasive Animals Co-operative Research Centre, Pestat Ltd and the Fox Eradication Program of Tasmania's Department of Primary Industries and Water, is playing a part in eradicating the nascent fox population of Tasmania.

Tasmania has long been regarded as a fox-free environment, in contrast to the Australian mainland, but sightings of foxes – dead and alive – have occurred in Tasmania since

September 2001. An explosion in the fox population would be a disaster in biological and economic terms. Eradication of the current fox population is the only answer.

Researchers at the Institute for Applied Ecology have developed a DNA detection approach to determining if foxes and other large carnivores are present in an area. The process tests animal scats (droppings) to identify the animals in question. The research group is now embarking on a large-scale intensive survey of Tasmania. The results of the survey will provide clear evidence of fox distribution across the State and allow a targeted approach to the laying of baits.

Four ARC grants to boost UC research

Four research grants, collectively worth \$1m, were awarded to the University of Canberra in October 2006 by the Australian Research Council. The University's success rate (as a proportion of applications) was approximately equal to, and sometimes well above, the national average 'hit rate' in each discipline.

The grants will be put to a variety of uses – combating dengue fever and Ross River virus, examining the role of the oceans in climate change and predicting the effects of population ageing in Australia.

Vice-Chancellor Professor Roger Dean was delighted with the University's success in winning the grants against keen competition. "The ARC grants are among the most prestigious and the most competitive, so particular congratulations must go to our ARC grant recipients," he said.

Dr Suresh Mahalingam, Associate Professor of Virology, was particularly pleased as his Virus Research Group won two of the four grants, a total of \$465,000. These grants follow on the heels of grants won by the Group in 2005 (NHMRC), in 2004 (ARC) and two in 2003 (NHMRC) for research on viral pathogenesis. They also complement \$US1.4 million funding in 2006 from the US National Institutes of Health for research on viral and bone diseases, received by Dr Mahalingam and two US collaborators.

Dr Bill Maher, Professor of Environmental Chemistry, won a \$390,000 ARC Discovery Grant for research to improve scientific understanding of how the ocean extracts greenhouse gases from the atmosphere. Professor Ann Harding and Dr Justine McNamara of NATSEM will use their \$336,000 ARC Linkage Grant to investigate the spatial implication of population ageing.

Voice experts speak out at biometric security conference

There has been a rapid increase in the level of fraud in recent years, particularly in the area of identity fraud and identity theft. Identity fraud is reportedly the fastest growing crime in Australia. For victims, the impact can be devastating, both financially and in terms of their reputation. According to the Australian Institute of Criminology, "the prevention and control of fraud are two of the great challenges for Australia now and in the years to come."

Biometric technologies provide the basis for security systems aimed at preventing identity theft and fraud. These systems, which are of increasing interest to government and industry worldwide, take into account a person's characteristics when verifying they are who they say they are. Many countries now issue passports with biometric details and a number of private and government agencies have begun using voice authentication for identity management.

In October 2006 the University's National Centre for Biometric Studies (NCBS) organised and hosted the world's first conference on the use of voice authentication technology for security. Interstate and overseas delegates joined representatives of Canberra agencies and businesses to learn how voice authentication technology has the potential to revolutionise security.

"This is the first conference of its kind," NCBS deputy director Dr Clive Summerfield said. "We're concentrating on voice because it has unique benefits that are not being explored."

Voice authentication has advantages over other biometric technologies but had long been the "poorer cousin" to systems like fingerprint, iris and face recognition. Voice authentication didn't require expensive hardware and worked remotely over the phone.

Dr Summerfield said the NCBS was in a position to give organisations interested in using biometrics a balanced view of the best product for them. "We can cut through the rhetoric to give a high-level independent view of these technologies and how they operate," he explained.

Speaker Rob Allen, biometrics analyst with US business consulting firm Frost & Sullivan, said "universities could have an important role to play in the biometrics sector in developing new technologies. The NCBS could act as a bridge between academia and the marketplace, helping commercialise good ideas".

"If a university can get in early it will be a thought leader in this space," Mr Allen added.

Information and Communications Technology Services (ICTS)

ICTS continued to build on initiatives commenced in previous years to improve, integrate and standardise the ICTS services provided to the University of Canberra. Momentum was lost with the resignation of the Director in May until his replacement commenced in October. The Collaboration Project, which aims to standardise a number of common IT services such as email and calendar, was put on hold. The project recommenced in November with the appointment of a Project Manager and is on target for some key deliverables in the first quarter 2007.

ICTS was also fortunate to utilise the services of an officer on loan from CIT who completed an activity to centralise sourcing of desktop and laptop computers with the aim of standardising the support environment and reducing the cost of computers for the University. This officer also led a project to rationalise identity management for use by the IT infrastructure and supervised the preparation of a blue print for identity management.

Computer viruses that have in the past caused significant disruption had minimal affect in 2006 as a result of active scanning of the University's networks and proactive patching of computers. Access control lists were introduced to separate the University networks from the Internet, successfully limiting direct attacks and mitigating the damage caused by unsolicited intrusions.

ICTS continued to provide information and communications technology services through five programs:

- Planning and Coordination;
- Service Desk and Desktop Support;
- UC Online;
- Corporate Enterprise Systems;
- Common Operating Environment and Systems; and
- Communications and Technical Support.

Planning and Coordination

The Planning and Coordination program led a major initiative to strengthen IT governance by establishing an Enterprise Portfolio Management Office (EPMO). The EPMO commenced work to map the 'as is' and 'to be' enterprise architecture for the University and gained agreement on the Enterprise Architecture and IT Investment Principles. A report commissioned by ICTS provides the University with a foundation on which the business, information, application and technology architectures and processes can be further developed. The Planning and Coordination program also continued the development of a project management framework for ICT and IM projects.

Service Desk and Desk Top Support

The Service Desk and Desk Top Support program provides the University's information technology service desk and direct user support. The program implemented Computer Associate's Unicenter application to improve the management of IT incidents and to link all other University service desks together. The Service Desk averaged 600 contacts a week.

UC Online

After more than two years, the UC Online program completed the migration of all core web site content into the Web Content Management System (WCMS). Also, over 264 academic and general staff have received training as Content Authors and Site Coordinators to enable devolved management of the content on our websites. The website migration strategy included the introduction of a high level information architecture and the incorporation of the new University of Canberra brand into the website design. The UC Online web application developers also maintained and developed a number of web applications and introduced new services including the Centre for the Enhancement of Learning, Teaching and Scholarship (CELTS) Online Booking System, Online Survey Application, new CASITS, new Policy Database and the Confluence Wiki (UCSpace).

Corporate Enterprise Systems

The Corporate Enterprise Systems program supported the implementation of the Alesco Human Resources System, the Financial Management System and the Cognos business intelligence reporting tools and completed an upgrade of the Callista Student Management System. This upgrade provides additional functionalities that support the management of student services. In addition, the program achieved the following:

- **Staff Connect** implemented an online staff portal into Callista that provides improved access to student information for the academic staff;
- **Student Connect** improved Student Connect which provides self-help access for students; and
- **Interfaces and Customisations** developed interfaces between Callista and Research Master, Candi, Finance, the Automated Retrieval Transcript System and the Human Resources System.

Systems Support and Common Operating Environment (COE)

This year, the Systems Support program oversaw significant improvements to the University's ICT systems capability. Of particular note, ICTS upgraded the storage area network and over 45terrabbytes of data storage is now available across the University providing room for future growth in data storage and consolidation of the University's file and print services. Most of the computer servers were also replaced and upgraded in 2006. A further major initiative was an investment in new enterprise backup software, which has resulted in a considerable improvement in the University's capacity to cope with system failures and improvements to data security. 2006 also saw major work in consolidating the desktop common operating environment, in particular the progressive implementation of integrated management for desktop workstations and software.

Communications and Technical Support

The Communication and Technical Support program provides support for the University data network, the University telephone system and switchboard services and audio-visual support and maintenance in major teaching rooms. In 2006 this program completed the following:

- computer network upgrade and network switch replacement program in Buildings 1, 6, 7, 13, 14 and 16;
- expansion and consolidation of the wireless network to include wireless network access in Buildings 1, 3, 5, 7, 9, 12 and 20;
- introduction of Voice over IP (VoIP) telephony within the University; and
- replacement and upgrade of audio-visual equipment in teaching rooms particularly in Buildings 2, 6 and 10.



Division of Learning and Teaching



Professor John Dearn

Pro Vice-Chancellor and
Vice-President Academic

The Division of Learning and Teaching is focused on supporting student learning through the development and delivery of student services, scholarly resources, academic policies, quality improvement and assurance systems, academic staff development and educational technologies.

2006 saw the further development and consolidation of the Division of Learning and Teaching with the addition of the Academic Skills Program (ASP) into the Division helping to ensure a more strategic approach to enhancing the student experience at the University.

The Office of the Pro Vice-Chancellor (Academic), Head of the Division of Learning and Teaching, was responsible for a number of important new initiatives in 2006 aimed at improving the quality of learning and teaching. These included the introduction of an online student satisfaction survey system for all units and the introduction of annual course reports summarising key performance indicator data for all courses. Other initiatives taken in 2006 included the introduction of a Professorial Lecture Series presented by newly appointed professors.

The University was once again successful in the Commonwealth Government's Learning and Teaching Performance Fund, receiving recognition for excellence in the areas of Health and in Business, Law and Economics. In 2006, the University received four citations for outstanding contributions to student learning by the national Carrick Institute for Learning and Teaching in Higher Education as part of the Awards for Australian University Teaching and is currently the lead institution in four competitive Carrick grants and a partner organisation in a further two.

Student Administration

Student Administration welcomed the transfer of the Timetable Manager into the unit in mid 2006, which brought together the Timetable and Examinations functions into the one grouping. The transfer necessitated a change of reporting and organisational structure within Student Administration and two senior manager positions were recast as the positions of Assistant Director, Student Administrative Services and Assistant Director, Student Operations.

A Working Party on the Administration of Non-standard Courses recommended that all domestic admission application processing be centralised. It was also agreed that tuition fee invoice generation for all students of the University, including those enrolled in courses delivered offshore, should be performed by the student system. Student Administration successfully implemented these changes in the second half of 2006.

Student Administration successfully led the implementation of AskUC, an online FAQ database for current University of Canberra students. AskUC now contains over 330 FAQ's on every core student service offered by the University.

A new module of the Student System, called Staff Connect, was successfully developed and implemented. Staff Connect is an online staff portal into Callista and will be of significant benefit to academic staff. The portal will allow unit coordinators to download and upload unit results themselves directly into Callista.

A review of the University's tutorial enrolment processes was conducted in 2006. It was determined to completely change the approach to tutorial allocation which will result in the contraction of Enrolment Week and Orientation Week into the one week.

The ongoing work of Student Administration in supporting articulation students from the CIT was acknowledged through the award of a Carrick Institute for Learning and Teaching in Higher Education Citation for Outstanding Contributions to Student Learning.

The Centre for the Enhancement of Learning, Teaching and Scholarship (CELTS)

This has been a highly successful year for CELTS and a new Director, Professor Yoni Ryan, commenced in January. An expanded workshop program included the new QuickBytes@UC Policy aimed at explaining University academic policies to staff, the Higher Education Forums, Promotion Workshops, Survival Skills Workshops and a new Sessional Staff Development Program funded through the DEST Learning and Teaching Performance Fund.

CELTS have undertaken 384 hours of consultations on various Learning and Teaching matters with a total of 940 staff across all Divisions. Use of the CELTS Feedback system increased, with a 30% increase in the number of unit evaluations in Semester One 2006 over Semester One 2005 and the numbers of staff requesting evaluations increased by 8%. Nine staff completed the Graduate Certificate in Higher Education in 2006.

Technology and Educational Design Services (TEDS)

2006 has been a very busy year for TEDS with a full program of design, development and production of learning materials for online courses as well as the production of newsletters and a WebCT Designer's site. The Web Site for Every Unit project is well-underway with the development

of Web templates. A major project commenced by TEDS in 2006 was the search for a replacement for the University's Web-based teaching system WebCT which resulted in the selection of two candidates for further testing.

A new group – ROL@UC – was set up to foster a community of practice of research into online learning, and academics from that group have volunteered to test the possible replacement for the University's Web-based teaching system. Members of TEDS have liaised heavily with Library staff involved in the search for a replacement Library system and Learning Object Management System.

Secretariat

The Secretariat continued to support the University's quality assurance procedures including the development and revision of a number of policies and procedures and the co-ordination of the course development and review processes. Four course group reviews were held during the year. The University completed the restructure of the Academic Program, with all postgraduate courses to be offered in 2007 now based on the homogeneous system of three-credit-point units, or units that are multiples of three credit points, providing increased flexibility for individual units to be used across multiple courses. Courses restructured by the University in 2006 involved:

- 6 graduate certificate courses;
- 7 graduate diploma courses;
- 15 masters degree courses; and
- 5 postgraduate research courses.

The following new courses were accredited by Academic Board in 2006:

- undergraduate degree course in Arts in Architecture (leading to the new award of Bachelor of Arts in Architecture);
- undergraduate combined degree course in Economics and Laws (leading to the existing awards of Bachelor of Economics and Bachelor of Laws);
- undergraduate combined degree course in Economics and Management (leading to the existing awards of Bachelor of Economics and Bachelor of Management);
- undergraduate honours course in Arts (leading to the new award of Bachelor of Arts (Honours);
- graduate certificate course in Physics Education (leading to the new award of Graduate Certificate in Physics Education);
- graduate diploma course in Advanced Nursing Practice (leading to the new award of Graduate Diploma in Advanced Nursing Practice);

- graduate diploma course in Professional Writing (leading to the new award of Graduate Diploma in Professional Writing);
- masters degree course in Architecture (leading to the new award of Master of Architecture);
- masters degree course in Arts in Counselling and Psychotherapy (leading to the existing award of Master of Arts);
- master's degree course in Applied Science (research) (leading to the existing award of Master of Applied Science);
- master's degree course in Arts in Government (research) (leading to the new award of Master of Arts in Government); and
- Doctor of Philosophy (PhD) specialisation in Government.

The University is in the process of implementing online enrolment into majors and minors through the University's student information system, Callista, for 2007 implementation.

Academic Skills Program (ASP)

The ASP continued to provide a high quality service to students at the University of Canberra. In 2006 ASP staff have given learning development assistance to University of Canberra students in over 3,042 individual consultations and has reached another 3,249 students in over 383 hours of in-discipline and academic skills workshops.

Feedback from student evaluations of our workshops and individual consultations indicates that over 95% of students 'agreed' or 'strongly agreed' that both the ASP workshops and individual consultations had helped them to approach their study with more confidence and that they had learnt new skills or improved existing skills. ASP's Thesis Writing courses have continued to attract increasing numbers of students through 2006, and the Higher Degree by Research Students Survey rated the Thesis Writing course as one of the most helpful aspects of the research education program.

ASP also continues to be active in the wider university community. Working together, ASP and the Library staff initiated a series of successful drop-in 'Trouble Shooting' sessions in the Library in second semester. ASP and CELTS staff have also worked together in new staff orientations and the Beginning Postgraduate Supervision sessions. ASP and Spiritual Meeting place staff have worked with international students to improve their speaking skills. ASP staff have

also worked with the Women's Mentoring Program by presenting workshops and facilitating. An academic writing workbook has been produced for the use of students in ASP's intensive Grammar and Writing Course.

Library

During 2006, the Library focused on enhancing access to a wider range of current scholarly information resources, developing an information literacy framework to support graduate outcomes and improving technologies to manage scholarly information in an enquiry-based, flexible learning environment.

