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The Grange
Panorama Avenue
Bathurst NSW 2795

Dear Minister

On behalf of the Council of Charles Sturt University we have the pleasure to submit this report of the University's operations in 1999, including the audited financial statements for the year ended 31 December 1999, 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.

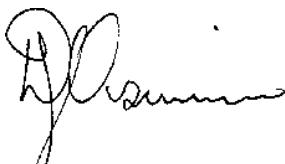
The University was created as a federated, network university with semi-independent Member campuses and a central administration by the *Charles Sturt University Act, 1989*. Amendments to the Act, proclaimed on 1 July 1999, now encapsulate in the legislation the structure of the University which evolved during the University's first ten years of operation.

This structure, which may be described as an integrated multi-campus structure, has served the University well and facilitated its prosperity in an increasingly complex, competitive and international higher education environment.

The amendments to the Act also confirm the University's commitment to its regional communities based on its traditional campuses at Albury-Wodonga, Bathurst and Wagga Wagga and to the development of a new campus at Dubbo serving the far western region of New South Wales.

We commend the staff and others who continue to work hard to secure the University's future.

Yours sincerely

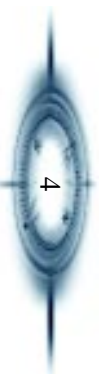
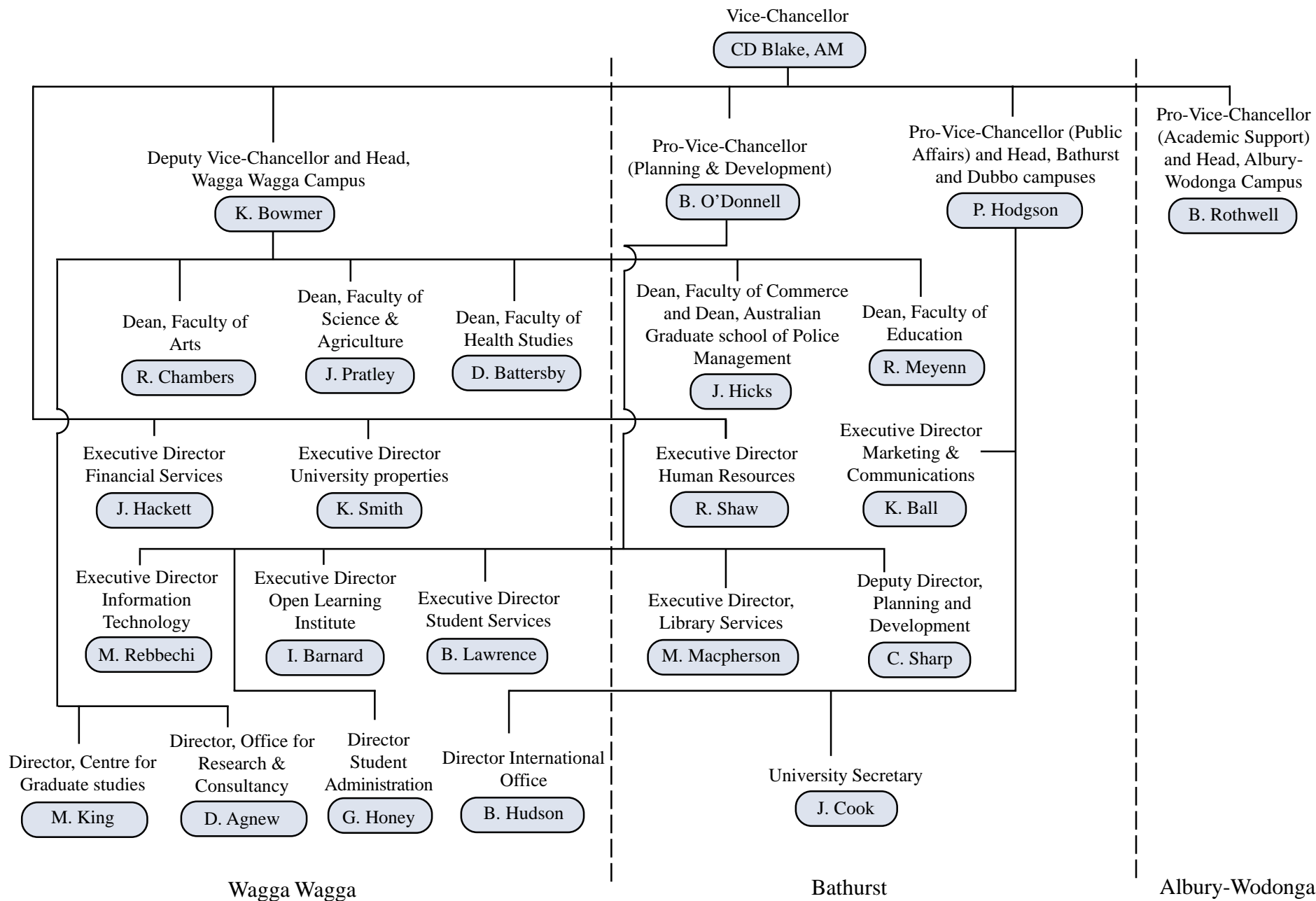


D J Asimus AO
Chancellor



C D Blake AM
Vice-Chancellor

UNIVERSITY
STRUCTURE



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.

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.



*Professor CD Blake AM,
Vice-Chancellor.*

Goal 1

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

THE FACULTIES

The University is committed to meeting the changing needs and demands of its students and its other stakeholders - the professions and other employers of its graduates. To this end, existing courses are continually reviewed and new courses are developed.

Responsibility for providing relevant and high quality courses rests with the five Faculties.

FACULTY OF ARTS

The Faculty's profile in a number of its major fields of study was strengthened in 1999 through the introduction of new post graduate courses including the Graduate Diploma of Management Psychology, the Master of Ministry; and a graduate diploma and master degree in criminal intelligence.

The first intake of students into the Bachelor of Arts (Communication – Public Relations) in Singapore took place in September 1999. This course is offered under a collaborative arrangement with the Institute of Public Relations of Singapore.

The year saw a significant expansion of the Diploma of Policing Practice course as a result of the decision of the NSW government to increase recruitment to the Police Service. The Diploma now has annual intake targets of around 1,300 students. Agreement was reached with the NSW Police Service in 1999 for the extension of the Constables' Development Program for a further three years. This Program, which leads to the award of a Diploma of Policing, aims to meet the educational needs of experienced constables. It has intake targets of more than 800 students per annum.

Two major professional development programs were introduced in 1999 in close collaboration with industry.

The National Strategic Intelligence Course is designed and delivered in partnership with the Australian Bureau of Criminal Intelligence, the National Crime Authority, the Australian Federal Police and the Office of Strategic Crime Assessment. The Course had two intakes in 1999. Three Australian and two international intakes are planned for 2000.

In collaboration with the Fairfax group, the Faculty introduced courses in copy editing and sports journalism. The latter was designed to train Fairfax staff in preparation for the Olympic Games. Both courses are offered in a fully online format.

The Faculty's psychology courses at undergraduate and postgraduate levels were re-accredited by the Australian Psychological Society in 1999. Psychology remains one of the major areas of the Faculty's profile in terms of student demand and scale. Strong growth has been experienced in all psychology courses particularly in clinical postgraduate courses and in double degree courses such as the Bachelor of Education/Bachelor of Social Science (Psychology) course.

A pilot program titled Clinical Psychology in General Practice was officially launched on 20 May 1999 by the Commonwealth Minister for Transport and Regional Affairs. The program enables psychology students on the Bathurst Campus to spend some of their clinical placement time in local medical practices. It is a collaborative venture involving the University's Psychological Services Centre and the NSW Central West Division of General Practice.



One of Australia's largest theological colleges, the United Theological College in Sydney, entered into a partnership with the University's School of Theology in 1999. The partnership will particularly enhance support for postgraduate courses and research degrees in theology.

Several members of the Faculty were awarded National Competitive Grants in 1999. Professor Deborah Lupton received an ARC Large Grant to undertake research into road rage; Professor Seumas Miller was awarded an ARC SPIRT grant to undertake a study of police internal affairs investigations into drug related offences; and, Associate Professor Tony Thompson received an ARC SPIRT grant to undertake research into risk assessment and case management in juvenile justice. Professor Don Thomson led a team of researchers from the University's information technology and policing staff that was awarded the Sir Maurice Byers' Fellowship to undertake a review of police protocols for dealing with missing persons.

FACULTY OF COMMERCE

The Faculty of Commerce was reviewed in 1999 and so, in a sense, 1999 has become a benchmark year for the Faculty. The review was conducted by a committee comprising several eminent persons in the field of commerce: Mr Ulf Ericson from Price Waterhouse Coopers; Dr Simon Grant from The Australian National University; Professor Gill Palmer from The University of Wollongong; Associate Professor John Onto from The University of Melbourne; and Professor Peter Coldrake from Queensland University of Technology. The results of the review were captured in a comprehensive report that, while presenting many useful comments and suggestions for consideration by the Faculty, commended the Faculty on its achievements over its short ten-year history.

During 1999, each School within the Faculty became increasingly active in applied research, community affairs and consultancy services. The Faculty worked with several major clients such as Advance Energy, News Limited, the NRMA and Westpac to provide training options and education programs designed to meet the particular needs of these clients.

Course development teams in each School continued to work effectively with Industry Advisory Groups which have representation from private and public sector organisations within the Albury-Wodonga, Wagga Wagga, Bathurst and Dubbo regions.

In 1999, the Faculty reviewed and enhanced its existing courses with the introduction of a broad-based professional doctorate in business (the Doctor of Business Administration) and major revision of the Faculty's Bachelor of Business course and master programs.

The Faculty also responded to the need for courses that address the increasing application of technology to business and industry, in particular, electronic methods of conducting business. New courses introduced in 1999 to meet this need included graduate certificates in electronic commerce and internet marketing and an additional specialisation in electronic commerce in the Master of Business Administration course.

Although the environment in which the Bachelor of Business course (and its companion course, the Bachelor of Business Studies) is offered has become increasingly competitive, the Faculty acted decisively to ensure that all quota places were filled in these undergraduate programs. In 1999, over 1,070 students were enrolled in this course. This figure does not include the number of students from other Faculties who undertake joint studies available within the Bachelor of Business course. The Faculty actively encourages its students to take disciplines taught by other Faculties

and the opportunity to do so and the choice of available subjects continues to be highly attractive to students.

Flexibility has also been a major draw card in the Bachelor of Business Studies course that had its second intake in 1999. With an increasingly diverse business environment, interest in this generalist degree is increasing dramatically both on a domestic and international basis.

The Faculty's Doctor of Business Administration course won ready acceptance both in Australia and overseas and student numbers grew accordingly. The highly successful Master of Business Administration course, offered on a trimester basis, continued to attract large numbers of students both in Australia and internationally. Further increases in enrolments are expected in the Master of Business Administration course over the next two years as additional specialisations are offered.

International demand for the Faculty's courses continued to grow. In 1998/99, the Bachelor of Business course was the most highly sought after course in the University by international students and this demand is expected to increase significantly over the next few years.

Building on its reputation as a reliable provider of quality programs and services for fee-paying overseas students, the Faculty continued its program of establishing formal relationships with international institutions. This was particularly so in South East Asia where the range of courses offered in Malaysia, Singapore, Hong Kong, China, Thailand, Yemen and India was increased. In recognition of its significant commitment to this region, the Faculty established a sixth School: the International School of Business under the directorship of Professor Terry Heazlewood. The School is the first international school in the University.

