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The Grange
Panorama Avenue
Bathurst NSW 2795

1 March 2001

Mr John Aquilina
Minister for Education and Training
Parliament House
Macquarie Street
Sydney NSW 2000

Dear Minister

On behalf of the Council of Charles Sturt University, we have pleasure to submit this report of the University's activities in 2000, including the audited financial statements for the year ended 31 December 2000, for your presentation to the Parliament of New South Wales.

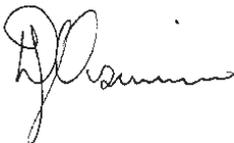
This report, and the financial statements, have been prepared in accordance with the relevant Acts and directives.

The University's commitment to its regional communities, based on its traditional campuses at Albury-Wodonga, Bathurst and Wagga Wagga, continues to grow and is expressed in many ways, as this report will attest. The University is also committed to the development of its new campus at Dubbo that serves the far western region of New South Wales. We are delighted that our commitment to Dubbo is matched by the commitment of your Government.

The University has also flourished in the highly competitive international education market and is now one of the biggest Australian providers of courses to off-shore international students. Our success in this endeavour is due largely to the number of successful partnerships that we have established with overseas institutions.

We commend the staff and others who continue to work hard to make this young University the success it has become and to secure the University's future.

Yours sincerely



D J Asimus AO
Chancellor



C D Blake AM
Vice-Chancellor



The University's Mission

The University's mission is to produce graduates with a professional edge who are competitive in meeting the present and changing needs of society, commerce and industry.

University Goals

The University seeks to achieve this mission by:

- balancing professional and vocational course needs with the development of skills for and positive attitudes towards life-long learning;
- attracting students nationally and internationally because of the excellence of its courses, teaching, scholarship and support to students;
- being committed to open learning through access, articulation and student support programs;
- providing a variety of learning environments to meet the different needs of students drawn from diverse educational, social, ethnic and economic backgrounds;
- conducting high quality research of regional significance and international distinction;

- combining a dynamic regional commitment with a growing international reputation; and
- providing a flexible, innovative and challenging environment in which to teach, learn, research and work.

Statement of Values

Charles Sturt University:

- is committed to the discovery, preservation, refinement, and dissemination of knowledge;
- recognises the primary importance of its students, local communities, and the other client groups it seeks to serve;
- pursues quality and excellence;
- accepts the need for accountability, ethical conduct and integrity;
- prizes flexibility and responsiveness;
- is committed to the pursuit of social justice and the provision of equity of access and opportunity;
- recognises the contribution of all staff; and
- is an active participant in the globalisation of higher education.



Courses

Goal 1 - balancing professional and vocational course needs...with the development of skills for, and positive attitudes towards, life-long learning.

Goal 2 - attracting students nationally and internationally...because of the excellence of its courses, teaching, scholarship and support to students.

Faculty of Arts

There were a number of developments in the Faculty's course profile in 2000. The Bachelor of Arts (Multimedia) and (Online Media Production) courses were introduced to meet demand for programs in new media. A Doctor of Psychology program was launched with specialisations in clinical and forensic psychology. This is the first Faculty program to be delivered online. A Graduate Certificate in Communications (Defence) course was developed and delivered in collaboration with the Defence Force to support training of public affairs officers. Finally, the Master of Arts (Corporate Communication) course was successfully introduced in Singapore and Malaysia.

The Faculty's profile in policing was strengthened by the introduction of master programs in criminal intelligence, fraud investigation, child protection investigation, compliance,

police negotiation and investigations management. These programs build on well established courses at graduate diploma level.

In response to the needs of the NSW Police Service, the year 2000 saw a doubling of the annual intake for the Diploma of Policing Practice course. This course, which is the recruit education program of the Police Service, now has an intake of 1,500 students per annum. To promote access to the course a number of new pathways were introduced. These included the opportunity to study the early sessions of the program by distance mode; articulation with the TAFE Tertiary Preparation Certificate; and use of the University's Enabling Program. These pathways, together with intensive marketing initiatives in collaboration with the Police Service, have allowed the University to meet unprecedentedly high recruitment targets.

The Faculty's social work programs were re-accredited in 2000 by the professional association, the Australian Association of Social Workers. Demand for both the external Bachelor of Social Work course and the internal joint award course Bachelor of Arts/Bachelor of Social Work remains strong. These programs maintain a distinctive role in social work education in supporting the preparation of social workers for non-metropolitan regions.

Associate Professor Bill Fitzwater joined the Faculty from the British Film and Television School. Professor Fitzwater will lead the Faculty's programs in television production.

Dr Grant Wardlaw, formerly the Director of the Office of Strategic Crime Assessment and now the Director of the Australian Bureau of Criminal Intelligence, joined the Faculty as a Professorial Associate in 2000. Dr Michael Kiernan was

appointed Associate Professor in Clinical Psychology and Dr Frank Vanclay, from sociology, was promoted to Associate Professor. Professor Seumas Miller was seconded from the Faculty to take on the role of Director of the Special Research Centre in Applied Philosophy and Professional Ethics. The Centre is closely linked to the Faculty's professional programs and provides a focus for the research of the Faculty's staff in ethics.

The agreement between the University and St Mark's National Theological Centre, under which the Faculty's School of Theology operates, provides for five yearly reviews. The first of these was undertaken in 2000. The partners enthusiastically endorsed the operation of the School and the continuation of the Agreement. There is continuing strong demand for university based theological studies. The School has become an important centre for

theological research and higher degree work.

Faculty of Commerce

Following its review in 1999, the Faculty of Commerce has continued to expand in all its operations and build on its reputation as a reliable provider of quality programs and services for both domestic students and overseas fee-paying students. Demand for all the Faculty's courses, both undergraduate and postgraduate, remained strong. This was reflected in the Faculty meeting quota for all its courses.

The Faculty is continuing with its previous successes in developing courses in consultation with industry advisory groups and representatives from public and private sector organisations. During 2000 the School of Marketing and Management in conjunction with the University's Continuing and Professional Education Centre (CPEC), developed an articulation program for bankers that links the Omega Performance Corporation in-house training programs with the Graduate Certificate in Finance offered by the Faculty. Participating banks to date are the Commonwealth Bank and Westpac.

The School of Marketing and Management, in conjunction with CPEC and the Western Research Institute, has developed and will offer initial subjects in a special program designed for Commonwealth Bank staff involved in business

banking. This program will continue to be developed during 2001 with a view to it leading to the award of a Graduate Certificate in Commerce (Business Banking).

The Faculty's profile will expand in 2001 with the launch of a cooperative education program between the University and the Australian Institute of Insurance. This program, initiated by the School of Marketing and Management in conjunction with CPEC, will link the educational course offered by the Institute with a new University course –the Bachelor of Business (Insurance). This initiative will open up extended educational pathways for the Institute's 14,000 members.

The Graduate Certificate in International Commerce was developed and introduced in 2000. The course aims to capitalise on existing expertise in the international arena.

The Faculty also responded to the need for courses that address the increasing application of information technology to business and industry, in particular, electronic commerce. New courses introduced in 2000/2001 to meet this need included a specialist Master/Graduate Diploma of Electronic Commerce. These initiatives are in addition to the Graduate Certificates in Electronic Commerce and Internet Marketing, the MBA specialisation in electronic commerce and the

undergraduate bachelor program. These programs will be offered in Australia and selected offshore locations including Singapore, Malaysia, Hong Kong, China and London.

The Faculty of Commerce has been extremely successful in promoting its courses and meeting the ever changing needs and demands of the students, professions, employers and its partners. It will continue to provide quality programs and a high standard of service.

In response to the demand for flexibility in learning modes, the Faculty continued to develop its online delivery of programs. A variety of programs are now offered online including the electronic commerce courses at undergraduate and postgraduate levels as well as Master of Accountancy and Graduate Certificate in Professional Accounting. Many MBA subjects are also now offered online. Initiatives utilising new technologies include web forums to facilitate student interaction with staff, Internet chat sessions, online streaming audio, and the provision of learning materials in PDA (Personal Digital Assistant) computers) formats.

The Faculty staff profile continued to expand in both teaching excellence and research in 2000. Ms Jenny Kent was awarded the Faculty of Commerce Teaching Excellence Award and Dr Kishor Sharma the Faculty of

Commerce Research Award. Dr Eddie Oczkowski was promoted to the rank of Associate Professor. Staff members have been increasingly active in presenting papers at conferences and seminars both nationally and internationally. These have included Mr Chris Deeley, Associate Professor Alan Fish, Associate Professor Denise Jarratt and Mr Simon Sim.

The Faculty's first doctoral candidate to graduate was Syed Rahman who was supervised by Faculty staff. Faculty staff are encouraged to train as doctoral supervisors. Doctoral workshops were conducted in Sydney and Thailand during 2000 and Malaysia will now be included in the 2001 schedule as the number of DBA candidates in Malaysia is growing. The Faculty has 25 PhD candidates, six Master of Commerce (Honours) candidates and 60 DBA candidates.

The Faculty involvement with the wider community remains strong. It has continued to meet its regional commitment by supporting financially, working with regional bodies in recognising and advising on strategies for regional development both economically and socially, and promoting the involvement of local business leaders in the activities of the Faculty through the Industry Advisory Panel.

Schools in the Faculty have offered monthly research seminar programs for staff,

senior students, local businesses and other tertiary education institutions. Visiting research presenters have included senior academics from CSIRO, and universities in NSW, UK, USA.

Faculty of Education

A range of new programs was introduced in 2000 including a number of double degrees.

Three double degrees in human movement commenced in 2000: the Bachelor of Human Movement/Bachelor of Business Studies course that equips graduates with marketing and business skills to complement their sports, recreation and fitness expertise; the Bachelor of Human Movement/Bachelor of Social Science (Psychology) course that provides initial training in sports psychology; and the Bachelor of Human Movement/Bachelor of Teaching (Secondary) course that prepares students as personal development, health and physical education teachers in high schools. All three courses attracted strong enrolments in 2000.

To meet the needs of TAFE-trained early childhood teachers, the Faculty introduced the Bachelor of Teaching (Birth to 5 years) course. Providing a pathway to a University degree through the convenience of distance education study, this upgrade course provides opportunities for enhanced pay and promotion prospects for graduates within early childhood services. Over 300

applications were received for the 60 available places in the course.

Further course and curriculum development continued in 2000.

The Bachelor of Social Science (Psychology)/Bachelor of Teaching (Secondary) course, which builds on the existing primary course for school counsellors, commences in 2001. The course is strongly supported by the Department of Education and Training and aims to address the critical shortage of school counsellors, particularly in rural NSW.

Similarly, the Bachelor of Teaching (Secondary)/Bachelor of Science course with specialisations in either science or mathematics, and the Bachelor of Teaching (Secondary)/Bachelor of Information Studies course have all been designed to meet increasing shortages of teachers in these respective areas. These courses will have their first intake in 2001.

Finally, the first stage of a proposed Bachelor of Teaching (Early Childhood)/Bachelor of Nursing course has been endorsed by the faculties of Education and Health Studies. This exciting development is planned for introduction in 2002.

During 2000 the Faculty undertook major reviews of the Doctor of Education course and the suite of courses in vocational education and training. In both reviews significant input from key professional and industry

participants was sought, as well as from graduates and staff of the University.

For the Doctor of Education, the review working party confirmed the overall structure and direction of the course as appropriate to the needs of the profession, and present and future students. Some minor changes to introductory subjects will be implemented to ensure a focus on research training occurs throughout the course.

The vocational education and training (VET) sector is a relatively recent phenomenon of Australian education. The Faculty has developed a range of courses that add value to VET sector credentials and offer high quality, stand alone, VET qualifications. Over 400 distance education students are enrolled in the Faculty's VET courses. The review in 2000 has provided an opportunity to reflect on the developments in VET over the last seven years and embed strategies that will enhance current program quality and success.

The Faculty experienced strong demand for both its undergraduate and postgraduate programs in 2000 with many eligible applicants missing a place because of this demand. On campus undergraduate courses in Bathurst, Wagga Wagga, Albury-Wodonga and Dubbo attracted healthy numbers with all enrolling well above quota. In the postgraduate and distance education area, demand for the Graduate Diploma of Education

(Secondary), Bachelor of Primary Education Studies, the new Bachelor of Teaching (Birth to 5 years), the upgrade programs in early childhood and primary teaching and the VET courses, were particularly strong.

The Faculty's offering of the Bachelor of Education (Primary) course on the Dubbo Campus continues to develop. Presently, students complete only the first year of the course in Dubbo and then complete their studies at the Bathurst or Wagga Wagga campuses. However, from 2001 the first two years of the course will be available on the Dubbo Campus, reflecting the steady growth in enrolments in 1999 and 2000.

A partnership with the NSW Department of Education and Training to enhance the program in Dubbo is a further exciting development in 2000. Agreement has been reached on the joint appointment of an Academic Associate in Teacher Education, from February 2001, to coordinate and teach the Dubbo program. The Academic Associate will be appointed for three years and will work closely with schools in the district with a particular focus on the middle years of schooling.

Finally, in response to a growing emphasis on quality assurance across the university sector, the Faculty appointed a Sub Dean for Quality Assurance in 2000. Mr Terry Norwood, from the School of Teacher Education, will oversee the development of

quality processes and procedures across the Faculty and will play a major role in the development and enhancement of University-wide quality assurance measures. Mr Norwood's appointment is for two years.

Faculty of Health Studies

The Bachelor of Applied Science (Medical Imaging) course was amongst the top ten courses in NSW to experience the highest demand for its on-campus places. The 2000 UAI cut-off mark was 15.95 points higher than in 1999.

The postgraduate fee-paying courses of the Faculty more than doubled their intake compared to 1999. The postgraduate course profile was expanded with the following new course approvals:

- the Graduate Certificate in Emergency Management award was approved as an exit point from the Master of Emergency Management course;
- Radiographic Image Interpretation was added as a specialisation to the Master of Applied Science (Medical Imaging) course with a Graduate Diploma exit point; and
- the Master of Clinical Nursing course saw its first intake of students in Spring Session 2000. This course is offered to students who have completed a postgraduate certificate in nursing from CSU, the NSW College of Nursing or

an equivalent qualification. The course builds on prior clinical expertise and permits students to develop and undertake a research project related to their area of clinical practice.

Enrolments were strengthened at the Dubbo Campus with the Orana Health Unit accepting 25 students in its first cohort of on-campus students in the Bachelor of Nursing course.

The first intake of 22 students in the Bachelor of Health Science (Nutrition and Dietetics) course commenced their full-time study on the Wagga Wagga Campus.

More students of the Faculty now have the opportunity to develop a research career upon their graduation with the addition of an Honours option in the Bachelor of Physiotherapy and Bachelor of Health Science (Occupational Therapy) courses.

The Australian Sonographers' Accreditation Registry Limited granted three-year provisional accreditation in February to the Master and Graduate Diploma courses in Medical Ultrasound.

Three of the six University Medallists for 2000 were students from the Faculty of Health Studies. The students were Hayley Hazelden who graduated with a Bachelor of Applied Science (Medical Imaging), Alison Cook with a Bachelor of Nursing and Joanne Miles with a Bachelor of Health Science (Pre-Hospital Care).

In March, an affiliate institute agreement was signed with the Australian College of Pharmacy Practice (ACPP) which is Australia's largest provider of postgraduate courses in pharmacy. This agreement resulted in the Master of Pharmacy Practice course being offered by distance education with ACPP members receiving credit for their ACPP Graduate Diploma or Fellowship.

Faculty of Science and Agriculture

Fee-paying graduate certificate courses were a significant focus in the development of the Faculty's course profile during the year. These courses service specialised vocational/ interest needs in the market and provide a valuable source of additional income.

With the strong demand shown in the Graduate Certificate in Ornithology course in 1999, the Faculty introduced a Graduate Diploma of Ornithology in 2000 that articulates with the Graduate Certificate course. These courses are the only ones of their kind in Australia and initial demand has been strong. In order to provide a fully articulated study path in ornithology, development work continued on the Master of Applied Science (Ornithology) course that is planned for introduction in 2002.

There was a strong demand for information literacy subjects within the generic Graduate Certificate in Applied Science course. In order to provide

recognition for students who undertake study in this area the Faculty undertook a review of the graduate certificate and introduced an information literacy strand.

The increased focus on environmental issues from government, industry and the community was reflected in strong demand for two new Graduate Certificates introduced in 2000 that deal with specialised aspects of environmental management. The new courses are the Graduate Certificate in Restoration Ecology and the Graduate Certificate in Contaminated Site Management which both articulate with the Graduate Certificate of Environmental Management course.

A new course, the Graduate Certificate in Karst Management was developed with the assistance of experts in the field. The course, which is concerned with the management of cave regions, will be introduced in 2001 and will be the only course of its kind in Australia.

Recognising the need to provide assistance to NSW secondary school teachers preparing to teach the new syllabuses in science (initially earth and environmental science), the Faculty introduced the Graduate Certificate in Applied Science (Science Education). This course was developed with the assistance of the Faculty of Education.

A Graduate Certificate in Supply Chain Management was developed in collaboration with the Faculty of Commerce. This course, which will be introduced in 2001, focuses on supply chains within the agriculture/agribusiness industries. The course will comprise a strand of the Faculty of Commerce's Master of Business Administration program.

Recognising the need to provide training in the social dimensions of natural resource management, the Faculty developed a Graduate Certificate in Community Conservation for introduction in 2001. This course will develop skills and knowledge for the facilitation of community-based conservation programs.

The Faculty has identified a need for a course in mathematics for people whose mathematical background is not adequate to the demands of their employment. To cater to the need for vocational training in mathematics, a Graduate Certificate in Mathematics course was developed for introduction in 2001. The course will also provide a means for secondary school teachers to gain the necessary knowledge and skills to become accredited mathematics teachers.

In order to keep its undergraduate course profile relevant and in line with industry and market demand, the Faculty undertook to expand and review its undergraduate offerings.

Increasing demand for the University's information technology courses, which is a reflection of national demand, has resulted in the Faculty developing a Bachelor of Computer Science (Games Technology) course for introduction in 2001.

Computer games is an expanding billion dollar worldwide industry and yet there is was no undergraduate course within Australia that caters to the software supply needs of the industry. This degree will be the flagship course for the Faculty's information technology discipline and is expected to attract very high quality students. By initial indications, demand for places is going to be very high.

One of the main areas of growth within agricultural education is the field of irrigation. The Faculty commenced development of the Bachelor of Irrigation course for introduction in 2001. This course will form part of the overall expansion of irrigation education and research within the Faculty. This expansion is being facilitated by funds received both from industry and government. At least ten scholarships will be available to students who enrol in the course.

The Bachelor of Spatial Information Systems course has suffered from relatively low enrolments in recent years. However, the Faculty believes that the recent and rapid expansion of the spatial

information industry will result in increasing demand. A major review of the course was undertaken that has resulted in the course being more flexible and less complex and, potentially, more attractive in the marketplace.

As noted earlier, environmental education is an area that has vast potential for growth and the University needs to service this area in a timely and responsible fashion. The Faculty undertook an environmental science review to determine how it should develop in this area in coming years. One of the outcomes of the review is the likely development of courses or strands in environmental conservation and agro-ecosystems.

Double degree courses are proving to be increasingly popular in the marketplace. The Faculty developed proposals for a number of new double degree courses to be offered for the first time

in 2001. The Bachelor of Information Technology course features in the majority of these courses that include: the Bachelor of Science/Bachelor of Information Technology course; the Bachelor of Applied Science (Parks, Recreation and Heritage)/Bachelor of Information Technology course; the Bachelor of Applied Science (Ecotourism)/Bachelor of Information Technology course; the Bachelor of Teaching (Secondary)/Bachelor of Information Technology course developed in cooperation with the Faculty of Education; the Bachelor of Teaching (Secondary)/Bachelor of Science course developed in cooperation with the Faculty of Education; and the Bachelor of Applied Science (Parks, Recreation and Heritage)/Bachelor of Applied Science (Ecotourism).

Enrolments for the Faculty in general remained stable. The Bachelor of Information

Technology course did however experience an increase in enrolments which helps to demonstrate the high regard held for that course in the market. Although the number of HECS funded places has declined, enrolments in fee-paying places increased. Postgraduate courses in library and information management and teacher librarianship again exhibited strong demand.

The Faculty is continuing to investigate alternate ways of offering its courses and is currently negotiating with Deakin University a licensing agreement for the offering of an undergraduate course in wine science.

The year marked the tenth anniversary of the establishment of the Faculty of Science and Agriculture. A successful two-day colloquium for all Faculty staff was held at the Wagga Wagga Campus to celebrate the occasion, reflect on achievements, and plan future directions.

Continuing and Professional Education Centre (CPEC)

CPEC continued in 2000 to develop partnerships and alliances to provide learning pathways to the University for people with industry and professional qualifications and experience. Significant developments in 2000 are listed below.

An agreement was signed with the Commonwealth Bank to provide appropriate learning for senior bank executives who are involved in the corporate financial sector. First enrolments will commence in February 2001.

The Australian and New Zealand Institute of Insurance and Finance (ANZIIF) has selected CSU as their tertiary partner for the delivery of the University's Bachelor of Business (Insurance) course. This new course recognises in-house ANZIIF insurance units which are provided by the Institute to their members, as credit within the course structure. The course will be launched in February 2001 at the AMP headquarters in Sydney with a simulcast transmission to New Zealand and Hong Kong.

CPEC enrolled the first intake of students into the Catholic Health Care Services (CHCS) Corporate Leadership Development Program in 2000. This postgraduate offering provides credit for CHCS in-house learning linked to selected CSU subjects for the award of Graduate Certificate in Business Administration or Graduate Certificate in Commerce.

CPEC has had a long and successful relationship with IDP Education Australia Ltd commercial programs. In 2000 developments were made to expand the course in fraud investigations to in-country.

The CSU "Bankers Curriculum" continues to attract good enrolments. The Commonwealth Bank of Australia will provide its first participants into the course in February 2001 and Westpac is ready to commence its second cohort group in 2001. This program builds on the already established links which the Omega Performance Corporation provides to the business banking sector for all the major banks in Australia.

A new non-award subject "Career Management" has been introduced through Study Link by Student Services to develop the skills for, and positive attitude towards life-long learning. The underlying purpose behind this self-paced learning package is to raise awareness of the need for self-reliance skills and the knowledge of understanding skills and attitudes which will be critical to the success of graduates in the 21st century. These self reliance skills are the enabling skills to manage a lifetime's progression in learning and employment, supported by a knowledge of the changing world of employment, and the factors which are bringing about this change.

As part of the Study Link program, the enabling subject SSS001 Transition to Tertiary Study was offered in 2000 for the first time as a distance education package. This subject provides an opportunity for commencing students to develop knowledge and abilities in a range of academic

skills. SSS001 has been approved as an alternative pathway for entry to the Diploma of Policing Practice and the Bachelor of Social Science (Social Welfare) courses.