Systematic purchasing and withdrawal of titles in consultation with academic staff has improved the currency of the book collection and increased the range of full-text journal and reference titles. Remote access to electronic resources has considerably improved with the replacement of the proxy software. New services to support the research process included the full implementation of UCanSearch, a portal for federated-searching of electronic sources and automatic linking to content and delivery options, and the introduction of RefWorks, a web-based citation management package, for undergraduate students.

Library staff actively contributed to the delivery of the CELTS led Sessional Staff Development Program. In support of the DEST Collaboration and Structural Reform funded project Beyond Articulation, reciprocal library borrowing privileges were negotiated for University and CIT students and actions taken to establish comprehensive access to the Library's resources and services for CIT students with articulation pathways to University courses.

The specification, tendering and selection of a new library system, was undertaken in collaboration with other University units who play a role in the management and effective use of information - TEDS, ICTS and ASP.

In response to student feedback, a number of improvements were made to Library facilities - upgraded multi-function devices for copying and printing, a further increase in computers available for students, a space equipped for creating, viewing and practising digital presentations and a Library lounge for relaxation and meal-breaks.

The Rodski Client Satisfaction Survey was administered for the first time in 2006 to identify the relative importance to users of a range of Library services and their perception of the Library's performance, and to benchmark that performance against other Australian and New Zealand academic libraries. Overall assessment placed the University Library slightly above the median and highlighted

areas of high performance and satisfaction with the quality of Library staff. The survey indicated three areas for ongoing improvement in 2007 - student access to computers, the availability of high demand materials and the adequacy of available information resources to meet learning and research needs.

Student population overview – 2006

	Percentage
Female	56.3
Male	43.7
Aboriginal and Torres Strait Islander People	0.77
International	20.3
Australian	79.7
Students with a disability	2.96
15 - 19 years	7.3
20 - 24 years	45.7
25 - 29 years	16.8
30 - 34 years	9.8
35 - 39 years	7.2
40 + years	13.1
Full-time	67.9
Part-time	32.1

Totals of Awards

Totals of awards by division

	2000	2001	2002	2003	2004	2005	2006
Business, Law and Information Sciences	1114	1218	1221	1410	1465	1509	1308
Communication and Education	895	981	1110	1167	1295	1376	1185
Health, Design and Science	627	646	617	668	642	650	808
TOTAL	2636	2845	2948	3245	3402	3535	3301

Totals of awards by levels

Advanced Diploma/Diploma	3	3	4	0	2	3	3
Bachelor Honours	39	60	37	35	50	37	43
Bachelor Pass	1505	1576	1643	1746	1864	1924	1954
Bachelor Postgraduate	78	67	71	90	63	65	57
Graduate Diploma/Postgraduate Extends knowledge	71	65	70	63	63	63	61
Graduate Diploma/Postgraduate Diploma	298	356	433	427	350	340	255
Graduate Certificate	231	158	187	246	350	287	199
Masters by Coursework	371	522	462	596	671	780	683
Masters by Research	28	17	23	18	9	13	12
PhD	12	21	18	23	16	23	31
Doctor by Coursework				1			3
TOTAL	2636	2845	2948	3245	3438	3535	3301

Conferring of Awards ceremonies were held in July and December.

Division of Communication and Education

The Division of Communication and Education had students enrolled in the areas of Professional and Creative Communication, Teacher and Community Education, Tourism, International Studies and Languages. The largest undergraduate cohorts were in the Bachelor of Education and the Bachelor of Communication. Most students graduated in ceremonies in Canberra, and this year thirteen students were awarded PhDs. The Division was also represented at a graduation ceremony at Jiangxi Normal University, China, where students graduated in the Master of Arts in TESOL.

The Division continues to maintain strong links with industry and professional bodies to update its programs and reflect changing professional requirements. In order to maintain the integrity of these relationships, and to ensure the relevance of our courses, two Course Group Reviews were held - one in Creative Communication and the other in Professional Communication. Both of these peer-based reviews recognised the strengths of our programs and helped lay the foundation for industry collaboration into the future. In a departure from the usual more formal mode of presentation for such reports, the Media Production/Creative Communication Course Group was asked to present a live showcase of its activities at the University of Canberra Academic Board meeting. Ongoing reviews of this type enhance the wider reputation of the Schools and their activities. All courses, for which accreditation by professional associations is available, are accredited. The contribution of professionals to the activities of the Division is recognised through adjunct and visiting appointments. The Division's staff and students have benefited through the appointment of international and national experts who have participated in seminar programs, provided guest lectures and assisted in research projects.

At the postgraduate level, new courses introduced to meet the needs of the professions were: Graduate Certificate in Inclusive Education (intensive); Graduate Certificate in Scaffolding English for Speakers of Other Languages (intensive); Graduate Diploma in Inclusive Education (intensive); and the Graduate Diploma in Inclusive Education in Autism (intensive). These courses have been developed in conjunction with the ACT and NSW Departments of Education and Training, and reflect our strong links with these organisations. The tailoring of these courses to deliver programs with a clear literacy, numeracy and inclusive education focus, in intensive mode, further enhances the opportunity for teachers to complete highly relevant advanced degrees while maintaining a work commitment. A new course to be introduced in 2007 will be the Master of Arts in Counselling and Psychotherapy.



Professor Peter Putnis

Pro Vice-Chancellor and
Vice-President Communication
and Education

Introduction of a Graduate Certificate in Professional Writing (Editing) provides the Division with a clear pathway for articulation through to the Graduate Diploma and the Master in Creative Writing programs. Many employers in the ACT and ACT Region have a reliance on employees skilled in professional writing, so establishment of this pathway provides the public sector and industry with an opportunity to enhance the skills base of their workforce.

Staff of the Division received prestigious Citations for Outstanding Contributions to Student Learning from the Carrick Institute for Learning and Teaching in Higher Education. Research will cover: the promotion of lifelong learning and reflective practice via graduate opportunities for networking, information exchange, research and community engagement for professional teachers assisting students with disabilities; and, motivating transnational postgraduate students and providing them with the skills and experience needed to become independent learners. The expertise of academic staff in the area of teaching and learning has been recognised with the appointment of five individuals across the Division as CELTS Fellows.

The Division consolidated its strong international reputation through the offering of Masters degrees in partnership with seven overseas institutions. These include delivery of: the Master of Marketing Communication in Singapore and Hong Kong; the Master of Education and Master of Educational Leadership in China; and the Master of Arts in TESOL in China and Vietnam. Throughout the year the Division was represented at formal partnership events including the Commencement Ceremony at Hangzhou Normal University in China for the Masters in Educational Leadership. Our international partnerships are highly valued and we continue to explore opportunities for articulation, student exchange and study abroad with institutions around the world. An example is the establishment of a student exchange relationship with Jonskoping University in Sweden in 2006. The School of Education and Community Studies hosted a visiting scholar in the Health and Physical Education area in the first few months of this agreement, and opportunities for student and staff exchange continue to develop. Increasing numbers of students in the Division are choosing to internationalise their degrees via similar mechanisms. On campus, the Division has extended its support of students with an international focus to their degrees by entering into a cooperative relationship with the University of Canberra College (UCC) and the UCELL to run the International Learning and Teaching Resource Centre (ILTC). This initiative complements service provided by the Division in the Curriculum Resource Centre (CRC) and the Communications Learning Resource Centre (CLRC).

The Division promoted the use of information and communication technology to enhance teaching and learning. Highlights were: the successful trial of video chat between Japanese Language students at the University of Canberra with English Language students at Aichi Shukutoku University in Nagoya, Japan; the development of a Networked Video Editing Storage Solution; and AARNet3's take-up of the UCTV services that now sees television channels available worldwide on research networks in America and Europe.

The Division maintained a strong focus on research which was organised around three areas: Communication Research; Learning Communities Research; and Tourism Research. Three major Competitive Grants were awarded by the Carrick Institute for research projects in the Division. A cross-Divisional team from the University of Canberra, in partnership with team members from Melbourne Institute of Technology and Queensland University of Technology, are undertaking the project Digital Learning Communities (DLC), investigating the application of social software to support networked learning. A collaborative group from the University of Canberra, University of New England and Queensland University of Technology will be working on a national postgraduate creative writing research and supervision network initiative Australian Writing Programs Network. Researchers from the School of Creative Communication have been supported to complete the project: Assessing Group Work in Media and Communication.

Industry grants were attracted for research in areas including: why young people appear to ignore anti-smoking messages; medium and long-term community recovery after the 2003 Canberra bushfire disaster; telephone and internet use in remote indigenous communities; the economic value of national cultural institutions; evaluation of Australian coverage of suicide and mental illness news; promotion and development of better understanding on building knowledge-based societies in Korea and Australia through the work undertaken in schools and in teacher training and education in the two countries; developing agriculture in partnership with government and community leaders in developing countries; analysis of the operation of local ACT community development family centres; and, development of an evaluation model for a boys' mentoring project in schools. Two post doctoral fellows have joined the Division; and their research will explore the social and cultural context of terrorism and the in-situ behaviours of problem gamblers. A number of Divisional staff received University of Canberra early career research grants to assist their on-going research and publications.

The Division continues to actively support the professional development of staff with assistance for conference attendance, participation in mentoring programs and involvement in administrative network meetings.

The University of Canberra and the Division hosted the 2006 national PhD program Science, Technology and Economic Progress (STEP). STEP is an annual, multi-disciplinary, program to assist higher degree research students to think about their own topics in a wider way, by 'looking over the fence' into what other disciplines have to offer. The 29th Mathematics Education Research Group of Australasia (MERGA) conference was hosted by the Division, closely followed by the 37th annual conference of the Australasian Science Education Research Association (ASERA). Careful dovetailing of these events allowed science and mathematics education researchers to maximize their opportunity for professional development and scholarship. The Communication and Media Policy Institute within the Division helped coordinate the Communications Research and Policy Forum, a major annual research and policy conference. The Forum is a high profile event with significant goodwill and support among the research community. The Cultural Studies Association of Australasia's Annual Conference, with the theme of UNAUSTRALIA, was also hosted by the Division and stories on thematic presentations were widely reported in local media.

The Division's contribution to the local community was reflected in a number of activities in 2006. Once again the Division was a major sponsor of the Canberra Short Film Festival, the Canberra International Film Festival and the 2006 National Cultural Awards. Together with ethnic community groups and media representatives, staff from the School of Professional Communication were involved in the federally funded partnership Journalism in Multicultural Australia. The student teaching team at the Wiradjuri Preschool Child Care Centre, in the School of Education and Community Studies, received the ACT Children's Week Child Development Award. This award is for the Centre's extraordinary contribution to children's lives, significantly improving their opportunities to learn and grow.

2006 saw Professor Peter Putnis complete an extensive tenure leading the Division as Pro Vice-Chancellor. His academic leadership and commitment in developing and strengthening undergraduate and postgraduate programs is acknowledged.



Division of Health, Design and Science

The Division of Health, Science and Design (HDS) offers a vibrant mix of undergraduate and postgraduate courses in allied health, nursing, sports studies, forensics, environmental science, cultural heritage, and design and architecture.

The Division and its Schools focussed on strengthening links with industry and professional bodies through a number of special events, held on and off campus, as well as through individual staff collaboration.

Pro Vice-Chancellor Professor Sue Thomas was involved in preparing a collaborative submission with the Australian Deans of Science which led to funding from the Carrick Institute for Learning and Teaching in Higher Education. Administered by the University of Canberra, the funding will enable the group to investigate the *Re-conceptualising of Tertiary Science Education for the 21st Century*.

Associate Professor Ruth Foxwell, Deputy Head of the Division, attracted collaborative funding, through an Australian Research Council (ARC) Linkage Grant, in her role as Chief Investigator on a University of New South Wales administered project set up to research inter-professional learning at ACT Health.

There have been a number of key appointments in the Division. Dr Judith Anson was appointed as Head of School and has worked to implement three strategic portfolios: Entrepreneurial and Strategic Links; Research; and Teaching and Learning. These developments have led to the formation of research and consultancy opportunities with government, industry and community organisations.

Professor Chris Lennard, formerly of the Australian Federal Police (AFP), was recently appointed as Head of the Centre for Forensic Studies (a joint collaboration with the CIT, University of Canberra and the AFP) and Professor Debra Rickwood was promoted to the position of Head of Psychology.

Staff and student achievements

The School of Health Sciences is continuing to address the chronic shortage in allied health professionals across the ACT. In July 2006, the School graduated its first cohorts of physiotherapy, pharmacy, clinical psychology, and nutrition and dietetics masters students. Many of these young professionals have already been employed in the ACT healthcare sector.

The School also continues to have an excellent partnership with ACT Health who last year provided a grant for a new allied health building and facilities. The building is expected

to be ready for use in Semester One, 2007. The building has a number of specialist teaching areas for nutrition and dietetics, and physiotherapy, as well as a medicinal dispensing laboratory and an inter-professional allied health staff area.

On the research front, staff and students from Pharmacy made headlines with the trial of new roadside drug testing equipment and the Virology Research area was particularly successful in attracting nationally competitive grants. Associate Professor Suresh Mahalingam received a grant from the ARC for his research into the Ross River virus and for the design and development of antivirals for the treatment of Dengue virus.

Professor Stephen Frith from the School of Design and Architecture hosted a group of Architecture students in Italy earlier this year, Mr Gurdev Singh spent time as a guest Professor at a well known architecture school in India and Dr Eugenie Keefer Bell won a residency at the Australia Council's studio in Tokyo.

Staff and students from the School of Design and Architecture have been remarkably successful in terms of awards and prizes. Dr Eugenie Keefer Bell received an award from the Australian Council of University Art and Design Schools (ACUADS) for her outstanding contribution to tertiary art and design education in Australia, and a number of design students received prizes from both State and National bodies. Of particular note, was the awarding of the Qantas Spirit of Youth Award (SOYA) to industrial design student Ashley Marsh-Croft. Ashley was the section winner in the 'industrial design and object' category. In addition to prize money and air fares, Ashley will receive mentorship from one of Australia's best known designers, Marc Newson.

Following the successful nomination for Australian School Innovation in Science, Technology and Mathematics (ASISTM) project funds in 2005, Mr Steve Trathen and nine final year students from industrial and graphic design spent considerable time this year working with teachers and students from Lake Ginninderra, Narrabundah, Hawker and Dickson Colleges to investigate 'designing the teaching of design and technology'. This culminated in the 'no gravity' exhibition of student works, which was held in September.

Plans are well under way, in the School of Design and Architecture, for the city's second Canberra Biennial *Winning by Design: Designing for Sport in 21C* to be held in 2007. The media launch for the 2007 Biennial was held at the National Museum in November 2006.

The School of Resource, Environmental and Heritage Sciences continued its commitment to excellence in learning, teaching and research in 2006. Dr Nancy Fitzsimmons received a Carrick Citation for her work in *the development of inquiry-based learning in introductory biology in response to the needs of diverse students*. This award brought substantial recognition for the University's reputation of excellence in supporting learning. The School also achieved good results in the National Graduate Course Experience Survey.

Dr Margi Bohm, course convener for the Bachelor of Environmental Science, is continuing her work with school students from Karabar High School through the Education Centre she established, with the high school, at Mt Jerrabomberra.

Local and international collaboration

A large contingent of the School's students and staff participated in the Canberra Youth River Health Conference. The School ran an environment activity day for 250 students and teachers from around Australia. The organisers of the event were impressed with the School's effort, and subsequently invited the University to be a Gold Partner at the 2007 International River Health Conference – an event that will bring 500 students and teachers to Canberra for three days of environmental education.