During 1999, the Faculty continued to attract female students into almost

all of its courses in roughly the same proportion as males, a benchmark that the Faculty has actively pursued. The Faculty believes that its courses, and in particular their flexible modes of delivery, are meeting the needs of women working in business and industry who wish to retrain or upgrade their qualifications. A further indicator of the success of this flexible approach to the delivery of its courses is that in 1999, over 6% of the Faculty's domestic fee-paying postgraduate students were previously undergraduate students in the Faculty.

In response to this demand for greater flexibility of learning opportunities, the Faculty continued to develop its online delivery of subjects and courses and appointed a Sub-Dean for Information Technology, Associate Professor John Williams, to facilitate further initiatives. During the year, the Faculty delivered the Master of Accountancy, the Graduate Certificate in Internet Marketing and the Master of Applied Finance courses fully online. Staff and distance education and overseas students made extensive use of online forums for tutorial-style discussions.

The increasing reputation of the Faculty is reflected in the achievements of its staff. In 1993, 9.2% of Faculty staff held a doctoral qualification. This figure rose to 24.1 % in 1999 and the number can be expected to rise to well over 35% within the next few years. In 1993 the Faculty had no University approved fields of research; no staff formally approved as eligible to supervise research students; and no doctoral research candidates. In 1999, the Faculty had four approved fields of research, 25 registered principal supervisors and 62 enrolled doctoral candidates: 40 in the Doctor of Business Administration and 22 in the Doctor of Philosophy.

The Faculty's publication rate has also substantially increased and a number of staff, including Associate Professor Alan Fish, Mr Alex Millmow and Professor Terry

Heazlewood, were appointed editor or joint editor of major national and international journals and publications.

In meeting the demand for its courses, the Faculty has been determined that it would do so within the available resources in a period of reduced funding to universities. The Faculty has been exceptionally successful in this regard and in 1999 a budgetary surplus was again achieved without impeding the high standard of delivery of subjects and courses.

FACULTY OF EDUCATION

Demand for all of the Faculty's courses remained strong with the on-campus undergraduate courses all meeting quota and the distance education courses, particularly the graduate diplomas, expanding significantly. The Faculty has continued to explore options for double degree courses with other Faculties in the University and discussions are ongoing in areas such as nurse education, applied science and speech therapy.

The Bachelor of Teaching (Birth to 5 years) course was developed in 1999. The course enables TAFE-trained early childhood teachers to upgrade their qualifications to three-year university status. The course was developed in response to an identified industry demand and was designed in consultation with stakeholders. Following the successful introduction of a double degree course in primary teaching and school counselling in 1999 planning began for a similar course for secondary teachers which will lead to the award Bachelor of Social Science (Psychology)/Bachelor of Teaching (Secondary). The course, which has strong support from the Department of Education and Training will cover the areas of personal development, health, physical education and English.

A number of significant appointments to the staff of the Faculty was made during 1999.

Professor John Nauright was appointed as Head of the Human Movement Studies Unit. The Unit has expanded considerably in the last few years and is now responsible for a range of innovative double degree courses and growing research activity. Associate Professor Rod Francis was appointed Sub-Dean for Graduate Studies and Dr John Retallick as Sub-Dean for Research. Dr David McKinnon was promoted to Associate Professor for Online Teaching and Learning in recognition of his expertise in this area.

The Faculty's involvement in outside activities continued in 1999. Together with the NSW Department of Education and a Queensland consortium, the AusAID Primary and Secondary Teacher Education Project in Papua New Guinea has seen several of our staff involved several Faculty staff as short term advisers. The Australian team leader of the project is Steve Pickford who is on leave from the Faculty for three years while involved with the project. The Faculty was also successful in securing another AusAID project in the Solomon Islands. This project is in conjunction with the Western Institute of TAFE and management consultants Hassalls & Associates. It involves project design for education sector support in the Solomon Islands. Professor Bob Meyenn is the Education Sector Adviser to the project.

The inaugural Faculty Forum was held in Bathurst over two days in 1999. This was an opportunity for all staff of the Faculty to meet and discuss issues such as the current review of teacher education in NSW, online delivery of courses, future directions in the practicum, assessing student learning, developing a research culture, the nature of university work and Faculty initiatives beyond 2000. The Forum will be an annual event.

Faculty involvement with the wider community remains strong. The Faculty maintains a close working relationship with the school and TAFE sectors. Many of the staff are active participants in bodies such as

the Ministerial Advisory Council on the Quality of Teaching, the Teacher Education Council of NSW, the Australian Council of Deans of Education and the Australian Association for Research in Education.

FACULTY OF HEALTH STUDIES

The Faculty continues to attract large numbers of students in its numerous multi-disciplined health courses. On 8 September, *The Australian* newspaper published an article on the health sciences in Australian higher education using data obtained by Ashenden and Milligan. According to the data, the University now has the largest number of undergraduate students in "health services and support" courses of any Australian university (11% of all students). It is ranked first amongst the "big providers" of these courses in terms of "best satisfaction (undergraduate)" and second amongst all Australian universities for "best employment (undergraduate)" in "health services and support" courses. In the field of pharmacy, the University is ranked second amongst the ten providers in terms of the "toughest" entry requirements. In the field of rehabilitation (physiotherapy, occupational therapy, speech pathology, etc), the University is ranked first amongst the eighteen other universities offering courses in this field for "toughest" entry requirements, "best satisfaction" and "best salaries" for graduates.

Demand continued to be very strong for the Bachelor of Physiotherapy course with this course attracting the highest UAI for 1999 in NSW.

The Faculty's profile will expand in 2000 with the introduction of the Bachelor of Health Science (Nutrition and Dietetics) course and the Bachelor of Nursing course at Dubbo. Offered on campus, both courses are a response to the call to address the shortage of health professionals in rural areas. Just before Christmas the Commonwealth

Government announced an additional \$1 million in funding to the University to support its important work of providing highly trained nurses and paramedical professionals in rural and regional Australia. This extra funding will assist with the purchase of specialised teaching and laboratory facilities.

Other new course initiatives to be approved included an Honours strand in the Bachelor of Physiotherapy and the Bachelor of Health Science (Speech Pathology) courses. The distance education course profile increased with the addition of the Master of Emergency Management, the Doctor of Public Health courses and several specialisations in the Master of Applied Science (Medical Imaging) course including magnetic resonance imaging, computerised tomography and radiographic image interpretation. A master and graduate diploma in medical ultrasound will be introduced in 2000.

Several Faculty courses were restructured during 1999 to more adequately provide for the education needs of health professionals in Australia. The Graduate Certificate in Midwifery course was restructured to become the Graduate Diploma of Midwifery; and the Bachelor of Health Science (Mental Health) course replaced the Diploma of Health Science (Mental Health) course for Aboriginal health workers. A short course providing hospital pharmacy technicians with skills in pharmaceutical preparation was also introduced in 1999.

The University conducted graduation ceremonies in England, Canada and Hong Kong with 180 graduating students receiving awards in the disciplines of medical imaging, nursing, pre-hospital care and health services management. An honorary doctorate was conferred upon Dr Jitsuhiro Yamada of Japan at the first graduation in Dubbo. Dr Yamada is the Director of the Ajisai Nursing College in Japan with which the University is affiliated.

A landmark agreement was signed in 1998 affiliating the University with

Careflight and Emergency Management Australia. These links will enable the University to develop and teach courses in areas such as aeromedical retrieval as well as provide vital links with industry with the appointment of Academic Associates from these organisations.

Staff in the School of Public Health on the Bathurst Campus were successful in securing a grant of \$20,000 from the Australian Decade for Natural Disaster Reduction Coordination Committee to establish the *Australian Emergency Management Forum* website. The website will link all providers of emergency management education and training and include contacts for emergency management organisations. A key feature of the website will be a forum open daily for discussion of emergency management issues with regular "guest speakers" and experts presenting the latest developments in the field.

Cognisant with its course profile, the Faculty was restructured during 1999. The School of Medical Radiation Science and School of Health and Human Services were amalgamated into the School of Clinical Sciences on the Wagga Wagga Campus. This School has responsibility for nursing, radiography, nuclear medicine, nutrition and dietetics, midwifery and a range of mental health courses. The Orana Health Unit was established in Dubbo as an academic and research entity that will interface with the various health institutions that already play a critical health role in Dubbo. The Unit is responsible for the operation of the Bachelor of Nursing and Bachelor of Health Science (Community and Public Health) courses and will oversee new course initiatives.

During 1999, the Faculty awarded a number of research grants and its staff were recipients of ARC Small Grants along with other grants from a range of public and private organisations. For the first time in over 100 years, a university representative from other than The

University of Sydney was appointed to the Pharmacy Board of NSW. Ms Maree Simpson from the School of Biomedical Sciences was appointed in September as the nominee of the NSW Minister for Health.

FACULTY OF SCIENCE AND AGRICULTURE

With the continued strong demand for the Graduate Certificate in Ornithology course, and with many students expressing an interest in undertaking further study in this area, the Faculty undertook significant development work on both a Graduate Diploma of Ornithology and a Master of Applied Science (Ornithology) course. The graduate diploma is planned for introduction in 2000 with the master to follow in 2002. These courses are fee-paying and will provide a valuable source of additional income.

Given the Faculty's expertise in the field of zoology and its strong links with the Western Plains Zoo in Dubbo and other zoological organisations, the Faculty also undertook significant development work on a Graduate Diploma of Captive Vertebrate Management course and a Master of Applied Science (Captive Vertebrate Management) course. These fee-paying courses articulate with the existing Graduate Certificate in Applied Science (Captive Vertebrate Management) course. The graduate diploma will be introduced in 2001 and the master will follow a year later in 2002.

Currently no other Australian university offers a course or specialisation in Karst Management. Recognising that there are a significant number of people employed in this field with a need for tertiary education, the Faculty commenced the development of a suite of three articulated courses in Karst Management. Both industry and government have been involved in the initial planning of the course and will continue to be involved in its future development. The suite consists of a graduate certificate,

graduate diploma and a Master of Applied Science. These courses will be introduced over a three-year period commencing with the graduate certificate in 2001. The courses are fee-paying and it is anticipated that they will attract at least thirty new students to the Faculty per year.

Also a 'first' for an Australian University is the development of a course in games technology. The Faculty recognised that the computer games industry is one of the most rapidly expanding areas in computing and commenced development of a Bachelor of Computer Science (Games Technology) (Honours) course. Further development will be undertaken in 2000 with the course scheduled for introduction in 2001.

One of the major challenges facing farmers in the future will be to achieve the ecologically sustainable use of natural resources. In order to lead the way in education in this area the Faculty commenced planning a Bachelor of Agroecosystem Management course for introduction in 2001. The course draws on existing strengths in agriculture and environmental science, bringing both these disciplines together in a single undergraduate course.

Demand for most science courses remained steady in 1999. However demand for information technology courses markedly increased. The Bachelor of Business/Bachelor of Information Technology double degree course introduced several years ago is now a strong performer with several new double degree courses now under consideration.

The Faculty entered into an agreement with the Holmsglen Institute of TAFE to offer a Certificate of Viticulture to Holmsglen students. The agreement will see students undertaking four University subjects with the likelihood that a number of the students undertaking the Certificate will then enrol at University. The Faculty also entered into another agreement with Holmsglen that will

see Holmsglen students undertaking the Bachelor of Information Technology course.