Division of Library Services

Library training clinics for staff and postgraduate students were conducted on all campuses in 2000. Two clinics on the use of NetMeeting were provided for staff at the Dubbo Campus and assistance was provided for library staff at St Mark's College in Canberra and the NSW Police Academy in Goulburn to train staff in those locations.

In 2000 the clinics focused on two recent acquisitions, ProCite and AusStats, as well as information retrieval skills (database and search engine searching). A new clinic *Library on your Desktop* proved popular, particularly with newer staff.

The Olympic Games caused an hiatus on clinics offered in Spring session. Bookings were low for the post-Olympic clinics with a great deal of University activity compressed into the months of October and November. Approximately 170 staff and postgraduate students attended library training clinics during 2000



Research

Goal 5 - conducting high quality research...of regional significance and international distinction.

Goal 7 - providing a flexible, innovative and challenging environment...in which to teach, learn, research and work.

This section of the Annual Report highlights the University's achievements in research, consultancy and research training. It describes the focus of research concentration in the University's designated research centres and groups as well as the diversity of individual and small team successes. Research is also carried out in Faculties and schools and in the Professional Centres of the University, many of which are collaborative partnerships across faculties and disciplines, with industry and the professions.

Research Income

The University will receive grants totalling \$813,000 in 2001 from the Australian Research Council (ARC) on the basis of its submissions to the ARC in 2000 compared with \$432,535 in 2000. The 2001 grants exclude funding for the Special Research Centre in Applied Philosophy and Public Ethics. Individuals and teams of researchers were successful in one ARC Large Grant and ten grants in the Strategic Partnership with Industry Research Training Scheme (SPIRT). Research grant income was \$3.9 million in 2000 (up from \$3.1 million in 1998).

An increasing proportion, nearly half, of research training scholarships are now associated with research grants, requiring close association between the Office for Research and Consultancy Services and the Centre for Graduate Studies.

Trends in Research Income grants (\$000's)

Source	1994	1995	1996	1997	1998	1999	2000
National							
Competitive Grants	659	958	982	1365	1214	1916	2061
Other Public Sector	697	816	1162	862	869	1196	1463
Industry and Other	180	160	360	589	1025	809	413
Total Research Income (\$000's)	1535	1934	2503	2816	310	3921	3937

Research Income (DETYA Sources)

	2000	2001
Research Quantum	\$950,000	\$925,000
Research Infrastructure Block Grant	\$258,693	\$255,329
ARC Small Grants	\$91,358	\$100,900
HECS Exemption Scholarships	(121)*	(121)*
ARC Large Grants	\$144,900 (2)*	\$127,100 (1)*
ARC SPIRT Grants	\$151,304 (5)*	\$411,759 (10)*
ARC Special Research Centre	\$986,670	\$846,000
TOTAL	\$2,582,925	\$2,666,088

*(Number of new grants or scholarships)

Research Fund - Major Programs

Contribution to University Research Centres	\$535,000
Contribution to University Research Groups	\$60,000
Faculty Seed Grants	\$35,000
Postdoctoral Research Fellowships	\$100,000
Key Researchers	\$55,000
CSU Small Grants	\$75,000
Writing Up Awards	\$25,000
Special Projects	\$85,000
CSU Postgraduate Scholarships	\$300,000
CSU Scholarship Subsidies	\$30,000
Summer Scholarships	\$15,000
APA Scholarship Support	\$35,000
HECS Exemption Scholarships	\$50,000
Scholars Minimum Resourcing	\$100,000
TOTAL	\$1,500,000

Research Infrastructure Block Grant Allocations

Adaptive Informatics Research Group	An Online Research Publishing House for CSU	45,000
Spatial Analysis Unit	Landsat 7 Imagery	\$26,000
National Wine & Grape Industry Centre	Vine Physiology Laboratory	\$70,000
Farrer Centre	Geneamp â 5700 Sequence Detection System	\$70,000
Centre for Graduate Studies	Research Colloquia 2001	\$41,400
Research Management Committee	Additional funds to be allocated in 2001	\$ 6,293
TOTAL		\$258,693

Consulting and Commercial Activities

The University enjoyed a successful year consulting to an increased variety of clients from government services and departments to multi-national corporations such as Monsanto. Consulting was undertaken in aged care, pharmaceuticals, Aboriginal health care, public ethics and risk management, fraud management, landcare management and profiling, psychological services, GIS, land and satellite imaging, river pollution, crime reduction strategies, remnant bushland protection, fauna surveys and television production.

Trends in publication output (weighted DETYA points)

Faculty	1997	1998	1999
Arts	36	53	39
Commerce	24	15	13
Education	7	13	7
Health Studies	9	13	8
Science and Agriculture	43	97	43
TOTAL	119	191	110

Note: DETYA publication collection items are restricted to refereed journal articles, chapters and conference proceedings (each one point); books (five points).

Research Training

The Centre for Graduate Studies jointly conducted with the Office for Research and Consultancy Services a program of workshops, seminars and conferences in staff and student development during 2000. These two offices will combine in 2001 to become the Centre for

Research and Graduate Training.

Workshops for research supervisors, including advanced workshops, were conducted across the University, on such topics as the examination of theses, supervision and quality assurance. The inaugural induction and orientation

program for research students was a great success and the thesis writing workshop was appreciated particularly by the University's distance education students and by many staff enrolled in higher degrees programs.

A research colloquium was conducted for the second time and was expanded to assist

Research Higher Degree Students - 2000

Faculty	Enrolments			Completions		
	Master	Doctoral	Total	Master	Doctoral	Total
AGSPM	4	11	15	-	-	-
Arts	26	73	99	2	2	4
Commerce	6	102	108	-	1	1
Education	11	57	68	1	6	7
Health Studies	11	22	33	-	1	1
Science and Agriculture	28	91	119	2	8	10
TOTAL	86	356	442	5	18	23

both early career and more experienced researchers. Workshops covered strategies for developing research and consulting bids, ethics, intellectual property, documenting research, consulting and research training. An enhanced team of external experts in methodology and statistics was engaged to support the University's academic staff to prepare grant applications and research proposals. The success of this support was reflected in the ten ARC SPIRT applications that received funding. This represented a 160 percent increase on the previous year.

The Project Management Workshop was developed specifically for staff involved in research projects or undertaking research degrees and incorporated time management, negotiation skills, team building and team management.

After extensive consultation, the University's Research and Research Training

Management Plan was developed in response to the government's white paper Knowledge and Innovation: A Policy Statement on Research and Research Training.

A probationary program for students was developed for implementation in 2001. Further supervisor training workshops and an expansion of the support program for researchers will back the program. An extensive program of student, staff and research development is a major commitment of the Research and Research Training Management Plan. This program is a response to the new climate of research and graduate training emerging under the current government.

Research Centres

Centre for Applied Philosophy and Public Ethics

The Centre for Applied Philosophy and Public Ethics is a collaborative arrangement with The University of Melbourne. The Centre is

funded as a Special Research Centre (SRC) of the Australian Research Council. It is the first SRC for Charles Sturt University and it will receive more than \$2.6 million in funding over three years with further funding possible for up to a total of nine years. The Centre's Director is Professor Seumas Miller.

The Centre aims to become a leading international research centre in applied philosophy and public ethics and has made considerable progress during 2000 in establishing international links with academics and practitioners and in developing an international researcher network.

A number of internationally outstanding applied philosophers were recruited and the Centre co-hosted the Second Australian Institute of Computer Ethics Conference in Canberra and the Second International Outlook Conference on Community Development in the Asia-Pacific held in Vietnam. More

than 60 books, book chapters, journal articles and conference papers have been produced in 2000 by Centre members and the Centre provided assistance programs to various government departments and professional organisations. The Centre was also awarded three ARC Large Grants.

Centre for Cultural Research into Risk

The Centre for Cultural Research into Risk was established to address the socio-cultural dimensions of risk in contemporary societies. It links a range of understandings about “risk” in its key areas of childhood, crime and justice, education, gender, health, risk theory, and cross-cultural explorations. Dr Jane Selby directs the Centre.

In 2000 the Centre: increased its involvement in community action projects particularly with youth at risk in the City of Bathurst; examined issues relating to asylum seekers and refugees; established an external Advisory Board; hosting three conferences; and conducted a public seminar series.

Centre for Rural Social Research

The Centre for Rural Social Research is the leading centre for research into rural social issues in Australia. The activities of the Centre focus on rural social change; delivery of rural social policy in health, social services, education, justice and housing to rural Australia; research into issues affecting rural communities and community development; and research into the social

bases of environmental management.

The Centre seeks to have a major impact on government policy and to provide quality research to improve the quality of life in rural and regional areas of Australia. The Centre undertakes and disseminates the results of applied multi-disciplinary social research relevant to policy development and rural services. The Centre fosters research training and scholarly and public debate and is directed by Associate Professor Margaret Alston.

The Centre’s research activities focus on the following themes:

- rural social conditions;
- rural policy and service delivery;
- rural communities and community development;
- international social development, globalisation and comparative studies;
- social aspects of agriculture, environment and sustainability;
- media, communications and technology;
- culture and the arts.

These research areas have formed the basis of new research and thematic groups, which now reflect the concentration of members into newly identified groups. These groups have been developed to assist members with their research development and to provide a tighter focus for individual members with their specialised interests.

Research highlights for 2000 included a grant of \$69,000 to Margaret Alston from Woolworths Limited for a research project on “Employment For Rural Young People” and the continuation by Bill Anscombe of a \$60,000 project funded by the Department of Immigration and Multicultural Affairs titled “Living in Harmony”.

Farrer Centre

The Farrer Centre continued to conduct research and provide consultancy services in a wide range of activities related to conservation farming. The Centre focuses on seven key discipline areas: farming systems, soil and water management, integrated pest management, biotechnology and biochemistry, spatial information technologies, Internet technologies, and education transfer. Mr Peter Cregan is currently Acting Director of the Centre.

Research in 2000 was undertaken in such areas as the biological control of weeds, biotechnology, soil and water management, farming systems, Internet technologies, herbicide resistance and allelopathy. The work of the Allelopathy Research Group was recognised with the winning of the Vice-Chancellor’s award for Research Excellence in 2000. Consultancies focussed on precision farming technologies, environmental services, educational resources and managerial services. The Centre has close ties with the CRC for Weed Management

Systems, the CRC for Viticulture and the CRC for Sustainable Rice Production.

Johnstone Centre for Research in Natural Resources and Society
Professor Alistair Robertson directs the Johnstone Centre for Research in Natural Resources and Society. The Centre is an interdisciplinary centre of teaching and research with five diverse but inter-related program areas that focus on the management of ecosystems and protected areas. The research examines the relationships between public policy, bio-diversity conservation, community development and management of our natural resources.

The Centre also undertakes commissioned research and industry consultation to solve more immediate problems. The Centre develops and promotes specialist subjects in support of the University's undergraduate and coursework master programs in protected area management and ecotourism. These programs have been developed cooperatively with State conservation agencies and the Ecotourism Association of Australia, and are offered oncampus and by distance education to enable access to those working in industry.

Research Groups

Adaptive Informatics Research Group

The Adaptive Informatics Research Group studies the structure, behaviour and

communication of natural and artificial systems that adapt to changes in their environment. Research themes include virtual environments, such as human-computer interaction; adaptive systems including the development of complex behaviour from simple rule-based systems; and self-describing systems including self-organisational automatic indexing of large data collections. Professor Terry Bossomaier leads the Group.

Forensic Psychology Research Group

This group analyses and evaluates assumptions underlying the Australian judicial system about human behaviour. Research areas include: eyewitness identification, children as witnesses, the role of intent and consequences in criminal law, competency to stand trial, jurors' capacity to fulfil their role, profiling, and evaluation of youth justice conferences. Professor Don Thomson leads the group.

Group for Research in Employment and Training (GREAT)

GREAT focuses on the employment and training field and is a joint endeavour of the Faculties of Commerce and Education. The Group undertakes high quality applied research, consultancy and professional continuing education in workplace training and learning, vocational education, management ethics and organisational change. Dr Peter Rushbrook leads the

Group.

In 2000, a joint project involving GREAT and the University's Gilmore Centre commenced. A Collaborative Research Development Officer was appointed, whose aim will be to maximise research and consultancy opportunities in the health area for GREAT members.

Two research projects were completed and a project funded by the National Centre for Vocational Education Research (NCVER) that will consolidate literature in the area of online learning and teaching in VET was commenced. Other projects underway include: online support and delivery of VET (funded by NCVER); Greater Murray Area Health Service Accessline Evaluation; and a GREAT-Gilmore Centre bid selected by Office of the Director of Equal Opportunity in Public Employment to deliver organisation climate survey instruments in the NSW public sector.

Spatial Analysis Network

This group supports research, education, and consultancy in the areas of geographic information systems (GIS), remote sensing and spatial statistics. The group facilitates research into human and physical problems in the Murray-Darling Basin and provides a University-wide set of computer-based tools and training. The unit is managed by Ms Siti Amri.

Teacher Education Research Group (TERG)

TERG undertakes research in teacher education at all levels: pre-service, in-service, and the work of teacher educators. Associate Professor David McKinnon leads the Group.

The provision of a research assistant in 2000 increased the productivity of the Group. Three CSU Small Grants were awarded to the Group in 2000 totalling approximately \$33,000 and nine applications for CSU Small and Competitive grants have been made totalling approximately \$65,000. Of these nine, four have been selected for funding by the University's Research Management Committee. In addition, a joint grant with GREAT was successful in attracting \$52,000 for an analysis of online pedagogies from NCVER.

TERG increased its research publication activity in 2000. Eighteen refereed conference presentations, both national and international, were made and six refereed journal articles and two book chapters were accepted for publication. The research enterprise of TERG has shifted somewhat to include research into online pedagogies with five of the full members undertaking research and applying for grants in this area.

Western Research Institute

The Western Research Institute undertakes research and consultancy on economic issues that impact on regional

Australia. Research areas include regional aspects of competition policy, finance, trading area development, cost benefit and economic impact analysis, and exports and rural industries. The Institute is a collaborative venture between the State and Commonwealth governments and community agencies from the Central West, Orana and Far West regions of NSW. The Institute supports business and industry developments in western NSW through research and provision of information. Mr Tom Murphy directs the Institute.

Professional Centres

Applied Ornithology Group

The Applied Ornithology Group was formed in 1999 to advance the understanding of bird ecology and conservation in the Australasian region through research and training. Although the main emphasis of the group is applied ornithology, especially bird conservation, the group also has strong interests in wider aspects of ecology and environmental management. Associate Professor Nick Klomp directs the Centre.

Australian Centre for Christianity and Culture

The Australian Centre for Christianity and Culture is a joint venture between the University and the Anglican Diocese of Canberra and Goulburn with the support of the National Council of Churches.

The Centre aims to promote the study of the diverse Christian traditions and expressions of faith in Australia and other aspects of Australian culture; encourage dialogue between Christian denominations and Christianity and other faiths in Australia; and support the exhibition and performance of the arts in their interactions with Christianity. Dr David Millikan directs the Centre.

Australian Centre for Cooperative Research and Development

The Australian Centre for Cooperative Research and Development (ACCORD) is Australia's only research and development centre serving co-operatives, mutuals and the social economy and is a joint initiative of the University and the University of Technology, Sydney. Its objectives are to advance the theory and practice of co-operatives and mutual organisations and improve the governance and management of the co-operatives sector, encompassing both a national and international perspective. Research areas include public policy, regional development, capital and governance structures and linking mutuals and cooperatives to the development of social capital. The Centre is co-directed by Ms Kay Plummer.

Centre for Information Studies

This Centre is now widely acknowledged as Australia's foremost publisher of library and information science monographs. It aims to

support and commission research, publications and continuing professional development in library and information science. The Centre encourages and facilitates the planning and implementation of activities aimed at improving the employment competencies of information professionals. It also coordinates consultancy activities through which members of the community may access the broad information and research skills available. The Centre is co-directed by Mr Ken Dillon and Dr Gayner Eyre.

Gilmore Centre

The Gilmore Centre, named after poet, humanist and internationalist Dame Mary Gilmore, was established to improve rural health. The Centre offers services to the health industry and has secured strong partnerships with NSW Health and area health services, being funded jointly by the University, the NSW Department of Health and the Greater Murray Health Service. The Centre's objectives are to improve the quality of, and access to, rural health services; encourage entrepreneurial activities in rural health; and research rural health needs. Mr Peter Dunn directs the Centre.

National Wine and Grape Industry Centre

The viticulture and wine science expertise of staff from the University and NSW Agriculture is integrated through co-location at the Ron Potter Centre. The University,

NSW Agriculture and NSW Wine Industry Association provide funding for the Centre. A commercial winery, vineyard and cheese factory support the University's programs in food science, wine science and viticulture. The Centre was established to research areas of viticulture and wine science, and related areas of food science. The research focuses on improvements in viticulture, grape and wine quality, pest and disease management and food technology. Professor Geoff Scollary directs the Centre.

The National Wine and Grape Industry Centre (NWGIC) conducted research projects in 2000 in the Riverina (three projects), Mudgee (one project) and the Hunter Valley/Hastings River (1 project). The NWGIC coordinates the Cooperative Research Centre for Viticulture's on-farm trial sites in NSW. Trial sites are located in Griffith, Wagga Wagga and the Hunter Valley.

Psychological Services Centre

The Psychological Services Centre was established to provide psychological services to regional communities in central western NSW and to facilitate and promote applied psychological research, especially in rural Australia. The Centre serves as a resource and consultative body for relevant organisations, practitioners and the community and enhances the teaching of psychological skills to psychology students.

The Centre provides services in: clinical services for the community; educational outreach services to schools; research services for University and other organisations; occupational psychology services to local businesses and government; and forensic psychology services to assist lawyers and the courts. Dr Robyn Vines directs the Centre.

Cooperative Research Centres (CRC)

CRC for Sustainable Rice Production

This CRC aims to increase the economic, environmental and social sustainability of the Australian rice industry and increase its international competitiveness through addressing key constraints in the production market chain between rice genes and end-use products. The University leads the education program and makes specialist contributions in the management of soil acidity and fertility, weed ecology, and extension and information technology. The University's representative is Professor Jim Pratley.

CRC for Sustainable Tourism

An office of the CRC in Sustainable Tourism was established on the Bathurst Campus in 1999. The University's involvement through the CRC is through the International Nature Tourism Program that currently runs research programs in China,

Nepal and Papua New Guinea. The Centre aims to underpin the development of a dynamic, international and sustainable tourism industry by delivering innovative strategic knowledge and products to business, community and government to enhance the environmental and social sustainability of tourism. The University's representative is Dr Johannes Bauer.

CRC for Viticulture

The CRC in Viticulture focuses Australia's collective research, extension and education activities in viticulture for dried fruits, table grapes and wine grapes to produce higher quality and more efficiently grown contaminant-free grapes. The University's representative is Professor Geoff Scollary.

CRC for Weed Management

The CRC for Weed Management aims to reduce the impact of weeds on farm productivity and profitability. It develops practical integrated weed management systems for the sustainability and productivity of Australian temperate perennial pastures and natural ecosystems and provides a coordinated approach to education and adoption of weed management strategies. The University makes specialist contributions in allelopathy, herbicide resistance and weed biology. The University's representative is Professor Jim Pratley.

Faculty Research

This section highlights research conducted in the Faculties rather than in the various research and other centres where most of the University's research is undertaken.

Faculty of Arts

Several members of the Faculty of Arts were awarded national competitive research grants in 2000. Dr Dean Cocking received an ARC Large Grant for research for a project in philosophy entitled "Friendship, Morality and the Self". The following staff received ARC SPIRT grants: Associate Professor Margaret Alston, (women in fishing); Associate Professor Ian Gray, (community capacity and social capital); Associate Professor Frank Vanclay, (improving water management); and Dr Jerry Ratcliffe (improving crime detection rates).

Ms Robyn Vines was awarded a grant of \$340,000 by the Commonwealth Department of Health and Community Services to establish and evaluate a pilot program delivering psychological services in general medical practices.

Faculty of Commerce

In 2000 several Faculty staff were successful in gaining substantial research grants. Dr Mark Morrison received funds to undertake research on Non-Market Valuation Survey for the Macquarie Marshes. The release of the results of the project attracted substantial

media coverage because of its regional significance. He also received a grant from NSW Environment Protection Authority and Australian Agricultural and Resource Economic Society to assist Professor Kevin Boyle from the University of Maine. Associate Professor Denise Jarratt received a CSU Competitive Grant to undertake research in "Adjusting Management Policy and Practice to Enhance Business Partnership Performance". The Faculty also awarded a number of seed grants.

Associate Professor Denise Jarratt, Dr Mark Morrison, Ms Catherine Hardy, Associate Professor Alan Fish and Professor Terry Heazlewood have had publications in national and international publications and journals. Professor Heazlewood has also been appointed Assistant Editor, Accounting History and external examiner and course reviewer for Deakin University and CPA Australia.

Faculty of Health Studies Academic staff in the Faculty received major national funding from ARC and the Commonwealth Department of Health and Aged Care. Professor Mark Burton and a team from the School of Biomedical Sciences received \$236,580 for a project on lung function screening.

Ms Linda Wilson, Ms Sharynne McLeod and Ms Lindy McAllister from the School of Community Health were awarded a research grant

from Speech Pathology Australia for a study of peer support for rural and remote speech pathology clinical educators. Ms McAllister is also part of a University of Sydney research team that received a SPIRT grant.

Professor Mark Burton, Head of School of Biomedical Sciences and Professor of Medical and Pharmaceutical Science, was appointed by Dr Wooldridge, Minister for Health, to the Australia Health Ethics Committee.

Faculty of Science and Agriculture

A significant amount of the research being conducted by Faculty staff is done under the auspices of the University's research centres, and details have been included in reports provided by those centres.

Dr Samson Agboola of the School of Wine and Food Sciences is investigating the Cardoon plant as a source of rennet for the production of cheese. This project will, if successful, result in the production of cheeses that no longer rely on animal rennet and the use of Cardoon, which is considered a noxious weed, for commercial purposes.

The Faculty continued its support for research by providing significant funding to the Environmental and Analytical Laboratory (EAL). This funding provided for the employment of a technical officer at the EAL and the purchase of additional analytical instrumentation for research purposes including the

LC/MS instrumentation.

The EAL is now a first class laboratory facility supporting research including the research undertaken by the Faculty's doctoral students. The profits from the EAL's commercial operations are used to support its research projects.

To enhance its research in food science, wine science and viticulture, the Faculty committed \$10,000 for the upgrade of the Isotope Laboratory at the School of Wine and Food Sciences.

The Faculty in conjunction with the Office for Research and Consultancy provided seed grants for a number of new research projects that commenced during the year. The funding provided by the Faculty was approximately \$10,000.