The School also continues to be a significant partner in two Cooperative Research Centres (CRCs) – the Australasian Invasive Animals CRC and the eWater CRC. Both of the CRCs are located at the University of Canberra.

Areas of research

Healthpact Research Centre for Health Promotion & Wellbeing (HRCHPW)

HRCHPW conducts health promotion, wellbeing research and evaluation in partnership with a range of organisations and communities in the ACT.

The Centre has set up a grants scheme that provides funds for collaborative research between University researchers and community partners. In 2006, the Centre allocated funds for four grant applications. These grants are set to explore a variety of areas such as mental health issues, leisure and ageing, and positive parenting. In addition to awarding grants, the Centre has been successful in attracting funds for research projects. To date the Centre has received eight grants and four of these projects have been completed.



Professor Sue Thomas

Pro Vice-Chancellor and Vice-President
Health, Design and Science



Terry Williams
Director (Ag)
Ngunnawal Centre

Institute for Applied Ecology

The main research arm of the School of Resource, Environmental and Heritage Sciences is the Institute for Applied Ecology. Under the Directorship of Professor Richard Norris, the Institute for Applied Ecology is in its second, successful year of operation as a research centre at the University. The Institute has had several highlights in 2006, including a successful application by Professor Bill Maher for an ARC Discovery Grant to conduct research on Southern Ocean nutrients and their links to climate change.

The Institute hosted a number of international and national guests who have contributed significantly to the Centre's research throughout the year, and in the same vein, several new adjunct titleholders and members have been appointed with a view to consolidating the Centre's stature and research capacity.

Projects that the Institute has been working on include: assessing the effects of a sediment spill in the Snowy River; using DNA to assist in the detection and eradication of foxes in Tasmania; developing a feral animal management plan; conducting biological assessment of streams in Kosciuszko National Park: long-term trends; assisting stakeholders to set environmental flow targets online; various studies surrounding environmental impacts on different species of turtles; studying the impact of climate change on plant and animal populations; and studying small mammals in the ACT urban reserves.

Ngunnawal Centre

The Ngunnawal Centre continues to support the University's standard of excellence in learning and teaching through the Aboriginal and Torres Strait Islander Foundation Program. The Foundation Program is regarded by the Department of Foreign Affairs and Trade as a significant tertiary entry pathway for Aboriginal and Torres Strait Islander people. Twelve new students enrolled in the Centre's Foundation Program this year, and a number of students who had previously undertaken the Foundation Program graduated from the University across a number of disciplines, including: education; community education; primary teaching; graphic design; applied psychology; sports administration; and cultural heritage studies.

Ms Kath Wallace and Mr Paul Collis from the Centre were appointed as permanent members of the University's academic team. The Centre's commitment to staff development is ongoing. Kath attended the University of Technology, Sydney to complete her Master of Community Education, and Paul graduated with a

Bachelor of Communication (Honours) at the University of Canberra this year. Paul is the first Aboriginal (Barkindji) student to complete an honours degree at the University of Canberra, a significant milestone in this University's history, and his excellent work as a student and community contributions also earned him the prestigious Herbert Burton Medal.

Another landmark in the University's history was reached with three students completing the Indigenous Studies minor. The diversity of students studying the minor has been promising, with enrolments from Journalism, Law and Education.

The Centre has focussed on promoting the University as a preferred institution for Aboriginal and Torres Strait Islander people seeking to enter postgraduate studies. This effort has resulted in a number of new postgraduate enrolments across a variety of Business and Communication postgraduate degrees.

The Centre has entered into partnership with the Indigenous Employment Group Canberra, under the Department of Employment and Workplace Relations Indigenous Youth Mobility Programme (IYMP), which is part of the Australian Governments' Indigenous Australians Opportunity and Responsibility commitment to increase the number of Indigenous people employed in occupations in particular areas of community need such as nursing, accountancy, business management and teaching. The partnership enables IYMP participants who successfully complete the Foundation Program to move into professional study courses.

The Centre has also consolidated its partnership with the NSW Greater Southern Area Health Service by securing employment for Alyce Merrett as a cadet Nutritionist with the Service. There are a number of other cadetships in the pipeline for Nursing, Counselling and Psychology.

The Centre continues to be involved in the University's International Student Exchange Program with the Director visiting the University of North Carolina Pembroke Campus and the University of Saskatchewan. The Centre was delighted to host Canadian International student Jonathon Potskin who commenced his placement in November 2005.

Ngunnawal Centre prizes and awards

- Corrie Charlton, NSW Department of Education Teachers Scholarship for HECS fees and textbook costs;
- Dannielle Johnson and David Harley, Ronni Ellis Award;
- Alinta Williams and Jessica Wanganeen, St Vincent de Paul Undergraduate Award;
- William Cooper, Lluwannee George, Jessica Johnson and Margaret Ross were awarded bursaries; and
- Elizabeth Tsitsikronis and Margaret Ross, the Charles Perkins Award.

Centre for Developing Cities

The Centre compiled and edited a book titled *Urbanisation and Sustainability in Asia; Case Studies of Good Practice for the Asian Development Bank*. The book includes a study of urbanisation and sustainability in 13 Asian countries, as well as 40 case studies that demonstrate elements of best practice in sustainable urban management and development. The book was launched at the World Urban Forum in Vancouver by its editors Brian Roberts and Trevor Kanaley and the Asian Development Bank in July. Following the successful launch of the book the Centre was involved in reviewing chapters for a sequel which focuses on Cities in Asia.

The Public Sector Linkages Program in urban management, funded by AusAID and involving the University of Canberra, the provincial government of DKI Jakarta and Bekasi Regency, concluded in 2006. The program included a tour for government officials to analyse and benchmark Australian practices in urban management and waste management, and short courses run in Indonesia.

The Centre graduated its first PhD candidate, Heracles Lang and ran AusAID training programs for Indonesia and the Philippines. The project for Indonesia ran for three months and involved 20 Indonesians studying regional economic development in Canberra. The Philippine program was a short course for senior managers of the Land Management Bureau in the Philippines on land management and administration.

It was the final year of ACT Government sponsorship of the Chair in Urban Management. Professor Brian Roberts (who had occupied the Chair) retired from the Centre this year, but will remain involved with the University as an Emeritus Professor.

Division of Business, Law and Information Sciences



Professor Deborah Ralston
Pro Vice-Chancellor and
Vice-President Business, Law
and Information Sciences

As this annual review indicates, 2006 has been a busy year for the Division of Business, Law and Information Sciences (BLIS). Within each of the Schools it has been a time for program review and refinement.

This year there were three senior staff appointments in the Division: Professor Deborah Ralston as Pro Vice-Chancellor; and Professors Ian Eddie and Murray Raff as Heads of the Schools of Business and Government, and Law respectively.

A number of very pleasing achievements have highlighted the quality of teaching and learning programs in the Division this year. In December the Federal Minister for Education, Science and Training, the Hon. Julie Bishop, announced a Learning and Teaching Performance Fund award for excellence in undergraduate learning and teaching in the discipline group Business, Law and Economics which places us as being among the ten best in Australia.

Twelve research higher degrees students graduated from the Division this year, including eight doctoral candidates and four research masters candidates.

2006 saw an increase in research outcomes with activity concentrated around our research centres which include: the National Centre for Biometric Studies; the National Centre for Labour Market Studies; the National Centre for Social and Economic Modelling (NATSEM); and the National Institute for Governance.

Industry related activities have come under the umbrella of BLIS Partners, launched in 2006, which will seek to formalise associations with private companies and public sector partners. BLIS Partners has been designed to encourage the two-way flow of information between business and academics to allow the University of Canberra business, law and information science curriculum to remain relevant and informed for students and provides a useful mechanism to facilitate 'work in learning' initiatives across the Division. The partnership program will provide access to students for projects and internships, cadetships, part-time student employment and graduate recruitment.

A further extension of educational activity took place via short courses and continuing professional development which were offered through the Professional Development Unit (PDU). In 2006 the PDU offered over 3,000 short courses to the people of the ACT and international delegations.

Staff achievements

Successful BLIS Research Project Grants included; Associate Chris Aulich and Professor John Halligan *Autonomy, Control and Performance in Australian Public Sector Agencies*; Associate Professor Deborah Blackman and Dr Monica Kennedy *Determining Knowledge Perceptions Within University Councils*; Associate Professor Deborah Blackman *Knowledge Management and the Psychological Contact at AIHS*; Professor John Halligan and Associate Professor Chris Aulich *Emerging trends in Civil Services Internationally and Paradigms in Public Administration*.

Among other research grants won were: Professor Mark Turner and Dr Wahyu Sutyono, Australia Indonesia Governance Research Partnership (AIGRP), Petra Bouvain and Margaret Wallace *Online Investor Relations: Communicating Corporate Governance to Stakeholders*; Associate Professor Deborah Blackman and Petra Bouvain *Benchmarking the Internet Presence of Australian Universities - How Visible is Governance and how is it Communicated?*; and Professor Milind Sathye and colleagues from the School of Information Science and Engineering for interdisciplinary research.

Awards won for research papers were: Rachael Hughes and Bruce Perrott *Strategic Management of Quality in Health Care* Australian and New Zealand Academy of Management Best Paper in the Quality and Operations Management Stream; Greg Boland *Factors Influencing Students Choice of an Accounting Major: A Comprehensive Investigation into the Perceptions and Personalities of Tertiary Business Students in Australia* Best Paper Award at the International Association for Accounting Education and Research 2006 World Congress in Istanbul, Turkey; Monica Kennedy *Learning and Knowing in a Public Sector Organization: Implications for Practice*, Most Outstanding Research Paper at the 2006 actKM Forum.

Teaching and learning grants awarded included: Dr Doug Davies *Rationalisation of Subjects and Program Offerings at the University of Canberra to Meet Customer Requirements* from DEST; Dr Doug Davies, Anna Maldoni and Robert Kennelly *Integrating English Skills Development into a Discipline to Improve Educational Outcomes for NESB (non English Speaking Background)* from Teaching and Learning Grant, University of Canberra; Associate Professor John Campbell, Associate Professor Craig McDonald and Dr Doug Davies *Teleworking* from CPA Australia; and Muni Perumai and Petra Bouvain *Building a Virtual Learning Community Among First Year Economics and Marketing Students in the Division of Business Law and Information Sciences*.

In the School of Information Sciences and Engineering (SISE), five academic staff members are studying for PhD.

Dr Mary Walsh was appointed foundation editor of the international newsletter *Political Theory and Philosophy: Research and Publications Group*. This newsletter is circulated internationally through the American Political Science Association Conference.

SISE has successfully worked on the creation of a National Centre for Biometric Studies (NCBS). It was launched at a national biometrics conference hosted by the School. The conference was attended by 32 local, interstate and overseas people. NCBS is headed by Prof Michael Wagner and Adjunct Professor Clive Summerfield. NCBS is set up to strengthen research and drive consulting work in the Security and Biometrics area.

SISE has also participated in Enterprise Architecture initiatives in the ACT region and sponsored meetings at the University. A SISE staff member, Mr Neil Lynch, has contributed to the leadership for the group.

New partnerships have been established with CIO Executive Council of Australia, Compucat, Australian Geoscience Organisation, Australian High Tech Crime Centre for ICT initiatives, collaboration and research. Microsoft had invited Assoc Prof Dharmendra Sharma to its high powered research summit in Beijing in November.

Student achievements

HDR Student outcomes included Michelle Rainger (PhD, Professor Roger Wettenhall supervisor); Kevin Foster (PhD, Dr Alan Jarman supervisor), Alan Hinge (PhD, Dr Alan Jarman supervisor); Nick Thomson (DBA, Associate Professor Jenny Stewart supervisor) Stephen Kendall (DPA, Associate Professor Jenny Stewart supervisor); Monica Kennedy (PhD, Professor Trish Milne supervisor) *'Developing a Holistic Perspective of Learning and Knowledge in a Public Sector Organization'*.

National awards for student endeavours have included the top two places in the Microsoft Imagine Cup for software engineering projects. The winning team attended the international finals in Delhi and achieved a very credible 8th from the 64,000 teams who participated.

Finally, students in the Entrepreneurial program earned regional and national recognition for their activities with Andrew Flick winning the Young Achievement Australia ACT and Southern NSW/Riverina Tertiary Business Person of the Year Award. Andrew was also a national finalist for this award. Also one of the student company

teams in the Entrepreneurial program won the national Tertiary Business Plan of the Year Award offered by Young Achievement Australia. The team comprised Alicia Hewitt, Angela Furness, Scott Pearce, Rodney Laughler, Trisha Wong, Julieanne Batten, Andrew Flick, Justin Lian and Matthew Phillips.

Local and international collaboration

The School of Information Sciences and Engineering (SISE) had several meetings with industry to get input on skills needs and course curricula. This liaison greatly assisted in updating all course contents and restructuring of postgraduate coursework courses. Several specialisations were developed in the areas of professional demand. Innovative approaches included incorporation of intensive mode of teaching of Master of Business Informatics (MBI) units and work integrated learning and strengthening of internship in the courses. Work has progressed on establishing theme areas in the undergraduate courses and from the requests received for the industry, design of units for award courses as modules that can be delivered intensively catering for people interested in pursuing qualifications part time from the industry.

SISE also worked on partnerships with several local and international industry organisations and collaborative links with several international universities. Assoc Professor Sharma visited India in March to meet with universities and industry to discuss collaboration and he visited China and Vietnam to develop articulation opportunities. SISE has established eleven articulation arrangements this year for courses with Chinese, Indian, Indonesian and Vietnamese universities. Similar arrangements are being pursued with two Vietnamese universities. Articulation arrangements with Kolej Universiti Teknologi & Pengurusan (Malaysia) and University of Fiji are currently being finalised.

SISE hosted two visiting academics for research collaboration from China – Dr Zhang Lin from Shanghai Maritime University (for 5 months) and Dr Xiaobing Wu from Beijing Institute of Technology (for 10 months).

SISE has worked closely with the Australian Computer Society Foundation to establish industry-funded work integrated learning scholarships for students. The School has also successfully participated in the CSIRO Student Research Scheme by hosting two teams and supervising their projects.

SISE also hosted two major international conferences (10th Knowledge Engineering System Conference in Bournemouth, England; and International Conference on Computational Intelligence for Modelling, Control and Automation – CIMCA06 jointly with International Conference on Intelligent Agents, Web Technologies and Internet Commerce – IAWTIC06 in Sydney). The School sponsored and participated in several other national conferences held this year.

The Professional Unit (PDU) continued to coordinate the activities of BLIS units including the Professional Management Programs (PMP), the China Management Studies Unit (CMSU) and the Defence Management Studies Unit (DMSU). PMP introduced many new courses during the year and updated earlier offerings.

Internationally, PMP coordinated briefings for more than 30 visiting delegations and conducted on-shore training programs ranging from two weeks to five months in duration for clients from China and Indonesia. PMP continued to market its training programs in mainland China, Macau, Malaysia and Vietnam and renewed its registration with the PRC State Administration of Foreign Experts Affairs (SAFEA) as an official training provider for Chinese public officers. The CMSU continued to build business confidence with our many Chinese partners. CMSU hosted visits by senior executives from universities and coordinated UC graduation arrangements for Chinese graduates. CMSU staff worked closely with all divisions and the UC College to foster academic exchange and activities between universities as part of working relationships with Beijing Normal University, Renmin University, Tianjin Polytechnic University, Jiliang University, Hebei Engineering University and Zhejiang Wanli University. CMSU arranged visits for University staff to several of these universities to develop curriculum programs and to extend MOA activities.