In the Faculty's continued effort to expand its staff profile to continue to provide a standard of excellence in both teaching and research two new professorial appointments were made in 1999. Ross Harvey was appointed as a Professor of Library Science and John Spriggs appointed as a Professor of Agribusiness.

First class facilities are required in order to continue to deliver excellence in teaching and research. The University, in a joint agreement with the NSW Department of Agriculture, constructed new state-of-the-art laboratory facilities at the School of Wine and Food Science on the Wagga Wagga Campus. New office facilities for the School were also constructed.

Goal 2

Attracting students nationally and internationally because of the excellence of its courses, teaching, scholarship and support to students.

NATIONAL DEVELOPMENTS

NATIONAL RECOGNITION

GOOD UNIVERSITIES GUIDE

After being named University of the Year-University of the First Generation in 1997, the University continues to achieve high ratings from the authors of the *Good Universities Guide*. In the results of a three-year study released in July 1999 the University achieved consistently high ratings including a maximum 15 points for the performance areas of getting a job and flexibility of entry.

This means that the University is in the top 20 percent of universities that have a high proportion of graduates getting a job or enrolling in further study. It also means that its entry policies are sufficiently flexible to put it in the top 20 percent of universities admitting students other than school leavers.

In the latest Good Universities Guide, also released in July, the University scored five star ratings for getting graduate jobs, positive graduate outcomes and entry flexibility. It also scored highly with four star ratings for indigenous participation and international enrolments. The Albury-Wodonga, Bathurst and Wagga Wagga campuses were each awarded a five-star rating for academic services.

CSU WEBSITE

In September 1999 the University's new-look website was ranked fourth best for the month of any Australian educational institution by the *Top 100 Websites* service. Eight new University marketing websites were launched in 1999 including *Study Abroad* and websites for distance education courses and police management.

PROSPECTUS

"An outstanding undergraduate publication" was how a panel of judges described the University's 2000 Prospectus, which was awarded first place in its category in the inaugural Australian Education Marketing Awards. The publication, which provides general information about the University for prospective students, was recognised as "one which displayed an excellent understanding of the needs, psychology and nuances of its target market without recourse to a huge budget." The awards were jointly sponsored by higher education marketing group ADSHAN and the higher education newspaper *Campus Review*.

HSC ON-LINE

The productive partnership between the University and the NSW Department of Education and Training to create HSC On-line has been recognised with a bronze award in the Premier's Public Sector Awards announced on 7 December 1999. HSC On-line received the award in the prestigious "service delivery" category. The award recognises organisations that have demonstrated a high level of service through coordination or resource sharing between public sector agencies and other sectors.

HSC On-line was launched in 1996 offering a range of course and examination information to HSC candidates via the Web. The success of the site can be measured by the high traffic rates, which have doubled each year since the launch. The biggest day in 1999 was 13 October when the site received 90,000 hits.

ADVERTISING COURSE

The quality of students in the Faculty of Arts' Bachelor of Arts (Communication) course was confirmed in 1999 when seven

students in the course were the winners of the International Advertising Association (IAA) Compaq Competition beating 71 other teams from around the world. Calling themselves *Kajulu*, Aboriginal for “get ahead”, the students created an impressive multi media campaign for computer giant Compaq.

Their campaign include an interactive website, a professionally produced video and a 50 page research and strategy document with concepts for print, radio and television advertisements, billboard advertisements and a sports sponsorship proposal.

The Advertising course is a new and innovative course that is the first fully accredited advertising course in Australia. Final year students in the course will benefit from a client-based advertising agency that was officially opened on the Bathurst Campus on 5 November 1999 by the Director of Professional Development of the IAA. The agency is named *Kajulu* in honour of the successful students.

ANDREW OLLE SCHOLARSHIP

The prestigious ABC Andrew Olle Scholarship was awarded to Kate Jordan, a graduate of the Broadcast Journalism strand of the Communication course. This is the second time a Charles Sturt University graduate has won the Scholarship that is in its third year.

SHOOT OUT FILM COMPETITION

Four film makers from the School of Communication won the *Shoot Out* film competition in July. The students were challenged to produce a seven-minute film in 24 hours with five compulsory locations and no editing. The University team beat 100 other teams with their short quirky film *Look Dad, No Ears*. The team won the best film, best script and best cinematographer categories.

THEOLOGY

Australia’s largest university centre of theological learning was created by a new partnership between the University and the United Theological College that was launched in Sydney on 28 May 1999. The partnership will enable the University’s School of Theology, based in Canberra, to extend its postgraduate research program in theology at master and doctoral levels.

On 7 December 1999, the Governor General launched the Australian Centre for Christianity and Culture in Canberra. The Centre, to be a national centre for reconciliation between different churches, peoples and traditions, is a joint initiative of the University and the Anglican Diocese of Canberra and Goulburn with active participation from other denominations which emphasises its interdenominational character. It is located adjacent to the School of Theology.

INTERNATIONAL DEVELOPMENTS

The University’s achievements in Australia have been matched by its international operations in 1999.

OVERSEAS PROGRAMS

International student numbers grew again in 1999 with significant growth in the offshore program, especially in the areas of commerce, information technology and health studies. The offshore program now provides courses in Hong Kong, India, Indonesia, Singapore, Malaysia, New Zealand, South Africa, Canada, Mauritius and the United Kingdom, with student numbers continuing to grow. The offshore program covers a wide range of courses and includes areas such as wine science, medical imaging, emergency services and pre-hospital care.

CHINA, INDIA AND SINGAPORE

The University has a growing relationship with the IRI Group (Intellectual Resources International, Hong Kong Pty Ltd) in Malaysia with the partnership forging new links in China, India and Singapore.

CHINA

The University is one of eight Australian universities aiding international relations through the Chinese University Administrators Shadowing Project. Stage one of the project involved Australian delegates attending a workshop in China in July. In stage two, in October, delegates of the eight Chinese universities visited Australia.

The project involved collaboration between the Australian Vice-Chancellors’ Committee, the Department of Education, Training and Youth Affairs and the Chinese Education Association for International Exchange. Its aim was to enhance the skills and experience of senior Chinese administrators at a time when their country’s higher education is undergoing rapid change. Under the project, the University hosted the vice presidents of Sichuan and Yanan universities.

During 1999 the Faculty of Commerce expanded its offshore teaching initiatives into China in partnership with IRI and Garcorp. A number of contracts have been signed with universities throughout China which will see the Bachelor of Business Studies and Master of Business Administration courses taught in China in partnership with the Chinese institutions.

The Faculty of Education is negotiating to offer the Master of Education course in Hangzhou, China with the specialisations in Educational Administration and Teaching English to Speakers of Other Languages the most likely to be offered.

INDIA

The Faculty of Health Studies has continued to establish formal relationships with international institutions in India. These affiliations have led to the provision of courses in pre-hospital care and health services management.

SINGAPORE

An agreement with Singapore's Institute of Public Relations has resulted in Singaporean students undertaking a ten subject CSU course in their home country using teaching materials prepared by the University supplemented by tutorials by local academics in Singapore and by visiting CSU staff.

An agreement between the Faculty of Science and Agriculture and Cybertech was signed that will see the Bachelor of Information Technology course being taught in Singapore.

The Faculty of Education continued to explore opportunities to deliver programs in South East Asia. An agreement was signed with Cybertech Communications in Singapore to deliver the Master of Education course by distance education. Half of the subjects will be delivered fully online and residential schools will be held in Singapore twice yearly by Faculty staff. The course will commence in 2000.

CANADA

The Faculty of Science and Agriculture signed an agreement with Humber College in Canada that will allow Canadian students to undertake the Bachelor of Information Technology course.

Expanding on its reputation as provider of quality programs in health for fee paying overseas students, the Faculty of Health Studies has continued to establish

formal relationships with international institutions in Calgary, Canada. These affiliations have led to the provision of courses in pre-hospital care and health services management.

INDONESIA

The Faculty of Health Studies is involved in training health service managers in Indonesia.

MALAYSIA

In 1998 the Faculty of Science and Agriculture entered into an agreement with the HELP Institute in Malaysia to offer the Bachelor of Information Technology and Master of Information Technology courses to Malaysian students on a fee-paying basis. There was a major expansion in this program in 1999 with enrolments doubling those of 1998.

REPORT ON OVERSEAS TRAVEL

The following University staff made promotional visits overseas during the period January-December 1998

Staff member	Faculty/Division	Month	Destination	Purpose
Lloyd, P	Health Studies	February	PNG	Promotion
Hudson, B	International	February	Europe	Promotion
Meyenn, R	Education	March	Asia	Promotion
Bannikoff, A	International	April	Orient	Promotion
Potts, D	Arts	April	Asia	Promotion
Philp, N	Commerce	April	India/Pakistan	Promotion
Atkinson, J	Commerce	April	India/Pakistan	Promotion
Blake, C	Vice-Chancellor	May	Middle East	Promotion
O'Hara, J	Arts	May	Malaysia	Promotion
Hudson, B	International	May	South America	Promotion
Reberger, H	International	May	Asia	Promotion
Gray, P	International	August	S. Africa/Mauritius	Promotion
Furze, L	International	September	India/Pakistan	Promotion
Chopping, E	Science & Agriculture	September	India/Pakistan	Promotion
Van Heekeren, B	Arts	September	Asia	Promotion
Agzarian, M	Arts	September	Asia/India	Promotion
Fogliani, C	Health Studies	October	Singapore	Promotion
Ferguson, KS	Science & Agriculture	October	Hong Kong	Promotion
Doyle, R	International	October	Middle East	Promotion
Savage, S	International	October	Asia	Promotion
Hudson, B	International	November	Europe	Promotion
Potts, D	Arts	December	Asia	Promotion

MAURITIUS

The first cohort of 35 students began study with the University of Mauritius in the Bachelor of Arts (Library and Information Science) course. The course, the first joint award with an overseas partner, allows holders of the University of Mauritius' Diploma in Library and Information Studies to upgrade their qualification. Graduates of the degree course will receive a testamur bearing the logos and seals of both universities.

UNITED KINGDOM

The Faculty of Science and Agriculture entered into an agreement with the London School of Commerce that has campuses in London, New Delhi and Chennai. The agreement has resulted in the Bachelor of Information Technology course being taught to students in these cities. Currently there are approximately 100 students enrolled with this number expected to substantially increase.

OVERSEAS GRADUATIONS

The success of the University's international programs is apparent from the fact that 405 students, on three continents, graduated with University awards in 1999. This number represents a 35 percent increase on the number of students graduating overseas in 1998. The University now has alumni in 40 countries.

MALAYSIA

The University held its biggest graduation yet in Malaysia with over 900 people attending and 250 graduands receiving undergraduate awards in business communication, vocational education and information technology, and higher degrees in accountancy, business administration and information technology. This is a 36 percent increase on the record number of 160 graduands who attended the 1998 ceremony.

HONG KONG

The University made history with its inaugural policing graduation ceremony in Hong Kong on 29 October 1999 with the first cohort of 16 policing superintendants graduating with the Graduate Certificate in Police Management. The ceremony, held in full ceremonial dress at the Police Headquarters, was a highlight for the Hong Kong Police Service.