To assist in providing discipline leadership and direction within the Faculty, especially in regard to research and course development, several new professorial appointments were made during the year. These included: John Spriggs, Professor in Agribusiness; and Graeme Batten, Professor of Irrigation.

Professor Batten will lead a major new development in irrigation at the University. Under the Federal Government's Science Lectureship Initiative the Faculty received a three-year grant of one million dollars. This grant will fund a program, 'The National Irrigation Education Initiative',

developed by the Faculty. The Initiative will educate water users and their advisers to adopt best practices to limit natural resource degradation, particularly salinity, and to maximise water use efficiency. It will attempt to attract more school leavers into science courses and, in particular, to encourage more graduates into the field of irrigation.

In addition to Federal funding, the Irrigation Initiative will receive funding from the Cooperative Research Centre for Sustainable Rice Production that will work with the Faculty on the Initiative. The Ricegrowers Association of Australia, Murray Irrigation, Colleambally Irrigation, the McCaughey Memorial Institute, and CSIRO Land and Water will also provide financial and in-kind contributions to the Initiative. Professor Batten's appointment has largely been made possible through such contributions.

Division of Library Services

The Library, with considerable assistance from the Division of Information Technology, is the first university library in Australia to provide networked access to ProCite 5 software that manages bibliographic citations in a variety of formats. Patrons can access ProCite, via Thin Client, from their desktop or using a CD-ROM produced by Library staff.

ProCite training clinics were conducted for staff and postgraduate students during

Autumn and Spring sessions. A full set of class notes, manuals and a ProCite guide were prepared by library staff and are available on the Library's web site.

A new online service AusStats (Australian Bureau of Statistics) is of particular relevance and importance for the University as it provides access to the full range of ABS materials including census data, time series data, yearbooks and other publications. An ABS trainer conducted clinics at each campus for Library and academic staff. During the year the Library conducted a number of training clinics for academic staff and postgraduate students.

Other significant online reference resources added during 2000 include *Grove Dictionary of Art*, *Grove Dictionary of Music and Musicians*, and *Encyclopedia of Life Sciences*.





Regional Commitment

Goal 5 - conducting high quality research...of regional significance and international distinction.

Goal 6 - combining a dynamic regional commitment...with a growing international reputation.

Albury-Wodonga Region

Capital Development

Construction, fit-out, and landscaping of the 200 seat lecture theatre and five associated classrooms were completed in January 2000 at a cost of \$2.862 million and were available for teaching at the commencement of the 2000 academic year. The Minister for Education and Training, the Hon John Aquilina MP officially opened the new lecture theatre and classrooms on Thursday 27 April 2000. The Minister commended the University on its award-winning campus that demonstrated how environmental sustainability can be achieved in buildings and the landscape.

The Albury-Wodonga Development Corporation completed the construction of the extension of Elizabeth Mitchell Drive, which is the major road adjacent to the western boundary of the Thurgoona Campus. It is planned that Elizabeth Mitchell Drive will become the main

entrance to the Thurgoona Campus. The University paid \$0.149 million for its contribution to the roadworks as a condition of purchase from the Albury-Wodonga Development Corporation of the land for the Thurgoona Campus. A new entrance road, carpark, pedestrian pathways and solar lighting were completed during 2000 at a cost of \$0.475 million.

Four new eight-bedroom student residential cottages, a laundry service and car parking facilities were completed in February 2000 at a cost of \$1.633 million. Each cottage comprises eight bed/study rooms, self-catering facilities, common room, two bathrooms and toilets. The cottages provided the initial on campus student residential accommodation on the Thurgoona Campus. They were officially opened by the Chancellor and named "The Rothwells" in honour of the former Head of Campus, Professor Bryan Rothwell and his wife Pauline. Construction commenced on a further two cottages which are expected to

be completed in May 2001. One of the cottages being constructed will provide residential accommodation for mobility impaired persons. Further development has been undertaken to extend the greywater treatment system to the student residential accommodation precinct.

Alterations were made to the Administration/Teaching building to accommodate the relocation of a large part of the library collection from the Albury City Campus.

Thurgoona Campus Awards

The Thurgoona Campus continued to receive a number of architectural and environmental awards during 2000. These included the RiverCare 2000 Award for Excellence, the Master Builders Association of Australia 2000 National Resource Efficiency Award and National Energy Efficiency Award for commercial buildings under \$20 million, and commendations from the NSW Chapter of the Royal Australian Institute of Architects.

Reconciliation Week

During May, in conjunction with the local Koori community, a number of special activities was held at the University to acknowledge Reconciliation Week. In recognition that the University has been established on Wiradjuri land, the University has now included on its signage the words "Sharing Learning in Wiradjuri Country".

Celebration of the Region

In July, more than 100 local dignitaries and guests attended the second University Dinner to celebrate the University's presence in the region and the fare that the region has to offer. Ms Lyndey Milan was the official guest of honour at the function and spoke about the importance of this region to Australia.

University Open Day

In conjunction with other higher education institutions in the border region, the University participated in an Open Day during August highlighting its contribution to the region. More than 3000 people visited the Open Day

events and attended lectures, demonstrations and participated in tours.

Third Australian Occupational Science Symposium

The University hosted this national conference, the first outside a national capital. Its purpose was to provide a forum for scholarly presentations and discussions about occupational science. The conference attracted a large number of delegates and was addressed by a number of national and international keynote speakers including Professor Charles Christiansen and Dr Loree Primeau from the University of Texas and Associate Professor Ann Wilcock from the University of South Australia.

Henry Nowik Lecture

Professor Allan Fels, the Chairman of the Australian Competition and Consumer Commission, delivered the 2000 Henry Nowik Lecture in November. Professor Fels addressed issues of relevance to rural and regional Australia, particularly the ongoing debate about rising petrol prices.

Local Council Support

The Wodonga City Council, the Hume Shire Council and the Indigo Shire Council visited the University during 2000. The Councils held discussions with senior staff, were given a briefing on University developments and toured University facilities.

Delegation Visits

A number of high profile individuals and delegations visited the University during 2000 and included the President of the University of Northern British Columbia, senior university administrators from Malaysia sponsored by the AVCC, senior staff on exchange from Maricopa College in Arizona and Bhutan government representatives.

Murray Conservatorium

The University continued its close association with the Murray Conservatorium during 2000. Through the Ruth Whyte Bequest, which is administered by the University, a number of local groups and activities received financial support. The Conservatorium held concerts at the University and participated in a number of University events including Open Day and graduation.

Bathurst Region

Capital Works

The construction of five student residential eight-bedroom cottages, a laundry facility and associated services and landscaping was completed in June 2000 at a cost of \$1.575 million. Construction of a further two student residential cottages is expected to be completed by February 2001 for an estimated cost of \$0.53 million.

Construction commenced on the Call Centre, that will be completed in March 2001 and will provide accommodation for a centralised client contact/

service and replying to enquires. The estimated building construction cost is \$0.65 million.

Heritage Dinner

The annual Heritage Dinner was held on 30 June 2000 to celebrate A Night in the Bush – A Night of Australian Bush Poetry. Renowned bush poet, Frank Daniels, entertained 150 guests comprising University staff and members of the local community.

The Swain Building

The building housing the School of Nursing was named the Sheila Swain Building on 14 May 2000 to honour Mrs Sheila Swain, formerly a member and Presiding Member of the Mitchell College of Advanced Education Council in the 1980's. Mrs Swain was honoured for her commitment to the University and her contribution towards the establishment of scholarships for Nursing students on the Bathurst Campus.

Windradyne Cottages and Garden

The new student residences adjacent to the Auditorium were named Windradyne Village at a special ceremony held in Reconciliation Week in the week beginning 22 May 2000. The ceremony included Mr John Suttor, the descendent of the family who befriended Windradyne; Mrs Gloria Rogers, a Wiradjuri Elder in Bathurst; Mr Tim Longhurst, President of the Mitchell Representative Council; and

Mr Cec Abbott, the senior representative of the Wiradjuri People.

Discussions have been held between the Australian Plant Society, Mrs Gloria Rogers and the Division of University Properties to develop an Aboriginal garden with an emphasis on native plants from this region.

Olympic Marching Band

The Campus was host to the Sydney Olympic Marching Band comprising over 2000 young musicians from over 17 countries. The Band used the facilities of the Campus to rehearse their part in the Opening ceremony in the fortnight leading up to the Sydney 2000 Olympic Games .

The New Auditorium

The Mitchell Trust of the Charles Sturt University Foundation contributed \$300,000 towards completion of the new Auditorium. The Bathurst graduation ceremonies in April 2000 and the Scholarships Presentation Ceremony in May were held in the new Auditorium. All visitors have commented favourably on the layout of the new building and the magnificent glass panels.

Stage 2 of a major renovation and extensions to the gymnasium and associated facilities was completed in April 2000. The completion of the Stages 1 and 2 of the project at a cost of \$3.6 million provided additional floor space to accommodate another basketball court and provide a suitable facility for graduations, examinations, and special events that require indoor space for a large group. A Makin organ was also purchased and installed to provide music for special ceremonies and events.

Graduation Ceremonies in 2000

The graduation ceremonies on the Bathurst Campus in the newly completed Auditorium were a success with a particular highlight being the awarding of an honorary doctorate to Evonne Goolagong-Cawley.

Scholarship Presentation Ceremony

The scholarship presentation ceremony held on 15 May 2000 in the new Auditorium

was a magnificent success with the awarding of 118 scholarships to students on campus and the attendance of over 400 guests including scholars, their guests, sponsors and invited speakers.

Campus Development Working Party

The Campus Development Working Party of the Campus Advisory Committee has been busy this year investigating a number of issues including the improvement of lighting and the installation of a safety phone on Research Station Drive; and the installation of bicycle storage units at the new Gymnasium and the Library. In particular, the Working Party has been instrumental in the development of a new integrated bus service in Bathurst.

Proposed New Bus Service

Due in part to the significant contribution of the Advisory Committee's Campus Development Working Party, Bathurst Coaches has implemented integrated routes and services which will include improved access to the University's Bathurst Campus and the Bathurst TAFE.

Business Opportunities on the Campus

An ad hoc group of the Advisory Committee was convened earlier in the year to consider opportunities for business on campus and the feasibility of holding a forum that would explore the possibility of building commercial links for the

benefit of students and the commercial interests in Bathurst. A subsequent survey of students indicated that there is a number of services that students would like to see on campus. The students' suggestions are currently being investigated by MASC. The concept of a "Travellers Room" has resulted in a designated space at the entrance to the Library to provide a congenial area for students who travel to the campus from surrounding towns. The room was furnished and equipped from a grant from the Mitchell Foundation Trust.

Prospects 2000 Networking to Work

On 17 June 2000, the Careers Service on the Bathurst Campus hosted the Prospects 2000 Networking to Work event, supported by the NSW Government and attended by the Hon Carmel Tebbutt MLC, Minister Assisting the Premier on Youth Affairs. With the aim of facilitating networks and employment opportunities for talented young graduates in NSW, the Bathurst event was an opportunity to highlight the expertise of young people at the University, and to offer students and graduates a chance to develop and consider their career paths and options.

This event was the first of its kind to be held at a university and the first to be held in regional NSW and was well attended by government and industry leaders from Bathurst and as far afield as Dubbo.

Review of Advisory Committee's Working Parties

At its August meeting, the Advisory Committee reviewed the operation of all three of its working parties including the role and operation of the Advisory Committee over the past year. The Advisory Committee agreed to combine the existing Community Liaison and Student Relations Working Parties into a new Student and Community Relations Working Party and to invite representatives from MASAC, Aboriginal Education and the Division of Communications and International Relations to join the new Working Party.

International Student Night

A number of Advisory Committee members attended the International Student Night held on 12 August 2000 which attracted 300 people from the local community and the University. A feature of this year's event was the introduction of special awards presented to University staff,

community members and local businesses in recognition of their significant contributions to the experience and welfare of international students.

Public Lecture Series 2000

A range of public lectures was held on the Bathurst Campus in 2000. The Centre for Cultural Risk Research presented lectures on "What is Cultural Risk Anyway". Professor Heather Gibb gave her inaugural professorial lecture on "Rural and Remote Health: Issues and Challenges". Associate Professor David McKinnon gave a presentation on "On-Line Learning and Teaching – Research, Programmes and Voices"; Professor Terry Bossomaier gave a presentation on "Evolving Intelligent Behaviour"; Professor Terry Heazlewood lectured on "The Secretive World of International Accounting Standard Setting"; and Professor John O'Hara lectured on "New Media – New Audiences".

The Somerville Collection

The University has been involved in protracted discussions with Mr Warren Somerville about the eventual display of his world-renowned fossil and mineral collection in Bathurst. Final arrangements have been made to house the Collection in the former TAFE buildings in Howick Street (the old public school and school house).

The University played a facilitating role in bringing together a range of interested groups including Warren Somerville and his Advisory Board, Bathurst City Council, the Mining Industry, the Australian Museum and the Western Institute of TAFE. In particular, Mr Somerville will be appointed as a Professorial Fellow of the University. Final legal arrangements were signed in Sydney on 22 November 2000.

Mitchell Foundation Trust and New Scholarships for 2001

The Trust's Management and Development Committee has been reconstituted after a long period of inactivity. In 2000, the Trust has provided \$549,000 to support scholarships, capital works and other initiatives on the Bathurst Campus. These have included a number of new scholarships for Bathurst students:

- Channel 7 Sydney has established a \$12,000 scholarship comprising \$4,000pa with work experience opportunities for a student in journalism;

- for commercial radio students, Macquarie Radio Network has established a \$3,000 scholarship; and International Media Management will offer a \$4,000 scholarship. This brings to ten the number of scholarships offered in this course;
- for students in spatial information, the NSW Department of Information Technology and Management is offering six scholarships valued at \$45,000 each comprising \$15,000pa and a guaranteed twelve-months of employment at the Land Information Centre in Bathurst after graduation;
- Cox Inall Communications will offer a \$2,000 scholarship with an internship for a student in public relations or journalism; and
- Singleton Ogilvy and Mather has established a \$4,000 scholarship with work experience opportunities for a business or communication student.

Bathurst Traders

The Head of Campus has been hosting informal functions for Bathurst business traders to build links with the business community.

Youth Welfare Project

The Advisory Committee has been eager to respond to priorities set by the Bathurst City Council for improving the welfare of young people in the city. In response to this, the Director of Student Services

has made available \$4,000 towards the development of a Youth Welfare Project by the Advisory Committee's Student and Community Relations Working Party.

Dubbo Region

Enrolments

Enrolments in 2000 in courses offered through the Dubbo Campus have continued to grow with over 300 students now accessing subjects through the facilities on a regular basis and an additional 700 using the facilities on a more irregular basis.

There are now six courses for which there is a specified quota for offerings out of Dubbo, viz:

- Bachelor of Business;
- Bachelor of Social Science (Social Welfare);
- Bachelor of Nursing;
- Bachelor of Education (Primary);
- Bachelor of Health Science (Community and Public Health); and
- Graduate Certificate in Applied Science (Captive Vertebrate Management).

Visit by a Swedish Delegation

In late 2000 the University played host to a delegation from the County of Hälsingland that had been funded by the European Union to investigate the use of technology in small study centres and remote campuses. The Dubbo Campus was a significant focus for their investigations.

Relationship with the Catholic Health Care System

The University has signed a Memorandum of Understanding with the Catholic Health Care System to cooperate on the provision of aged care in Dubbo and on other health care issues.

Site Development

In December 2000, the Minister for Education, Training and Youth Affairs, the Hon Dr David Kemp MP, announced that the University would receive \$2 million from the Commonwealth's Capital Development Pool in 2003 to assist with the development of the Dubbo Campus. In addition, an in-principle allocation of \$2.5 million in 2002 was confirmed.

These allocations will bring the Commonwealth's contribution to the Dubbo Campus to \$8.7 million. The Campus is part of the Dubbo educational precinct, an innovative development that brings together secondary, TAFE and higher education institutions with extensive cross-sectoral links and cooperation. The Dubbo Campus development is incorporating state-of-the-art education delivery technologies, such as interactive video studios and broadband communication links to the University campus network.

Construction of the Interactive Learning Centre, the first building on the Dubbo campus in Yarrandale Road, Dubbo

and the associated site services commenced in April 2000. Construction was expected to take about 52 weeks and cost approximately \$5.0 million. However an unseasonal and prolonged period of wet weather during 2000 has delayed construction works. Construction is now expected to be completed by July 2001.

The Department of Education and Training has purchased six hectares of the University's Dubbo Campus land upon which the new Dubbo Senior Campus is being developed. Construction of the Dubbo Senior Campus commenced during 2000.

Wagga Wagga Region

Capital Development

Construction of the new School of Agriculture building comprising twenty academic offices, administrative offices, twenty postgraduate student places, a seminar room, and associated facilities was completed in February 2000 at a cost of \$0.865 million.

Construction of two major buildings to be named James Hagan Court is expected to be completed in February 2001 at a cost of \$2.5 million. The Court will accommodate the Head of Campus and staff, the Dean of the Faculty of Science and Agriculture and staff, the Dean of the Faculty of Arts and staff, the Office of the Pro-Vice-Chancellor Learning and Student Support, the Centre for the Enhancement of Learning and Teaching (CELT), the Continuing and Professional Education Centre (CPEC), the Office of Research and Graduate Studies, and the Gilmore Centre. The associated extension of Nathan Cobb Drive, carpark, and lighting is expected to cost \$0.285m.

Three small buildings and an extension of an existing building to provide additional academic office accommodation for the School of Humanities and Social Sciences together with specialist clinical facilities for psychology and social welfare courses will be completed in

February 2001 at a cost of \$0.95 million.

Stages 3 and 4 of the development of St Martin's College were completed during 2000 at a cost of \$0.673 million. The College provides residential accommodation for students at the Wagga Wagga Campus and is supported and operated by the Anglican Church. The project involved the construction of two student residential eight-bedroom cottages and related services and a Head of College residence. St Martins College shared the cost this development. The St Martin's student residential precinct now includes eight student residential cottages, a tutor's apartment, a chapel, and a Head of College residential cottage.

The former Wine Science Analytical Laboratory was renovated to provide twelve offices for teaching and research staff and students at a cost of \$0.125 million.

Renovations were completed to the Staff Club, the heating system to the Graham Building, and four student residential cottages.

A major renovation and extensions to the former cask hall to provide an experimental winery facility has commenced and is expected to be completed in April 2001 at an estimated cost of \$0.650 million.

Public Lectures

During the year, a series of public lectures were held to inform the local community about the results of current University research, and to forge closer links with the community.

Scholarships

Fifty-two scholarships ranging in value from \$400 to \$6,000 were awarded to undergraduate students. In all, \$107,400 was given to Wagga Wagga students to assist with their studies.

Seniors Week

Each year, as part of Seniors Week, the University conducts a guided bus tour of the Campus for all interested senior citizens. The tour encompasses the Equine Centre, Winery and Cheese Factory, and this year included a parade of academic dress and a lecture on the changes in tertiary education since the turn of the century.

Reconciliation Week

During Reconciliation Week, a tree planting ceremony was conducted to celebrate Reconciliation 2000 and a sign was erected at the front entrance to each campus to recognise that the University is situated in Wiradjuri Country. Participants were then invited to sample some indigenous food including kangaroo, emu and crocodile. The Wagga Wagga Campus also established a viewing site with an historical and educational perspective at Bald Hill, which is located in Wiradjuri Country.



Modern Pentathlon

The Faculty's Equine Centre received much favourable publicity for the outstanding success of its program to train the horses used in the Modern Pentathlon event at the Sydney 2000 Olympic Games. The standard of the horses generated compliments from competitors, officials and spectators.



International Reputation

Goal 2 - attracting students nationally and internationally...because of the excellence of its courses, teaching, scholarship and support to students.

Goal 5 - conducting high quality research...of regional significance and international distinction.

Goal 6 - combining a dynamic regional commitment...with a growing international reputation.

International Office

During 2000 the following developments took place.

Graduations

Three graduations were held in Malaysia: one was organised by IRI and held in March. Approximately 250 CSU graduands attended this ceremony. Two other ceremonies were held in October: one organised specifically for 20 Yayasan Pelajaran MARA Master of Business Administration graduates; and the other for 397 graduands most of whom were taught by IRI/HELP.

Two graduations were held in Hong Kong in October. One was conducted for graduands from the Graduate Certificate in Police Management, while a general ceremony was held for 198 graduands covering all faculties. A graduation ceremony was held in Canada, in November, for a group of 121 graduands mostly in health

fields but with one graduand from business and six from education.

Fifteen Malaysian MBA graduates, some accompanied by family members, participated in a graduation ceremony in Wagga Wagga in May.

New Agreements

Partnerships have been signed with:

- IRI and Kaashap Radiant for future collaboration in India;
- IRI and Bushra International Private Limited for future collaboration in India;
- IRI (Hong Kong) and Garcorp for delivery of the Bachelor of Business, Bachelor of Business Studies, Bachelor of Information Technology and

the Master of Business Administration courses in China;

- Qu Fu Teachers University, China, for academic collaboration;
- Changchun Taxation College, China for the offering of the Master of Business Administration course as a joint program;
- IRI and Sanda University, China, for the delivery of programs in China;
- IRI and Shanghai International Studies

University, China for the delivery of programs in China; and

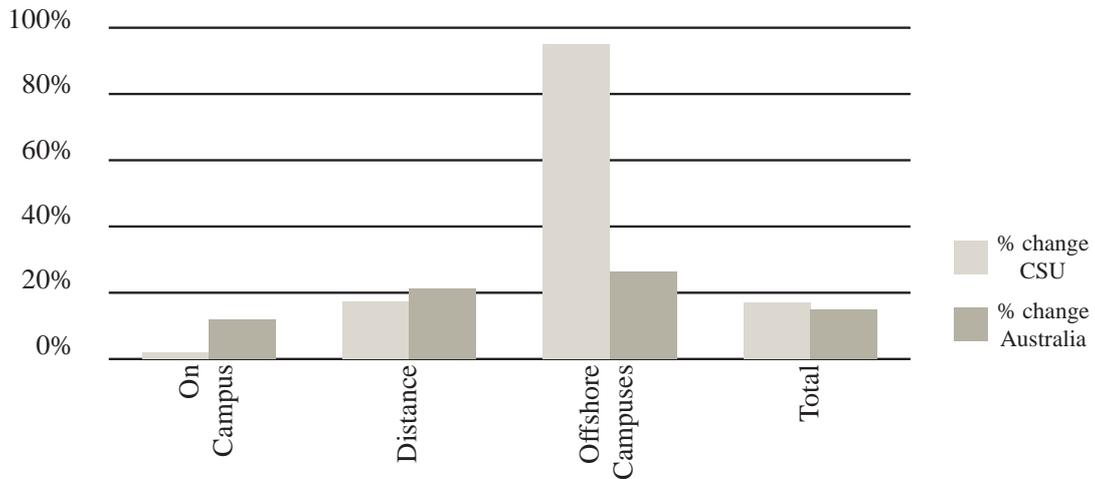
- University College Gera, Germany for future enrolment of distance education students in Europe.