The DMSU coordinated the marking of assignments for Defence Reserve staff undertaking the Graduate Diploma in Management (Defence Studies) to enable staff to graduate in 2006. Similarly, Directing Staff at the Australian Defence Centre will continue to participate in the Master of Management (Defence Studies) program until 2008 as a consequence of the University program conducted for the Department of Defence from 2001-2005.

Areas of research

The Centre for Research in Public Sector Management (CRPSM)

CRPSM has continued to provide a weekly program of seminars offered by academics, practitioners and students. In 2006 we offered 26 seminars, covering a very wide range of topics in the disciplines of public policy and public administration involving about 700 participants.

CRPSM extended its activities to include a number of collaborative research projects. Centre members completed two projects and are currently working on a further two. Projects have extended the international contacts between CRPSM and other bodies such as the Eastern Region of Public Administration (EROPA) and the COBRA network. The latter engages CRPSM in a nine-country project with a hub at the Catholic University of Leuven examining issues of performance management and autonomy in public sector agencies.

CRPSM continues to sponsor and support the involvement of graduate students and adjunct staff in its activities. Adjunct staff is involved in research, graduate supervision and the seminar programs and add significantly to the research culture of the university.

National Institute for Governance (NIG)

NIG delivered a mix of consultancy, training, outreach and research, primarily via networks with the broader academic community at the University.

Consultancies included: a governance induction program for the National Health and Medical Research Council; a review of governance at Swinburne University of Technology; review of governance options for the Australian College of Theology; and reviews of the Australian Maritime Safety Authority's Board and Board Audit Committee.

NIG hosted a working visit for a high level delegation from the China Central Party School (CPS), which has led to a partnership with the newly established CPS governance institute.

Contracted research included: analysis of budgeting tools for Beacon Consulting; an assessment and analysis of the community benefits of Revolve Ltd; and research consultancy on the public service as a profession for the APSC.

Training activities included VicRoads; the NSW RTA; and CPA Australia. The most challenging training activity was the design and delivery of an executive development program for top level public servants in the Solomon Islands.

Seminars covered topics included: the AWB scandal; implementation of the Uhrig Report; organisational renewal in the public sector; ethics and ethical challenges in governance; and culminated with a summary of the key issues in public sector governance delivered by the head of the Australian public service, Dr. Peter Shergold.

A free public seminar was hosted - 'indigenous governance' which featured Senator Chris Evans on Labor's vision for indigenous governance, two international keynote speakers Professor Stephen Cornell (Arizona University) and Mr Neil Sterritt (consultant, Canada) and finally Minister Mal Brough presenting the government's blueprint for action in indigenous affairs.

The University Governance Professional Development (UGPD) Program is now offering four courses to university governing bodies. These cover: governance principles; strategy; dealing with controlled entities; and self-assessing governance performance.

National Centre for Social and Economic Modelling (NATSEM)

NATSEM is a world leader in the development of microsimulation models and techniques and in the analysis of microdata. Such models are computer-based tools, capable of simulating the effects of policy and other changes on specific sectors of the community, down to the level of individual families.

In 2006, NATSEM continued to play an important role in policy debates through its commissioned research. The new Diabetes Health and Economic Outcomes Model projects the number of Australians that will have Type 2 diabetes or pre-diabetes over a 45 year period and the potential effect of programs aimed at reducing the prevalence of diabetes. Initially constructed for the Diabetes Prevention Working Party of the National Public Health Partnership, the model has since been extended in NHMRC-funded work with our partners at Monash University. The Council of Australian Governments recognised diabetes as 'a significant area of national interest' at its July 2006 meeting, and the model will be used to shed light on possible policy reforms as COAG continues to develop its human capital reform agenda.

Effective tax rates were another significant area of commissioned research. The AMP NATSEM Income and Wealth Report No 14 showed that about 910,000 working age Australians will keep less than half of their next dollar of private income, losing the rest to increased income tax or reduced welfare payments. In other research, the Australian Fair Pay Commission asked NATSEM to estimate how much of any national wage increase would be kept by low wage earners, rather than being 'clawed back' by government through increases in income tax or reductions in means-tested welfare. The research showed that about one in every 10 low wage earners would lose more than half of any wage increase.

Microsimulation models continue to be very useful tools for policy makers. In 2006, NATSEM updated the Victorian Concessions Model, which simulates utility concessions in Victoria and allows the user to make changes in concessions policy. The enhanced model includes a new interface and an 'outyears' capability, that enables the model to be run to 2010. A new Legal Aid Means Test Model was also developed for the Attorney-General's Department. The model simulates each of the state's legal aid means tests, with the user being able to input changes in each state's rules and then test the effect on the number of litigants and the total cost for each state.

Two versions of NATSEM's flagship STINMOD static microsimulation model were released. STINMOD is extensively used by Commonwealth departments for assessing the impact of possible changes in income tax, social security and family payments. Development continued on both HOUSEMOD (a small area model projecting housing futures developed in partnership with the Australian Housing and Urban Research Institute) and on HEALTHMOD (a national model designed ultimately to simulate the hospital, medical and pharmaceutical sectors).

NATSEM continued to develop its spatial microsimulation technology, for simulating the impact of policy changes at the small area level. Estimates of poverty rates and housing stress in 2001 at the small area level were produced through the ARC Linkage grant *Regional Dimensions: New Models for Analysis of the Spatial Effects of Policy, Sociodemographic and Economic Changes*, being conducted in partnership with the Australian Bureau of Statistics, the ACT Chief Minister's Department, the Queensland Department of Premier and Cabinet, the NSW Premier's Department, the Victorian Department of Sustainability and Environment, and Dr Paul Williamson from the University of Liverpool. As 2006 drew to a close, NATSEM received the exciting news that it had won a further three year ARC Linkage grant, to extend this

research by developing needs-based planning indicators for small areas out to 2020. 2006 was also the start of the five year ARC Discovery grant, in collaboration with three of the ARC-funded Research Networks, to continue development of NATSEM's synthetic household database techniques and to generate publicly available data about households at the small area level. Housing affordability estimates for 2005 were released late in the year as output from this grant.

Work continued on the ARC Linkage project to construct the Australian Population and Policy SIMulation Model (APPSIM). The grant has 13 Commonwealth agencies as research partners and two international associates from the University of Southampton, Professors Jane Falkingham and Maria Evandrou. The APPSIM dynamic microsimulation model is designed to help assess the social and fiscal policy implications of an ageing population, and will involve projecting the Australian population forward for the next 40 years or so.

Children living outside the capital cities face a higher risk of being socially excluded, according to the new child social exclusion indexes developed by NATSEM and University of Canberra's Associate Professor Anne Daly, under an ARC Discovery grant. The research showed that a very high proportion of children living in the ACT belonged to the most advantaged group of children in Australia while, conversely, Queensland children were particularly likely to face higher risks of social exclusion. NATSEM staff continued to contribute actively to other areas of public policy research and debate in 2006, with publications spanning topics such as carers and the 'sandwich generation', the spending patterns of consumers in 2020, population ageing, wealth, child care, the PBS safety net, and the redistributive impact of taxation and government outlays.

University of Canberra College

The University of Canberra College (UCC) provides Australian and international students with a range of professional programs of study that prepare them for entry to the University of Canberra, with more than 600 UCC students expected to commence their studies at the University in 2007.

The various programs UCC has on offer include: UC-CONNECT, UC-PREP, UC-START, the UCC Diploma programs and the International Access Program (IAP). Students who are successful in the programs conducted by UCC gain either advanced standing in their formal studies at University of Canberra or are accepted to commence undergraduate courses.

In short, the UC-CONNECT program is for Australian recent school leavers who wish to upgrade their study skills and prepare for tertiary study. UC-PREP is for mature age Australian students (21 years or older) who wish to prepare for study at the University of Canberra. The UC-START program is ideal for Australian school leavers and recent school leavers who wish to gain entry to the University by studying two subjects of a degree instead of a full subject load.

2006 was a successful year for UCC's Chemistry Preparation program with all places for the program filled. The Chemistry Preparation program is for students who wish to upgrade their chemistry knowledge and skills to allow them to study chemistry as part of their University of Canberra degree. 2006 also saw increased numbers for UCC's UC-PREP (PG) program, for postgraduate students preparing for postgraduate study at the University.

UCC offers a selection of diploma programs for international students and Australian students, including: Advertising and Marketing; Information Systems and Technology; and Commerce and Business Management. Students graduating from UCC Diploma programs enter into the second year of University of Canberra's degree courses in the area studied. UCC helped more than 120 students obtain their diploma and gain entry into the University of Canberra.

The IAP provides international postgraduate students with a specialised pathway with a major focus on English language development. IAP students also study two subjects from their chosen postgraduate degree, providing them with a gradual transition into a full-time postgraduate study load. UCC helped 32 students gain entry into their chosen postgraduate degree at University of Canberra.

Numerous overseas trips carried out by UCC's Marketing Team, in conjunction with the University, saw an increase in the number of international students beginning formal study at UCC and the University of Canberra, and also played an important role in increasing the profile of the University abroad. International

students who participated in UCC's Diploma and IAP programs came from countries including Australia, Bangladesh, Brunei, Canada, Hong Kong, India, Indonesia, Jordan, Kenya, Korea, Kuwait, Malaysia, Mexico, Pakistan, China, Singapore, Taiwan, Thailand, USA, and Vietnam.

Numerous domestic trips, schools visits and exhibitions carried out in conjunction with UC Marketing have helped raise the profile of both the University and UCC in both the ACT and NSW regions. Continued collaboration with UC Marketing and the divisions across the University, has ensured 2006 was a very rewarding and successful year for building the profile of the College, and also a stronger relationship with the University of Canberra.

A highlight of 2006 included the first cohort of 18 students commencing study at UCC in June, through the Renmin University of China and University of Canberra articulation arrangement. Through the program, students study 1½ years at Renmin University of China in Beijing, and finish their degrees in Canberra by studying a further 6 months at UCC and 2 years at University of Canberra. All students settled in very well and are enjoying their time at University. UCC is looking forward to the next cohort of Renmin University students commencing study in 2007.

August 2006 also saw the College host a highly successful Discovery Day which was held at the University's campus. The session aimed to encourage Canberra's international students to consider tertiary study at University of Canberra. The session allowed students to explore the University's campus and facilities, learn about the courses and study options offered, gain course advice, spend time with student ambassadors, and experience university life in general.

Sadly, November 2006 saw one of the founding members leave UCC. Yvonne Wisbey, Deputy Academic Director, had been with the College since 1998, and was the very first UCC employee hired by Academic Director Glenys London. Yvonne's contribution to the growth and development of UCC over the years has been invaluable and she will be sorely missed.

2006 also saw the launch of the new UPP pilot program in participating ACT Government Colleges. Lake Ginninderra College, Hawker College and Copland College participated in the pilot which aims to bring UCC's popular UC-CONNECT program into ACT Colleges and give selected students (those not completing a tertiary package) the opportunity to develop the skills needed for study at University, gain a UAI, and apply directly to University of Canberra for their chosen Undergraduate degree. 2007 will see the further development and growth of the UPP program.

University of Canberra Union Inc

The implementation of Voluntary Student Unionism (VSU) in late 2005 meant that the University was only able to collect Service and Amenities fees for Semester One 2006. This impacted greatly on the way the University of Canberra Union (UCU) operates, and has resulted in it having to change and adapt to the new environment.

The University of Canberra Union Board of Directors reviewed options for the best form of governance of UCU following the introduction of VSU and agreed with the Council of the University that the most appropriate legal entity for UCU would be a Company Limited by Guarantee. UCU Inc was wound up on 31 December 2006 and UCU Ltd commenced operations on 1 January 2007. This transition will be accomplished with as little disruption as possible to both the staff of UCU and the campus community.

Despite the rate of change that is required under the new environment UCU successfully achieved its stated aims.

From the commencement of the year through to the end of year celebration of the University's foundation with 'Stone Week', UCU supported and was involved in numerous activities. Each of the areas within UCU has operated to its full potential which equated to an increase in profitability for the organisation.

The UCU Shop and Post Office had another successful year, with both areas providing a greater range of services and products. The closure of the Chemist allowed UCU to take over this area and directly provide this service to the Campus Community. The UCU Shop and its staff were again involved with the University graduation ceremonies and as always this proved a very busy time for all concerned and again was accomplished with the dedication and willingness of all staff.

The Bar started the year with the reintroduction of bar nights. UCU views security as a high priority for these events. An innovation is the free drink spiking tests that are conducted each bar night to ensure that UCU is providing as safe an environment for its patrons as possible and continues its commitment to the responsible serving of alcohol to provide a safe and pleasant meeting place for all members and guests.

For another year, StoneFest proved to be the premier music festival in Canberra and provided lots of atmosphere at University of Canberra's biggest weekend of the year. It was a major success for both UCU and the patrons who attended.

Functions and Catering produced a profit in 2006 for the first time and thanks go to the Executive Chef and the staff within this area for becoming a profitable resource for the organisation.

UCU undertook a major refurbishment of the coffee shop beside the Refectory. The new area incorporates the administration and office area of UCU and more than doubles the floor area of the coffee shop. The added area accommodates a new counter incorporating two coffee machines and food server as well as a new bar. This should enhance the service to the community and bring a new dimension to the Refectory.

The UCU Recreation Centre also had a dynamic year in 2006, experiencing the highest membership numbers since the centre opened. This is another area that has shown a small profit for the first time in its existence. Again this is due to the dedicated Manager and staff of the Centre who have worked tirelessly to achieve this result. At the present time the University has applied for a grant for an upgrade of the weights area at the centre and if this is successful there are significant prospects for growth within this area of UCU.

Despite the introduction of VSU, the UCU will not be decreasing its services to the campus community but increasing these in as many ways as possible. UCU is mindful that its principal object is to enhance the campus experience for students, staff, guests and visitors of the University and intends to uphold this object and continue its work.

University of Canberra Students' Association Inc

2006 was a difficult and challenging year for the University of Canberra Students' Association (UCSA). The passage of VSU legislation in December 2005 and its implementation have placed a great strain on the UCSA and the many services that it has become known for in the four decades since its inception.

The Association's focus on VSU shifted this year from a campaign against it to the re-organising of the association to survive. As a result of this focus, there have been changes made to virtually all areas of the organisation.

The loss of the ASF has placed the association under financial pressure and has forced the UCSA to operate on a reduced basis. No longer are the Association's services universally available and the financial burden of VSU has forced the UCSA to greatly reduce the services that remain. Services such as our childcare subsidy and emergency student loans have all but halted.

This is a situation that will continue, until the eventual collapse of the Association, without the assistance of the University and other community partners.

While VSU remains a considerable negative and the UCSA will continue to lobby for its repeal there have been some notable positives to come out of the UCSA's restructure. VSU has allowed the UCSA to put aside its past way of doing things and to re-invent and re-define its role in the University community.

This new way of thinking has led the Association to recreate and re-brand its identity in order to reflect the new era of operations. The new look will also ensure that the Association remains highly visible and will form a strong link with the numerous activities for which it has become known.

The new student lounge facilities that were included in this refurbishment have become a relaxing place for the Association's members to unwind and enjoy the campus and are already proving to be a popular draw card for potential members of the Students' Association.

Despite VSU and all its implications the Association remains committed to its goals of ensuring the rights of students to quality and accessible education. The Association has achieved a number of successes on behalf of students, and represents the culmination of a number of years work for the Association. Of particular note is the recognition that has been achieved for the importance of feedback about the experiences that students have at the University of Canberra.