A further 74 Hong Kong students graduated in arts, science and commerce in a second ceremony the following day.

OTHER CEREMONIES

Over 100 students graduated at a ceremony 65 in Canada on 2 October 1999. This was an increase of 58 percent on the 65 graduates who attended the 1998 ceremony.

On 28 September 1999 36 students graduated at a ceremony in the United Kingdom.

Goal 3

Being committed to open learning through access, articulation and student support programs.

Charles Sturt University has a strong tradition of flexible learning, most apparent through the comprehensive selection of courses offered by distance education.

The University's technology plan supports the increasing use of computers and the web by students and has implemented web technology as its standard for communication.

To coordinate efforts in support for learning and teaching, particularly in the area of technology support, the University established the Information and Learning Systems Group (ILSG) in 1995. The Group brings together the Division of Information Technology, the Division of Library Services and the Open Learning Institute (OLI). Since its formation the ILSG has instigated an active program of projects in the areas of staff development and the application of online technologies in learning and teaching.

OPEN LEARNING INSTITUTE

The OLI provides a focus for the definition of "openness" at the University, as well as holding responsibility for the provision and support of many of the University's open learning activities.

The OLI introduced a range of distance education student support programs in the areas of library and information skills, online learning, mathematics, chemistry, physics and statistics to permit distance students to upgrade their skills prior to formal enrolment.

The Continuing and Professional Education Centre (CPE Centre) of the OLI develops partnerships and alliances to provide learning pathways to the University for people with industry and professional qualifications and experiences.

Programs include the recognition of prior learning, entry into award courses as well as stand alone professional development.

DIVISION OF INFORMATION TECHNOLOGY

During the year, the Division of Information Technology made further progress towards establishing an audited quality assurance system with the continuation of a technical writing course and progressive internal auditing of documentation.

Other developments in technology to enhance learning and teaching during 1999 included:

- a rapid growth in the use of online support to subjects across the University;
- the successful completion of project based work involving staff from the constituent members of the ILSG in relation to online activities;
- implementation of the Electronic Assignment Submission and Tracking System;
- trialing of Personal Space which will allow students to login to a web page that delivers personalised information directly to them, and provides direct access to online subjects and forums as well as financial balances and student information. Personal Space is expected to be released during first session 2000;
- Enhancing Forum capabilities;
- the implementation of the University's microwave system providing reliable high speed data connectivity between campuses including the Dubbo Campus.

In 2000, the Division will:

- continue the development of the Division so as to make its staff,

services and facilities available to its clients across all campuses in as friendly, efficient and effective a manner as possible;

- continue the introduction of a quality assurance system which complies with ISO9000 and which emphasises an ongoing development and review of quality assurance procedures, service level agreements and performance indicators covering all aspects of the Division's services;
- ensure that its staff remain abreast of developments in technology by the provision of planned training activities and to support its staff in their vocational and professional development;
- work towards providing a standard desktop computing environment via Thin Client as an alternative to a desktop upgrade;
- continue to develop the technology that underpins CSU Online;
- continue the support and project management of HSC On-line;
- provide high speed links for both staff and students to Canberra and Goulburn;
- provide Web based training facilities for core CSU software;
- upgrade all desktop computers in the computing laboratories;
- upgrade projector facilities in lecture theatres; and
- improve remote access for both staff and students and increase the number of modems in the modem pools located at Albury, Bathurst, Wagga Wagga, Canberra, Dubbo and Sydney These improvements will provide a faster, more reliable dial in facility with speeds up to 57.6KBS.

DIVISION OF LIBRARY SERVICES

In 1999 the Division of Library Services further expanded online delivery and introduced digital document delivery. A single

password for authenticated access to network services was adopted. Interactive online learning materials for library skills were developed. Archives and art collections were further described and utilised.

Highlights included:

LIBRARY

- a single password network access was introduced in conjunction with the Division of Information Technology, simplifying access to online services;
- Ariel software was installed to improve interlibrary and inter-campus document delivery. It allows digital transmission of articles/chapters as images in compacted form rather than as text files;
- increased use of email interactions with students for document delivery;
- 509,628 loans transacted;
- inter-campus loans rose by 18.4% to 29,305;
- there were 39,403 distance education loans – a rise of 8% from 1998 (279% from 1990);
- successful trials of Citrix, Thin Client software were conducted;
- an enabling subject *Library and Information Skills* (SSS007) was developed. This is a fully online and interactive subject, focusing on online services provided by the Library. It is offered as part of the Study Link program;
- development began on *Web-ezy*, in conjunction with UNILINC, as a commercial package building on the work in SSS007. After introduction at the University, *Web-ezy* will be customised and sold to other clients;
- increased collaboration with academic staff in the effective delivery of information literacy training to students;
- the National Council for Intellectual Disability collection – in the two years since incorporation into the Library at

Albury, over 3,000 volumes have been added, over 3,500 loan transactions have been recorded, and arrangements are in train to obtain permanent ownership of this valuable collection;

- Thurgoona Library expansion was planned. Re-arrangement of facilities and move of stock from Albury-City occurred in the 1999-2000 semester break;
- a health administration library collection of 663 items was acquired for the Divine Word University in Madang, Papua New Guinea, as part of an IDP twinning project;
- an education library collection of 2,500 books plus major serial files was obtained for the Solomon Islands College of Higher Education following the closure of the NSW Department of School Education's library.

ARCHIVES

- redesigned website activated with new *Regional Records Online Guide* and revised *Concise Guide to State Archives from the Riverina and Murrumbidgee Regions*;
- in association with the Division of Information Technology, developed new University website about Captain Charles Sturt;
- University records accessioned in standardised format in the electronic accessions register, speeding access and retrieval;
- notable accessions include records from three distinguished Riverina women: Kath Higgins (journalist), Hilda M. Freeman (writer and journalist), and Beryl Daley (broadcaster);
- processing highlights include the records of Griffith Co-operative Society Ltd, ASPESA and ODLAA, and W G Huthwaite & Co Pty Ltd;
- preservation microfilming project included James Gormly's scrapbook and; John Graham's Riverina Movement records;

- hosted Madeline Denholm, Summer Vacation Research Scholar, 1998-99, working on the effectiveness of the Murray Valley Development League as an environmental pressure group;
- exhibitions included *Four Local Historians: James Gormly, Hilda M. Freeman, Keith Swan and David Denholm* for History Week in September.

ART COLLECTION

- artworks were rehung in all campus libraries, human resources offices, CPD Annex, Convention Centre, and executive offices;
- 115 artworks were purchased: 64 by Australian master print makers 1910-25; and 18 by regional artists;
- the best practice preservation project continued;
- four works by Herbert Gallop, and Gallop family memorabilia, were donated by Laurie and Judith Gallop;
- the art collection was valued by Digby Hyles Fine Art Services with a significant increase in value noted;
- Exhibitions included:
 - Restoration and Reframing exhibition opened by Justice D Levine, RFD;
 - Landscape exhibition at Griffith Regional Art Gallery;
 - Tom Lennon photographs at the RTC;
 - Wagga Wagga Teachers' College memorabilia;
 - Wagga Aboriginal Education Unit;
 - Icons of War (Professor David Green's gift);
 - Aileen Dent's Women;
 - CSU wine label competition entries.

DIVISION OF STUDENT SERVICES

The University is committed to providing the highest possible quality of support services for its students.

The Division of Student Service provides the following support and development services for students throughout the University: 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; and student equity services.

Highlights and developments for 1999 included:

- the establishment of a Senior Program Coordinator position to develop excellence in the area of First Year Experience and all modes of Orientation;
- the continuation of the successful peer mentoring scheme across the University, with particular attention given to distance education students;
- establishment of a Distance Education Orientation Site as a strategic initiative in response to the identified needs of distance education students;
- updating of the Student Services web site with comprehensive information about all services. This led to the doubling of visitors to the site;
- development of the Student Services forum for distance education students, enabling students to keep abreast of issues and seek information and help;
- the introduction of live chat sessions for distance education students;
- the introduction of the Return to Study weekend preparatory workshops for mature age students returning to study;
- the development and writing of Study Link subjects (bridging and enabling subjects) by Student Services staff, to help make non-recent school leavers' transition to university study successful. This received an enthusiastic response from as far afield as Canada;
- Online Learning Skills Study Link subject received as ASCILITE Award for Exemplary Use of Technology in Tertiary Teaching and has subsequently received funding from CUTSD for a project on evaluation of technology used in tertiary education;
- successful introduction of evening phone contact to distance education students to help with a variety of issues including learning skills issues. This included an extremely successful call out to mature age women that proved a 100% pass rate;
- establishing evening drop-in centres at the specific request from students;
- continued liaison between academics and learning skills advisers which led to the development of tutorial study skills sessions and team-teaching in academic areas;
- increased student support (Learning Skills Adviser and Counsellor) at the Goulburn and Albury-Wodonga campuses;
- the expansion of services from the Bathurst Student Services Office to students at the Dubbo Campus;
- the establishment of the Equity Start Up Scholarships;
- the establishment of GetaJob Listserv to help students with the process of finding appropriate employment;
- the conduct of various health initiatives including: Men's Week promotion; a women's clinic for students; and being involved in the Health Fair;

- completion of a survey of all students with disabilities on the data base to identify the degree of usage of the internet, and barriers to access the internet;
- the establishment of screen reader/voice output software and the purchase of voice recognition software for students' use;
- commencement of Catholic Colloquia in preparation for the 2000AD Year of Jubilee;
- comprehensive training of the residential advisers in areas of personal development, suicide awareness and prevention, and group development skills.

The University is committed to providing for the educational, social and cultural needs of all its students who are drawn from diverse social, economic and ethnic backgrounds.

ABORIGINAL RECONCILIATION

One expression of the University's commitment to Aboriginal reconciliation took place on 18 March 1999 at a ceremony on the Wagga Wagga Campus when each of the four main rooms in the Convention Centre were dedicated with names chosen by local Aboriginal Elders. The ceremony was attended by: Ms Linda Burney, a graduate of the University, and Deputy Director General of the NSW Department of Aboriginal Affairs and Chair of the State Reconciliation Committee; and Gatjil Djerrkura, Chair of ATSIC; and other dignitaries.

The Wagga Wagga Campus also hosted the NSW regional launch of a draft National Document of Reconciliation for 2000 when Reconciliation Week culminated on 3 June 1999.

ACADEMIC POLICY

As part of its ongoing quality assurance program, the Academic Senate conducts reviews of its academic policies to ensure that they are relevant to the needs of students and to ensure that they are being implemented equitably and well. In 1999 the following academic policies were amended or introduced:

- the Assessment Regulations were amended to give Faculties the option of reassessing or re-examining students who marginally fail subjects;
- the rationale that underpins the Exclusion Regulations was reviewed and a much more liberal

approach to exclusion is likely to be reflected in changes to be made to the Regulations in 2000;

- aspects of the Higher Degree Research Regulations relating to the length and format of theses, the examination of theses, and the transfer of students between research programs;
- special arrangements under which new Aboriginal students may sit their examinations were approved;
- the definitions of academic misconduct within the Student Academic Misconduct Rule were made more explicit;
- the policy on the nomenclature of courses was revised;
- the Academic Senate received a comprehensive report on assessment policy and procedures which will form the basis of fundamental changes to this important area of academic practice in 2000;
- changes to the Examination Regulations governing the checking of materials students are permitted to take into an examination and the handling of queries regarding examination questions;

Policy reviews under way in 1999 include: generic skills, attributes and values; subjects; Bachelor honours courses; subjects including the evaluation of subjects by students.