Staff/student exchange agreements have been signed with: Georgetown University, Washington DC; Paderborn University, Germany; and the Centre International de Criminologie Comparee, University of Montreal, Canada.

Significant expansion in existing markets

Considerable growth has occurred in overseas partnerships. A survey of all Australian universities conducted by IDP placed CSU in sixth position, Australia-wide, based on the total number of international students, while the University ranked second on the basis of off-campus (distance) students, and third on the basis of student numbers at offshore campuses. There has been significant growth in these latter two categories, as the following tables and chart show.

Percentage change in International student numbers (1999-2000)



	Australia	Change	CSU	Change to total	CSU ranking	CSU
On campus in Australia	70,479	11.8%	327	1%	4.7%	31
Exchange	2,736	30%	11	57%	0.4%	
Study abroad	3,073	20%	4	100%	0.1%	
Off campus (distance)	6,251	21.2%	1526	17.4%	24.5%	2
Off shore campus	31,863	26.2%	3510	95%	11%	3
Total	10,8593	14.9%	5429	17%	5%	6

Faculty of Arts

The National Strategic Intelligence Course, delivered by the Faculty of Arts in conjunction with the Australian Bureau of Criminal Intelligence, the National Crime Authority, the Australian Federal Police and the Office of Strategic Crime Assessment, enrolled its first international students in 2000. Sponsored under the Commonwealth Law Enforcement Cooperation Program, students came from Singapore, Indonesia, Philippines, Iran and Argentina.

Faculty of Commerce

The International School of Business under the directorship of Professor Terry Heazlewood has continued to attract large numbers of students internationally. In 2000, the Faculty had almost 4,000 students undertaking the Faculty's undergraduate and postgraduate programs at partner institutions.

There has been a significant expansion of existing markets in China with both the Bachelor of Business Studies

and Master of Business Administration courses being taught in China in partnership with Chinese institutions. The Faculty offered the Bachelor of Business Studies course for the first time at Changchun College of Taxation and the Lexin Accounting Institute in Shanghai. The flexibility of the Bachelor of Business Studies course makes it extremely attractive in an increasingly diverse business environment. The Master of Electronic Commerce currently offered throughout Asia by IRI, will be offered by other partners in 2001.

The School of Business hosted a one-month visit by two academics from China who worked with staff in areas of comparative industrial relations and international business management. Other Schools in the Faculty will host academics from China on a similar exchange basis.

Faculty of Education

During the year the Faculty signed a memorandum of understanding with Modern Montessori International Pty Ltd in Singapore to offer

the Bachelor of Teaching (Birth to 5 years) course.

This distance education course, already available to Australian students, provides teachers with the equivalent of TAFE-trained early childhood status with a means of upgrading their qualification.

Singaporean students in the course will be supported by tutorials run by Modern Montessori International and by twice-yearly visits of Faculty staff. It is anticipated that an intake of up to thirty students will commence studies in February 2001.

Negotiations have continued with a range of international partners for the provision of upgrade programs for two and three-year trained primary teachers in Singapore and Malaysia and for the offering of the Faculty's coursework Master of Education program in Malaysia, Singapore and China. There has also been an encouraging increase in Master students enrolling from Canada. The Faculty will focus its efforts in one or two specific international markets, particularly where the upgrading of teachers'

qualifications has been identified as a national priority.

The Faculty has been involved in a number of aid projects in 2000. The largest of these is the Primary and Secondary Teacher Education Project (PASTEP) in Papua New Guinea. This is a five-year, \$17 million AusAID project designed to raise the quality and relevance of teacher education. Another project involved the provision of interim assistance and project expertise to the education sector in the Solomon Islands.

Unfortunately, this project has been affected by the political instability in the region.

Finally, the Dean of the Faculty, Professor Bob Meyenn, was asked to chair a review of the Education and Training Section of AusAID. The review aimed to set strategic directions for AusAID funding for the next few years and Dean's involvement reflects the developing reputation of the Faculty in the education aid sector.

Faculty of Health Studies

In March, the University and the Apollo Hospitals Group in India signed an agreement that will enable registered nurses from Apollo Hospitals to complete the Bachelor of Health Science (Nursing) course as on campus students at the Wagga Wagga Campus. The agreement also provides a pathway for graduates from the Postgraduate Diploma in Hospital Management course

offered by the Apollo Hospitals' Centre for Hospital Management Studies in Chennai to complete the Faculty's Master of Health Services Management course.

In October, staff from the School of Clinical Sciences were involved in a midwifery consultancy with Australian Business Health. Thirteen midwives from Indonesia travelled to Australia to study at Wagga Wagga Campus where they received a Certificate in Midwifery upon completion of their studies.

Staff in the School of Public Health have been involved in a project with the Asia and Pacific Disaster Management Centre (APDMC) in the Philippines. This project saw emergency management personnel from the Philippines enrolling in the Graduate Certificate in Emergency Management course. Students have the choice of completing a distance education subject through CSU as part of their first session studies or of undertaking a local community level risk management subject with the APDMC.

In November, the University signed an agreement with the Hong Kong Fire Service to enable its senior officers to complete the Master of Emergency Management course. An agreement was also signed with the Mara Foundation in Malaysia to enable medical assistants in that country to complete the Bachelor of Health Science (Pre-Hospital Care) course at the University.

A UMAP grant was received to fund exchanges of occupational therapy students between the University and Dalhousie University in Canada. Student participating in the exchanges undertakes a twelve-week, in-country program at the counterpart University. Associate Professor Gail Whiteford visited Dalhousie University during the year to facilitate arrangements.

In Spring session, the University admitted an intake of Registered Nurses from Malawi to study the Bachelor of Health Science (Nursing) upgrade course full-time on Wagga Wagga Campus. Funded by the World Bank through Kumari Consulting Group International (KFG), 109 Malawi Registered Nurses will complete the course.

Medical assistants in Malaysia can now complete the Bachelor of Health Science (Pre-Hospital Care) course by distance education. This has been made possible through an agreement with Yayasan Pelajaran MARA in Malaysia.

The Dean represented the Faculty at graduation ceremonies in Kuala Lumpur, Hong Kong and Toronto where students of the Faculty graduated in a range of discipline areas including: medical imaging, nursing, health services management and pre-hospital care.

Faculty of Science and Agriculture

The international operations of the Faculty continued to expand during the year and provided the Faculty with significant additional income. Information technology continues to be the most popular discipline with offshore students, especially in Malaysia where there was major growth in enrolments through a partnership with IRI. The Faculty is pursuing possible partnership links in Sri Lanka and China that will also involve the offering of information technology subjects and courses.

The Faculty revised the structure of the Master of Information Technology course to make it more attractive to international students. The Graduate Certificate in Information Technology and the Graduate Diploma of Information Technology courses were integrated into the Master program so overseas students may now enrol directly in the Master rather than the Graduate Certificate or Graduate Diploma.

The Environmental Studies Unit has been successful in attracting students from the USA and Canada into the Graduate Certificate in Karst Management and the Master of Applied Science (Environmental Management and Restoration) courses. These international enrolments are testimony to the uniqueness and quality of these courses.

Centre for Applied Philosophy and Public Ethics

The stated broad aim of the Centre for Applied Philosophy and Public Ethics is to become a leading international research centre in applied philosophy and public ethics. To achieve that aim it will contribute to international scholarship, establish international links with academic and practitioners and develop an international researcher network.

Considerable progress was made during 2000 towards these aims. Visits were made to many international organisations including the Confederation of Indian Industry, Bureau of Police Research and Development in India, Jawaharlal Nehru University, World Report, Max Planck Institute for Foreign and International Law, University of St Petersburg, UNESCO, Oxford University, Sheffield University, Transparency International, International Cricket Board, US Office of Government Ethics, FBI Academy, Institute for Philosophy and Public Policy, University of Maryland, the Centre for the Study of Ethics in the Professions, Illinois Institute of Technology (Chicago), Chinese Academy of Social Sciences, Georgetown University and St Andrews University. It is expected that many of these will result in joint research projects and formal agreements for cooperation.

National Wine and Grape Industry Centre

The National Wine and Grape Industry Centre (NWGIC) has a formal research memorandum of understanding with the Forschungsanstalt Geisenheim in Germany. The NWGIC has also developed a draft research agreement with the University of Castilla-La Mancha in Spain. These agreements are in addition to existing agreements that the University has with the Eastern Institute of Technology in New Zealand (a teaching agreement) and the Institut National Agronomique, Paris-Grignon in France (a research agreement).

The Wolf Blass Foundation funded a visitor to the Centre in 2000: Mr Klaus Wahl, Head of the Department for Viticulture and Grapegrowing from the Bayerische Landesanstalt für Weinbau and Gartenbau in Germany.

Continuing and Professional Education Centre (CPEC)

The Study Link Program was offered to offshore students for the first time in 2000. The Study Link subjects, particularly Skills for Learning Online, Academic Skills Development, and Transition to Tertiary Study, assists offshore students to be better prepared for tertiary study.



Teaching and Learning

Goal 1 - balancing professional and vocational course needs....with the development of skills for, and positive attitudes towards, life-long learning.

Goal 2 - attracting students nationally and internationally....because of the excellence of its courses, teaching, scholarship and support to students.

Goal 3 - being committed to open learning.... through access, articulation and student support programs.

Goal 4 - providing a variety of learning environments....to meet the different needs of students drawn from diverse educational, social, ethnic and economic backgrounds.

Goal 7 - providing a flexible, innovative and challenging environment....in which to teach, learn, research and work..

Student Services

Student Services continued to expand the Study Link program in 2000. Study Link offers a variety of learning environments, giving students an option of online, face-to-face or distance education packages and offers alternative pathways for entry to some courses. The tripling in numbers of students enrolled in Study Link shows the success of this program. A new non-award subject, Career Management, was introduced through Study Link. Its objective is to develop in students the attitudes and skills necessary for a successful career in a changing world.

Continuing and Professional Education Centre (CPEC)

CPEC continues to expand its range of options through the Associate Student Program that provides an alternative pathway to higher education. In the year 2000, over 1000 students took advantage of this opportunity.

The University continues to expand its already large range of learning environments and modalities. The establishment of an Interactive Learning Centre at the Dubbo Campus is an example of the provision of a flexible environment in

which students can learn and academics can teach. The Centre is designed around the notion of independent learning taking place at a time and place that suits the learner.

Division of Human Resources

The Division of Human Resources seeks to achieve positive and productive partnerships between the University and all of its employees as well as strengthen the University's ability to attract and retain high quality employees. To fulfil these objectives, the Division provides a range of professional and effective human resource services to the executive, managers and staff of the University.

In addition to providing operational human resource services to the University during 2000, the Division of Human Resources made the following key contributions through its functional areas.

Employee Relations

Three new enterprise agreements covering academic and general staff were developed and negotiated during 2000. These agreements contain a number of new and important policy initiatives for the University. The agreement covering academic staff was certified by the Australian Industrial Relations Commission on 20 December 2000 and the two enterprise agreements covering general staff are expected to be certified in January 2001.

Full details on each of the agreements are available on the web site of the Division of Human Resources.

In November 2000 the University made application to the Department of Education, Training and Youth Affairs for salary supplementation under the Minister's "Workplace Reform Program". The University expects to receive advice on its application in late January or early February 2001.

Environment, Health and Safety

An early intervention scheme was introduced for the management of cases for injured employees. The scheme has proven to be an effective strategy in reducing periods of absence from the workplace. This active approach to the management of workers' compensation claims, and the general risk management strategies of the University, have resulted in a reduction to the number and cost of workers' compensation claims.

A series of web based occupational health and safety training packages dealing with such topics as occupational health and safety legislation, duty of care, safety management systems and risk management principles were developed. University specific Safety Management Guidelines that provide managers with an overview of the health and safety systems in place at the University were also developed and published on the Division's website.

Staff Development

The Staff Development Unit designed and implemented a variety of new workshops, seminars and training activities in 2000. These activities included the introduction of lunchtime seminars dealing with pertinent management issues such as managing change, and the launching of a self-study support program consisting of videos, publications and individual face-to-face training sessions. The highly successful "Admin Focus" was also launched at a one-day conference attended by 170 administrative staff of the University. Performance management policy and procedures for general staff were finalised and implementation of the performance management scheme is scheduled for 2001.

A number of training and developmental activities conducted by the Staff Development Unit were collaborative in nature. The introduction of trimester professional development sessions for Heads of School was achieved in conjunction with the Centre for Enhancing Learning and Teaching. The Division of Financial Services facilitated training on the new goods and services tax. A "Marketing for Non-Marketers" workshop was designed and delivered in collaboration with the School of Marketing and Management and training on the Privacy and Personal Information Protection Act 1998 (NSW) was developed in conjunction with the University Secretary.

Human Resource Administration and Systems

Substantial progress in the testing of the employee self service component of the Concept Human Resources System was made. It is anticipated that the self-service facility will be made available to staff on a progressive basis during 2001.

The Human Resources administration team was restructured during 2000 with a view to enhancing the provision of ongoing quality human resource services to University staff. The restructure also incorporated the review of a number of processes and procedures within the human resources administration area to ensure their efficiency and effectiveness.

Recruitment

The University's innovative web-based recruitment and application facilities and recruitment documentation continued to be enhanced.

Recruitment systems and practices for nodes at Canberra (Australian Centre for Christianity and Culture, Centre for Applied Philosophy and Public Ethics, St Marks) and Goulburn (School of Policing Studies) were designed and established.

Equal Employment Opportunity

An educative focus was placed on flexible work arrangements and carers' responsibilities in 2000. A range of brochures were developed and

promulgated. The topics dealt with included Responding to a Request for Flexible Work Arrangements and Negotiating Flexible Work Arrangements and Job Sharing.

Seminars designed to increase awareness of the implications of the Anti-Discrimination Amendment (Carers' Responsibilities) Act 2000 (NSW) were conducted for managers and staff at the Albury, Bathurst and Wagga Wagga campuses. In addition to this, a survey was conducted to identify the impact of the requirements of work related travel on carers' responsibilities.

This educative focus was carried through to the issue of harassment at work or study by the development and promulgation of a brochure titled Freedom From Harassment.

Division of Information Technology

In 2000, the Division of Information Technology focussed on the provision of those information technology services that supported students, particularly students who studied at a distance, in gaining improved access to and interaction with the University. The services provided and outcomes achieved can be found at www.csu.edu.au/eworld.

Anticipating continued experimental growth in the use of CSU On-Line, the Division also commissioned external reviews of its

information architecture and central database designs, and commenced the implementation of a new information technology infrastructure to underpin the University's online activities.

Staff have been supported through a University-wide phased roll-out of Microsoft Exchange, Windows 2000 and Central File Serving system which provides a more flexible and efficient environment in which to teach, research and learn.

Division of Library Services

Web-ezy is an innovative interactive online package to encourage development of library and information skills. Recognising the importance of information literacy, this resource was developed as a joint initiative between the Library and UNILINC. Each module stands alone and can be taken by students at points of particular need. The product is being customised for use with a variety of library systems and databases by Web-ezy Solutions which exemplifies the benefits of sharing expertise.

Division of University Properties

During 2000 the Division's Office of Design undertook the planning and concept design of major construction, refurbishment and site services projects and has managed selected architectural and engineering consultants to complete the detailed design



and documentation of these projects.

Projects at the Bathurst Campus included the student residential cottages and services precinct, and the Call Centre. Projects at the Wagga Wagga Campus included the experimental wine facility, Stage 3 of the Atkins Hall refurbishment and the Graham Building refurbishment. Projects at the Thurgoona Campus included the Student Association facility and the entrance road, carpark, lighting, and pathways. Projects at the Dubbo Campus included the Interactive Learning Centre, site development, and liaison with Department of Education and Training relating to the development of the Dubbo Senior Campus.

Further details of these projects are in the section on Regional Commitment in this Report.

Centre for Enhancing Learning and Teaching (CELT)

CELT developed the Professional Doctorate in Clinical and Forensic Psychology as a fully online course according to principles of problem-based learning. This has been well received by students and provides an example of well-designed and effective online learning. This project has received a high level of interest from other universities and is identified as exemplary practice in online teaching.

CELT sponsored three successful learning and teaching forums addressing the themes of assessment, convergence and teaching first-year students. The forums featured keynote speakers, and presentations of CSU projects and practices. All were well

attended and received positive participant evaluations.

The Director CELT was a member of the working party that revised the University's assessment policy. A process of wide consultation guided the development of the new policy and the implementation strategy.

CELT provided a range of professional development workshops and activities for teaching staff at all campuses of the University. The Tertiary Teaching Colloquium for new academic staff was well attended throughout the year and provided new staff with an introduction to teaching at CSU.

The CD Rom *Enabling Pragmatic Reasoning in Occupational Therapy Learners* was developed and has been used successfully with occupational therapy students to develop clinical skills in an interactive manner. Professionals in the field and other universities have positively reviewed the CD.



Commitment to Students

Goal 2 - attracting students nationally and internationally....because of the excellence of its courses, teaching, scholarship and support to students.

Goal 3 - being committed to open learning.... through access, articulation and student support programs.

Goal 4 - providing a variety of environments.... to meet the different needs of students drawn from diverse educational, social, ethnic and economic backgrounds.

Faculty of Arts

More than one hundred students from the Faculty's communications and television production programs provided broadcasting and media support for the Sydney Olympic Broadcasting Organisation.

A student from the School of Business in Bachelor of Business (Tourism Management) also received a prestigious NSW Minister for Tourism award for achievement.

Faculty of Health Studies

A total of 64 students of the Faculty received the Dean's award for academic excellence during March and April at ceremonies held on the Bathurst, Wagga Wagga and Albury-Wodonga campuses. A further 55 awards were presented to students in November for academic excellence achieved in Spring Session.

Faculty of Commerce

This year saw a significant increase in the number of Faculty prizes being awarded to regional high school students. The prizes, to the value of \$100, are awarded to students who attain a record of consistent achievement in a business-related subject. Out of 112 regional high schools invited to nominate a student, 73 students were awarded the prizes - an increase of over 80%. The benefits for the Faculty have been significant in terms of promotional opportunities for its courses.

Division of Information Technology

The Division of Information Technology has moved to change the design of the University web site to place students at its centre through the implementation of “Personal Space” – a student centred information portal. It has also changed its homepage design to focus on the services available to students.

Student Administration

As a leading distance education provider it is imperative that students, particularly remote students, can interact with the University’s administration in a fast and efficient manner at a time convenient to them. To this end, the University has developed an extensive range of online services to allow students to update and retrieve personal and enrolment information on the University’s systems.

The University has implemented a continuous offer of admission and enrolment system for applicants to distance education courses. The system allows the University to offer places in courses to eligible applicants at any time rather than imposing application deadlines and making all offers at the one time.

This new system has proved to be very popular and has been complemented by the introduction of a range of orientation and bridging programs designed for new

students to better prepare them for study and to improve student retention rates.

Student Services

Student Services provides support and development services for students throughout the University. It does this through Study Link, residential school advice, orientation sessions, learning skills assistance, careers and graduate employment advice, counselling, chaplaincy, disability support, health services, international students’ support, off campus accommodation assistance, financial assistance through the Special Assistance Student Loans Scheme, student equity services and the peer mentoring scheme. Highlights and developments in 2000 are listed below.

Student Services has continued to develop Supplemental Instruction as a participatory and collaborative learning experience. The program targets subjects that typically have a high rate of withdrawal and/or failure and provides regular scheduled, out-of-class, peer-facilitated sessions giving the students an opportunity to discuss and process course information.

In 2000 Student Services acquired University-wide responsibility for the management and operation of the Help Desk. The Help Desk provides a high quality, one-stop point of contact for all students. The Help Desk answers general enquiries and complaints and provides advice

and information on student assignments, subject materials, residential schools, and Study Link.

The Study Skills Centres were expanded in 2000 to include mathematics skills assistance. The services provided by the Centres are available to all students.

A revised orientation website was launched in 2000, providing a more comprehensive site for all student cohorts. The revised site features virtual tours and provides orientation information that has been arranged according to the students’ particular orientation needs. The site is located at www.csu.edu.au/orient/.

Ethnic Affairs

In 2000 the University accomplished the following under its Ethnic Affairs Priority Statement.

A four-week enabling course for tertiary study was offered on each campus for international and other students at the commencement of the year. A similar course was also provided by distance education. Induction sessions for new international students to introduce topics relating to learning adjustments for academic success were conducted by the Learning Skills Officer.

An English Skills Support Service was offered online and through the Bathurst Campus. The English Skills Support Adviser assists with promoting language, academic, cultural

and learning skills through small group workshops and individual appointments. A community relations committee was established on the Bathurst Campus through which ethnic issues were addressed. Bathurst Campus also saw the establishment of a Buddhist library. This was one of a number of actions taken by the University to establish links with community religious organisations, such as Muslim and Buddhist groups, and to encourage their involvement on campus.

The University liaised with local ethnic interlink and international friendship groups to provide appropriate religious and cultural contacts for students of ethnic minority backgrounds. Students of ethnic minority backgrounds were involved in local organisations such as Neighbourhood Centre, Rotary and Chamber of Commerce, and international and other students were involved in the Olympic Volunteer Program.

International students were guest speakers in the Department of Education anti-racism campaign and participated in the Community Volunteer Scheme. A brochure on racial and other forms of harassment was developed for use in staff and student induction.

The Dewali Festival, the beginning and end of Ramadan, and other country-specific national day celebrations were organised by students and supported by the University.

There was continued involvement with the Albury Wodonga Multicultural Resource Centre Refugee Resettlement Plan with visits of refugees to campus being hosted by the Students' Association and a workshop on cultural issues for Residential Advisers was conducted at the Wagga Wagga Campus.

Staff development training for staff and managers included components on diversity issues and managing a diverse workforce and cultural leave conditions were included in new enterprise agreements.

Key strategies for 2001 include: the continued promulgation of the Ethnic Affairs Priority Statement and Statement responsibilities through Faculties and Divisions; the inclusion of EAPS initiatives in the recruitment and selection of staff; a review of the University's Grievance Resolution Policy and Procedures; and the facilitation of cross cultural training for staff and students.



Governance of the University

The Charles Sturt University Act 1989 (NSW) established Charles Sturt University as Australia's 26th university on 19 July 1989. The Act brought together the Mitchell College of Advanced Education in Bathurst and the Riverina-Murray Institute of Higher Education in Wagga Wagga and Albury-Wodonga.

The University was created as a federated, network university with semi-independent member campuses and a central administration. Amendments to the Act in 1998 now encapsulate in the legislation the structure of the University that evolved during the University's first ten years of operation.