This recognition has now been incorporated into policy with the adoption of a standard feedback template that ensures at least a mandatory minimum of feedback which will hopefully prevent a repeat of the numerous complaints made in 2005 on this issue.

The Association made a contribution to the University's process for tracking the quality of its courses. Students will be regularly consulted on the quality of their courses. A unit satisfaction survey, that all students will fill out online, will ensure that the university is constantly updated about areas of concern and quality of courses.

The Association also advocated, and has some successes in ensuring, that many students who articulated to the University of Canberra from the CIT, or those who studied cross institutionally with CIT received the full amount of credit owing to them. This is an area that will continue to form part of the Association's lobbying platform in years to come.

Plagiarism remains an issue for the University and students alike and the Association will continue in its efforts to advocate for better policy in this area to ensure not only that plagiarism is deterred but also to ensure that the rights of students are protected.

Overall, despite VSU and the limitations it has placed on the Students' Association, it will remain as always an effective and efficient voice for students: ensuring the rights of students at university remains at the front of the thinking of the University of Canberra.

Vice-Chancellor's Distinction Awards 2006

Vice-Chancellor's Distinction Award for Teaching and Learning

Julie Posetti

Lecturer - Journalism; School of Professional Communication; Division of Communication and Education.

More than 20 journalism students have undertaken formal internships at the ABC's Canberra newsroom since unit convener and lecturer Julie Posetti established the UC/ABC Journalism Internship Program in 2004. Ms Posetti created the program as a feature of the Advanced Broadcast Journalism units. The internship scheme allows students to work in a media environment that features radio, television and online journalism and enables them to refine their writing and presentation skills in a high-pressure environment.

Ms Posetti also pioneered online streaming of radio and television news programs on the students' online journalism publication NowUC. This online streaming of news bulletins allows broadcast journalism students to showcase their program-making skills to the world via the internet and the potential of a real live audience has driven them to produce stories and programs of increasing quality.

Ms Posetti's consistently excellent student feedback was also recognised by the VC's Distinction Award along with her commitment to inspired learning, student welfare and post-graduation mentoring. Her students spoke of her commitment to excellence in the classroom and beyond. Her dedication, encouragement and the transforming influence she had on their education and professional skill development was also praised.

Certificate of Commendation for Innovation in Curriculum Approaches in Creative Communication

Dr Paul Magee

Lecturer, Culture Studies; School of Creative Communication; Division of Communication and Education.

Poetry students are mentored by eminent literary figures under an innovative program by Dr Paul Magee from the School of Creative Communication.

Dr Magee's 'poetry and the imagination' unit encourages students to elect a poet from the poems read during semester and take them on as a 'virtual mentor'. The students learn some of their mentor's work and are assessed on their ability to recite it. The poetry the students produce is accompanied by essays that ask the students to imagine how their mentor would have judged the work.

Dr Magee has sought to create new assessment strategies to make the assessment process more 'worthwhile to students'. He adopted the practical solution, offered by 20th century English poet WH Auden, 'learn to imitate the judgements of prior masters'. Dr Magee structured his curriculum and the 'virtual mentor' idea around this advice. This method allows students to learn what sort of decisions poetic judgement involves and thus move some way towards discovering their own 'internal censor'.

Vice-Chancellor's Distinction Awards for Creativity and Innovation in Research and Enterprise

Professor Warwick Blood

Professor in Communication; School of Professional Communication; Division of Communication and Education.

Professor Blood's research, within the News Research Group at the University of Canberra, focuses on how the news media reports health issues. Currently, he is investigating how newspapers in Australia, USA and the UK report the mental illness, schizophrenia. 'Does it matter that some newspapers routinely use the term 'schizophrenic' in non-medical contexts such as 'schizophrenic city'? How is news about schizophrenia portrayed in metropolitan newspapers, and what are the consequences for audiences, particularly those who might be said to be at risk?'

Previously, Dr Blood examined the differences in opinions and beliefs among journalists, editors, health professionals and lay people in reporting suicide and mental health and illness. During 2000-2001 he worked with colleague Associate Professor Jane Pirkis, School of Population Health, University of Melbourne, on a major research project for the Australian Government examining news media reporting and portrayal of suicide and mental illness. This research informed revision of the government's resource for media professionals, Reporting Suicide and Mental Illness. He has also completed research on news about depression for the Commonwealth Government's National Depression Initiative, 'beyondblue', and research on the reporting of drug issues for the Australian National Council on Drugs.

Dr David Tait

Senior Lecturer; School of Law; Division of Business, Law and Information Sciences.

Dr Tait is a key academic in an ARC funded Linkage-Project studying: 'juries and interactive visual evidence: impacts on deliberation processes and outcomes.'

Prosecutors and expert witnesses are increasingly taking advantage of new digital technologies in presenting information to juries. Traditional forms of display, such as photographs, are being joined by video links and now interactive displays such as computer simulations and crime scene reconstructions. This project is studying what impact these emerging forms of display have on the quality and impartiality of jury decision-making. The project combines observation, survey and experimental approaches using simulated trials to examine the effect of interactive visual technologies on how juries receive and interpret information, and how this shapes their attitudes and decisions.

This project is of national significance as courts and tribunals are being transformed with new visual technologies offering the ability to communicate complex information more quickly and effectively to jurors. Such technological advances pose challenges to the organisation of trials and the development of prosecution and defence strategies, as well as to the design and management of courts. New types of crime and criminal enterprise also require more effective use of display technologies to explain complex flows of money, people and goods across national borders, and model alternative explanations. This project provides data essential to developing guidelines for the use of interactive visual evidence in courts.

Vice-Chancellor's Distinction Awards for Enhancing and Contributing to the University as a Community

Dr Margi Bohm

Lecturer, Environmental Science; School of Resource, Environmental and Heritage Sciences; Division of Health, Design and Science.

Dr Bohm's innovative partnerships and science programs with regional schools, colleges and other institutions have led to her award nomination. The programs, usually held outdoors, are designed to excite and impassion young people to embark on journeys of discovery through life long learning.

Professor Craig Bremner

Head of School; School of Design and Architecture; Division of Health, Design and Science.

Professor Bremner was the driving force behind the inaugural Canberra Architectural and Design Biennial. It was his initial idea and vision and he took it to the University and the wider community. The Biennial is a public event with an exhibition of structures and a forum which showcases design innovations from around the world.

Mr Greg Boland

Lecturer, Accounting; School of Business and Government; Division of Business, Law and Information Sciences.

Greg Boland has been nominated for the breadth and quality of his voluntary work. This includes scouting, working with disadvantaged groups of young people, particularly in sailing, leading training sessions in accounting for voluntary organisations and also assisting as an honorary auditor in the schools system.

Mr Gerald Tarrant

Statistics Officer; Planning and Resource Development; Division of Resources.

Gerald Tarrant's statistical analysis underpins much of the policy and planning at the University, but he is always willing to explain statistics in a simple way. Gerald is also committed to improving the student experience, formerly as Disability Committee Secretary and as a mediator for student grievances and appeals.

Mr David Tattersall

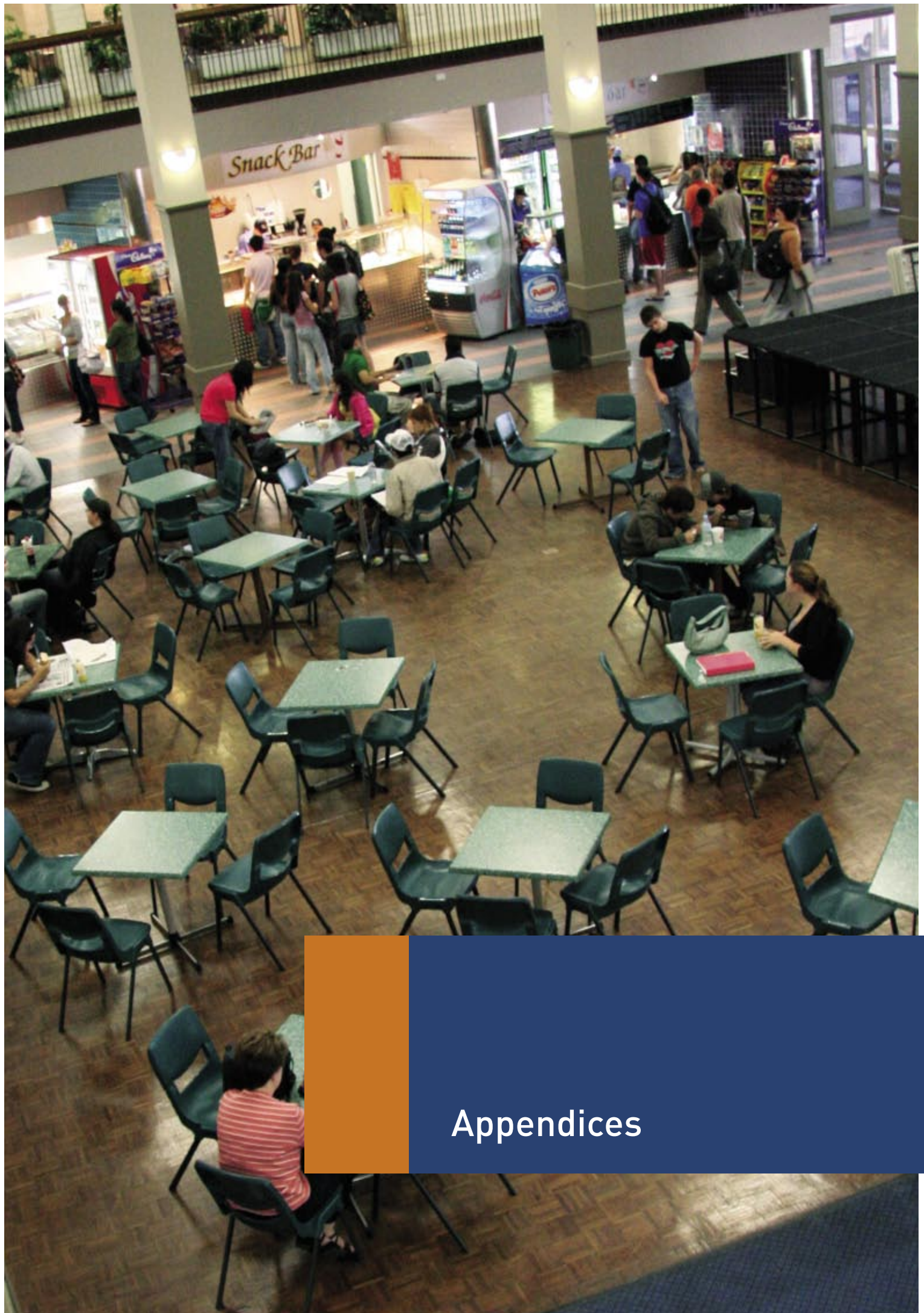
Director of University of Canberra Music Society.

The University of Canberra Music Society has been transformed under the Musical Direction of David Tattersall. He has improved membership, enthusiasm and performance standards with the Society taking on, for a paying public, works such as Handel's Messiah and staging them to critical acclaim.

Certificate of Commendation

to the **University of Canberra Equal Opportunity Committee** for fostering leadership in organisational culture and practices that support a high quality academic and social environment.

Dr Leah Moore (Chair), Dr Don Fleming (Acting Chair, second semester 2005), Sam Wong, Garry Rackel, Associate Professor Anita Mak, Annabel Beckenham and Terry Williams. In attendance – Matt Lawrence, Heather Prior, Greg Jones, Dianne Coward and Sue Ridout.



Appendices

Appendix A: Professors of the University

Professors

Date of appointment

Bartos, Stephen, BA (Hons) <i>ANU</i> , FAIM, FAICD	18 May 2006
Bell, Sharon, BA (Hons), PhD <i>Syd</i>	May 2006
Blood, Richard Warwick, BSc <i>Syd</i> MS, PhD <i>Syracuse</i>	6 October 1998
Bremner, Craig, BA <i>W.Aust</i> , MDes <i>Domus Academy Milan</i> , PhD <i>RMIT</i>	14 July 2003
Cheetham, Andrew, BSc, PhD <i>Flin.</i> , MIEAust, MIEEE, FAIP	6 February 2004
Cho, George, AM, BA <i>Malaya</i> , MA <i>Br Col</i> , PhD, LLB <i>ANU</i> , GradCertHigherEd <i>Canberra</i> , Barrister-at-Law (NSW), Barrister and Solicitor (ACT and High Court of Australia)	1 January 2006
Dean, Roger Thornton, BA, MA, PhD <i>Camb.</i> , DSc, DLitt <i>Brunel</i> , FAHA, FAICD, FIBiol	1 February 2002
Dearn, John Michael, BSc <i>E Ang</i> , PhD <i>S'ton</i> , Grad Cert HigherEd <i>Canberra</i>	11 November 1998
Dunk, Alan, BBus <i>NSWIT</i> , MEc, PhD <i>Macq</i> , FCPA	20 January 2003
Eddie, Ian, BEc (Hons), MEC <i>Syd</i> , PHD <i>NE</i>	16 October 2006
Frith, Stephen, BScArch, BArch (Hons), MBEEnv (Cons) <i>UNSW</i> , MScArch Urb Des, MPhil <i>Col</i> , PhD <i>Camb</i>	2 February 1998
Georges, Arthur, BSc (Hons), PhD <i>Qld</i>	6 February 2004
Goodrum, Denis, DipEd, BSc, MEd <i>Syd</i> , EdD <i>N Carolina</i>	31 May 2004
Gough, Noel, BSc, BA, MEd <i>Melb</i> , PhD <i>Deakin</i>	23 February 2005
Halligan, John Angus, MA <i>Otago</i> , PhD <i>Well</i>	24 May 1995
Harding, Ann, BEc <i>Syd</i> , PhD <i>Lond</i> , FASSA	12 October 1992
Hone, James, BRurSc (Hons) <i>NE</i> , MSc <i>Syd.</i> , PhD <i>ANU</i>	1 January 2006
Jones, Gary, BSc (Hons) <i>Monash</i> , PhD <i>Melb</i>	6 December 2000
Lennard, Christopher, BSc (Hons), GradCert AppMgt, PhD <i>ANU</i>	October 2006
Lewis, Philip, BSc (Hons) <i>CNA</i> , MSocScEc <i>B'ham</i> , PhD Economics <i>Murdoch</i>	12 April 2000
Maher, William, BAppSc <i>Melb</i> , PhD <i>S'ton</i>	6 February 2004
Morrison, Paul, BA (Hons), PhD <i>Wales</i> AFBPsS, <i>CNA</i> , CPsychol, PGCE, RGN, RMN,	12 April 1999
Mules, Trevor, MEc, PhD <i>Adel</i>	5 July 1999
Norris, Richard, BSc (Hons) <i>ANU</i> , GradDip Ed <i>Canberra</i> CAE, PhD <i>Tas</i>	6 February 2004
Putnis, Peter, BA (Hons) <i>N'cle</i> , <i>NSW</i> PhD <i>ANU</i>	1 January 1996
Raff, Murray, B.Juris, LLB (Hons) <i>Monash</i> , PhD <i>Melb.</i> (Barrister and Solicitor of the Supreme Court of Victoria)	3 July 2006
Ralston, Deborah, BEc, DipFinMgt, MEc <i>NE</i> , PhD <i>Bond</i>	7 November 2005
Roberts, Brian, BSc (Surveying) <i>Otago</i> , Dip Town Plan <i>Auck</i> , Dip Bus Mgt <i>C.Qld</i> , Dip Urban Design, MA <i>Oxf.Brookes</i>	1 August 2001
Ryan, Yoni, BA (Hons), DipEd, MA, PhD <i>Qld</i> , MEd <i>Melb.</i> , ASDA	1 January 2006
Sathye, Milind, MCom <i>Bom.</i> , PhD <i>Poona</i> , AIBF (Sr) CAIIB (Mumbai), AICWA (Calcutta), ACS (New Delhi)	1 January 2006
Shaddock, Anthony John, BA (Hons), MEd (Hons) <i>UNSW</i> , PhD <i>N Carolina</i> , MAPsS	17 August 1994
Spriggs, John, BAgEcon <i>NE</i> , MSc, PhD <i>Minnesota</i>	2 January 2003
Thomas, Sue, BSc (Hons), PhD <i>La Trobe</i> , GradCert TertEduc <i>Flinders</i> , MBA <i>Deakin</i> , APESMA	1 June 2005
Turner, Mark, BPhil <i>Liv</i> , BA, PhD <i>Hull</i>	27 May 1998
Wagner, Michael, Dipl-Phys <i>Munich</i> , PhD <i>ANU</i> , FIEAust, MASSTA, MESCA, MIEEE	1 May 1996
Widdowson, David, BA <i>W'gong</i> , MBA <i>Canberra</i>	7 May 2003