ACADEMIC GOVERNANCE

In order to streamline academic decision making and to make its academic governance structures more responsive to the ever changing environment of higher education, the Board of Governors and the Academic Senate reviewed the University's academic committee structure in 1999.

Goal 4

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

The outcome of this review was the reduction in the number of academic committees, a reduction in the membership of most committees, and a reduction in the number of ordinary meetings scheduled for each committee.

Membership of the Academic Senate was reduced by eight to twenty four and the number of times it will meet in a year was reduced from six to five. Faculty Boards, which had over forty members, had their membership reduced by about half and will meet four, rather than five times each year.

The Admissions Committee, Academic Regulations Committee and the Education Committee, all committees of Academic Senate, were abolished.

OPEN LEARNING

A series of task forces have been set up to provide tailored learning resources and support to different cohorts within the diversity of the student body. The outcomes from these task forces are planned for implementation in 2001.

Through the Associate Student Program, which allows students to enrol in single subjects, the Open Learning Institute (OLI) provides flexible alternatives to students requiring university-level training but who are otherwise not able to or do not wish to enrol in a university award course.

Through the Tertiary Teaching Colloquium and workshops for Educational Designers, the OLI has focused academic attention on individual differences, cultural awareness and issues of access and equity.

TEACHING BY VIDEOCONFERENCE

Staff on the Bathurst and Dubbo campuses have been trained to use the latest video link technology which is part of the University's new

\$5.6 million microwave communications network. The new technology allows lecturing staff in Bathurst to hold classes with their students in Dubbo and to include Bathurst students in classes being taught at Dubbo.

FINANCIAL SUPPORT

Many students receive financial support to study at the University through the Charles Sturt University Foundation. The Foundation is generously supported by business and industry.

Thirteen Foundation scholarships were awarded to students enrolled through the Albury-Wodonga Campus in 1999, five of these being awarded to students in the physiotherapy course. In addition, seven Commonwealth equity scholarships were also awarded. The equity scholarships, that were awarded for the last time in 1999, targeted academically superior students from low socio-economic backgrounds.

In Bathurst, 112 Foundation and residential scholarships and other awards ranging in value from \$1,000 to \$15,000 were awarded. The residential scholars work as tutors in the University's student residences. Twenty-eight equity scholarships were also awarded to Bathurst students.

CHILDCARE

The University's Riverina Children's Centre was awarded three-year accreditation by the National Childcare Accreditation Council. The campus based Centre participates in the Council's Quality Improvements and Accreditation System which involves parents and staff rating the Centre on 52 principles including: interactions between staff, children and parents; the programs and activities offered by the Centre; nutrition; health and safety; and Centre management.

STUDENT EQUITY

New courses designed to help with the transition to university study were trialled with students at the Dubbo Campus. The courses were developed by the University's Department of Student Services as part of the Step Up program in which students are given intensive training in study and personal skills to help them cope with the demands of completing a university course.

Courses are offered in learning skills, goal setting, time management and personal development. Over 150 students have used an online self-paced course as part of the package.

ETHNIC AFFAIRS

ETHNIC AFFAIRS PRIORITY STATEMENT

The University introduced its Ethnic Affairs Priority Statement (EAPS) in 1998. Its objective is to:

- enhance teaching and learning to cater for a linguistically and culturally diverse student body;
- increase support to students of different linguistic and cultural backgrounds and enhance their participation in University life;
- establish effective community relations in a multicultural context;
- implement strategies that foster a culturally diverse workforce;
- undertake research and analysis relevant to promoting cultural diversity; and
- foster a corporate culture that values diversity.

ACHIEVEMENTS IN 1999

During 1999 the University achieved the following:

- a four week enabling course for tertiary study was offered on each campus for international students at the commencement of the year;

STRATEGIES FOR 2000

Key strategies for 2000 include:

- individual consultations and workshops on a mixture of language, cultural, and academic skills were provided by the English Skills Support Officer throughout the year;
 - liaison with local ethnic minority social and friendship organisations to provide appropriate religious and cultural contacts for students of ethnic minority backgrounds;
 - greater involvement with community religious organisations on campus, including community members of the Muslim faith;
 - involving international students as guest speakers in the Department of Education anti-racism campaign at regional schools;
 - introducing international students to the Community Volunteer Scheme;
 - ‘international’ nights were held on each campus, open to staff, students and the local community;
 - Dewali Festival, beginning and end of Ramadan and other country specific national day celebrations were organised by students;
 - students celebrated International Day and International Food Week;
 - visits to the Albury-Wodonga Campus by Kosovar refugees, through the Albury-Wodonga Multicultural Resource Centre Refugee Resettlement Plan, were hosted by the Students’ Association;
 - a workshop on cultural issues for Residential Advisers was conducted at the Wagga Wagga Campus;
 - a module entitled *Acknowledging Diversity* was developed for inclusion in the Management Skills for Supervisors course; and
 - meetings were held with staff of ethnic minority backgrounds to establish a support network.
- further promulgation of EAPS and EAPS responsibilities through Faculties and Divisions;
 - inclusion of EAPS initiatives in the recruitment and selection of staff;
 - promulgation of policy on racial and other forms of harassment to staff and students;
 - review of the Grievance Resolution Policy and Procedures; and
 - consultations with staff of ethnic minority backgrounds during negotiations for the next enterprise agreement.

RESEARCH, CONSULTANCY AND GRADUATE STUDIES

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.

Goal 5

Conducting high quality research of regional significance and international distinction.

RESEARCH INCOME

The University will receive grants totalling \$3.7 million in 2000 from the Australian Research Council (ARC) on the basis of its submissions to the ARC in 1999. This is by far the most successful outcome for the University to date. Individuals and teams of researchers were successful in two ARC Large Grants and five grants in the Strategic Partnership with Industry Research Training Scheme (SPIRT). Research grant income exceeded \$3.1 million (up from \$1.1 million in 1993).

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	1992	1993	1994	1995	1996	1997	1998
National Competitive Grants	290	524	659	958	982	1365	1214
Other Public Sector	347	444	697	816	1162	862	869
Industry and Other	76	110	180	160	360	589	1025
Total Research Income (\$000's)	713	1077	1535	1934	2503	2816	3108

Research Income DETYA Sources

	1999	2000
Research quantum	\$848,000	\$950,000
Research infrastructure block grant	\$264,200	\$258,693
ARC Small Grants	\$122,609	\$ 89,800
HECS exemption scholarships	(98*)	(121)*
ARC Large Grants	\$58,000 (2)	\$62,900 (2)*
ARC SPIRT Grants	\$41,644 (2)*	\$130,548 (5)*
ARC Special Research Centre	\$986,670	
TOTAL	\$1,334,453	\$2,478,611

*(Number of grants or scholarships)

Research Fund - Major Programs

Contribution to University Research Centres	535,000
Seed Grant Program	35,000
Staff Support Grants	65,000 *
CSU Small Grants	75,000
International Collaborative Grants	-
CSU Postgraduate Studentships	299,000
CSU Studentship and APA Subsidies	65,000
Research Development Fund	60,000
Summer Scholarships	15,000
Research Fellows	120,000
Visiting Fellowships	10,000
Writing Up Awards	25,000
Special Projects/Staff and Postgraduate Student Development	66,000
General	12,500
Spatial Analysis Unit	15,000
HECS Exemption Scholarships	50,000
Key Researchers	55,000
TOTAL	<u>\$1,502,500</u>

* Transferred to support the Centre for Graduate Studies

Research Infrastructure Block Grant Allocations

Farrer Centre
Various equipment for soil and water, integrated pest management and biotechnology research \$52,461

Centre for Rural Social Research
Research administrator (part time) \$31,960

Gilmore Centre
Collaborative research development officer (part time) \$50,000

Centre for Professional and Applied Ethics
Various equipment \$50,000

Research Management Committee
Statistical consultants \$47,562

TOTAL \$231,983

**CONSULTING AND
COMMERCIAL
ACTIVITIES**

The University's Outside Professional Activities and Intellectual Properties policies received a favourable report from the Audit Office of New South Wales. Income from grants and consulting increased exponentially, exceeding \$5 million in 1999. Commercial and collaborative research partnerships were established with North Star Biologicals, Newcrest Mining, IAMA, Generex, Monsanto, Amrad and many others.

**STAFF AND STUDENT
DEVELOPMENT**

A research colloquium to assist early career researchers was conducted for the first time. Workshops covered strategies for developing research and consulting bids, ethics and other approvals, and documenting research, consulting and research training. External experts in methodology and statistics were engaged to support the University's academic staff to prepare grant applications. A thesis writing workshop was much appreciated especially by the University's

distance education students and by many staff who are enrolled as higher degree students, at CSU or with other universities.

Trends in publication output (weighted DETYA points)

Faculty	1996 †	1997 †	1998 *
Arts	54	36	53
Commerce	23	24	15
Education	35	7	13
Health Studies	12	9	13
Science and Agriculture	49	43	97
TOTAL	173	119	191

† Not audited * Audited

Note: DETYA publication collection items are restricted to refereed journal articles, chapters and conference proceedings (each one point); books (5 points).

RESEARCH CENTRES

THE JOHNSTONE CENTRE

The Johnstone Centre was renamed the Johnstone Centre for Research in Natural Resources and Society to reflect its new directions. The Centre hosted a seminar in October on *Better Management of Water at the Local Level* that looked at ways that local councils could conserve wetlands and encourage the conservation of water. The seminar was part of National Water Week. The Centre, with the School of Environmental and Information Sciences, the CSIRO and the NSW National Parks and Wildlife Service jointly organised *Bushfires 99: Flammable Australia*, a national conference to examine the loss of lives and property as a result of bushfires. The conference was held in Albury and attracted delegates from around Australia and from Brazil, Canada, New Zealand, South Africa, Turkey and the USA. Professor David Goldney relinquished his position as Director when he retired from the University. Dr Allan Curtis was acting Director subsequently.

THE CENTRE FOR CULTURAL RISK RESEARCH

The Centre for Cultural Risk Research was established to address the socio-cultural dimensions of risk in contemporary societies. Activities conducted by the Centre in 1999 included: a seminar identifying the barriers and risks that members of sexual minority groups face in accessing health and welfare benefits routinely available to heterosexual families; a symposium on Childhood at Risk which looked at the risks faced by professionals working with children; and a seminar which looked at the hidden assumption of heterosexuality in science teaching in schools. The Centre is directed by Associate Professor Deborah Lupton.

CENTRE FOR RURAL SOCIAL RESEARCH

A new Director, Dr Margaret Alston, was appointed to the Centre for Rural Social Research that was established to research social issues affecting rural communities and to bring the results of that research to policy makers. Activities in 1999 included participation in the Catholic Colloquium Wagga series which debated the issues raised in the Church's Social Justice Statement. Dr Frank Vanclay, Associate Director of the Centre, was named chair of the tenth world congress of rural sociology to be held in Brazil in July 2000.

THE FARRER CENTRE

The Farrer Centre continued to conduct research and provide consultancy services in a wide range of activities related to conservation farming. Research was enhanced in biological control of weeds, biotechnology, soil and water management, farming systems, internet technologies, herbicide resistance and allelopathy. Consultancies focussed on precision farming technologies, environmental services, educational resources and managerial services. The Centre is associated with two Cooperative Research Centres – The CRC for Weed Management Systems and the CRC for Sustainable Rice Production. The Centre is directed by Professor Jim Pratley.