The new structure may be described as an integrated, multi-campus structure in which the major academic units, the Faculties, are represented on at least three campuses of the University and the administrative divisions have University-wide rather than campus-specific responsibilities.

As required by the Act, the University operates main campuses in Albury-Wodonga, Bathurst, Dubbo and Wagga Wagga. The University operates from other locations also including Manly, Goulburn, Canberra, Morpeth

and Broken Hill. The University's headquarters, the Chancellery known as The Grange which houses the Vice-Chancellor's Office, is located on the Bathurst Campus.

University Management

The Council

The Council is the governing body of the University. The Council oversees the application of the University's resources and the development of broad policies relating to the teaching, research, administration and other activities of the University. The Council was established on 1 July 1999 following amendments to the Charles Sturt University Act 1989. The Council replaced the Board of Governors.

Standing Committee

The Standing Committee serves as an executive body of the Council to whom it reports. It acts on behalf of the Council on matters where the Council by resolution, empowers the Standing Committee to act specifically on its behalf. It also acts on matters requiring immediate decision on behalf of the Council, subject to reporting to the next meeting of the Council details of the exercising of this authority.

Personnel Committee

The Personnel Committee recommends to the Council on the University's personnel policies. It also provides advice on personnel matters referred to it by the Council or its committees, or the Vice-Chancellor and it exercises other functions on personnel matters that may be assigned to it by the Council.

Finance Committee

The Finance Committee reviews the University's draft budget with respect to capital and recurrent spending and the University's financial reports and duly audited statement of accounts and transactions for transmission with advice to the Council. It advises the Council on fees, charges and fines and considers and advises on any other financial matter referred to it by the Council, its committees or the Vice-Chancellor. It exercises other functions in relation to financial matters as may be assigned to it by the Council.

Audit Committee

The Audit Committee is responsible for:

- reviewing the audit plan of the internal and external auditors;

- evaluating the overall effectiveness of both the internal and external audit through regular meetings with each group;
- determining that no management restrictions are placed upon either the internal or external auditors;
- evaluating the adequacy and effectiveness of the University's administrative, operating and accounting policies through communication with operating management, internal audit and the external auditors;
- evaluating the adequacy of the University's accounting control system by reviewing written reports from the internal and external auditors and monitoring management's responses and actions to correct any noted deficiencies;
- reviewing all financial reports to be made to the public prior to their release;
- reviewing any regulatory reports submitted to the University and monitoring management's response to them;
- evaluating the University's exposure to fraud;
- taking an active interest in ethical considerations of the University's administrative and financial policies and practices;
- monitoring the standard of corporate conduct in areas such as arm's length dealings and likely conflicts of interest;
- requiring reports from management, the internal auditors and external auditors on any significant regulatory, accounting or reporting issue, assessing the potential impact upon the University's financial reporting process;
- reviewing and approving all significant accounting policy changes;
- reviewing annual financial statements with the Executive Director, Division of Financial Services and, where appropriate, with a nominee of the Auditor General of New South Wales;
- identifying and directing any special projects or investigations deemed necessary; and
- preparing a report to the Council summarising the Committee's work during the year.

Honorary Awards Committee

The Honorary Awards Committee is responsible for considering all nominations for an honorary award and recommending to the Council person(s) upon whom the University would wish to bestow an award *honoris causa*.

Vice-Chancellor

The Vice-Chancellor is the chief executive officer of the University and is responsible to the Council for the good management of the University.

Heads of Campus

Each of the four main campuses has a Head of Campus who has University-wide accountabilities as well as being responsible for representing and promoting a particular campus.

Campus Advisory Committees

Each main campus has an advisory committee with particular responsibility for campus services and facilities and for establishing and enhancing links between the campus and the communities it serves. Campus advisory committees comprise representatives of the communities served by the campus.

Support Divisions and Departments

Administrative and academic support services are provided by the Divisions and Departments of the University, each headed by an Executive Director or Director who have University-wide responsibilities.

The Divisions include: Human Resources; Financial Services; University Properties; Information Technology; Library Services; and Communications and International Affairs. The Departments include: Student Administration; the International Office; Student Services; the University Secretary; the Office for Research and Consultancy; the Centre for Graduate Studies and the Aboriginal Education Unit.

Academic Governance

Academic Senate

The Academic Senate is the principal academic body of the University. It has delegated authority from the Council to make and monitor academic policy. The Senate meets five times each year and is assisted in its work by seven committees.

Academic Programs Committee

The Academic Programs Committee advises the Senate on matters relating to undergraduate programs and postgraduate coursework programs and has delegated authority from the Senate to approve new and revised programs submitted to it by the Faculties.

Board of Graduate Studies

The Board of Graduate Studies advises the Senate on matters relating to higher degree research programs, including professional doctorate programs, and has delegated authority from the Senate to administer these programs.

Research Management Committee

The Research Management Committee advises the Senate on research development and management. The Committee also allocates research grants.

Other Committees of the Senate

The Senate has a number of other committees to perform specialist functions. These

include: the Academic Appeals Committee which decides student appeals against exclusion and other academic decisions; the Academic Awards Committee which certifies that students have met the requirements of their courses and are eligible to graduate; the Quality Audit Committee which is responsible for auditing the effectiveness of Senate's policies; and the University Medals Committee which awards University Medals to academically outstanding students.

Faculties and Schools

The University's academic activities (teaching, research and consultancy) are the province of the five Faculties of the University: Arts; Commerce; Education; Health Studies; and Science and Agriculture. Each Faculty is headed by a Dean who is responsible to the Vice-Chancellor through the Deputy Vice-Chancellor for the management of the Faculty.

The Faculties, which are multi-campus, comprise campus-based Schools and, in a few cases, campus-based academic units. A Head of School or a Head of Unit manages each school or unit, respectively, and is responsible to the Dean.

Faculties are responsible for the development and delivery of courses whereas Schools and Units are responsible for the curriculum and the teaching of the subjects that comprise courses.

Faculty Boards

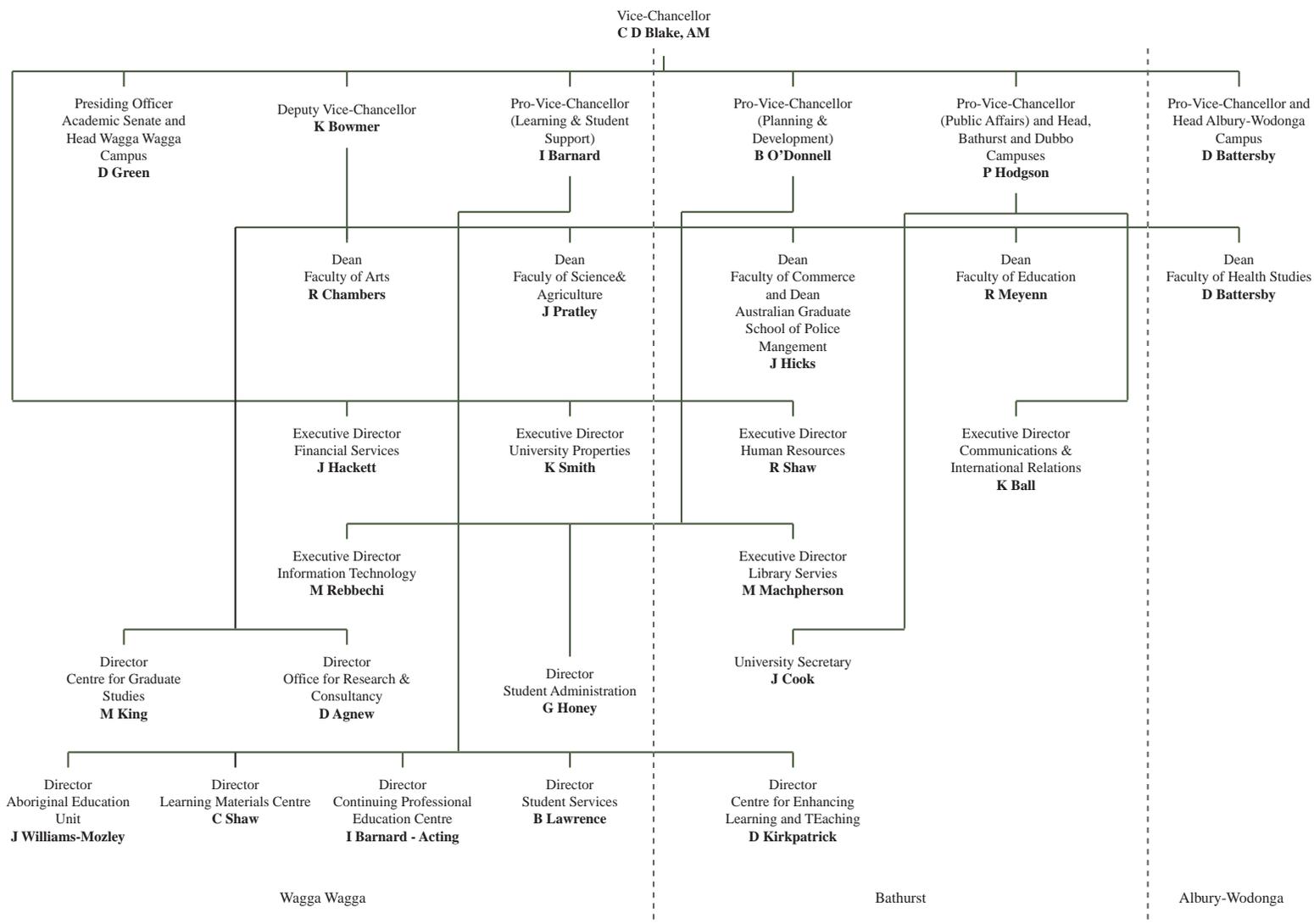
Each Faculty has a Faculty Board, chaired by the Dean, which is responsible for the quality of the Faculty's courses, research, consultancy and its other academic activities. Each School and Unit of the Faculty is represented on the Faculty Board.

Committees of the Faculty Boards

The Faculty Boards have a number of committees to perform specialist functions on behalf of the Board. These typically include: a Courses Committee which advises the Board on new and revised course proposals; an Assessment Committee which approves the awarding of grades; a Graduate Studies Committee which monitors the Faculty's higher degree research students; a Research Committee which monitors the Faculty's research and consultancy endeavours; and a Standing committee of the Faculty Board to handle urgent matters.

University Structure

Faculties and Divisions





Committee Memberships

The Council

Official Members

Chancellor (*term to 8 December 2002*)

Asimus, David J, AO, BEc Syd, HonDSc NSW, HonDAgrEc Syd

Vice-Chancellor

Blake, Professor C D, AM, BScAgr Syd, PhD Lond

Head of Campus

The Heads of Campus serve on a rotational basis for a one-year term ending 30 June.

Battersby, Professor David, MHEd NSW, PhD Waik (*until 30 June 2000*)

Green, Professor David L, DD DesRCA Lond (*from 1 July 2000*)

Presiding Officer, Academic Senate

 (*term to 30 June 2001*)

Green, Professor David L, NDD DesRCA Lond

Parliamentary Members

One member of the Legislative Council elected by that Council

Macdonald, The Honourable Ian, BA LaTrobe, MLC

One member of the Legislative Assembly elected by that Assembly

Martin, Gerard F, MP

Community Members

Four members nominated by the NSW Minister for Education and Training

 (*term to 30 June 2003*)

Brassil, Anne, BA DipEd Syd (Deputy Chancellor)

Macintosh, A Ian, BA ANU

McMorrow, James, BEc DipEd Syd, MEd PhD Qld

Wise, Geoffrey A, BVSc Syd

Graduate Members

Four graduates of the University or its predecessor institutions nominated by the Council and appointed by the NSW Minister for Education and Training

 (*term to 30 June 2003*)

Beavan, Gordon R, BA Riverina-MurrayIHE, MLitt NE

Benedyka, Susan E, GradDipBus CSturt

Mahon, John K J, DipAgr WaggaAgrColl

Treloar, John N, DipTeach(Prim) RiverinaCAE, BEd Deakin, GradDipEd(CompEd)

Riverina-MurrayIHE

Elected Members

Two members of the academic staff

 (*term to 30 June 2002*)

Allen, Robert D, MA CalifState, EdPsychD SanFrancisco

Saw, John B, BA Nott, MA ANU (*to 30 June 2000*)

Brennan, Roslin E,
DipReadLang RiverinaCAE,
BA Macq (from 1 July 2000)

One member of the general staff (term to 30 June 2002)

Sleeman, Gretchen S, ALAA
(from 22 November 1999 to
30 June 2000)

Lawrence, Barbara J, BA NE,
GradDipPubPol Deakin,
GradCertMgt CSturt,
PGDipCnflctMgt Macq (from
1 July 2000)

One undergraduate student
(term to 30 June 2002)

Schofield, Lisa (until 30 June
2000)

MacLean, Trevor, (from 1 July
2000)

One postgraduate student
(term to 30 June 2002)

Macdonald, Ian S, BMus Adel,
GradDipEd Canb, MA
CSturt

Attendances –Council meetings

During 2000 there were six ordinary meetings of the Council.

Member	Council	
	Maximum	Attended
Mr David Asimus, AO	6	6
Professor C D Blake, AM	6	6
Professor David Green	6	6
Mr Gerard Martin, MP	6	3 (3)
The Hon Ian Macdonald, MLC	6	2 (4)
Mrs Anne Brassil	6	6
Mr Gordon Beavan	6	5 (1)
Dr Jim McMorrow	6	2 (4)
Dr Geoff Wise	6	5 (1)
Mr Ian Macintosh	6	5 (1)
Ms Susan Benedyka	6	3 (3)
Mr John Mahon	6	5 (1)
Dr Rob Allen	6	6
Mr John Treloar	6	6
Mr John Saw	3	3
Ms Roslin Brennan	3	3
Ms Lisa Schofield	3	3
Mr Trevor MacLean	3	3
Mr Ian Macdonald	6	5 (1)
Ms Gretchen Sleeman	3	3
Ms Barbara Lawrence	3	3

“Maximum” refers to the number of meetings the member was eligible to attend.

“Attended” refers to the number of meetings the member attended with the number in parentheses being the number of meetings for which apologies were received.

Standing Committee of the Council

Chancellor

Mr David Asimus, AO

Deputy Chancellor

Mrs Anne Brassil

Vice-Chancellor

Professor C D Blake, AM

Presiding Officer, Finance Committee

Mr Ian Macintosh

Presiding Officer, Personnel Committee

Mrs Anne Brassil

Audit Committee

Five members of the Council, who are not staff of the University, appointed by the Council

Mr David Asimus, AO

Dr Jim McMorrow

Mr Ian Macintosh

Mr Gordon Beavan (*from 27 April 2000*)

Mr John Mahon (*from 27 April 2000*)

Finance Committee

Deputy Chancellor

Mrs Anne Brassil

Vice-Chancellor

Professor C D Blake, AM

Head of Campus

Professor David Battersby

(*until 30 June 2000*)

Professor David Green (*from 1 July 2000*)

Six members of the Council appointed by the Council

Dr Rob Allen

Ms Susan Benedyka

Mr Ian Macintosh

Ms Lisa Schofield (*until 30 June 2000*)

Mr John Treloar

Dr Geoffrey Wise

Mr Trevor MacLean (*from 17 August 2000*)

Personnel Committee

Deputy Chancellor

Mrs Anne Brassil

Vice-Chancellor

Professor C D Blake, AM

Head of Campus

Professor David Battersby

(*until 30 June 2000*)

Professor David Green (*from 1 July 2000*)

Six members of the Council appointed by the Council

Mr Gordon Beavan

Mr John Mahon

Dr Jim McMorrow

Mr John Treloar

Mr John Saw (*to 30 June 2000*)

Ms Gretchen Sleman (*to 30 June 2000*)

Ms Roslin Brennan (*from 17 August 2000*)

Ms Barbara Lawrence (*from 17 August 2000*)

Honorary Awards Committee

Chancellor

Mr David Asimus, AO

Deputy Chancellor

Mrs Anne Brassil

Vice-Chancellor

Professor C D Blake, AM

Presiding Officer, Academic Senate

Professor David Green

Head of Campus

Professor David Battersby

(*until 30 June 2000*)

Professor David Green (*from 1 July 2000*)

Two members of the Council appointed by the Council

Dr Geoffrey Wise

Mr Ian Macintosh

Academic Senate

Elected Member of the Professoriate (Presiding Officer)

Professor David Green

Elected Member of the Professoriate (Deputy Presiding Officer)

Professor Don Thomson

Vice-Chancellor

Professor C D Blake, AM

Deputy Vice-Chancellor

Professor Kath Bowmer

Three Pro-Vice-Chancellors Appointed by the Council

Dr Ian Barnard (*from 31 January 2000*)

Dr Peter Hodgson

Mr Bernie O'Donnell

Deans of Faculty

Professor Ross Chambers
(Arts)

Professor John Hicks
(Commerce)

Professor Bob Meyenn
(Education)

Professor David Battersby
(Health Studies)

Professor Jim Pratley
(Science and Agriculture)

Executive Director, Library Services

Ms Margaret Macpherson

Director, Graduate Studies

Professor Mike King

Director, Aboriginal Education

Ms Karen Kime (*until March 2000*)

Mr John Williams-Mozley
(*from 26 July 2000*)

One Academic Staff Member of a Faculty elected by the Faculty Board

Dr Leonora Ritter (Arts)
Associate Professor Greg Walker (Commerce)
Professor Mark McFadden (Education)
Dr Geoff McKenzie (Health Studies)
Mr David Hatherly (Science and Agriculture) (*until 3 March 2000*)
Mr Brian Lord (Science and Agriculture) (*from 18 May 2000*)

One Academic Staff Member of the AGSPM elected by the AGSPM School Board

Dr Michael O'Mullane (*until 4 February 2000*)
Dr John Casey (*from 24 February 2000*)

Two Students Nominated by the Student Associations

Ms Elaine West (Postgraduate)
Mr Keith Hunter (Undergraduate)

Academic Programs Committee

Presiding Officer, Academic Senate

Professor David Green

Pro-Vice-Chancellor (Learning and Student Support)

Dr Ian Barnard

Pro-Vice-Chancellor (Planning and Development)

Mr Bernie O'Donnell

Member of the Professoriate nominated by the Academic Senate

Professor Mark McFadden

Board of Graduate Studies

Director of Graduate Studies (Presiding Officer)

Professor Mike King

Deputy Vice-Chancellor

Professor Kath Bowmer

Presiding Officer, Academic Senate

Professor David Green

Sub-Dean for Graduate Studies of each Faculty

Associate Professor Ian Gray (Arts)

Associate Professor Denise Jarratt (Commerce)

Associate Professor Rod Francis (Education)

Dr Phil Towers (Health Studies)

Associate Professor Scott Black (Science and Agriculture)

Director, International Office

Ms Bev Hudson (*until 18 February 2000*)

Mr David Hatherly (*from 6 March 2000*)

Two nominees of the Vice-Chancellor

Associate Professor Gail Whiteford

Professor Ross Harvey

One Professional Doctorate or Research Higher Degree Student nominated by the Student Associations

Ms Ragini Ravindran (*until August 2000*)

Ms R Flower (*from 4 September 2000*)

Research Management Committee

Deputy Vice-Chancellor (Presiding Officer)

Professor Kath Bowmer

Presiding Officer, Academic Senate

Professor David Green

Director, Graduate Studies

Professor Mike King

Sub-Dean for Research of each Faculty

Dr Frank Vanclay (Arts)

Associate Professor Denise Jarratt (Commerce)

Dr John Retallick (Education)

Associate Professor Peter Lloyd (Health Studies)

Associate Professor Nick Klomp (Science and Agriculture)

Three Nominees of the Vice-Chancellor

Professor Ben Bradley

Professor Paul Burnett

vacant

Arts Faculty Board

Dean and Presiding Officer of Faculty Board

Professor Ross Chambers

Head, School of Social Science & Liberal Studies

Dr Marian Tulloch

Head, School of Humanities & Social Sciences

Dr Lyn Gorman

Head, School of Communication

Professor John O'Hara (*on Study Leave in Autumn Session 2000*)

Associate Professor John Carroll (*from 14 February until 1 July 2000 while Professor O'Hara was on study leave*)

Head, School of Visual & Performing Arts

Mr Fred Goldsworthy

Head, School of Theology

Associate Professor Stephen Pickard

Head, School of Policing Studies

Associate Professor Tracey Green (*from 15 May 2000*)

Head, Australian Graduate School of Police Management

Mr Mark Wall (*from 16 November 2000*)

Members of Professoriate

Professor David L Green

Associate Professor Graham Tyson

Professor Ben Bradley

Associate Professor Margaret Alston

Professor Don Thompson

Associate Professor Deborah Lupton (*until 18 May 2000*)

Associate Professor Sotirius Sarantakos

Associate Professor Anthony Thompson

Professor John Painter

Professor Julie Marcus

Associate Professor Catherine Layton

Associate Professor John

Carroll (*Acting Head of School from 14 February until 1 July 2000*)

Associate Professor Ian Gray (*Sub-Dean, Higher Degrees*)

Associate Professor Frank Vanclay (*Sub-Dean, Research*)

Nominee of Information Learning Systems Group (ILSG)

Ms Kerryn Amery (*from 10 March 2000*)

Mr Garry Hall (*until March 2000*)

Nominee of the Director, Aboriginal Education Unit

Ms Donna Murray

Elected Staff Member, School of Visual & Performing Arts

Mr Michael Agzarian

Elected Staff Member, School of Humanities & Social Sciences

Dr Dean Cocking (*from 16 November 2000*)

Ms Rina Onorato (*until November 2000*)

Elected Staff Member, School of Social Sciences & Liberal Studies

Dr Leonora Ritter

Elected Staff Member, School of Communication

Mr Bill Blaikie

Elected Staff Member, School of Policing Studies

Mr Michael Enders

Undergraduate Student Representatives

Ms J Symes

Postgraduate Student Representative

Ms Karen Linton

Commerce Faculty Board

Dean and Presiding Officer

Professor John Hicks

Sub-Dean (Research)

Associate Professor Denise Jarratt

Head, School of International Business

Professor Terry Heazlewood

Head, School of Business

Dr Michael O'Mullane

Head, School of Accounting

Associate Professor Terry Bishop (*retired 8 August 2000*)

Professor Vic Fatseas (*from 12 May 2000*)

Head, School of Marketing & Management

Associate Professor Greg Walker

Head, School of Management

Associate Professor Eddie Ozcowski

Head, School of Financial Studies

Associate Professor John Williams

Members of Professoriate

Associate Professor Geoff Bamberry

Professor Charles Noble

Professor Vic Fatseas (*until 12 May 2000*)

Associate Professor Alan Fish

Associate Professor Mark Farrell

Nominee of the Information Systems Learning Group

Ms Robyn McPherson (*until July 2000*)

Mr Brian Leis (*from 8 August 2000*)