Emeritus Professors of the University

Date of appointment

Aitchison, Gordon James, MSc, PhD <i>Adel</i>	23 July 1982
Aitkin, Donald Alexander, AO, MA <i>NE</i> , PhD <i>ANU</i> , FASSA, FACE	1 January 2003
Alderman, Belle Y, AM, BA <i>Georgia</i> , MLn <i>Emory</i> , DLS <i>Col</i> , AALIA	7 December 2005
Bonollo, <i>ELivio</i> , BE (Hons), MEngSc, PhD <i>Melb</i> , ARMTc (Mech Eng), ARMIT (Prod Eng), TTTC, CPEng, MIEAust, CEng, MIEE, AADM	1 January 2003
Clark, Edward Eugene, BA <i>St Mary's</i> , MEd (Hons) <i>Wichita</i> , JD (Hons) <i>Washburn</i> , MEd St, PhD <i>Tas</i>	7 December 2005
Cullen, Peter, MAgrSc, DipEd <i>Melb</i> , FTS	2 October 2002
Dunstone, John Reginald, MSc, DipEd <i>Syd</i> , PhD <i>Qld</i>	10 May 1985
Edwards, Meredith A, AM, BCom (Hons) <i>Melb</i> , PhD <i>ANU</i> , FASSA	22 June 2005
Edwards, Paul Julian, BSc (Hons), PhD <i>Tas</i> , FAIP, FRAS, FIREE <i>Aust</i>	7 December 2005
Fairbrother, James Alick, DipArch, DipTP <i>Leeds</i> , AILA, AAILA	25 November 1981
Green, William Stanley, NDD <i>N'Castle, UK</i> , FRSA, MESA, MDIA	2 October 2002
Houston, Hugh Stewart, BA <i>NZ</i> , BEd, DipEd <i>WAust</i> , MA <i>Auck</i> , PhD <i>Massey</i>	22 June 1977
James, Jennifer Ann, RN, RM, DNE <i>NSW Coll Nursing</i> , BHA <i>UNSW</i> , MEd <i>CCAIE</i> , FCN <i>NSW</i> , FCHSE, FINA (NSW, ACT)	28 February 1998
Jory, Rodney Leonard, AM, BSc <i>Adel</i> , PhD <i>ANU</i> , FAIP	5 December 2001
Kearney, Robert Edward, BSc (Hons) <i>NE</i> PhD, DSc <i>Qld</i>	1 January 2003
Lian, Andrew Peter, BA (Hons) <i>Syd</i> , DU <i>Paris IV, Sorbonne</i>	3 February 2003
Mandle, William Frederick, MA <i>Oxf</i>	12 April 2000
Mitchell, Robert Brien, ME <i>UNSW</i>	20 August 1997
Mosedale, Peter Ralph, MA, DipEd <i>Oxf</i>	7 January 1978
Moses, Ingrid, DiplSoz Wirt <i>Erlangen-Nürnberg</i> , GradDipTertEd <i>DDIAE – S.Qld.</i> , MA, PhD <i>Qld.</i> , HonDLitt <i>UTS</i> , <i>CSU-S</i> , FACE, FSRHE FACEL	September 2006
Nandan, Satendra P, BA (Hons), BEd <i>Delhi</i> , MA Linguistics, MA C'wealth Lit <i>Leeds</i> , Cert Uni Teaching <i>London</i> , PhD <i>ANU</i>	7 December 2005
Pearson, Colin AO, MBE, BSc Tech (Hons), MSc Tech, PhD <i>Manc</i> , FTSE, FIIC	2 October 2002
Pollard, Graham H, BSc <i>Syd</i> , MSc, PhD <i>ANU</i> , AMusA, FSS	28 May 2003
Richardson, Sam Scruton, AO, CBE, MA <i>Oxf</i> , LLD <i>A Bello</i> , Hon D Univ <i>Canberra</i> , of Lincoln's Inn, Barrister at Law	10 September 1984 [deceased]
Ride, William David Lindsay, AM, MA, DPhil <i>Oxf</i> , FTS	24 February 1988
Roberts, Brian, BSc (Surv) <i>Otago</i> , DipTownPlan <i>Auck</i> , DipUrbDes, MA <i>Oxf Brooks</i> , DipBusMgt <i>C Qld</i> , PhD <i>Qld</i>	October 2006
Taylor, Graham, MSc <i>UNSW</i> , PhD <i>ANU</i>	5 October 2004
Taylor, Kenneth, AM, BA <i>Sheff</i> , DipTP <i>Manc</i> , MLArch <i>Melb</i> , FAILA	1 January 2003
Tomasic, Roman, LLB, MA <i>Syd</i> , PhD <i>UNSW</i> , SJD <i>Wisconsin</i> , Solicitor (NSW)	31 May 1989
Traill, Ronald David, BA, DipEd <i>Tas</i> , MA, EdD <i>Calif</i>	29 May 1996
Wettenhall, Roger Llewellyn, MA, Dip Pub Admin <i>Tas</i> , PhD <i>ANU</i>	28 September 1994

Adjunct and Honorary Professors

Date of appointment

Agostino, Katarina, BA <i>Canb</i> , MA <i>Woll</i> , PhD <i>JCU</i> , MASA	3 April 2006
Allan, Percy, MEC <i>Syd</i>	1 January 2004
Anderson, Marjorie, MAppSc <i>UTS</i> , FPRIA	1 May 2005
Andrew, Brian Harold, BCom <i>N'cle NSW</i> , MComm <i>UNSW</i> , BLegS <i>Macq</i> , CPA	1 June 2004
Arbon, Paul, AM, BSc DipEd, GDip Hlth Ed, MEd (St) <i>Flinders</i> , PhD <i>Syd</i>	1 August 2006
Austin, Kevin, BSc, MSc <i>ANU</i> , PhD <i>Flin</i>	1 August 2006
Bacon, Bruce, AssocDip Maths <i>RMIT</i> , MEc <i>ANU</i>	1 May 2006
Barry, Bernard, Dip Soc Sc, MSc <i>Wales</i> , PhD <i>Loughborough</i>	1 January 2006
Blunn, Anthony, AO, BLaws <i>ANU</i>	7 May 2003
Bozin, Doris, DipLaw <i>Syd</i> , BA <i>ANU</i> , MLaw, GradDip Admin <i>Canberra</i>	1 September 2004
Braysher, Michael, BSc (Hons), PhD <i>Adel</i>	7 August 2005
Brennan, Gerard, Cert NotarialPracC <i>College of Law, NSW</i> , LLB (Hons) <i>Melb</i> , LLM Dip Intl&Comparative AirL <i>London</i>	1 June 2004
Brownrigg, Jeff, BA (Hons) <i>La Trobe</i> , DPhil <i>York(UK)</i>	13 March 2006
Bryce, Michael, AM, AE, BArch <i>Qld</i> , Hon DUniv <i>Canberra</i> , FRAIA, LFDIA, FRSA, AADM	1 September 2004
Cahalan, Anthony, BA Visual Comm <i>Sydney Coll Arts</i> , M Design <i>UTS</i>	1 July 2006
Cahill, Ronald, BBA, LLB (Hons) <i>Melb</i> , (Chief Magistrate of ACT)	1 January 2004
Carter, Robert, BEc, MEc, FAICS, FAIM	1 April 2005
Carty, Rita, DNSc, MSN <i>CUAmerica</i> , BSN <i>Duquesne</i> , DipNursing <i>Ohio</i>	1 March 2003
Chambers, Barbara, BA, DipEd (Sec), BEd (Merit), MEd (Hons) <i>NE</i>	19 march 2005
Cripps, Allan William, BSc (Hons) <i>NE</i> , PhD <i>Syd</i> , FASM	6 June 2006
Dhall, Dharma Pal, MD <i>Aberdeen</i> , MB, ChB <i>MANUK</i> , MRCS <i>England</i> , MACE, FRACS	1 May 2003
Easteal, Patricia, BA (Social Sciences) <i>State Uni of New York at Binghamton</i> , MA (Anthropology), PhD (Legal Anthropology) <i>Pittsburgh</i>	1 August 2004
Eckerman, Robin, BA (Comp&Phil) <i>Adel</i> , GradDip CompStud <i>Canberra CAE</i>	1 April 2005
Elliott, Alison, DipT, BEd <i>Canberra</i> , BEdSt, MEdSt <i>Newcastle</i> , PhD <i>UNE</i> , MACE	1 January 2004
English, Jack, GradDip TertiaryEd <i>NE</i> , BA <i>San Jose</i> , MBA <i>Santa Clara</i>	1 April 2006
Farrugia, Albert, BSc <i>Malta</i> , PhD <i>Edin</i>	1 August 2006
Flood, Joe, BSc (Hons) <i>WAust</i> , PhD <i>ANU</i>	1 February 2003
Fraser, Bernie, BA <i>NE</i> , Hon DUniv <i>NE</i> and <i>CSturt</i>	1 August 2006
Freeman, Peter, BA Arch, Dip Town&Regional Plan <i>Melb</i>	1 July 2003
Fricker, Peter Allen, MB.BS <i>UNSW</i> , FACSM, FASMF, FACSP	1 December 2006
Fulcher, John, BE (Hons) <i>Qld</i> , MSc <i>LaTrobe</i> , PhD <i>W'gong</i>	1 September 2006
Glissan, James, QC, BA LLB, LLM <i>Syd</i> . Barrister NSW High Court of <i>Australia</i>	1 September 2004
Greenfield, Heather, BSc (Hons), PhD <i>Lond</i>	19 April 2005
Growder, John, BA <i>Qld</i> , BEc <i>ANU</i>	4 January 2005
Harrison, David, BSc (Hons), MB ChB, MD <i>Edin</i>	30 June 2004

Harrison, Mark, BA, LLB (Hons), GradDip Int Law <i>ANU</i> , Barrister of the Supreme Court of NSW	1 August 2004
Heineback, Bo	1 January 2005
Holloway, Steve, LLB <i>ANU</i> , (Barrister and Solicitor of ACT, Federal Court, High Court)	1 September 2004
Hughes, Owen	1 January 2005
Hynes, Paul, BSc (Hons), LLB <i>ANU</i> , (Barrister Supreme Court NSW and High Court, Barrister and Solicitor Supreme Court ACT)	1 June 2004
Ives, Denis, AO, B AppSc (Hons) <i>Qld</i> , BA <i>ANU</i>	1 July 2003
James, Martin, B BusSc (Hons) <i>Cape Town</i>	2 June 2004
Jones, Alan	1 January 2004
Jones, Percy, MEc <i>Syd</i>	1 January 2004
Kanaley, Trevor, BEc <i>Syd</i> , M Urb&Reg Plan <i>Qld</i>	21 March 2006
Kauffman, Paul, BA (Asian Studies), PhD <i>ANU</i>	1 July 2006
Krebs, Charles, BSc, <i>Minnesota</i> , MA, PhD <i>British Columbia</i>	4 August 2005
Kyd, Jennelle, BSc (Hons) <i>UNSW</i> , DipEd <i>Syd Teachers Coll</i> , PhD <i>Newcastle NSW</i>	11 February 2006
Lamberton, Donald, BEc <i>Syd</i> , PhD <i>Camb.</i>	1 March 2004
Lanzetta, Marco, BMed (Hons) <i>Milan</i>	1 October 2006
Lawrence, Ian, Dip CivilEng <i>RMIT</i> , BEng <i>Melb</i> , MA <i>Canberra CAE</i>	1 August 2005
Levingston, John	1 September 2004
Lim, Boon-Yeow, Sir, MBA <i>Hull</i> , PhD <i>Qld</i>	1 August 2006
Lindeman, Stephen, BA <i>Hawaii</i> , MPsyh <i>Syd</i> , Cert AdvExec HR Mgt <i>Michigan</i>	1 January 2004
Macintosh, Ian, BCom <i>Auck</i> ACA, CPA	1 January 2005
McDermott, Peter, AirCmdr, BSc <i>Melb</i> , GradDip BusMgt <i>S.Qld.</i> , MSc <i>SthCalif</i>	10 April 2004
Miller, Russell, AM LLB (Hons) <i>ANU</i> (Solicitor ACT and NSW)	7 May 2003
Moore, Michael, BA <i>Flin</i> , DipEd <i>Adel</i> , M Population Health <i>ANU</i>	4 December 2004
More, David, BSc, (Med), MBBS (Hons) PhD <i>Syd</i>	1 May 2003
Morgan, Peter, MSc, <i>Melb</i> , PhD <i>Ohio State</i>	1 January 2006
Mueller, Des, LtGen, (rtd)	1 July 2003
Mules, Trevor, MEc, PhD <i>Adel</i>	15 September 2005
Mullins, Raymond, MBBS, BSc (Hons), PhD <i>Syd</i> , FRACP, FRCPA	1 July 2003
Murray, John	7 May 2003
Neilson, Lyndsay Robert, BA (Hons) <i>Melb</i> , FRAPI	1 April 2004
O'Keefe, H Brian, AO, BE (Elec) <i>Qld</i> , FIEAust	1 January 2005
Osborne, Graeme, BCom <i>Melb</i> , MA <i>Sus</i> , PhD <i>ANU</i>	20 June 2003
Palmer, Jonathan	1 April 2005
Paroissien, Leon, BA Fine Arts & Eng <i>Melb</i>	1 March 2004
Pech, Roger, BSc, PhD <i>Monash</i>	5 December 2005
Pegrum, Annabelle, BArch (Hons) <i>Syd</i> , FRAIA	8 August 2004
Power, John, AM, BA (Hons) <i>Melb</i> , PhD <i>Harv</i> , Hon FIMM	14 August 2006
Pyne, David B, BAppSc, MAppSc <i>Canberra</i> , PhD <i>ANU</i>	1 October 2006
Rayner, John, AM, MSc, PhD <i>ANU</i>	1 October 2005