THE CENTRE FOR PROFESSIONAL AND APPLIED ETHICS

The Centre for Professional and Applied Ethics was established to promote research and teaching in professional and applied ethics. Activities conducted in 1999 included a seminar in Canberra that investigated the very topical issue of parliamentary codes of conduct. The Centre also hosted the sixth national conference of the Australian Association for Professional and Applied Ethics whose theme was the

moral foundations of civil society. The Centre has become an ARC Special Research Centre on Applied Philosophy and Public Ethic. The Centre is directed by Professor Seumus Miller.

THE CENTRE FOR APPLIED PHILOSOPHY AND PUBLIC ETHICS

As part of its \$3.7 million ARC grant, the University received \$2.6 million to establish a national Centre for Applied Philosophy and Public Ethics. The grant to establish the Centre was one of eleven grants awarded for the establishment of Special Research Centres. The competition for such grants is extremely competitive. The grants are made on the basis of an institution's track record in research in a particular field, not just its future potential, which makes the winning of the grant even more rewarding.

The Centre, to be led by Professor Seumas Miller from the Faculty of Arts, will be based in Canberra where the University's School of Theology is located. It will be administered by the University in association with The University of Melbourne.

The grant was the highlight of the Faculty of Arts' research program in 1999. It recognises the strength of the Faculty in this field, which owes much to the close collaboration within the Faculty, over a long period, of ethicists and staff in professional fields such as policing, social work and the media.

RESEARCH GROUPS

THE GROUP FOR RESEARCH IN EMPLOYMENT AND TRAINING

This cross-disciplinary group from the Faculties of Commerce and Education carries out applied research, consultancy and professional continuing education in

workplace training and learning, vocational education, management ethics and organisational change. The group is led by Professor Mark McFadden.

THE TEACHER EDUCATION RESEARCH GROUP

This group specialises in research into pre-service and in-service teacher education, and the study of teachers and their work. Innovative areas include the study of partnerships with schools and education systems and approaches to practice and internships. The group is led by Associate Professor David McKinnon.

THE 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. The group is led by Professor Don Thomson.

THE ADAPTIVE INFORMATICS RESEARCH GROUP

The research program of this group focuses on intelligent information systems. Such systems comprise numerous agents with the capacity to learn and adapt to and modify their environment. Examples extend from virtual environments to self-describing agents on the internet. The group is led by Professor Terry Bossomaier.

THE SPATIAL ANALYSIS UNIT

This Unit coordinates research, consultancy and training in image

processing, remote sensing, airborne videography, geographic information systems and related spatial data processing technologies. The unit is managed by Ms Siti Amri.

PROFESSIONAL CENTRES

THE WESTERN RESEARCH INSTITUTE

The Western Research Institute was opened on 23 February by the NSW Minister for State and Regional Development. The Institute, based on the University's Bathurst Campus grew from a University research group, the Regional and Rural Economics Research Unit. It coordinates and conducts research that will facilitate the development of the Central West, Far West and Orana regions of NSW. During 1999 the Institute participated in a parliamentary conference on *Overcoming the Obstacles to Rural Growth* organised by the Centre for Economic Development of Australia. It also launched the Central West Regional Economic Model that allows data on the region to be manipulated to reflect various economic scenarios to assist with planning and investment decisions. The Institute is directed by Mr Tom Murphy.

THE GILMORE CENTRE

An enterprise of the University, the Centre was founded on the success of the Australian Rural Health Research Institute (1994-1997) in research and consultancies. It was officially launched in 1998 by Mrs Gabi Hollows and named in recognition of Dame Mary Gilmore. A local and national identity, Dame Mary advocated for social justice, rural health services and respect for Aboriginal culture. The Centre offers services to the health industry and has secured strong partnerships with NSW Health and area health services. The Gilmore Centre undertakes consultancies, contracted research, training and management

for members of the health industries. For example, it is currently managing, under contract, the education, training and research activities for an area health service with 3000 employees. Some of the needs of the health service are satisfied through arrangements with staff in the schools of the University. The Centre has a strong focus on strategic alliances and consumer participation. The Centre is directed by Mr Peter Dunn.

THE CENTRE FOR INFORMATION STUDIES

This Centre is now widely acknowledged as Australia's foremost publisher of library and information science monographs. In 1999 it was granted commercial publisher status by DETYA. During the past three years it has put in place quality assurance mechanisms to maintain the high standard of its publications. Five new titles were published last year. The Centre is entirely self supporting, and pays its co-directors, Dr Gayner Eyre and Mr Ken Dillon from its own income. Its new coordinator of research and consultancy Professor Ross Harvey, is currently undertaking a range of initiatives aimed at expanding the Centre's role in consultancy and research.

THE CENTRE FOR IMMUNOREGULATION

The Centre for Immunoregulation was established in September 1998 as a joint venture between the University and an Australian vaccine company. The aim of the Centre is to develop new vaccines to improve meat, milk and wool production in livestock. The Centre was established in new purpose built facilities on the Wagga Wagga Campus with nine staff and postgraduate students whose expertise include veterinary science, immunology, chemistry, endocrinology, nutrition and physiology. The Centre has a wide network of collaborators both in Australia and internationally, and is

conducting research in cooperation with State departments of agriculture in Queensland, NSW and Victoria, as well as with commercial livestock producers throughout the country. Research in pigs and cattle aims to improve feed efficiency and carcass quality. In wool research large scale trials were conducted in the Riverina as well as with commercial producers of superfine wool in Victoria and Northern China. Recent studies have shown vaccination can improve wool growth in sheep under poor nutritional conditions. The Director of the Centre is Mr David Kingston.

THE 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. Funding is provided by the University, by NSW Agriculture and the NSW Wine Industry Association. A commercial winery, vineyard and cheese factory all support the University's programs in food science, wine science and viticulture. Principal research activities in 1999 included, wine flavour and phenolic components, expert systems in viticulture, vine pathology, wine microbiology, and dairy technology. The Centre is directed by Professor Geoff Scollary.

CENTRE FOR COOPERATIVE RESEARCH AND DEVELOPMENT

This Centre was launched in February 1999 as a joint initiative of the University and The University of Technology, Sydney, to research and promote the role of cooperative and mutual societies in generating employment and growth in rural areas. The joint bid to establish the Centre was chosen for funding from proposals submitted by twelve other universities within Australia. The Centre is directed by Associate Professor Terry Bishop.

COOPERATIVE RESEARCH CENTRES (CRC)

CRC IN SUSTAINABLE TOURISM

An office of the CRC in Sustainable Tourism was established on the Bathurst Campus in November 1999. The University's involvement through the CRC will be through the International Nature Tourism Program which currently runs research programs in China, Nepal and Papua New Guinea.

CRC IN VITICULTURE

The CRC in Viticulture was renewed in 1999 with a new Board and a new direction that should better reflect industry needs. A national seminar on *Viticulture for the New Millennium* was held in the National Wine and Grape Industry Centre's new training facilities on the Wagga Wagga Campus. The seminar included discussion of the genetic manipulation of grapevines, precision viticulture, site selection for viticulture, and using computers to model the growth of grape vines.

CRC FOR WEED MANAGEMENT

The University is an associate member of the CRC for Weed Management. Objectives of the CRC are to reduce the impact of weeds on farm productivity and profitability, to develop practical integrated weed management systems for the sustainability and productivity of Australian temperate perennial pastures and natural ecosystems and to provide a coordinated approach to education and adoption of weed management strategies. During 1999 University staff made specialist contributions in allelopathy, weed biology and contributed to courses and workshops in integrated weed management, weed identification and herbicide resistance.

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 in 1999 made specialist contributions in the management of soil acidity and fertility, weed ecology, and extension and information technology. The Centre was commended in its recent two-year review.

OTHER RESEARCH ACTIVITIES

SCHOOL OF INFORMATION TECHNOLOGY

An information technology conference highlighting geographic information systems (GIS) and the Internet, hosted by the School of Information Technology on the Bathurst Campus, was run in October in conjunction with a United Nations workshop. *The Spatial Metadata and Online GIS Conference* attracted almost 100 private delegates and delegates from industry, education and government from around the world. The conference focused on the topical area of GIS technology and its use in cadastral mapping data (or satellite photographs) of private and public land parcels around the world. The object of the United Nations workshop was to develop a new international agreement on land ownership and determination to be known as the *Bathurst Declaration on Land Tenure and Cadastral Infrastructures to Support Sustainable Development*. The Bathurst Declaration was announced on 22 October.

SCHOOL OF INFORMATION STUDIES

The School of Information Studies hosted OZCHI 99, the annual international conference of the Computer Human Interaction Group of the Ergonomics Society of Australia. The conference brought together Australian and international representatives of industry and academia interested in human-computer interaction from a psychological, software engineering, design, social science or management view point.

THE AUSTRALIAN INSTITUTE OF COMPUTER ETHICS

The Australian Institute of Computer Ethics, a joint venture of the University and Swinburne University of Technology, staged the first international conference dealing with computer ethics. The conference, held in Melbourne in July, dealt with the effects of information technology including the internet on the quality of life and the environment.

THE SOMMERVILLE COLLECTION

The Sommerville Collection, a world class museum of about 6,500 fossils and minerals from regional NSW will be established in Bathurst under the auspices of Charles Sturt University, the Australian Museum, Bathurst City Council and the mining industry of Australia. The collection is named after Mr Warren Sommerville who built the collection and whom the University will appoint as a professorial fellow and inaugural curator of the museum.

Around 6,500 fossils and minerals make up the collection which includes a complete skeleton of *Tyrannosaurus rex*, a full plesiosaur skeleton from Africa, 100 million year old reptile and bird skeletons from China, Australia's finest collection of fossils in amber and the world's largest dinosaur egg. Valued at over \$15 million, a number of

items are noted as the only or the best examples of their type in the world. The museum will be used as a teaching resource and for research by the University and by regional and metropolitan schools

EMERGENCY MANAGEMENT AUSTRALIA

On 5 May the University signed an agreement with Emergency Management Australia (EMA) to foster collaborative research and the joint development of programs in emergency management in Australia and overseas. EMA is the peak national body for the coordination of the Commonwealth Government's response to disasters. It works with State and Territory emergency management agencies in developing a national approach to emergency management.

CAREFLIGHT

Australia's aero-medical retrieval services lead the world in best practice and an agreement signed on 15 June 1999 establishes CareFlight as an affiliate of the University, enhancing research into this critical health care service. CareFlight, operating across the eastern seaboard states of Australia, is the only emergency helicopter service that employs its own medical staff including doctors.

The affiliation will further strengthen the University's pre eminence in rural health care education and research, particularly in the field of pre hospital care.

FACULTY OF HEALTH STUDIES

A consortium involving the University and Australia Business Health Limited has won two major AusAID contracts in Indonesia. The million-dollar deal to aid Indonesian health services was launched at the Bathurst Campus on 19 July.

The first project will design and deliver management training and

professional development workshops to some 360 district and provincial health service managers. The second project involves two groups of 24 senior Indonesian health managers visiting Australia for up to three months. The first group completed their study period in December 1999 and the second group will visit in 2000.