Nominee of Director, Aboriginal Education Unit

Mr John Williams-Mozley (*from 8 August 2000*)

Up to Three Nominees of the Dean

vacant

**Elected Academic Member,
School of Marketing &
Management**

Ms Deirdre Keogh

**Elected Academic Member,
School of Financial Studies**

Mr Brian Couper

**Elected Academic Member,
School of Management**

Ms Michele Fromholtz

**Elected Academic Member,
School of Business**

Ms Mary Callaway

**Elected Academic Member,
School of Accounting**

Mr Craig Latham

**Nominated Student Member
(Undergraduate)**

Mr Arif Hady

**Nominated Student Member
(Postgraduate)**

vacant

**Faculty of Education
Board**

Dean and Presiding Officer
Professor Bob Meyenn

**Head, School of Teacher
Education**

Professor Paul Burnett (*on
study leave during Autumn
Session 2000*)

Dr Myra Dunn (*Acting Head
from 28 February until 16
June 2000*)

Head, School of Education
Professor Mark McFadden

**Head, Murray Education
Unit**

Ms Barbara Sparrow

**Head, Human Movement
Studies Unit**

Professor John Nauright (*until
31 August 2000*)

Sub-Dean for Graduate Studies
Associate Professor Rod
Francis

Sub-Dean for Research

Dr John Retallick

**Up to Three Nominees of
the Dean**

Dr Joan Fry (*until 27 June
2000*)

Dr Frank Marino (*from 14
November 2000*)

Ms Ros Brennan

Ms Pauline Jones

**Nominee of the Information
Learning Systems Group**

Associate Professor Denise
Kirkpatrick

**Director, Aboriginal
Education Unit**

Ms Karen Kime (*until March
2000*)

Mr John Williams-Mozley
(*from August 2000*)

**Elected Academic Member,
School of Teacher Education**

Mr Terry Norwood

**Elected Academic Member,
School of Education**

Dr Kennece Coombe

**Nominated Student Member
(Undergraduate)**

Mr S Burroughs

**Nominated Student Member
(Postgraduate)**

Mr M Fritz (*from 16 May
2000*)

**Faculty of Health
Studies Board**

Dean and Presiding Officer
Professor David Battersby

**Head, School of Nursing &
Health Science**

Ms Jan Allan

**Head, School of Clinical
Sciences**

Associate Professor Scott
Bowman

**Head, School of Public
Health**

Associate Professor John Field
(*until November 2000*)

Associate Professor David
Hodge (*from November
2000*)

**Head, School of Biomedical
Studies**

Associate Professor Mark
Burton

**Head, School of Community
Health**

Dr Robert Trevethan

Head, Orana Health Unit

Ms Lynne Adamson (*Acting
until May 2000*)

Ms Louise Lawler (*from May
2000*)

Sub-Dean (Graduate Studies)

Dr Philip Towers

**Up to Three Nominees of
the Dean**

Mr Basseer Jeeawody

Dr Geoff McKenzie

Member of Professoriate

Associate Professor Peter
Lloyd

Professor Heather Gibb
Associate Professor Sally
Ruston

Associate Professor Gail
Whiteford

**Nominee of the Information
Learning Systems Group**

Ms Mary Macauley

**Director, Aboriginal
Education Unit**

Ms Karen Kime (*until March
2000*)

Mr John Williams-Mozley
(*from November 2000*)

**Elected Academic Member,
School of Biomedical
Sciences**

Ms Lyndall Angel

**Elected Academic Members,
School of Clinical Sciences**

Ms Fran White

**Elected Academic Member,
School of Nursing & Health
Science**

Mr Charles Fogliani

**Elected Academic Member,
School of Public Health**

Mr John Lunn

**Elected Member, School of
Community Health**

Dr Simone Fullager

**Undergraduate Student
Members**Ms Alison Cook (*until May
2000*)Ms Anna Nguyen (*from May
2000*)**Postgraduate Student
Member**

vacant

**Faculty of Science &
Agriculture Board****Dean and Presiding Officer**

Professor Jim Pratley

**Head, School of Information
Studies**Associate Professor Robert
Moore (*until 13 December
2000*)Professor Ross Harvey (*from
14 December 2000*)**Head, School of Information
Technology**

Professor Terry Bossomaier

Head, School of Agriculture

Mr Peter Cregan

**Head, School of
Environmental &
Information Sciences**

Mr Brian Lord

**Head, School of Science &
Technology**Associate Professor Kevin
Robards**Head, Environmental Studies
Unit**

Dr Al Gibbs

**Head, School of Wine &
Food Sciences**

Professor Geoff Scollary

Members of the Professoriate

Associate Professor Scott

Black

Professor Ted Wolfe

Associate Professor Martin

Sillence

Professor David G Green

Professor Alistar Robertson

Associate Professor Malcolm

Allen

Associate Professor Terry

Harden

Professor John Spriggs

Associate Professor Nick

Klomp

Associate Professor John

Weckert (*from March 2000*)Professor Graeme Batten (*from
November 2000*)**Up to Three Nominees of
the Dean**Mr David Hatherly (*until
March 2000*)Dr David Lindley (*from 28
April 2000*)

Mr Jonathon Howard

Dr Gayner Eyre

**Nominee of the Information
Learning Systems Group**

Mrs Colleen Shaw

**Nominee of Director,
Aboriginal Education Unit**

Ms Diann Witney

**Elected Academic Member,
School of Environmental and
Information Sciences**

Mr Neil Lipscombe

**Elected Academic Member,
School of Agriculture**

Dr Belinda King

**Elected Academic Member,
School of Information
Studies**

Dr John Louis

**Elected Academic Member,
School of Science &
Technology**

Dr David Lamb

**Elected Academic Members,
School of Wine & Food
Sciences**

Dr Markus Keller

**Elected Member, School of
Information Technology**

Mr Allan Hammond

**Undergraduate Student
Member**Mr Daryl Robinson (*until 29
August 2000*)Mr James Nalder (*from 18
October 2000*)**Postgraduate Student
Member**Mr Giles Flower (*until 19
August 2000*)Ms Elisa Heylin (*from 14
November 2000*)

Campus Advisory Committees

Albury-Wodonga
Campus

Nominee of the Council

(Presiding Officer)

Beavan, G R, BA Riverina-
MurrayIHE, MLitt NE

Head of Campus

Battersby, Professor D, MHed
NSW, PhD Waik

Community Members

Fitzpatrick, Sister F,
MEdAdmin Deakin
Hanrahan, W T, BBus
RiverinaCAE, BLegSt Macq,
FCPA, FCIS
Mitchell, D S, BSc UED
CapeT, PhD Lond
Stocker, F J, DipT MAdEd
UTS, BEd HawthornIE
vacant

Elected Members

Callaway, M E, BCom DipEd
Melb, GDipAcc
BendigoCAE, MEC NE, FCPA
Noble, Professor C E, BCom
BEd Melb, MEd LaT, MA
PhD Monash
Ross, J S, BA PhD Syd

Student Representatives

Milton, J
White, J

Bathurst Campus

Nominee of the Council

(Presiding Officer)

Macintosh, A I, BA ANU

Head, Bathurst Campus

Hodgson, P G, BSc UED
Natal, BA Essex, MEdAdmin
NE, PhD NUI

Community Members

Ewin, Reverend A
Hope, C
Hudson, J
Jones, I, RN, BHA NSW,
DNE Armidale
King, H, BScAgr Syd
McDiarmid, C, DipT BEd
GDipEdStud MitchellCAE,
MEd NE
Pitkin, K, BA Newcastle,
DipEd NE
Stapleton, K

Elected Members

Cooper, M, BA CSturt
Marsden, E
Ritter, A L, BA WAust, DipEd
MA(Hons) NE, PhD Syd
West, E, TTC
NorthshoreTC(NZ), BSocSc
CSturt, BSc Tas

Dubbo Campus

Nominee of the Council

(Presiding Officer)

Wise, G A, BVSc Syd

Head, Dubbo Campus

Hodgson, P G, BSc UED
Natal, BA Essex, MEdAdmin
NE, PhD NUI

Community Members

Fairweather, R
Feddersen, M, BMechEng
Melb
Kennedy, M, BCom Syd, CPA
Riley-Mundine, L, GDipEd
ArmidaleCAE
three vacancies

Elected Members

Hazelton, E
Ramsay, L

Wagga Wagga Campus

Nominee of the Council

(Presiding Officer)

Mahon, J K J, DipAgr
WaggaAgrColl

Head, Wagga Wagga Campus

Bowmer, Professor K H, BSc
PhD Nott (*to3 April 2000*)
Green, Professor D L, NDD
DesRCA Lond (*from 4 April
2000*)

Community Members

Adams, P, BA Deakin,
ADipAppSci(Comp) CSturt,
GDipMgt(TechMgt)
APESMA/Deakin
Andrews, B, PSM,
DipLocalGovMgt
MitchellCAE, FIMM
Braid, Y
Brennan, Bishop WJ, BA Syd,
MLitt NE, STL Rome,
DipEd Syd
Gorrel, G
Hart, A
Jarratt, B, CSC, RFD, DipLaw
SAB, DipCrim Syd,
GDipTaxLaw
Riverina-MurrayIHE
Pickett, Major P, CSM, BMus
Melb, FTCL, LRAM,
ARCM, LTCL, ALCM

Elected Members

Pollard, K, ADipDMR
NewcastleCAE, MHed
NSW, MIR,
GradCertUnivTeach&Learn
CSturt
Robinson, D
Salong, J, MBA CSturt, BA
(Policy&Admin) BA(Econ)
TrentUniversityCanada (*until
1 October 2000*)
Vanderaa, P, BAgSc CSturt
(*from 1 October 2000*)
Ward, RJ, BA GDipEd CSturt



Code of Conduct

Student Charter

This Charter sets out the expectations that you as a member of the University community may have of us (the University) and your fellow students; and the expectations that we and other students may have of you. We recognise that teaching and learning is a cooperative endeavour and this is reflected in the Charter that we regard as a statement of practice not just intent.

Expectations you and other students may have of us:

- a supportive, harmonious and positive learning community of which you are a valued member irrespective of your gender, race, sexual preference, political affiliation, marital status, disability or religious belief;
- easy access to timely and accurate information about our regulations, policies and procedures and confidence that we will apply them appropriately and fairly to you;
- access to unambiguous information about research and study requirements;
- quality teaching and/or research supervision delivered flexibly to take account of your learning needs;
- fair, objective, helpful consultation and prompt feedback on your learning and/or research, additional assistance when you are experiencing difficulties with your study and concessions when your learning is affected by misadventure or extenuating circumstances;
- recognition of your intellectual property rights regarding the work you produce with us;
- opportunities to contribute to the organisational and cultural life of the University;
- prompt and considerate resolution of your concerns, appeals and grievances using procedures that are easily accessible, fair and transparent;
- adequate, well designed, functional, clean and safe facilities to take account of your study, research and recreational needs;
- a range of services to support you while you are studying with us including accommodation, financial, health, counselling, study skills, recreational and childcare services and assistance in obtaining suitable employment as your period of study ends;

- respect for the privacy and confidentiality of your dealings with us and confidence that your affairs will only be known to those of us whose duty it is to deal with you.

Expectations that we and other students may have of you:

- contribution to the harmonious and positive learning environment irrespective of others' gender, race, sexual preference, political affiliation, marital status, disability or religious belief;
- familiarisation and compliance with our rules, regulations, policies and procedures;
- honesty in your work including not cheating, falsifying or conducting yourself in any way that injures others or your studies;
- active and positive participation in the teaching/learning process;
- monitoring your own progress throughout your course or research program and seeking advice from us when you are experiencing difficulties;
- recognition of the intellectual property rights over the work that others produce individually or in partnership with you;
- solicited and unsolicited feedback for the improvement of the teaching and learning environment;

- contribution to the organisational and cultural life of the University;
- agreement to resolve disputes, appeals or grievances honestly and openly by participating in grievance procedures;
- utilisation of the facilities and resources we provide to you in accordance with their function and the conditions for their use;
- respect for other students' and staff members' right to privacy and confidentiality.

The Academic Senate approved the Charter on 16 December 1998. The Charter, and the University's academic regulations, policies and procedures are to be found in the University Handbooks which are available for purchase or may be accessed on the web (www.csu.edu.au/handbook); and in the Academic Manual which is only published on the web (www.csu.edu.au/acadman).

Code of Conduct for Staff

1. Preamble

- 1.1 This Code aims to foster and maintain public trust and confidence in the integrity and professionalism of the staff of the University by ensuring that staff shall:
- (a) maintain appropriate standards of conduct;
 - (b) develop, where necessary, those skills

necessary for the efficient performance of their duties;

(c) maintain fairness and equity in decision making; and

(d) maintain and enhance the reputation of the University.

1.2 The University shall guarantee academic freedom of both enquiry and expression. While academic freedom is a right, it carries with it the duty of academics to use the freedom in a manner consistent with a responsible and honest search for and dissemination of knowledge and truth. Within the ambit of academic freedom lies the traditional role of academics in making informed comment on societal mores and practice and in challenging held beliefs, policies and structures.

1.3 All staff of the University have the responsibility to participate in the life of the University, in its governance and administration, through membership on committees and organisations, provided that this participation is consistent with the discharge of their primary responsibilities.

1.4 This Code focuses on general matters affecting the University as a corporate entity. Faculty and Division policy documents, which should be read in conjunction with this Code,

- cover matters specifically relating to them.
2. Personal and Professional Conduct
- 2.1 The personal and professional behaviour of University staff should conform to standards that could reasonably be expected of such persons by virtue of their positions. This includes:
- (a) a commitment to perform official duties with professionalism, care, skill, fairness and diligence and to exercise their given powers for the purposes for which those powers have been granted;
 - (b) the promotion of the rights of staff within the University;
 - (c) engaging in conduct which is professional and which has regard to the University's interests and policies and which does not bring the University into disrepute;
 - (d) treating students, staff and members of the public with courtesy, and with respect for their rights, duties and aspirations; and
 - (e) when presenting a professional judgment on a colleague at the request of an appropriate University committee or authority (eg a committee dealing with appointments, tenure, dismissal or research grants) the obligation both to the colleague and to the University to be fair and objective.
3. Equal Opportunity
- 3.1 The University is committed to following policies and practices that do not discriminate against individuals on the basis of race, ethnicity, sex, homosexuality, marital status, pregnancy, disability, age or religious or political affiliation.
- 3.2 The University considers that harassment is unacceptable behaviour and is committed to the prevention and elimination of harassment within the University community.
- 3.3 Staff are required to comply at all times with the legislation and established University policies and guidelines in these matters.
4. Confidentiality of Personal Information
- 4.1 Staff and students are entitled to confidentiality and privacy with respect to information that is personal to them. Staff have a duty to maintain the confidentiality, integrity and security of such information to which they have access in the normal course of their duties.
5. Disclosure of Information
- 5.1 The University is entitled to the protection and integrity of the information it holds.
- 5.2 Staff should only release information that they are authorised to release in the course of their duties.
- 5.3 Staff should not release information in a manner which is misleading or which is likely to be misused.
- 5.4 To protect the integrity of official University information, any University Information released by staff will not have attached to it any expression of opinion on official University policy or practice.
6. Protected Disclosure of Information
- 6.1 In the public interest, staff are encouraged to report to an appropriate authority breaches of this Code, suspected corrupt conduct, maladministration or serious or substantial waste of public money.
- 6.2 The University will use its best endeavours to protect staff who in good faith report breaches referred to in clause 6.1 and shall be afforded protection pursuant to the provisions of the Protected Disclosures Act 1994.
- 6.3 Disclosures pursuant to clauses 6.1 and 6.2 shall not be deemed to be a breach of this Code.
7. Public Comment
- 7.1 The University is committed to encouraging public comment and the engagement of staff in intellectual debate and cultural pursuits.

7.2 Public comment includes public speaking engagements, comments on radio or television and expressing views in letters to newspapers or in books, journals or notices where it might be expected that the publication or circulation of the comment will spread to the community at large.

7.3 In making written or oral comments which purport to represent the views or authority of the University and which might reasonably be expected to become public, staff have a responsibility to ensure that they hold proper authority to make such public comments, and that such authority has been given to them by a person holding actual authority on behalf of the University.

7.4 Staff may make public comment on any issue subject to the following:

- i. where the matter of a media statement or letter relates directly to the academic or other specialised area of a staff member's appointment, the staff member may use the University's name and address and give the title of his or her University appointment in order to establish his or her credentials; or
- ii. where the matter does not relate directly to the academic or other specialised area of a staff member's appointment, the staff member should clearly indicate that his or her

comments are being made in a private capacity and should not be attributed as official comment of the University.

8. University Resources

8.1 Staff members have a general responsibility to safeguard, properly use and care for University resources. They are responsible for the maintenance and protection of University property and for the proper expenditure of University funds. Financial procedures and systems are designed to ensure that the University is publicly accountable for expenditure of monies entrusted to it. Fraud or theft by a staff member may result in dismissal, and where appropriate, legal action will be taken.

8.2 Staff members have a general responsibility to use University resources only for official University business. University facilities are necessarily provided in an accessible manner on trust to staff and students. Staff have a responsibility not to abuse that implied trust. University equipment, including motor vehicles, is for official use by staff and students. Other use of equipment, or its use by persons who are not staff or students of the University, must be pursuant to University policy and must be undertaken only with the approval of a duly authorised University officer.

8.3 Staff members have a general responsibility to use University information systems only for official University business. Electronic equipment and copying devices represent particular areas where staff are obliged to act responsibly. University information systems, including software and computer equipment, may be used only by staff or students of the University pursuant to University policy, and only with the approval of a duly authorised University officer.

9. Acceptance of Gifts and Benefits

9.1 When acting for the University, staff shall not do anything which could compromise either their or the University's position.

9.2 Staff must not solicit gifts or benefits which might in any way compromise or influence them as employees of the University.

9.3 Gifts received as employees of the University may be accepted pursuant to University policy, provided there is no possibility that the recipient may be, or might appear to be, compromised in the process or where the gift could be seen by others as either an inducement or reward which might place a staff member under an obligation.

9.4 Where staff, directly or indirectly, receive a royalty, gratuity, commission or any

- other benefit in respect of any patented or protected article or process used in any work with which they are connected as employees of the University, full disclosure shall be made to the Secretary to the Board of Governors in writing.
10. Outside Employment and Private Practice
- 10.1 Staff may be permitted to engage in private practice and/or employment outside the University upon terms and conditions prescribed by the University.
11. Conflict of Interest
- 11.1 Staff should avoid situations in which private interests, whether pecuniary or otherwise, conflict or might reasonably be thought to conflict with their duties to the University.
- 11.2 Staff shall disclose immediately to their supervisor any matter which could directly or indirectly compromise the performance of staff members' duties, or conflict with the University's interests.
- 11.3 Examples of conflict of interest are where staff members' personal or family relationships could:
- i. influence the selection, appointment or promotion of staff: or
 - ii. impinge on employment related decisions where one staff member is in a supervisory relationship to another.
- 11.4 Where a relationship has created or has the potential to create a conflict in the supervision, teaching and/or assessment of a student, staff must formally terminate any supervisory and/or evaluative role and make alternative arrangements for the supervision and/or evaluation of the student's work.
- 11.5 Staff who consider that they are actually or potentially involved in a conflict of interest with a student should ensure that the matter is referred to the relevant Head of School, Dean of Faculty or other senior officer for appropriate action.
- 11.6 Where staff are unsure as to whether a conflict of interest has occurred or may occur, advice should be sought from their supervisor or other senior officer.
12. Health and Safety
- 12.1 Every staff member shall:
- i. take reasonable care for the health and safety of persons who are at their place of work and who may be affected by their acts or omissions at work; and
 - ii. as regards any requirement imposed in the interests of health, safety and welfare on the University or any other person by or under occupational health and safety legislation, cooperate so far as it is necessary to enable that requirement to be complied with.
13. Breach of the Code
- 13.1 Breaches of this Code should be dealt with as a breach of discipline or misconduct under any relevant registered industrial award or agreement, or any legislation, policy or By-law of the University.
14. Related Legislation and University Policies
- 14.1 This Code is to be read in conjunction with other relevant legislation and University policies.
- 14.2 The main legislation which is relevant to staff members and which should be read in conjunction with this Code are:
- Anti-Discrimination Act 1977
 - Charles Sturt University Act 1989
 - Crimes Act 1900
 - Equal Opportunity for Women in the Workplace Act 1999
 - Freedom of Information Act 1989
 - Independent Commission Against Corruption Act 1988
 - Occupational Health and Safety Act 1983
 - Privacy and Personal Information Protection Act 1998
 - Protected Disclosures Act 1994
 - Public Finance and Audit Act 1983
 - State Records Act 1998
 - Workplace Relations Act 1996

14.3 The University policy documents, which deal with the following subjects, should be read in conjunction with this Code:

- Academic Regulations
- Code of Conduct for Research
- equal opportunity and affirmative action
- grievances
- harassment
- personnel
- occupational health and safety
- Code of Conduct for Users of Electronic Facilities

Staff are required to comply at all times with these policies in these matters.

14.4 The University subscribes to the Commonwealth Government approved Code of Practice for fee-paying overseas students and that Code should be read in conjunction with this document.

14.5 The publication entitled “AVCC Generic Guidelines - Universities and their Students: Expectations and Responsibilities” adapted, as appropriate by Faculties and Schools should be read in conjunction with this document.



Freedom of Information

Annual returns to 30 June 2000

<i>Applications for Access to Documents</i>	<i>Number</i>
Received	3
Brought Forward	0
Granted in Full	1
Granted in Part	1
Refused (unable to provide information)	1
Withdrawn	0
Carried Forward	0
 <i>Applications for Amendment of Personal Records</i>	
Received	0
 <i>Processing Time (hours)</i>	
0 - 10	1
11 - 20	1
> 20	1
 <i>Fees Charged</i>	
Access Standard Fee	1
Access 50% Reduced Fee	1
Processing 50% Reduced Fee \$15.00/hour	0
Review Standard Fee	1
 <i>Internal Review</i>	
Received	0
Determination Upheld	1
Determination Varied	0
Withdrawn	1
 <i>External Appeal</i>	
Appeal to Ombudsman	0

Privacy

The Privacy and Personal Information Protection Act 1998 (NSW) became effective on 1 July 2000. The Act required the University to prepare a management plan setting out the action the University would take to ensure that it complied with the Act. A copy of the plan may be found on the University's privacy website:

www.csu.edu.au/adminman/privacy.htm

The action taken by the University in 2000 pursuant to its Privacy Management Plan included inter alia:

- the appointment of privacy officers in each unit of the University;
- the training of privacy officers and other staff in the implementation of the Act. An external consultant conducted this training;
- the preparation of privacy statements that are made available to students and prospective students when providing personal information to the University on paper forms, by telephone, by electronic mail or via the web;
- the preparation of an agreement that is required to be sent to external bodies to whom personal information is sent requiring them to comply with the Act with respect to that personal information; and
- implementation of procedures for internal reviews

Internal Reviews

Two internal reviews were lodged under Part 5 of the Act. The reviews were lodged late in the year and have yet to be concluded.