Reaby, Linda, OAM, RN, BSc Nursing <i>Avila Coll</i> , Cert Reg Nurse Anaesth <i>Kansas</i> , GradDip Ed, MEd <i>Canberra CAE</i> , PhD <i>Canberra</i>	1 April 2006
Rimmer, Peter, BA (Hons), MA (Geography) <i>Manchester</i> , Grad CertEd <i>Camb</i> , PhD (Geography) <i>Canterbury</i>	15 September 2003
Roberts, Michael, BPharm <i>Adel</i> , MSc, PhD, DSc <i>Syd</i> , DipTertEd <i>NE MBA Qld</i>	6 October 2004
Robertson, James, BSc (Hons), PhD <i>Glasgow</i>	1 March 2004
Rose, Dennis, AO, QC, LLB (Hons) <i>Tas</i> , BA (Hons) <i>Oxon</i> (Legal practitioner ACT)	7 May 2003
Rumble, Gary, BA, LLB (Hons), PhD (Constitutional) <i>ANU</i>	1 September 2004
Sasanelli, Nicola, BElecE <i>Bari</i>	1 January 2006
Savery, Neil, B Town&Reg Plan <i>Melb</i> , MA UrbanDes <i>Oxford Brookes</i>	1 June 2004
Schaper, Michael, BA, <i>W.Aust</i> , GradDipBus, MCom, PhDMan <i>Curtin</i>	1 April 2005
Service, Jim, AM, FAPI, FASCPA, FICMSA, FAIB,	1 July 2006
Simpson, Colin, BSc <i>Melb</i>	1 July 2003
Spiller, Marcus, B Town&Regional Plan, MCom (Econ) <i>Melb</i>	15 September 2003
Stanley, Peter, BA <i>ANU</i> , GradDipEd <i>Canberra CAE</i> , Litt B, PhD <i>ANU</i>	2 April 2004
Summerfield, CLive, BSc (Hons) DIS <i>Lough</i> , PhD <i>Syd</i>	23 June 2006
Taylor, Peter, BSc, PhD <i>Adel</i> , FTICA, AFIMA, MACE	7 May 2003
Teather, David, BSc (Hons), PhD <i>Lond</i> , MEd Admin <i>NE</i>	7 February 2005
Tebbett, Ian, BPham (Hons) <i>Lond</i> , PhD <i>Strathclyde</i>	30 June 2004
Thornburn, Lyndal, BSc <i>Syd</i> , GradDip LegStud <i>Canberra</i> , GradDipEd, FinManCert <i>C.Sturt</i> , PhD <i>Macq</i>	1 January 2005
Vanderheide, Michael, BA <i>Macq</i> , MBA <i>NE</i>	1 January 2006
Vardon, Suzanne, BA SocWork <i>UNSW</i> , Hon D Univ <i>SA</i>	1 January 2006
von Einsiedel, Nathaniel BSc <i>Philippines</i> , MSc <i>Colombia NY</i>	1 February 2003
Warne, Leoni, BA, Grad DipLib <i>Canberra CAE</i> , GradDip InfSys <i>Canberra</i> , PhD <i>NSW</i>	1 July 2006
Welch, Denise, BBus SQLd, MPhil <i>Brun</i> , PhD <i>Monash</i>	7 May 2003
Welch, Lawrence, BCom, MCom <i>UNSW</i> , DipEd <i>NewcastleNSW</i> , PhD <i>Qld</i>	7 May 2003
Wettenhall, Roger Llewellyn, MA, Dip Pub Admin <i>Tas</i> , PhD <i>ANU</i>	1 July 2006
Williams, Graham, BSc (Maths Sc), BSc (Hons), (Maths), PhD (CompSc) <i>ANU</i>	1 April 2005
Wright, Elizabeth Anne, BA (Hons) <i>Sheff</i> , GradDip HRM <i>Gwent Coll Higher Ed</i> , FIPD, AFAHRI, MAITD, AIMM	1 January 2005
Yarnell, Michael, BSc (Bus Mang) <i>Arizona</i> , MEd <i>Phoenix</i> , JurisD <i>Illinois</i> (Hon Judge, Superior Court of Arizona)	1 June 2004
Zompragno, Loretta	1 October 2004

Appendix B: Honorary degree holders and honorary fellows

Honorary Degrees

Doctor of the University

Sam Scruton Richardson (now deceased)	19 April 1990
Laurence Norman Richard Carmichael	2 May 1991
Lyndsay Genevieve Connors	1 May 1992
Geoffrey Piers Henry Dutton	21 April 1993
Graham McLean Eadie	28 April 1994
Michelle Grattan	29 April 1994
Eric Rolls	27 April 1995
Donald Richmond Horne	1 May 1996
Phillip William Hughes	3 May 1996
The King of Thailand, His Majesty Bhumiphol Adulyadej, Rama IX of the Chakri Dynasty	2 October 1996
Romaldo Giurgola	2 May 1997
Susan Maree Ryan	22 April 1998
John Grey Gorton (now deceased)	20 August 1999
Jean Edna Blackburn (now deceased)	16 December 1999
Warren Horton (now deceased)	28 July 2000
Peter Wray Cullen	19 December 2001
Donald Alexander Aitkin	18 December 2002
Peter Veenker	18 December 2002
Michael Bryce	31 July 2003

Master of Applied Science

Robert Colville Ecclestone	21 April 1989
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Master of Arts

John Francis Balnaves	20 April 1989
Ernest James Cooper	20 April 1990
Nancy Janet Irvine	20 April 1990

Honorary Fellows

Helen Craven Crisp (now deceased)	24 November 1976
John Grey Gorton (now deceased)	29 November 1978
Rae Else-Mitchell	24 November 1982
Cecil Emil Carr	25 January 1983
Ronald John Fryer	27 November 1985
Victor Crittenden	30 July 1986
Elsie Hope Solly	28 October 1988

Date of appointment

Appendix C: Staff and student enrolment statistics

Senior administrative and academic staff *as at 31 December 2006*

Vice-Chancellor and President	Professor Roger Dean
Pro Vice-Chancellor and Vice-President	Professor Sharon Bell appointed May 2006
Pro Vice-Chancellor and Vice-President – Academic, Head of the Division of Learning and Teaching	Professor John Dearn
Pro Vice-Chancellor and Vice-President – Research and Information Management	Professor Andrew Cheetham
Pro Vice-Chancellor and Vice-President – Division of Business, Law and Information Sciences	Professor Deborah Ralston
Pro Vice-Chancellor and Vice-President – Division of Communication and Education	Professor Peter Putnis
Pro Vice-Chancellor and Vice President – Division of Health, Design and Science	Professor Sue Thomas
Executive Director and Vice-President – Division of Resources and Chief Accountant	Mr Garry Foran
Executive Director and Vice-President – Development and International	Ms Jandy Godfrey
Chair, Academic Board	Associate Professor Ruth Foxwell
Deputy Chair, Academic Board	Professor Denis Goodrum

Full time and fractional full-time academic staff by organisational unit as at 31 March 2006

Organisational Unit	TEACHING AND RESEARCH										TEACHING ONLY				RESEARCH ONLY				OTHER			
	Above Academic Level C		Academic Level C		Academic Level B		Academic Level A		Above Academic Level C		Academic Level C		Academic Level B		Academic Level A		Above Academic Level C					
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
Business, Law and Information Sciences	4	16	18	34	10	14	0	0	1	2	0	0	0	0	0	0	0	0				
Communication and Education	9	13	23	12	36	22	0	0	14	5	0	0	0	0	0	0	1	0				
Health, Design & Science	8	20	16	16	16	15	0	0	12	4	0	0	0	0	0	0	0	0				
Administration and Overhead Services	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0				
Computing Centres	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0				
CRC (Cooperative Research Centres)	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0				
Other Academic Support Services	0	1	2	0	2	2	0	0	0	0	0	0	0	0	0	0	1	0				
Other Independent Operations	1	0	3	1	2	0	0	0	3	1	2	3	2	1	1	1	0	0				
TOTAL	23	54	62	64	67	53	0	0	30	12	2	3	2	2	1	1	191	189				

Full-time and fractional full-time general staff by organisational unit as at 31 March 2006

Organisational Unit	Female	Male	All
Business, Law and Information Sciences	45	15	60
Communication and Education	39	13	52
Health, Design and Science	44	22	66
Administration and Overhead Services	48	60	108
Buildings, Plant and Grounds	1	7	8
Cleaning Services	1	0	1
Computing Centres	17	54	71
CRC (Cooperative Research Centres)	7	3	10
Libraries	39	7	46
Other Academic Support Services	34	9	43
Other General Institution Services	0	2	2
Other Independent Operations	14	2	16
Public Services	22	5	27
Security and Caretaker Services	1	1	2
Student Services	22	9	31
TOTAL	334	209	543

All casual staff by organisational unit as at 31 March 2006

Organisational Unit	Senior Lecturer and above		Lecturer		Below Lecturer		General				TOTAL
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	All
Business, Law and Information Sciences	0.00	0.00	2.22	4.00	3.47	6.58	6.88	2.66	12.57	13.24	25.81
Communication and Education	0.00	0.00	2.00	1.22	15.41	7.98	7.79	6.38	25.20	15.58	40.78
Health, Design and Science	0.00	0.00	2.72	2.49	10.16	6.44	7.66	4.74	20.54	13.67	34.21
Administration and Overhead Services	0.00	0.00	0.00	0.00	0.00	0.00	9.74	7.56	9.74	7.56	17.30
Buildings, Plant and Grounds	0.00	0.00	0.00	0.00	0.00	0.00	0.07	0.89	0.07	0.89	0.96
Computing Centre	0.00	0.00	0.00	0.00	0.00	0.00	0.92	2.02	0.92	2.02	2.94
CRC (Cooperative Research Centres)	0.00	0.00	0.00	0.00	0.00	0.00	2.10	1.36	2.10	1.36	3.46
Educational Research and Development	0.00	0.00	0.00	0.00	0.00	0.00	0.28	0.18	0.28	0.18	0.46
Libraries	0.00	0.00	0.00	0.00	0.00	0.00	5.70	1.90	5.70	1.90	7.60
Other Academic Support Services	0.00	0.00	0.00	0.00	0.52	0.00	0.69	0.53	1.21	0.53	1.74
Other General Institution Services	0.00	0.00	0.00	0.00	0.00	0.00	3.11	1.47	3.11	1.47	4.58
Other Independent Operations	0.00	0.00	1.47	2.76	4.96	5.18	1.62	0.60	8.05	8.54	16.59
Research, development, testing or consultancy services	0.00	0.00	0.00	0.00	0.00	0.00	0.07	0.00	0.07	0.00	0.07
Student Services	0.00	0.00	0.00	0.00	0.00	0.00	3.85	2.17	3.85	2.17	6.02
TOTAL	0.00	0.00	8.41	10.47	34.52	26.18	50.48	32.46	93.41	69.11	162.52

Note: Casual Staff measured in Full Time Equivalent (FTE).

Student enrolment as at 31 March 2006

Broad Field of Education	Higher Degree		Other Postgraduate		Undergraduate Awards		Enabling Course		Non Award Courses		TOTAL		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	All
Agriculture, Environmental and Related Studies					20	27					20	27	47
Architecture and Building	9	5	3	2	185	260					197	267	464
Creative Arts	64	44	32	7	364	308	8	5			468	364	832
Education	223	140	145	70	681	283					1049	493	1542
Engineering and Related Technologies	0	0	0	0	1	29					1	29	30
Health	90	35	91	13	415	60					596	108	704
Information Technology	31	115	13	27	73	263					117	405	522
Management and Commerce	339	434	136	80	1296	1125					1771	1639	3410
Natural and Physical Sciences	33	31	27	5	266	168					326	204	530
Society and Culture	89	82	117	51	787	506			0	0	993	639	1632
Miscellaneous	0	0	0	0	0	0			112	67	112	67	179
TOTAL	878	886	564	255	4088	3029	8	5	112	67	5650	4242	9892

Appendix D: Attendance of council members at council meetings in 2006

Attendance of members at council meetings in 2006

Name	No. 104	No. 105	No. 106	No. 107	No. 108	No. 109 (s)	No. 110
Prof. I Moses	p	p	p	p	p	p	p
Mr M Bryce	a	p	p	p	p	p	p
Mr I Davis	p	p	p	p	p	p	p
Professor R Dean	p	p	p	p	p	a	p
Ms A De Salis	p	p	p	p	p	p	p
Ms S Durrell	p	p	a	p	p	p	p
Mr M Emerson	p	p	p	p	-	-	-
Mr J Hanratty	p	p	p	p	p	p	p
Mr H Faiz	-	-	-	-	p	p	p
Mr B Hoff	a	p	a	p	p	a	a
Ms A Holmes	p	p	p	p	p	a	p
Mr D Hughes	-	-	-	-	p	a	p
Mr J Kalokerinos	p	p	p	p	p	p	a
Mr D Kleeman	-	-	-	-	p	p	p
Mr A Matthews	p	a	p	p	-	-	-
Mr L Mayfield	-	-	-	-	p	p	p
A/Prof. C McDonald	p	p	a	p	p	p	p
Dr L Moore	p	p	p	p	-	-	-
Ms J Newman	p	p	p	p	-	-	-
Mr B Prosser	p	a	p	a	a	p	p
Ms M Reilly	p	p	p	p	p	p	p
Ms A Trimmer	p	a	p	p	p	p	p
Mr P Urban	p	a	p	a	p	a	p

Legend:

p	:	present
a	:	apology
-	:	not a member at that time

Appendix E: Freedom of Information Statement

This information is given in relation to the *Freedom of Information Act 1989*.

Establishment

The University is established under the *University of Canberra Act 1989*. The functions of the University are primarily:

- to transmit and advance knowledge by undertaking teaching and research of the highest quality;
- to encourage, and provide facilities for, postgraduate study and research;
- to provide facilities and courses for higher education generally, including education appropriate to professional and other occupations, for students from within Australia and overseas;
- to award and confer degrees, diplomas and certificates, whether in its own right, jointly with other institutions or as otherwise determined by the Council;
- to provide opportunities for persons, including those who already have post secondary qualifications, to obtain higher education qualifications; and
- to engage in extension activities.

In performance of its functions the University is required to pay special attention to the needs of the Australian Capital Territory and the surrounding region.

Organisation

In accordance with Division 2 of the Act, the University is governed by a Council comprising: the Chancellor; the Vice-Chancellor; the chair of Academic Board; up to eight persons appointed by the Chief Minister of the Australian Capital Territory; a member of the academic staff elected by members of that staff; an elected member of the general staff; and two students of the University elected by students of the University to represent undergraduate and postgraduate students. Council appoints one of its members to be the Deputy Chancellor.

The Vice-Chancellor is the chief executive officer of the University.

In accordance with Division 2.3 of the Act, the Academic Board is responsible under the Council for all academic matters relating to the University. Membership of the Academic Board consists of: the Vice-Chancellor or nominee; the Chairperson; heads of the three academic divisions; heads of "other bodies" including the Centre for the Enhancement of Learning, Teaching and Scholarship (CELTS); the administrative divisions and the Schools of the University; up to four professors of the University not

already members of the Board; one academic staff member of each Academic Division elected by the academic staff in that Division; the three elected academic staff members of the Council; two members elected from among their number by the students of the University; the person or persons (if any) appointed by the Council after receiving the advice of the Board. (Currently the general staff member of Council).

Courses of study are administered through three academic divisions: Business, Law and Information Sciences; Communication and Education; and Health, Design and Science. Each Division has an Education Committee. Each Division is administered by the Pro Vice-Chancellor and a Business Team Manager.

The University occupies a campus of 119 hectares in Bruce, ACT. The University owns and operates the University of Canberra College Pty Ltd.

Functions

Council

- approves policy relating to all University activities within a strategic framework;
- through the Vice-Chancellor, oversees the entire management of the University; and
- monitors the performance of the University against its goals.