A successful collaboration in Aboriginal health between Faculty researchers in Dubbo and the Macquarie Area Health Service has resulted in a major award from NSW Health. *The Aboriginal Asthma Education Research Project* was awarded first place in the *NSW Health Baxter Pharmaceuticals Good Health Care Awards' Healthier Patients Category*. The project involved the design and delivery of an asthma education program for Aboriginal communities in the Orana region.

RESEARCH TRAINING (GRADUATE STUDIES)

In 1999 the University established the Centre for Graduate Studies and appointed Professor Mike King as Director. The concept of the Centre and a mission statement for its future role were developed and disseminated across the University.

The Board of Graduate Studies was restructured and reduced in size. The Board reviewed its documentation and procedures in order to improve the service to students and faculties with respect to the admission, progress monitoring and the examination of research higher degree students. Two specialised sub committees were established to improve quality assurance processes in thesis examination, admissions and progress monitoring.

Three new professional doctorate programs in public health, psychology and forensic psychology were established during 1999. Two other professional doctorate programs are being developed.

Research supervisor training workshops were conducted on each of the main campuses of the University. A series of advanced workshops for more experienced supervisors was also offered in the second semester of 1999. A formalised year-long program of training for new and more experienced supervisors has been developed and advertised for the coming year.

The Centre for Graduate Studies is currently working with Faculties to develop a probationary program for all future research students of the University in line with the AVCC recommendations on probationary periods for research students. It is intended to implement this program in 2000.

Thirty-three research higher degrees were awarded in 1999. That was the most successful year to date for research higher degree completions.

Research Higher Degree Students - 1999

Faculty	Enrolments			Completions		
	Master	Doctoral	Total	Master	Doctoral	Total
AGSPM	3	2	5	-	-	-
Arts	22	57	79	5	3	8
Commerce	1	60	61	1	-	1
Education	10	59	69	2	2	4
Health	10	15	25	-	1	1
Science & Agriculture	22	83	105	3	10	13

Several new initiatives are being developed in response to the white paper *Knowledge and Innovation: A Policy Statement on Research and Research Training* (December, 1999). These include an orientation and induction program for new students and formal appointment and training of supervisors and associates who are external to the University.

REPRESENTATION

Professors Kathleen Bowmer and Alistar Robertson were appointed to chair their discipline panels for the Australian Research Council Large Grants Panels. Professor Bowmer was appointed to the Executive of the Australian Universities Deputy/Pro Vice-Chancellor Research Committee - Professor Mike King was appointed to the Executive of the Directors and Deans of Graduate Studies Committees.

Goal 6

Combining a dynamic regional commitment with a growing international reputation.

REGIONAL COMMITMENT

Commitment to community service and the enhancement of regional culture is integral to the University's mission to be the premier regional university in Australia.

LOCAL ECONOMIES

The University injected almost \$153 million into its local economies in 1999. At a time when government departments and corporations are withdrawing services and reducing staff in regional areas, the University is continuing to increase the amount of money it spends in the cities it serves.

In 1999, the University spent \$61 million through the Bathurst Campus, \$76 million through the Wagga Wagga Campus and \$15 million through the Albury-Wodonga Campus in salaries and the purchase of goods and services.

In addition, the University spent \$12 million in the construction of new buildings on these three campuses. In 1999 the University commenced its \$5 million development of the new Dubbo Campus.

As well as injecting considerable resources into local communities, the University contributes significantly to the professional and cultural life of its communities as the reports below demonstrate.

ALBURY-WODONGA

BORDER CONFERENCE

The University hosted a conference in Albury-Wodonga in September 1999 titled *Border 1999: Meeting the Challenges of the Border*. The conference was attended by civic leaders from local State and Federal governments, community groups and individual citizens. It looked at

ways to advance cooperative federalism and to overcome nearly 1,900 border anomalies. One significant outcome was the establishment of a task force of representatives of local councils along the border.

RURAL AGEING AND LIFESTYLE GROUP

The Rural Ageing and Lifestyle Group won national recognition in 1999 for its contribution to the 1999 International Year of Older Persons. The Group was made a partner of Australian Coalition '99, a national body that represented the United Nations in IYOP activities. The Group conducted the Second National Rural Conference on Ageing in July on the Albury-Wodonga Campus.

During the Conference, the Group launched the Healthy Lifestyles Program and an associated training manual. The manual can be used to train community workers and volunteers who work with older people.

HENRY NOWICK LECTURE

Tim Fischer, the former Federal Minister for Foreign Affairs and Trade, delivered the 1999 Henry Nowick Lecture in October. He spoke on *Trade-the True Story* the theme being that there is no such thing as a level playing field in international trade but what counts is how exporters deal with the uneven conditions.

ALBURY-WODONGA EISTEDDFOD

The University was a major sponsor of the 1999 Albury-Wodonga Eisteddfod that took place in August. In a new agreement with local organisers the University presented prizes to the winners of major debating and choir competitions for school-aged participants.



BATHURST

SCHOOL OF COMMUNICATION

Years of experience in celebratory theatre and multimedia gave the School of Communication the winning edge in a competitive tender to write and deliver a drama course development program for the NSW Department of Education and Training. The \$100,000 consultancy resulted in the offering by distance education and an interactive website in July, a two-subject course on *Devising Celebration*.

PSYCHOLOGICAL SERVICES CENTRE

The Psychological Services Centre, which was established in 1998, provides a range of psychological and related services to the Central West region of NSW. Activities conducted by the Centre in 1999 included a workshop focusing on the importance of creating positive schools. The workshop was run in conjunction with the Australian Guidance Counselling Association and the NSW Department of Education and Training.

The Centre also conducted a workshop that examined psychological assessment strategies and techniques which health professionals might employ in their treatment of people with addictions; and a workshop on developing skills in treating people suffering from depression and dysthymia.

CHARLES STURT ORATION.

The biennial Charles Sturt Oration at the Bathurst Campus was held in 1999. The Oration was delivered by pioneering Australian aviator Nancy Bird Walton who was the first woman in Australia to hold a commercial pilot's licence. She spoke of the hardship she saw during her years flying for the rural and remote nursing service and of the history of Australian aviation generally. Previous speakers at the Oration include Philip Adams and Tim Bowden.

CELEBRATION OF CULTURAL HERITAGE

The significance of the Bathurst migrant camp and the City's cultural heritage was celebrated at the annual Heritage Dinner held in October. The camp had been home to approximately 80,000 European world war II refugees by the time it closed in 1952.

EARLY INTERVENTION CENTRE

On 25 June the Mayor of Bathurst opened the new building that houses the Early Childhood Intervention Centre. The new facility, which cost \$400,000. The Centre treats children from the Bathurst, Blayney, Oberon and Evans local government areas who have motor skill, learning and other disabilities. The new purpose built building will enable the delivery of enhanced services.

DUBBO

NEW CAMPUS

On 10 June 1999 the Governor of NSW, Gordon Samuels, laid the foundation stone marking the start to construction of the University's new campus at Dubbo. Stage 1 of the project involves construction of a \$5 million Interactive Learning Centre which is scheduled for completion in late 2000.

Commencement of construction coincided with confirmation from the NSW Minister for Education that the Dubbo Super School, to be built adjacent to the University's Yarrandale Road campus will proceed. The School will facilitate the transition of regional students from secondary to higher education.

INAUGURAL DUBBO GRADUATION CEREMONY

The University held its first graduation ceremony in Dubbo on 10 June 1999 at which over thirty graduands and students received their testamurs, scholarships or prizes. At the ceremony, an honorary Doctor of Health Studies was conferred on Jitsuhiro Yamada in recognition,

among other things, of his role in establishing social and educational links between Minokamo City in Japan and Dubbo.

DUBBO EISTEDDFOD

The University became a principal sponsor of the Dubbo Eisteddfod in 1999 offering \$5,000 in prize money and scholarships to support what is regarded as one of the leading country eisteddfods in NSW.

DUBBO COMMUNITY SUPPORT

The generosity of the Dubbo community in 1999 resulted in two expressions of support for the University's newest campus. The local RSL Club donated \$2,500 to establish an indigenous health library of particular benefit to students in the Community and Public Health course offered at the campus. The Orana Education Centre announced the funding of three \$2,000 scholarships in 2000 for nursing and teaching students.

WAGGA WAGGA

CHILD PROTECTION FORUM

In April 1999 the University hosted a public forum which was addressed by Dr David Gough from the University of London, an internationally recognised researcher in the area of child protection. Dr Gough was in Australia to advise the NSW Department of Health on child protection issues.

REGIONAL ART TEACHERS' CONFERENCE

In April 1999 the University hosted a conference for regional art teachers. The conference, titled *Crossing Boundaries*, featured demonstrations of the latest educational resources including HSC On-line.

EQUINE CENTRE

The showjumping horses being prepared for the Sydney Olympics by the Equine Centre attracted acclaim by international modern pentathlon authorities as the "best ever". The

praise followed the successful staging of the Modern Pentathlon World Cup in Sydney in September.

An agreement with the NSW Department of Sport and Recreation has resulted in a major upgrading of the Equine Centre's facilities. The Department and the University are sharing the cost of this upgrade. New stables, housing of up to 60 horses were constructed. The Equine Centre will be a most attractive venue for many national horse events.

The training of horses for the Modern Pentathlon event at the Sydney 2000 Olympics continues. This training program has been of major assistance in bringing CSU and the local region to the attention to many of the sporting associations and the major players within the equine industry.

THIRD AMBASSADORIAL DINNER

The third Ambassadorial Dinner was held in the Convention Centre on 20 October. Singaporean High Commissioner, His Excellency Low Choon Ming delivered the keynote address *Conducting Business in Singapore*. Promoting international opportunities for regional businesses is the theme of the dinners.

WALLABIES' WALLABY

A lecture and students from the School of Science and Technology cut the image of a wallaby in a field of canola just outside of Wagga Wagga that was photographed by satellite 700 kilometers above. The image was sent with best wishes to the Wallabies rugby union team competing in the world cup competition in the UK. The team responded by donating an autographed jersey to the community fund raising campaign for a Riverina radiotherapy unit.

INFORMATION SERVICES IN SCHOOLS CONFERENCE

The School of Information Studies on the Wagga Wagga Campus hosted

a virtual conference ISIS'99 titled *Enter the Millenium: Reflections and Strategic Intentions*. The Information Services in Schools (ISIS) online conference was designed to help teachers and other professionals become skilled in the use of information technology to support teaching and learning.

OTHER CENTRES

GOULBURN

SCHOOL OF POLICING STUDIES

The School of Policing Studies, located in Goulburn at the NSW Police Academy, hosted a conference in Canberra on *The History of Crime, Policing and Punishment* in December. The conference covered topics including drugs, police operations, the colonial era, and comparative international issues.

INTERNATIONAL REPUTATION

The University's international achievements are documented under Goal 2.

Goal 7

Providing a flexible, innovative and challenging environment in which to teach, learn, research and work.

DIVISION OF HUMAN RESOURCES

The Division of Human Resources made a substantial contribution to the effective operation and administration of the University. The Division provided professional and effective human resource services to the executive, managers and staff of the University. A range of human resource services were provided by the Division to enable the University to attract, select, retain and develop staff within a professional, safe and supportive working environment.