Publications

The University has established a range of publications that are available to the public, including prospectuses, newsletters, graduation and scholarship literature, University-wide course brochures and University-wide handbooks.

Newsletters

Times – published quarterly for external audiences

Billboard – staff newsletter

Handbooks and Manuals

Undergraduate Handbook

Postgraduate Handbook

Academic Manual (only published electronically on the web)

Administration Manual (only published electronically on the web)

Prospectuses

Postgraduate Study Opportunities - a guide to postgraduate courses.

Undergraduate Study Opportunities - a guide to undergraduate courses with an emphasis on distance education.

Study Opportunities for School Leavers - a guide for Prospective year 12 students.

International Prospectus – a guide for prospective international students

International Distance Education Guide – a guide listing international distance education study details

St Mark's Prospectus – a guide to courses offered through the School of Theology at St Mark's National Theological Centre in Canberra

New Directions in Policing – a prospectus for the School of Policing Studies in Goulburn

Brochures

Undergraduate course brochures for the:
Faculty of Arts
Faculty of Commerce
Faculty of Education
Faculty of Health Studies
Faculty of Science & Agriculture

Postgraduate course brochures and Postgraduate fee-paying course brochures for the:
Faculty of Arts
Faculty of Commerce
Faculty of Education
Faculty of Health Studies
Faculty of Science & Agriculture
Australian Graduate School of Police Management

Scholarships – provides details of available scholarships

Living on campus – a guide to living on campus at CSU

International Office brochures - programs for international onshore and offshore students including postgraduate and undergraduate courses.

ELS brochure

Brochures for the Continuing and Professional Education Centre (CPEC) - programs including industry-based courses and short courses, bridging and enabling courses.

Reports

Annual Report

Annual Report to the Affirmative Action Agency

Annual Report to the Director of Equal Opportunity in Public Employment

Other publications

Graduation Ceremony Program

Yr 10 Career Chooser

Master of Business Administration

For more information on these publications, contact:

Publications Manager
Charles Sturt University
Locked Bag 588
Wagga Wagga NSW 2678

Telephone: (02) 6933 2763
Facsimile: (02) 6933 2764



Indicators of Institutional and Context Performance

CSU's indicators of institutional context and performance are based on data supplied annually to the Department of Education, Training and Youth Affairs (DETYA). The reference date for student and staff data is 31 March.

Student data include all categories: Grant Funded, Industry Places and Employer Funded, Fee-paying Overseas Students, Fee Paying Undergraduate Students and Fee Paying Postgraduate Students, unless otherwise stated.

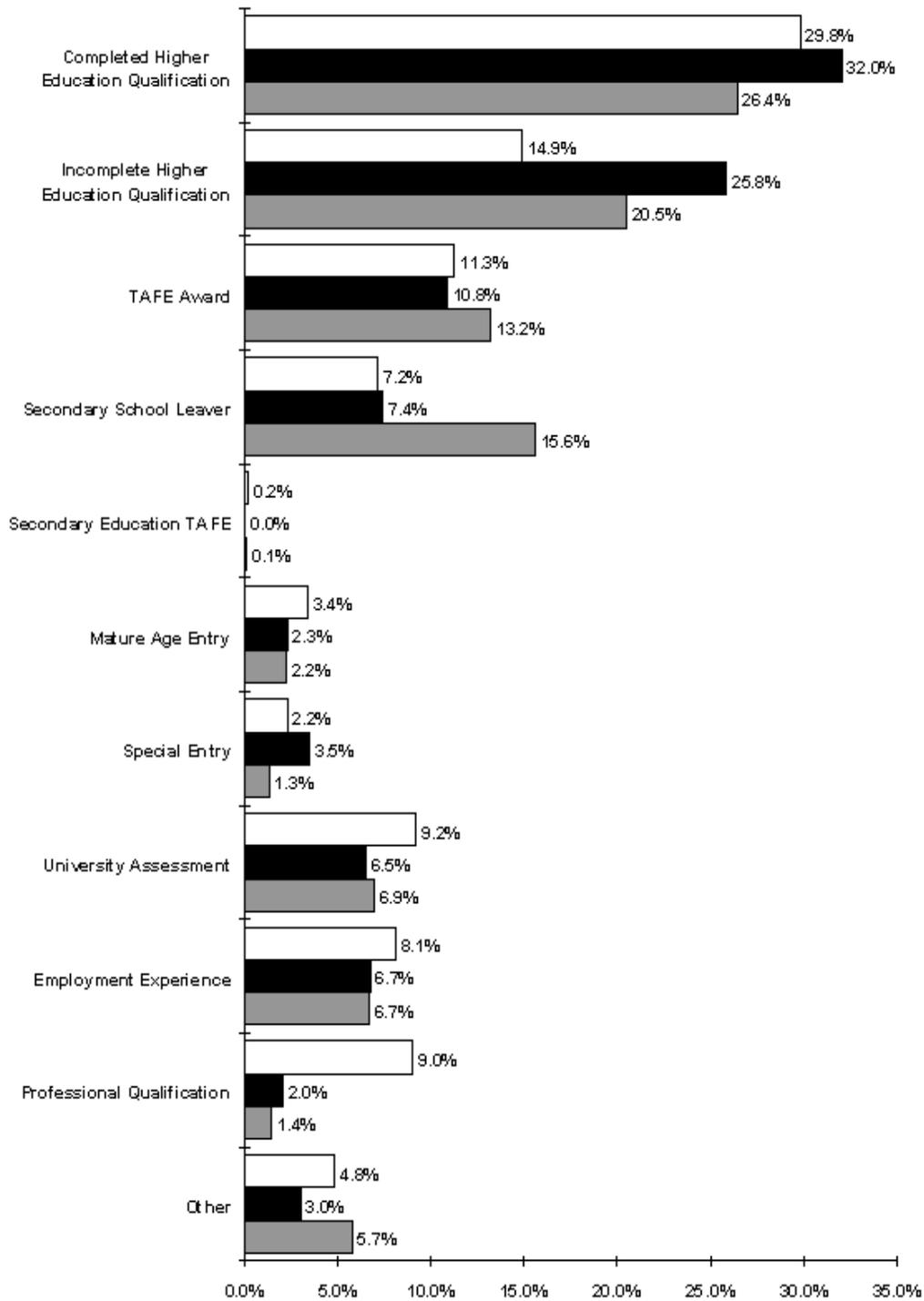
The term EFTSU means Equivalent Full-Time Student Unit.

The term FTE means Full-Time Equivalent.

Indicator 1

Admission Categories - 1998 to 2000

Indicator 1 reflects the University's strategy in 2000 to increase the proportion of on campus students, particularly in high profile courses.



Indicator 2

Demand for Internal Places, Applicants by Faculty (First Preference Only) 1998 to 2000

The ratio of first preferences to available quota declined slightly from 1999 to 2000, largely as a result of increased quota for internal courses. Demand for Education and Health Studies courses continues to grow.

FACULTY	1998			1999			2000			1998/1999 % Change for First Pref Applications	1999/2000 % Change for First Pref Applications
	First Pref Appl.	Quota Heads	Ratio of Appl. to Quota	First Pref Appl.	Quota Heads	Ratio of Appl. to Quota	First Pref Appl.	Quota Heads	Ratio of Appl. to Quota		
Arts	953	540	1.76	1079	475	2.27	1006	500	2.01	13.2%	-6.8%
Commerce	412	349	1.18	388	295	1.32	351	295	1.19	-5.8%	-9.5%
Education	616	349	1.77	736	340	2.16	786	400	1.97	19.5%	6.8%
Health Studies	762	341	2.23	833	370	2.25	899	450	2.00	9.3%	7.9%
Science & Ag.	510	319	1.60	542	333	1.63	541	327	1.65	6.3%	-0.2%
Total	3253	1898	1.71	3578	1813	1.97	3583	1972	1.82	10.0%	0.1%

Note:

1. First preference applications include UAC and VTAC on-time and late.

Indicator 3 - Total Student Load (EFTSU) by Level/Faculty - 1998 to 2000

The University continues to increase its total load, with exceptionally strong growth in Higher Degree - Coursework load from fee paying students in the Faculty of Commerce. The Diploma of Policing Practice also contributed to strong growth in the Faculty of Arts load.

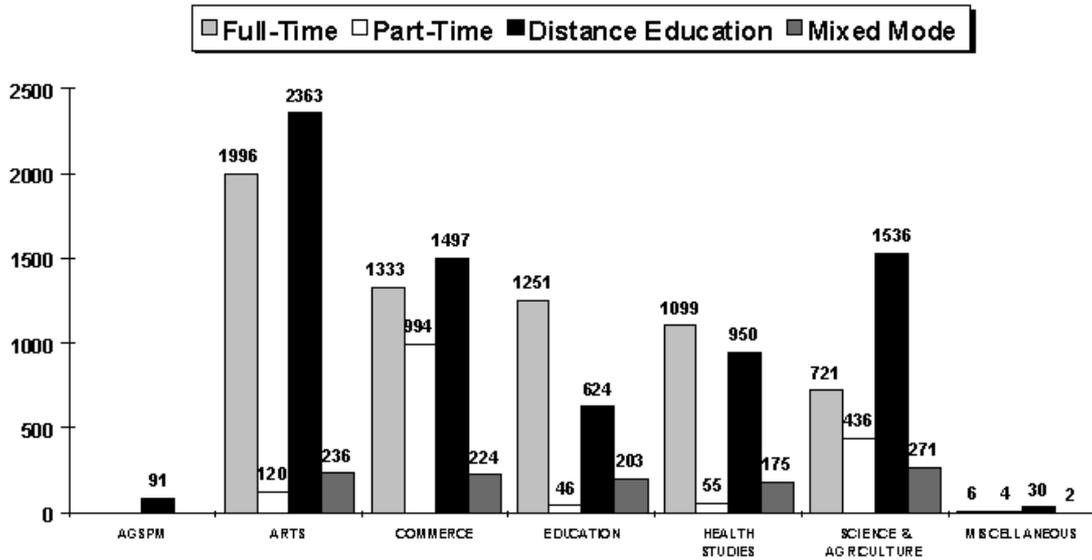
LEVEL BY FACULTY	FULL-TIME			PART-TIME			DISTANCE EDUCATION			MIXED MODE				
	1998	1999	2000	1998	1999	2000	1998	1999	2000	1998	1999	2000	1999	
AGSPM														
Higher Degree - Research	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	7.8	0.0	0.0	0.0	0.0	
Higher Degree - Coursework	0.0	0.0	0.0	0.0	0.0	0.0	34.0	26.8	34.0	0.0	0.0	0.0	34.0	
Other Postgraduate	0.0	0.0	0.0	0.0	0.0	0.0	121.0	71.8	59.6	0.0	0.0	0.0	121.0	
TOTAL AGSPM	0.0	0.0	0.0	0.0	0.0	0.0	155.0	99.9	91.4	0.0	0.0	0.0	155.0	
FACULTY OF ARTS														
Higher Degree - Research	15.0	14.0	13.0	5.6	9.3	7.3	16.9	29.8	35.0	0.0	0.0	0.0	39.3	
Higher Degree - Coursework	7.6	3.0	2.0	3.3	4.4	3.3	117.9	105.3	111.3	0.0	0.0	0.0	137.7	
Other Postgraduate	0.0	0.0	2.0	1.8	1.5	0.9	184.9	178.5	183.6	3.5	0.8	1.8	189.8	
Bachelor	1377.0	1529.7	1294.7	85.9	76.3	85.0	1662.0	897.8	810.4	204.4	161.9	220.3	2549.3	
Cross Institution	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Other Undergraduate	0.0	189.7	883.4	42.8	7.8	23.8	378.8	441.5	1222.8	8.4	983.1	14.2	422.8	
Non-Award (Other)	0.0	0.0	0.1	1.6	1.3	1.0	21.3	24.8	27.4	0.0	0.0	0.3	22.9	
TOTAL FACULTY OF ARTS	1401.1	1516.4	1396.0	139.7	104.4	129.6	1761.6	1677.9	2397.9	208.0	745.7	235.8	3430.9	
FACULTY OF COMMERCE														
Higher Degree - Research	1.0	3.0	1.0	2.0	1.0	1.8	10.3	24.8	15.0	0.0	0.0	0.0	14.0	
Higher Degree - Coursework	23.3	15.1	547.1	12.9	11.1	186.6	387.2	547.9	439.3	0.0	3.5	2.4	423.4	
Other Postgraduate	0.0	0.0	0.0	0.5	2.0	0.9	82.6	62.3	71.0	0.0	0.0	0.0	83.1	
Bachelor	506.3	609.9	796.5	134.8	384.0	865.3	1127.3	1024.8	971.0	243.3	224.0	221.8	2991.5	
Cross Institution	0.0	0.0	0.0	1.8	2.0	1.8	4.1	3.8	0.1	0.0	0.0	0.0	8.0	
Non-Award (Other)	0.0	0.0	0.3	0.9	3.4	9.8	29.3	39.8	38.0	0.0	0.4	0.0	29.8	
TOTAL FACULTY OF COMMERCE	810.6	828.0	1332.9	162.4	401.5	1068.4	1640.7	1722.3	1836.1	243.3	227.9	224.2	2947.7	
FACULTY OF EDUCATION														
Higher Degree - Research	4.0	5.0	2.1	0.5	0.0	1.5	27.6	26.1	29.4	0.0	0.4	0.0	32.9	
Higher Degree - Coursework	0.0	0.0	0.0	0.0	0.0	0.0	89.3	52.8	55.5	0.0	0.0	2.8	89.3	
Other Postgraduate	52.1	47.4	13.0	4.8	2.0	1.3	265.9	184.3	194.3	41.4	29.5	59.4	383.4	
Bachelor	1840.1	1111.4	1234.6	25.8	26.4	42.7	289.0	324.3	331.5	175.3	166.0	141.3	1599.5	
Other Undergraduate	0.0	0.0	0.0	0.0	0.0	0.0	36.5	19.8	13.9	0.0	0.0	0.0	36.5	
Non-Award (Other)	0.1	0.0	0.0	3.8	7.8	1.8	2.9	7.8	8.3	0.0	0.0	0.0	8.8	
TOTAL FACULTY OF EDUCATION	1896.4	1163.8	1250.6	34.1	36.0	47.0	671.2	610.3	631.6	216.4	137.9	203.2	2819.1	
FACULTY OF HEALTH STUDIES														
Higher Degree - Research	2.0	4.0	2.0	0.5	1.0	0.0	3.3	6.8	11.3	0.0	0.0	0.0	5.9	
Higher Degree - Coursework	0.0	0.0	0.0	0.0	0.0	0.0	180.9	102.3	96.8	0.0	0.0	0.0	189.8	
Other Postgraduate	0.0	0.0	0.0	0.0	0.0	0.0	80.4	55.1	59.1	0.0	0.0	0.0	80.4	
Bachelor	810.7	860.7	1075.1	48.4	54.9	53.8	880.1	711.3	898.0	81.3	133.9	174.8	1539.4	
Other Undergraduate	5.0	39.5	21.9	0.0	2.3	0.9	214.4	117.8	84.5	18.5	0.5	0.0	235.9	
Non-Award (Other)	0.0	0.0	0.0	0.3	0.4	0.0	12.4	17.1	19.0	0.0	0.0	0.0	13.8	
TOTAL HEALTH STUDIES	817.7	904.2	1099.0	49.2	58.6	54.7	1079.5	1010.2	955.6	107.8	134.4	174.8	2952.0	
FACULTY OF SCIENCE & AGRICULTURE														
Higher Degree - Research	36.4	44.8	45.9	0.0	7.8	0.4	15.6	19.8	22.5	0.0	0.0	1.8	57.8	
Higher Degree - Coursework	4.0	2.8	29.3	3.1	15.0	23.0	260.0	219.2	239.0	2.1	6.0	9.8	289.3	
Other Postgraduate	1.8	8.5	1.0	1.9	4.5	5.0	138.4	127.8	134.6	0.9	2.0	3.8	142.9	
Bachelor	810.5	502.0	644.6	84.2	389.5	386.3	1145.4	1109.2	1070.8	278.1	265.5	256.4	2129.2	
Other Undergraduate	1.8	0.0	0.0	0.1	0.3	0.0	87.4	94.3	87.3	1.8	0.0	0.0	189.7	
Non-Award (Other)	0.0	0.1	0.0	0.0	0.4	0.3	34.5	41.2	38.3	0.0	0.4	0.0	35.3	
TOTAL SCIENCE & AGRICULTURE	853.2	549.1	721.4	109.4	316.1	435.7	1631.4	1602.2	1584.1	282.7	274.5	271.7	2874.0	
MISCELLANEOUS														
Enabling Course	0.0	5.0	5.8	0.0	0.5	4.1	0.0	16.3	39.0	0.0	0.2	2.2	0.0	
Non-Award (Other)	2.5	0.0	1.3	18.5	4.1	8.9	189.4	205.2	294.4	4.1	0.4	1.5	216.5	
TOTAL MISCELLANEOUS	2.5	5.0	7.0	18.5	4.6	13.0	189.4	221.4	234.4	4.1	0.6	3.7	216.5	

SUMMARY BY FACULTY	FULL-TIME			PART-TIME			DISTANCE EDUCATION			MIXED MODE			
	1998	1999	2000	1998	1999	2000	1998	1999	2000	1998	1999	2000	1999
AGSPM	0.0	0.0	0.0	2.8	0.0	8.0	155.0	99.8	91.4	0.0	0.0	0.2	155.8
ARTS	1401.1	1516.4	1996.0	119.7	180.4	121.8	1781.6	1677.5	2387.8	268.0	745.7	235.8	3439.5
COMMERCE	810.5	629.0	1332.9	152.5	485.0	1865.6	1640.7	1723.3	1535.1	244.0	227.9	224.5	2647.7
EDUCATION	1896.4	1163.8	1290.6	33.2	36.0	47.0	671.2	618.3	831.6	217.4	137.9	203.1	2818.1
HEALTH STUDIES	817.7	864.2	1099.0	47.1	58.6	55.4	1679.6	1019.2	869.6	167.8	134.4	174.8	2852.0
SCIENCE AND AGRICULTURE	853.2	646.1	721.4	188.8	316.1	436.7	1631.4	1602.3	1554.1	282.7	274.5	271.7	2674.0
MISCELLANEOUS	2.8	8.0	7.0	18.8	4.8	12.9	189.4	223.4	234.4	4.1	0.6	3.3	218.8
TOTAL UNIVERSITY	4581.3	4863.6	6807.0	488.8	822.7	1678.3	7679.6	6953.8	7423.1	1084.0	1521.0	1112.8	12184.8

CSU SUMMARY BY LEVEL OF STUDY	FULL-TIME			PART-TIME			DISTANCE EDUCATION			MIXED MODE			
	1998	1999	2000	1998	1999	2000	1998	1999	2000	1998	1999	2000	1999
Higher Degree - Research	58.1	70.8	64.0	15.4	19.0	26.4	75.0	110.4	119.1	1.5	0.4	2.4	148.8
Higher Degree - Coursework	34.9	20.9	578.4	18.3	31.3	213.6	889.9	1048.1	947.5	2.1	9.5	13.8	985.1
Other Postgraduate	53.9	53.9	10.3	8.8	10.0	8.0	832.2	699.8	792.2	45.5	32.9	64.8	940.6
Bachelor	4424.5	4503.8	5033.7	388.2	831.7	1385.0	4231.9	4067.8	3883.1	882.3	883.3	1013.5	10814.8
Other Undergraduate	7.4	209.2	705.3	42.9	10.4	24.5	727.1	673.8	1495.9	18.5	58.6	14.4	795.7
Enabling Course	0.0	5.0	5.8	8.8	0.5	4.1	0.0	16.3	30.0	0.0	0.2	2.2	0.0
Cross Institution	0.0	0.0	0.0	1.8	2.0	3.4	4.1	3.8	7.4	0.0	0.0	0.8	6.0
Non-Award (Other)	2.8	0.1	1.6	17.3	17.1	21.4	289.7	334.8	325.4	4.1	1.1	2.7	323.7
TOTAL UNIVERSITY	4581.3	4863.6	6807.0	488.8	822.7	1678.3	7679.6	6953.8	7423.1	1084.0	1521.0	1112.8	12184.8

Indicator 4 - Student Load (EFTSU) in Award Courses by Faculty 2000

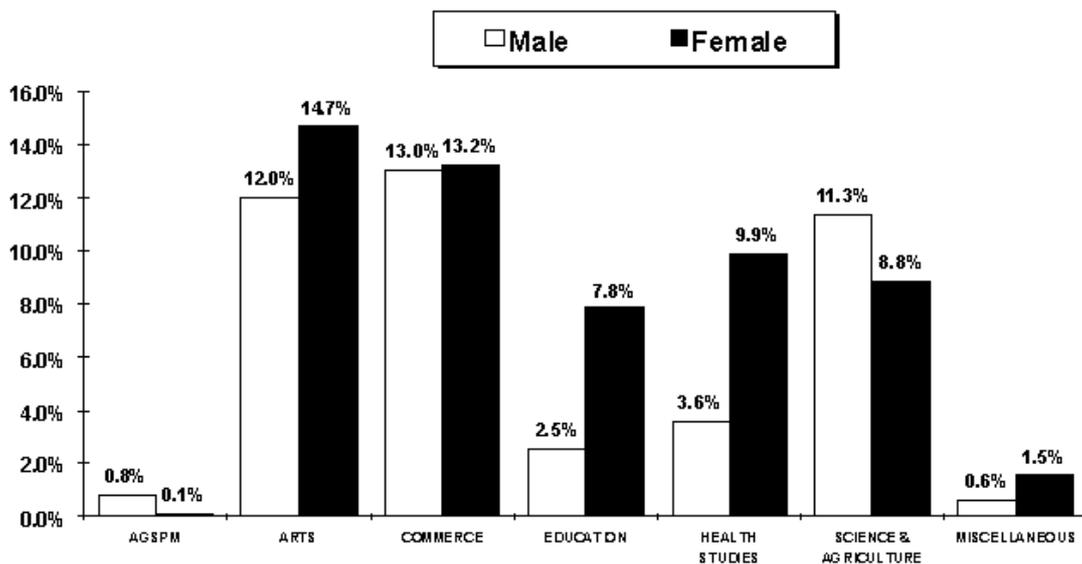
Total load in award courses in 2000 was 16261.3 EFTSU, of which 43.6% or 7090 EFTSU were in the distance education mode, 39.3% were internal full-time and the remainder in the mixed and part-time modes. The proportion of load from internal full-time students increased from 34.9% in 1999, reflecting the University's desire to grow on-campus enrolments, particularly in high profile courses.