Committees of Council: Audit and Risk Management Committee; Environment and Works Committee; Investment and Development Committee; Honorary Degree Committee; Legislation Committee; Student Conduct Committee and Nominations and Senior Appointments Committee.

Vice-Chancellor and senior executive:

- implement Council policy;
- develop plans, policies and procedures with respect to communication, information and information technology;
- develop strategies for marketing and promoting the University to potential students and the wider community; and
- are responsible for the University's academic program, including academic plans, policies and procedures to support teaching and research and for the administrative services of the University, including plans, policies and procedures with respect to financial, human and physical resources.

Academic Board

- advises Council regarding academic development;
- awards degrees, diplomas and certificates;
- develops policies and procedures for student admission and progress;
- establishes and monitors academic standards; and
- reports to Council on courses and proposed courses.

Committees of Academic Board: Admissions Committee; Education Committee; Honours Committee; Recognition of Prior Learning Committee; Research Committee; Research Degrees Committee; Scholarships and Prizes Committee and Student Appeals Committee.

Divisional education committees

Within the framework of the University's regulations and Academic Board policy and guidelines, co-ordinate and oversee the Division's responsibilities under the University's Statutes and Rules and the implementation of university educational policy and practice including:

- development of new courses and changes to courses;
- examination results and certifying course completions;
- advanced standing and student progress; and
- academic and administrative activities of their respective academic Divisions.

Membership: Pro Vice-Chancellor (Division) or nominee; a representative from each School; Divisional Business Team Leader (ex-officio); Student representation.

Divisions

- advise students on course requirements, assessment and progress, and student facilities and
- deliver the University's academic program.

Powers

The powers of the University are set out in section 7 of the *University of Canberra Act*, and include the power to: enter into contracts; acquire or dispose of real or personal property; develop commercially any discovery, invention or property; make charges for work done, services rendered and goods and information supplied by it; join in the formation of companies; enter into partnerships; participate in joint ventures and arrangements for the sharing of profits; erect buildings; occupy, use and control land or buildings owned or held under lease by the Commonwealth and made available to the University; employ persons; accept gifts and bequests, in trust or otherwise, and act as trustee of money or property vested in the University; invest money and dispose of investments. Under section 40 the Council may make Statutes and Rules with respect to the various aspects of the management, good government and discipline of the University.

Publications produced by the University

The University Handbook is available for purchase by members of the public. Documents available to the public free of charge on the University's web-site include: statutes and rules of the University; annual reports; divisional and course guides; international students' guide; undergraduate and postgraduate prospectuses; visitors' guide; library and computer services centre guides; *Monitor* material on the Health and Counselling Centre and student accommodation; and other occasional publications on various matters, such as research activities. Some of those documents are also available in print form.

Other documents

Documents relating to the decision-making processes within the University are available, including: minutes of Council meetings and Council papers; minutes of Council committee meetings; and minutes of Academic Board meetings. Documents relating to the administration of the University include: personnel files; salary and recruitment records; student files; student enrolment and admission procedures; other procedural documents relating to student administration; financial statements and accounting records; registry files, and various other administrative records.

Facilities for access

Documents may be inspected at the Secretariat, located in Room 1D95, telephone (02) 6201 2613. Alternative arrangements for access can be made through the Secretary of Council, Division of Learning and Teaching. Minutes of Council and Academic Board meetings, the current Handbook, and a number of policy documents are available electronically via the Campus Wide Information Service (UC Online).

FOI procedures

Applications for access to documents in the possession of the University should be made in writing to the Secretary of Council at the address below. Applications should include an address to which notices may be sent and a business hours telephone number. Applications will be acknowledged. In accordance with the provisions of section 14 of the *Freedom of Information Act 1989*, the Secretary of Council is authorised to make a decision in respect of a request for access to a document.

Applications and enquiries regarding the *Freedom of Information Act 1989* and the documents of the University of Canberra should be addressed to:

Secretary of Council
University of Canberra ACT 2601

The University is located at University Drive, Bruce, ACT and is open for business between 9.00am and 5.00pm, Monday to Friday (except on public and University holidays). The Student Centre for student enquiries closes at 4.30pm on Fridays. The Cashier's office closes at 4.30pm and 4.00 pm on Fridays.

Public Interest Disclosure

The University maintains a set of procedures to facilitate the making of Public Interest Disclosures and these are available on the University's web site: <http://www.canberra.edu.au/policies/admin/pubintpol.html>

Appendix F: Risk management statement

The University regards effective risk management as an integral component of the University's efficient operation, enabling the University to identify, assess and manage significant business and operational risks and eliminate or minimise their impact on the University.

Development and oversight of the risk management framework of the University is the responsibility of the Audit and Risk Management Committee, a committee of the Council of the University. The Committee is also responsible for evaluating and reviewing the implementation strategy relating to operational aspects of the University's risk management framework, including fraud control, business continuity and crisis management plans.

During 2005, the Committee, in conjunction with the University's internal auditors Ernst and Young initiated development of a whole-of-University risk management framework and implementation strategy. This initiative followed an audit of the University's existing risk management strategies, policies and procedures. The framework was finalised during 2006 and an implementation strategy developed and commenced during 2006 and 2007. The strategy ensures that a risk assessment and risk minimisation strategy is now an integral part of all major projects and activities of the University.

Appendix G: Publications (2005)

Books - Authored research

Alderman, B. & Milne, T. A. (2005). *A Model for Work-Based Learning*. The Scarecrow Press Inc (USA).

Cho, G. C. (2005). *Geographic Information Science: Mastering the Legal Issues*. John Wiley & Sons Ltd (UK).

Craik, J. A. (2005). *Uniforms Exposed: from Conformity to Transgression*. Berg Publishers (Oxford and New York).

Dean, R. T. (2005). *Sounds from the Corner: Australian Contemporary Jazz on CD*. Australian Music Centre (Australia).

Gupta, D. B. & Dahiya, S. (2005). *India in a Globalising World*. Hope India Publications (Gurgaon, India).

Smith, H. (2005). *The Writing Experiment: Strategies for Innovative Creative Writing*. Allen and Unwin (Australia).

Book Chapter

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Adair, D. J. (2005). Diggers are not athletes! The Moniker controversy, Athletics Australia, and the Returned Services League. *Beyond the Torch: Olympics and Australian Culture*, Australian Society for Sports History (Melbourne, Australia), 61-82.

Arthur-Gray, H. & **Campbell, J.** (2005). Education trends in Thai businesses utilizing information technology. *Encyclopaedia of Developing Regional Communities with Information and Communication Technology*, Idea Publishing Group (USA), 256-262.

Aulich, C. (2005). Australia: still a tale of Cinderella?. *Comparing Local Governance: Trends and Developments*, Palgrave Macmillan (UK), 193-219.

Aulich, C. (2005). Privatisation and outsourcing. *Howard's Second and Third Governments*, UNSW Press (Sydney, Australia), 57-76.

Aulich, C. (2005). Privatization: the Australian experience. *Summit on Public Administration (Series 2)*, University of Nanjing (Nanjing, China), 125-141.

Baldino D. (2005). Australia and the world. *Howard's Second and Third Governments*, UNSW Press (Sydney, Australia), 189-207.

Barlow, M. & **Cox, R.** (2005). Small & simple: application specific multi-agent systems. *Applications of Information Systems to Homeland Security and Defence*, Idea Group Publishing (USA), 17-45.

Brown, L. & Harding, A. M. (2005). The New frontier of health and aged care: using microsimulation to assess policy options. *Quantitative Tools for Microeconomic Policy Analysis*, Productivity Commission (Melbourne, Australia), 217-246.

Campbell, J. (2005). Investor empowerment or market manipulation in financial virtual communities. *Encyclopaedia of Virtual Communities and Technologies*, Idea Publishing Group (USA), 296-301.

Clayton, P. R. (2005). Evaluating qualitative research. *Qualitative Research for the Information Professional: A Practical Handbook*, Facet (UK), 20-33.

Clayton, P. R. (2005). Human resources in knowledge management: a case study. *Qualitative Research for the Information Professional: A Practical Handbook*, Facet (UK), 247-256.

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Collard, J. (2005). Steel magnolias in velvet ghettos: female leaders in Australian girls' schools. *Leadership, Gender & Culture in Education: Male & Female Perspectives*, Open University Press (UK), 73-89.

Craik, J. A. (2005). Fashion as body technology: body work, fashion work. *The Cultural Anthropology of Textiles*, (Germany), 287-304.

Craik, J. A. (2005). Fashioning Australian bodies and national culture. *Dressed, Dressed up, Undressed. On Clothes, Body and Identity*, Norstedts Akademiska Forlag (Sweden), 73-110.

Creagh, D. (2005). The Use of radiation for the study of artefacts of cultural heritage significance. *Radiation Physics for Preservation of the Cultural Heritage*, CLUEB (Bologna), 35-67.

Daly, A. E. (2005). Unfinished business: reform of the tax system. *Howard's Second and Third Governments*, UNSW Press (Sydney, Australia), 208-223.

Dickson, T. J. (2005). Deconstructing the 'five generations of facilitate learning from adventure experiences'. *Outdoor and Experiential Learning: Views from the Top*, Otago University Print (New Zealand), 230-239.

Dickson, T. J. (2005). Facilitation: is there a better way of doing it? insights from the learning styles analysis. *Outdoor and Experiential Learning: Views from the Top*, Otago University Print (New Zealand), 250-255.

Dickson, T. J. (2005). Outdoor recreation and outdoor education risk management benchmarking project: Australian and New Zealand. *Outdoor and Experiential Learning: Views from the Top*, Otago University Print (New Zealand), 123-136.

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Lund, T. & Russell, N. (2005). Converging courses to suit converging technologies. *Innovations 2005*, iNEER (USA), 53-68.

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McQueen, K. G. (2005). Ore deposit types and their primary expressions. *Regolith Expression of Australian Ore Systems*, Cooperative Research Centre for Landscape Environments and Mineral Exploration (CRC LEME) (Western Australia), 1-14.

Nicholls, S. M. & Glenney, L. (2005). Communicating for recovery. *Public Relations Issues and Crisis Management*, Thomson Social Science Press (Victoria, Australia), 41-59.

Percival, R. & Harding, A. M. (2005). The Estimated costs of children in Australian families in 2005-06. *In the Best Interests of Children - Reforming the Child Support Scheme*, Productivity Commission (Canberra, Australia), 1-27.

Ritchie, B., Burns, P. & Palmer, C. (2005). Introduction: reflections on the practice of research. *Tourism Research Methods*, CABI Publishing (UK), 1-8.

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Singleton, G. M. (2005). Issues and agendas: Howard in control. *Howard's Second and Third Governments*, UNSW Press (Sydney, Australia), 21-41.

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Al-Mawali, N. R. (2005). Disentangling total intra-industry trade into horizontal and vertical elements. *Atlantic Economic Journal*, 33, 491-492.

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Asaeda, T., Hai, D., Manatunge, J., **Williams, D. G.** & **Roberts, J.** (2005). Latitudinal characteristics of below- and above-ground biomass of typha: a modelling approach. *Annals of Botany*, 96, 299-312.

Aulich, C. & Hein, J. R. (2005). Whole-of-government approaches to outsourcing and market testing by the Commonwealth Government. *Australian Journal of Public Administration*, 64, 35-45.

Axford, B. (2005). Entering professional practice in the new work order: a study of undergraduate students and their induction into professional work. *Australian Educational Researcher*, 32, 87-104.

Baker, K. W. & Denham, G. (2005). Therapeutic talk examined using a grounded theory approach. *Australian Journal of Counselling Psychology*, 6, 6-13.

Barrass, S. (2005). A Comprehensive framework for auditory display: comments on Barrass, ICAD 1994. *ACM Transactions on Applied Perception*, 2, 403-406.

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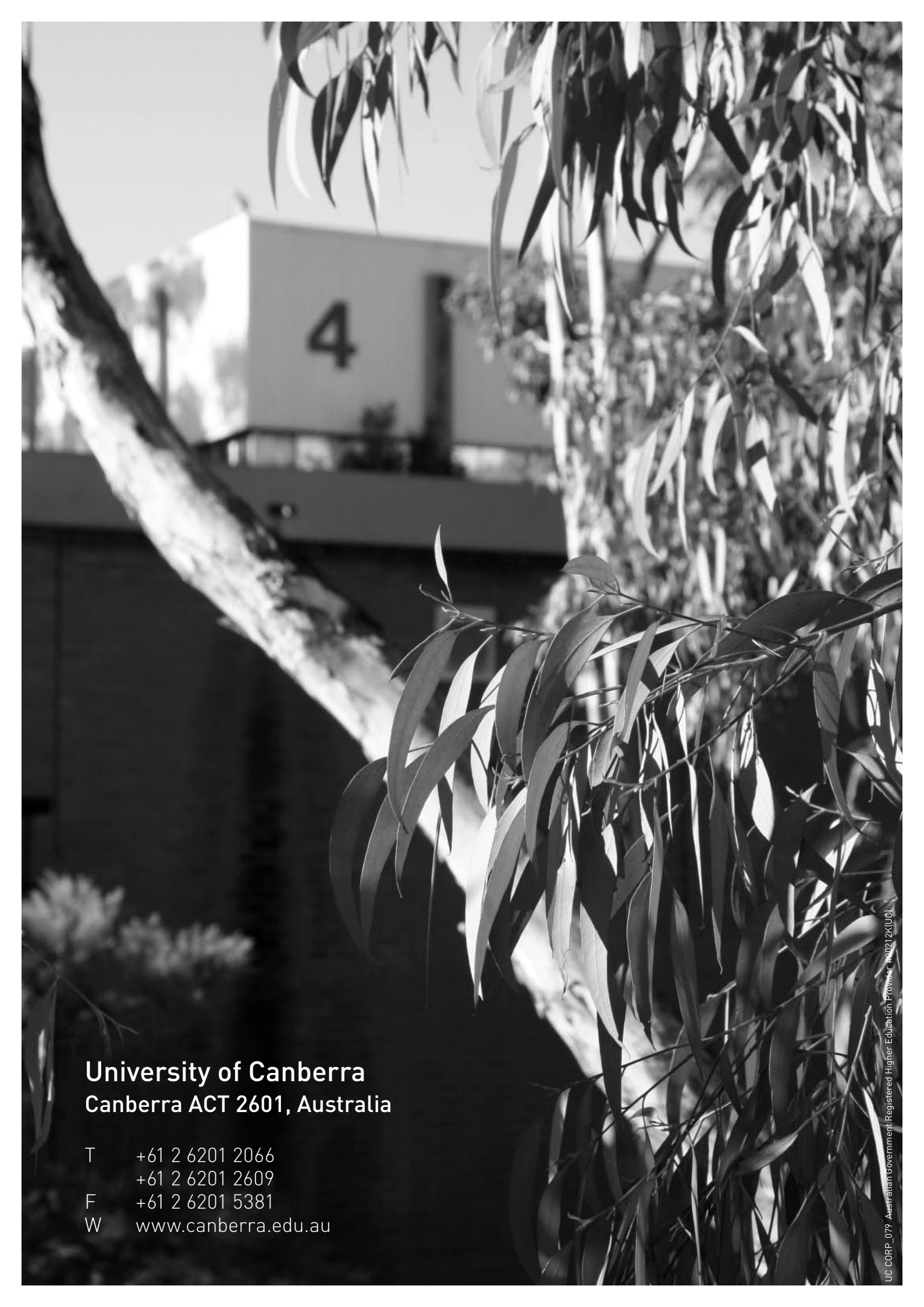
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