Indicator 5 - Student Enrolments (Headcount) in Award Courses by Faculty/Gender

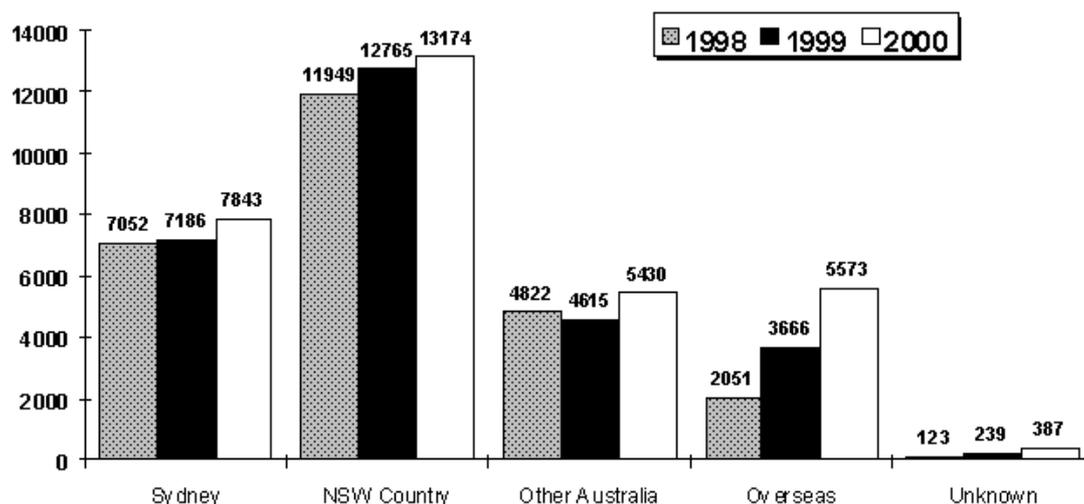
In 2000, 54.5% of commencing enrolments and 56.1% of total enrolments in award courses were female students. In terms of total student load, 56.8% were female. Between 1999-2000, commencing female enrolments rose by 15.0% compared with 13.5% between 1998 - 1999.

The graph below shows the proportion of total CSU award course enrolments within each faculty, by gender. While females are over-represented in Arts, Education and Health Studies, they are under-represented in the AGSPM and Science and Agriculture.



Indicator 6 - Total Student Enrolments (Headcount) by Geographic Area 1998 to 2000

Enrolments from all geographic areas have contributed to the increase in total enrolments. The University continues to attract increasing numbers of students from interstate and overseas, with enrolments in the latter rising by 72% since 1998.



Indicator 7 - Total Student Enrolments by Isolated Areas (Headcount) 1998 to 2000

Regional enrolments at the University from isolated regions grew by 3.1% from 1999 to 2000, with a large proportion of this increase attributed to enrolments from the far west of New South Wales.

REGION	1998	1999	2000
Dubbo	148	173	170
Far West	229	233	252
North Coast	0	1	2
Northern Tablelands	43	35	37
Greater Gippsland VIC	7	5	4
North West VIC	4	2	1
NT	60	51	42
QLD	61	53	56
SA	31	39	30
TAS	3	3	4
WA	37	46	63
Total	623	641	661

Indicator 8 - Total Student Enrolments by Rural Areas (Headcount) 1998 to 2000

Enrolments from rural regions grew by 5% from 1999 to 2000, with almost all regions contributing to the growth.

REGION	1998	1999	2000
Albury	1469	1496	1474
Bathurst	1181	1145	1248
Cowra/Parkes/Forbes	522	569	552
Dubbo	726	770	830
Far West	143	148	157
Goulburn	354	365	408
Hunter	228	208	243
North Coast	517	539	611
Northern Tablelands	308	310	346
Orange	654	618	643
South Coast/Snow	488	469	519
Wagga Wagga	2384	2338	2385
Canberra	20	19	11
Central North VIC	306	317	315
Greater Gippsland VIC	99	95	105
Melbourne	9	5	9
North West VIC	95	92	93
QLD	365	369	380
SA	133	112	129
South West VIC	104	91	105
TAS	110	113	129
WA	22	29	35
Total	10237	10217	10727

Indicator 9 - Fee Paying Overseas Onshore Student Enrolments (Headcount) by Course - 1998 to 2000

Fee paying overseas onshore enrolments have recovered strongly in 2000. Total enrolments in 2000 are up 54% in 1999, with commencing enrolments up 58%.

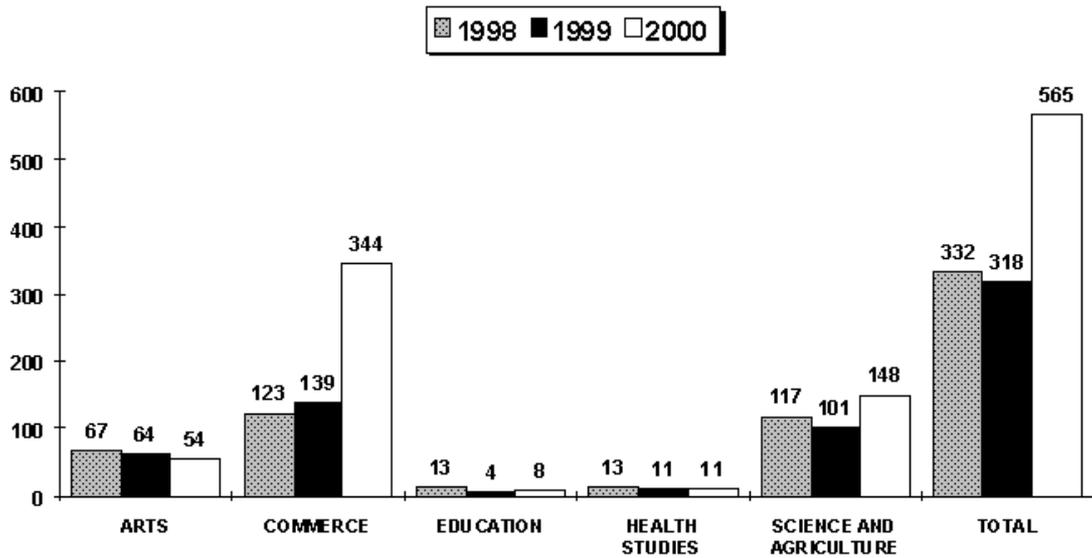
COURSE	1998			1999			2000		
	COMM	C CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
FACULTY OF ARTS									
PhD (Humanities & Soc Sc)	0	1	1	0	1	1			
MA (Comm) - Journ	2	0	2	1	2	3	0	1	1
MA (Hons)	1	0	1	1	1	2	0	1	1
MA (Vis & Perform Arts)	1	0	1	0	1	1			
Grad Cert Fraud							2	0	2
B Soc Sc (Hons)				1	0	1			
B Soc Sc (Justice Stud)	0	1	1						
B Soc Sc (Psych)	0	2	2	1	0	1			
B Soc Sc (Soc Welf)				1	0	1			
BA	1	5	6	1	4	5	1	1	2
BA (Act Screen & Stage)	0	2	2	1	1	2	1	1	2
BA (Comm)	28	5	33	29	4	33	25	7	32
BA (Comm) (Hons)	1	0	1	2	0	2			
BA (Fine Arts)	3	1	4	1	2	3	1	2	3
BA (Graphic Dsgn)	3	4	7	3	3	6	3	3	6
BA (Hons)				2	0	2			
BA (Photog)				0	1	1	1	1	2
BA (TV & Snd Prodn)	1	5	6	2	4	6	4	3	7
B Psych				1	0	1			
B Psych (Hons)							1	0	1
B Soc Wk	1	0	1	2	0	2	0	1	1
Assoc Student (Arts)	2	0	2	1	0	1			
TOTAL FACULTY OF ARTS	44	26	70	50	24	74	39	21	60
FACULTY OF COMMERCE									
PhD (Commerce)	2	0	2	0	2	2	1	1	2
M Com (Hons)							1	0	1
DBA	4	0	4	4	1	5			
DBA (Coursework)							2	1	3
M Acc							1	0	1
MBA				2	0	2	138	20	158
MBA (GTM)	11	7	18	14	6	20	5	5	10
MBA (Internat Bus) (Old W/A2)	15	16	31	14	10	24	6	6	12
MBA (Internat Bus)							11	0	11
MBA (Opst Mgt)	0	1	1	0	1	1			
M Bus (App Fin)	1	0	1	0	2	2	0	1	1
Grad Cert GTM	1	0	1	2	0	2			
Grad Cert HRM (Old B)	0	1	1						
Grad Cert Mkt	1	0	1						
B Bus (Acc)	17	40	57	11	13	24	4	10	14
B Bus (Bank)							2	0	2
B Bus (Bus Mgt)	14	21	35	66	30	96	69	74	143
B Bus (Econ)	1	0	1				1	0	1
B Bus (Elect Com)				2	0	2	5	2	7
B Bus (Fin)	6	9	15	4	5	9	2	3	5
B Bus (Hons)	1	0	1						
B Bus (HRM)	5	7	12	1	1	2	1	1	2
B Bus (Mkt)	4	9	13	21	20	41	30	35	65
B Bus Studies				13	0	13	55	17	72
B Bus (Tourism Mgt)				7	1	8	7	9	16
B Bus (Various Strands)							16	0	16
Comp Study (Business/Admin) PG				1	0	1			

COURSE	1998			1999			2000		
	COMM	CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
FACULTY OF COMMERCE CONTINUED									
CompStud (Bus/Admin)							7	1	8
Assoc Student (Com)	5	0	5	9	1	10	4	0	4
AustInst CreditUnionMgt	1	0	1	0	1	1			
TOTAL FACULTY OF COMMERCE	89	111	200	171	94	265	368	186	554
FACULTY OF EDUCATION									
EdD	6	0	6						
MEd (Coursework)				1	0	1			
MEd (Hons)	0	1	1	1	0	1	0	1	1
GradDip Ed (Primary)	3	0	3	1	0	1			
GradDip Ed (Sec)	1	0	1						
GradDip Ed (Various Strands)	1	1	2				1	0	1
BEd (Early Child) Pre-S	0	1	1						
BEd (Prim) Pre-S	2	0	2	0	1	1			
BHMvt/BBusStud							1	0	1
BPrim EdStud				1	0	1	5	0	5
BTeach (Early Child) Pre-S (Old B)	0	1	1	0	1	1			
BVocEd & Train							1	0	1
ADeg VocEd Train (Aviation)	1	1	2	1	2	3			
TOTAL FACULTY OF EDUCATION	14	5	19	5	4	9	8	1	9
FACULTY OF HEALTH STUDIES									
PhD (Hlth)	0	1	1	1	1	2	0	2	2
MHSc (OMT) Conv				1	0	1	0	1	1
GradCert RespSc				0	1	1			
BAppSc (MedImaging)	3	2	5	1	4	5			
BAppSc (MedLabSc)	1	1	2						
BAppSc (Med&AppBiotech)	0	2	2	0	1	1	1	1	2
BHSc (OT)	1	0	1	1	0	1			
BHSc (Pre-HospCare)	0	2	2						
BMedSc				3	0	3	2	3	5
BNurs	0	2	2	1	1	2	1	2	3
BPharmacy	2	0	2	0	2	2	0	2	2
Assoc Student (Hlth)	0	3	3	2	0	2	2	1	3
TOTAL FACULTY OF HEALTH STUDIES	7	13	20	10	10	20	6	12	18

COURSE	1998			1999			2000		
	COMM	CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
FACULTY OF SCIENCE & AGRICULTURE									
PhD (Science)	2	4	6	3	5	8	2	6	8
MInfoTech	11	0	11	20	4	24	39	6	45
M AppSc (Agric)	0	1	1						
M AppSc (InfoStud)	0	1	1						
M AppSc (Lib&InfoMgt)	1	1	2	1	0	1			
M AppSc (Research)				0	1	1	1	0	1
GradDip AppSc (AgricStud) (New)							1	0	1
GradDip EnvMgt							1	0	1
GradDip InfoTech	2	2	4	12	3	15	9	3	12
GradDip InfoTech (InfoSys)	1	1	2	3	0	3			
BBus/ BInfoTech							2	0	2
BInfoTech	27	6	33	54	25	79	105	42	147
BInfoTech (CompSc)	0	2	2						
BInfoTech (CompSys)	0	3	3	1	0	1			
BInfoTech (InfoSys) Bus	59	16	75	0	7	7	0	2	2
B AppSc (Agric)	2	1	3	1	0	1			
B AppSc (EnvSc)	1	3	4	1	2	3	0	2	2
B AppSc (EquineStud)	0	1	1	0	1	1	0	1	1
B AppSc (FoodSc)							1	0	1
B AppSc (Viticulture)	1	0	1	1	1	2	1	2	3
B AppSc (WineSc)	0	3	3	1	0	1	2	0	2
GradCert AppSc							1	0	1
Miscellaneous (Old B)	1	2	3	5	1	6	3	3	6
Assoc Student (Sc)	2	0	2	1	0	1	2	0	2
TOTAL FACULTY OF SCIENCE & AGRICULTURE	110	47	157	104	50	154	170	67	237
MISCELLANEOUS									
Assoc Student	115	38	153	72	20	92	55	12	67
Internat Exchange Program	18	1	19	9	2	11	13	1	14
C SU SupplCrse (Fee)							2	0	2
Study Abroad Program	2	0	2	1	0	1	4	0	4
TOTAL MISCELLANEOUS	135	39	174	82	22	104	74	13	87
TOTAL UNIVERSITY	399	241	640	422	204	626	665	300	965

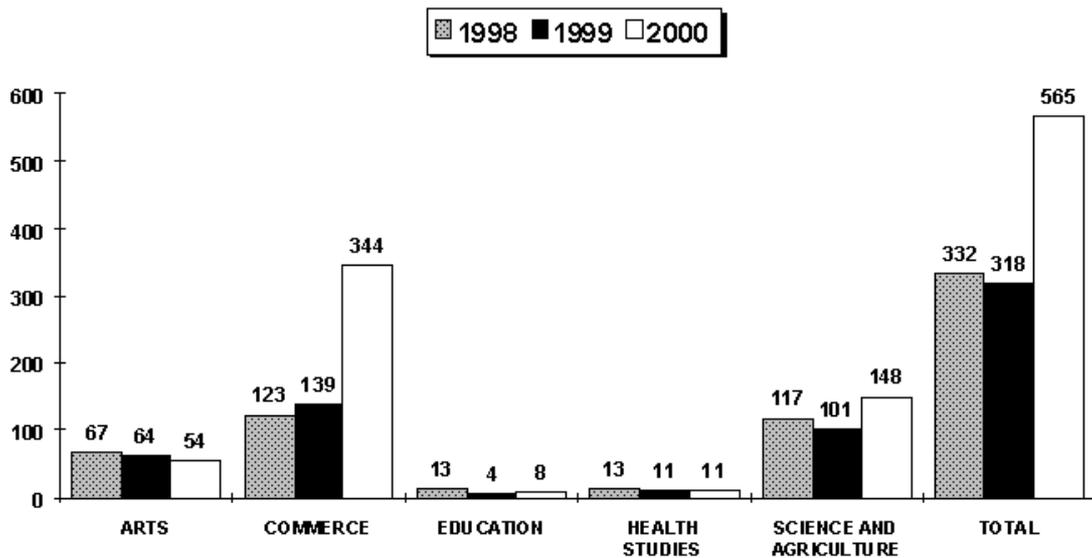
Indicator 10 - Fee Paying Overseas Onshore Student Load (EFTSU) in Award Courses by Faculty 1998 to 2000

Fee paying overseas students continue to be concentrated in the faculties of Commerce and Science and Agriculture. Fee paying onshore course load experienced an increase of 70% for the 1998-2000 triennium.



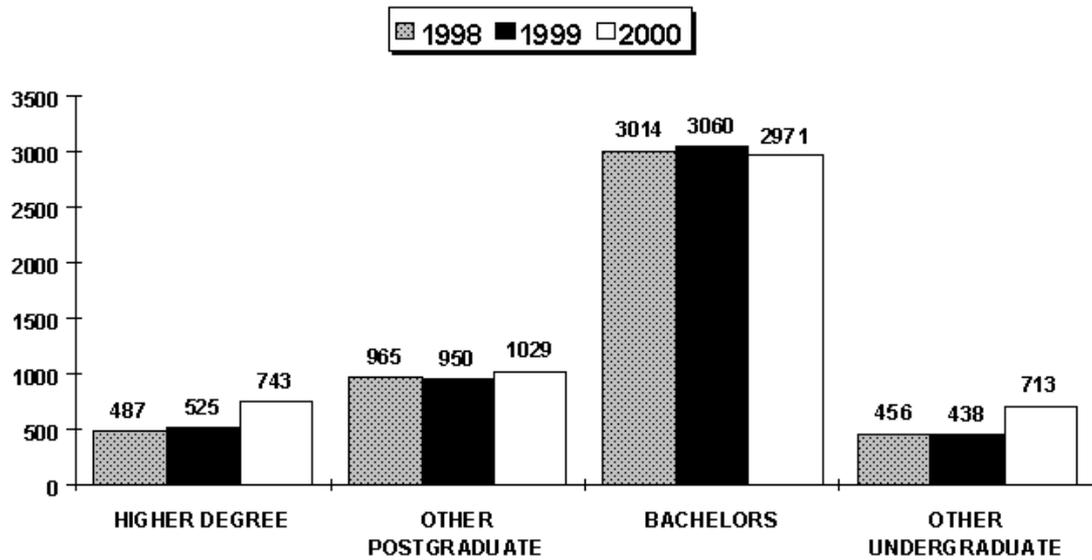
Indicator 11 - Fee Paying Overseas Offshore Student Load (EFTSU) in Award Courses 1998 to 2000

The 98% increase in load from 1999 to 2000 follows an increase of 245% the previous year. The Faculty of Commerce remains the dominant contributor.



Indicator 12 - Course Completions by Level (Headcount) 1998 to 2000

Course completions grew by 9.71% between 1999 and 2000, with growth of 10.85% over the period 1998 to 2000.



Indicator 13 - Course Completions by Broad Field of Study 1998 to 2000

Both 'Business, Administration and Economics' and 'Law, Legal Studies' continue to experience strong growth in course completions.

BROAD FIELD OF STUDY	1998	1999	2000
Agriculture	282	283	217
Arts, Humanities and Social Science	959	907	983
Business, Administration and Economics	884	901	1174
Education	835	896	822
Health	874	827	872
Law, Legal Studies	702	776	914
Science	386	383	474
TOTAL UNIVERSITY	4922	4973	5456

Indicator 14 - Graduate Destinations 1998 to 2000

In 2000, 90% of graduates of CSU surveyed were in employment at the time of the survey. This compares with 88.5% in 1999 and 89.6% in 1998.

EMPLOYMENT CATEGORY	1998	1999	2000	1998 %	1999 %	2000 %
Full-Time Employment						
Federal Public Service	163	154	155	5.5%	4.7%	5.0%
State Public Service	792	783	726	26.6%	24.1%	23.4%
Local Government	93	119	91	3.1%	3.7%	2.9%
Education, Public	184	303	305	6.2%	9.3%	9.9%
Education, Private	135	142	121	4.5%	4.4%	3.9%
Private Sector	569	602	653	19.1%	18.5%	21.1%
Self Employed	79	73	86	2.7%	2.2%	2.8%
Non-Profit Organisations	89	101	100	3.0%	3.1%	3.2%
Unknown	45	74	61	1.5%	2.3%	2.0%
Total Full-Time Employment	2149	2351	2298	72.3%	72.2%	74.2%
Total Other Employment	515	530	489	17.3%	16.3%	15.8%
TOTAL EMPLOYMENT	2664	2881	2787	89.6%	88.5%	90.0%
TOTAL SEEKING EMPLOYMENT	131	144	126	4.4%	4.4%	4.1%
TOTAL NOT SEEKING EMPLOYMENT	177	230	183	6.0%	7.1%	5.9%
GRAND TOTAL	2972	3255	3096	100.0%	100.0%	100.0%

Indicator 15 - Total Academic and General Staff by Gender (Full-time Equivalent) 1998 to 2000

Academic staff increased by approximately 18 (FTE) and general staff by 3 (FTE) from 1999 to 2000.

CLASSIFICATION	FEMALE			MALE			TOTAL		
	1998	1999	2000	1998	1999	2000	1998	1999	2000
Academic Staff									
Vice Chancellor & Deputies	1.00	1.00	1.00	4.00	4.00	5.00	5.00	5.00	6.00
Level E	2.00	2.00	3.40	25.00	25.80	25.50	27.00	27.80	28.90
Level D	11.00	7.50	7.00	31.00	28.00	33.20	42.00	35.50	40.20
Level C	26.60	28.30	30.30	94.27	93.67	96.67	120.87	121.97	126.97
Level B	106.45	127.15	120.00	182.87	183.17	188.50	289.32	310.32	308.50
Level A	31.40	23.60	32.40	25.23	22.60	21.50	56.63	46.20	53.90
Total Academic Staff	178.45	189.55	194.10	362.37	357.24	370.37	540.82	546.79	564.47
General Staff									
HEW: Levels 1 to 5	410.74	415.74	428.30	218.56	215.90	210.80	629.30	631.64	639.10
HEW: Levels 6 to 9	106.11	107.61	108.61	119.90	116.60	116.30	226.01	224.21	224.91
HEW: Levels 10 and above	5.00	7.00	6.00	18.00	22.00	18.00	23.00	29.00	24.00
Total General Staff	521.85	530.35	542.91	356.46	354.50	345.10	878.31	884.85	888.01
ALL CLASSIFICATIONS	700.30	719.90	737.01	718.83	711.74	715.47	1419.13	1431.64	1452.48

Indicator 16 - Staff and Student Data 2000

Between 1999 and 2000 the total number of academic staff (including casuals) increased by 45 (FTE). The number of general staff also increased by 20 (FTE). Between 1999 to 2000 the ratio of students to academic staff rose from 17.21:1 to 17.35:1.

CATEGORY	2000
Staff (FTE) (Includes Casuals)	
Academic	686
General	1 032
All Staff	1717
Students (Operating Grant)	
Headcount	19709
EFTSU	11897
Operating Grant	\$99,142,000
Operating Grant/Student (EFTSU)	\$8,333
Student/Staff Ratios	
Student (EFTSU)/Academic Staff (FTE)	17.35:1
Student (EFTSU)/General Staff (FTE)	11.53:1
Student (EFTSU)/All Staff (FTE)	6.93:1

Percent of Total General Staff by Employment Basis

Percent of Total Academic Staff by Employment Basis

Enrolments from rural regions grew by 5% from 1999 to 2000, with almost all regions contributing to the growth.