In addition to providing operational human resource services to the University during 1999 the Division made the following contributions through its functional areas:

EMPLOYEE RELATIONS

- developed leave management guidelines for the 2000 Olympic Games period;
- developed a policy that regulates the use of University computing and electronic communication facilities and which is aligned with Commonwealth online content regulation requirements;
- drafted a new award covering general staff of the University pursuant to the award simplification provisions of the *Workplace Relations Act 1996*;

ENVIRONMENT, HEALTH AND SAFETY

- substantially reduced the University's workers compensation insurance premium;
- appointed a full-time Injury Management Coordinator;
- developed Injury Management Kits to provide injured staff with relevant injury management information;

- commenced University wide environmental health and safety audit of University facilities, policies and practices;
- revised the University's Smoking in the Workplace Policy;
- developed a new Driving Hours Policy.

STAFF DEVELOPMENT

- developed a new study leave policy for general staff;
- designed an interactive web based occupational health and safety training package;
- delivered training to the Greater Murray Area Health Service on a consultancy basis;
- delivered training to a number of Divisions within the University on a consultancy basis;
- delivered financial management training in collaboration with the Division of Financial Services;
- supported ATEM (Association for Tertiary Education Management) training programs and corporate membership of ATEM;
- supported external training provided by the AVCC (Australian Vice-Chancellors' Committee) and other external consultants;
- convened the Techfest 1999 conference for all technical staff of the University and the catchment region;

HUMAN RESOURCE ADMINISTRATION

- extensively tested and successfully implemented Concept 8, a year 2000 functional human resource information system that enhances reporting capability to over 100 programs;
- created a new Divisional web site that incorporates function specific sites for all services provided by

the Division and enables users to access a vast range of human resource and related information;

RECRUITMENT

- developed and introduced online recruitment facilities;
- appointed a new advertising agency;
- created and introduced a new recruitment advertising campaign;
- issued over 500 offers of employment across the University;

EQUAL EMPLOYMENT OPPORTUNITY

- promulgated equal employment opportunity and affirmative action plans in Faculties and Divisions;
- developed a policy on harassment;
- developed and circulated a brochure on flexible work practices to accommodate work and family responsibilities;
- increased the response rate to the equal employment opportunity survey from 88% to 93%;
- continued support for the Women in Research Network;
- delivered presentations through women's forums on each campus over the year;
- surveyed staff with disabilities to identify work related issues and access to the internet;
- provided a workplace seminar on accommodating disability and organisation of CRS work site assessment;
- integrated equal employment opportunity in training in management skills for supervisors and conflict resolution training.

Planned equal employment opportunity outcomes for 2000 include:

- development and promulgation of a brochure on harassment;
- update the Employment Plan for People with Disabilities;
- development of policy on work related adjustment;
- review of the University's grievance procedures.

OPEN LEARNING INSTITUTE

To increase flexibility of the learning environment for students the University has established a working party to develop the operational parameters for a year round trimester-based calendar for introduction in 2002.

The University maintained a leading role in off-campus education with increased flexibility in the range of distance education learning materials available. Some examples of these are:

- the increased use of electronic media utilising computer disks, CD-Rom, video and audio as well as the internet;
- online support for all subjects;
- enhanced communication trials of chat interactive talk sessions and oasis self assessment processes;
- the option of electronic submission of assignments via the internet;
- the introduction of an orientation CD-Rom mailed to all commencing distance education students;
- face-to-face orientation sessions for commencing distance education students at locations such as Sydney, Melbourne, Canberra, Brisbane, Albury, Bathurst, Dubbo and Wagga Wagga;
- early enrolment and despatch of study materials.

The Continuing and Professional Education Centre (CPE Centre) adapted programs and courses to run in formats and at locations exactly

tailored to the clients needs. Delivery systems included distance education, hands-on practical workshops, short courses and cultural experiences.

The Centre for Enhancing Learning and Teaching (CELT) has responsibility for academic staff development. Workshops and individual educational design support for academics assisted them in providing a challenging and educationally sound learning environment. In 1999 the Learning and Teaching Forum provided an online focus. Through workshops and professional development, assistance to staff teaching at the Dubbo Campus covered interactive video conferencing as well as CSU online, supporting a flexible and innovative work environment.

Significant Achievements or Events in 1999:

- the CPE Centre accomplished a significant achievement by receiving interest from organisations who deliver quality education and training and who want to form a partnership with this University through the recognition of their own programs;
- all distance education subjects now have online support;
- quality assurance mechanisms now apply to on all online subjects;
- the early despatch of mail packages for Autumn 2000 was effected;
- sites for orientation sessions were expanded;
- an Orientation CD-Rom was produced;
- the option of electronic submission of assignments was introduced;
- communication trials were enhanced.

PHYSICAL ENVIRONMENT

SITE DEVELOPMENT

On 10 June 1999, the Governor of New South Wales unveiled a plaque to mark the start of construction of a new campus of the University at Dubbo. In December the Minister for Education, Training and Youth Affairs announced an in-principle allocation of funding from the Commonwealth's Capital Development Pool in 2002 of \$2.5 million for development of the Dubbo Campus.

The University completed the acquisition of 40.5 hectares of land from NSW Agriculture at a cost of \$241,000. The land is adjacent to McKeown Drive on the Agriculture campus at Wagga Wagga. It will enable further development of the University's teaching and research activities in wine and food science and the University's wine and food enterprises.

The University is undertaking a review of its stormwater services on the Boorooma and Agriculture campuses at Wagga Wagga to overcome some concerns of the Wagga Wagga City Council. It is expected that the engineering options will be available from the consultants by March 2000.

The Thurgoona campus received the state-wide Best Practice Water Cycle Management Award for the University's innovative water management system from the Australian Water and Wastewater Association and the RiverCare 2000 Gold award from the NSW Government. The water management system collects the stormwater from the site, treats the water through a series of wetlands, and the treated water is then stored for use by the landscape irrigation systems.

A project commenced in 1999 to develop an environmental plan for the Bathurst Campus. The plan will address issues such as recycling,

water usage, feral animal control, and landscaping to incorporate natural features. Specialist advice is being provided by the Environmental Studies Unit which is located on the Bathurst Campus.

OFFICE OF DESIGN

During 1999 the Office of Design undertook the planning and concept design of major construction, refurbishment and site services projects and managed selected architectural and engineering consultants to complete the detailed design and documentation of these projects.

Projects on the Bathurst Campus included: Stage 2 additions to the gymnasium and auditorium building; student residential cottages and services precinct; the Call Centre; the entrance road from Elizabeth Mitchell Drive; and the lecture theatre car park. Projects on the Wagga Wagga Campus included: post-graduate buildings; psychology and social work buildings; the pilot wine production facility; Stage 3 of the Atkins Hall refurbishment; and the Graham Building refurbishment. Projects on the Thurgoona Campus included alterations to the administration/teaching building to accommodate additional library facilities. Projects on the Dubbo Campus included the Interactive Learning Centre; site development; and liaison with Department of Education and Training relating to the development of the Department's Dubbo campus.

ALBURY-WODONGA CITY CAMPUS

The refurbishment of existing buildings was completed in 1999 to provide specialist teaching accommodation for physiotherapy, speech pathology, physiology courses and office accommodation for student administration staff.

ALBURY-WODONGA THURGOONA CAMPUS

Construction of the Stage 1 academic office buildings, the herbarium, and the graphics information teaching facility was completed in February 1999 at a cost of \$5 million. The School of Environmental and Information Sciences and technical services of the Division of Information Technology were accommodated in the Stage 1 buildings.

Construction of the 200-seat lecture theatre and five associated classrooms was completed in December 1999 at a cost of \$2.75 million and will be available for teaching at the commencement of the 2000 academic year.

The four new student residential eight bedroom cottages, a laundry, and car park will be completed in February 2000 at an estimated cost of \$1.6 million. Each cottage comprises eight bed/study rooms, self-catering facilities, common room, two bathrooms and toilets. These cottages are the first on-campus student accommodation constructed on the Thurgoona Campus. The grey water treatment system has been extended to the student residential cottages.

Alterations will be made to the administration/teaching building before February 2000 to accommodate the relocation of a large part of the library collection from the Albury City Campus.

BATHURST CAMPUS

A major renovation of the gymnasium and associated facilities commenced in 1998. The project was expanded to provide additional floor space to accommodate a second basketball court and to provide a suitable facility for graduations, examinations, and special events that require a large indoor space. The Stage 1 development was completed in early 1999 at a cost of \$1.4 million and the Stage 2 development will be completed in March 2000 at an estimated cost \$2.4 million.

In 1999 the University sold three off-campus student residential properties. The income from the sale of the properties contributed to the cost of building three student residential eight-bedroom cottages and a laundry building. The construction of these cottages commenced in October 1999 and they are due for completion in April 2000. A further two cottages will be constructed during 2000. The expected total cost will be \$1.65 million.

During 1999 a major upgrade of Ordnance Road between the library and Research Station Drive and underground services was undertaken a new 100-place car park was constructed at a cost of \$440,000. The waterproof membrane on the roof of the Truskett library was also replaced.

DUBBO CAMPUS

Tenders for the construction of the Interactive Learning Centre, the first building on the Dubbo Campus in Yarrandale Road, Dubbo will close in mid February 2000 together with the tenders for the site works and services. Construction is expected to take about 52 weeks. The Department of Education and Training will construct the new Dubbo Senior Campus on the University's site. The land for the Dubbo Senior Campus will be acquired by the Department of Education and Training from the University. The University and the Dubbo Senior Campus will share a common entrance to the site and many of the site services and facilities.

WAGGA WAGGA CAMPUS

The Wine and Grape Industry Centre that provides microbiology, plant pathology, and analytical chemistry research facilities was completed in February 1999 at a cost of \$1.25 million. The premises, formerly occupied by the analytical laboratory, were renovated to provide twelve offices for teaching and research staff and students.

The renovation and upgrade of the studio booths, edit suites and classroom of the audiovisual facilities for the School of Performing Arts was completed in March 1999 at a cost of \$225,000.

Stage 3 of the St Martin's College, an Anglican residential accommodation facility for students at the Wagga Wagga Campus was officially opened and dedicated on 13 March 1999. The Stage 3 project comprised three student residential eight-bedroom cottages and related services. The total cost of the project was \$700,000.

Renovations to the east wing of the Graham Building to provide more suitable office accommodation for the Human Resources office at Wagga Wagga were completed in April 1999.

Construction of two outdoor basketball/netball courts with night lighting was completed in May 1999. The cost of the courts was jointly funded by the Students Sports Levy Fund and the University.

The University was contracted to provide training facilities for the horses selected for the Modern Pentathlon event at the Sydney 2000 Olympics. The University constructed three sets of stables to accommodate the 30 horses during the eighteen-month training period prior to the Olympic Games in 2000. The stables will be used by the University after the Games to support its undergraduate and postgraduate equine courses and research.

Construction of the new School of Agriculture building comprising twenty academic offices, administrative offices, twenty postgraduate student places, a seminar room, and associated facilities commenced in June 1999. The facility is expected to be completed in February 2000.

Construction commenced in September 1999 on two major buildings to accommodate the Offices of the Deans of Faculty, the Open Learning Institute, the Centre

for the Enhancement of Learning and Teaching (CELT), the Continuing and Professional Education Centre (CPEC), the Office for Research and Graduate Studies, and the Gilmore Centre. These buildings are expected to be completed in December 2000.

Three small buildings and an extension of an existing building to provide office accommodation for the School of Humanities and Social Sciences together with specialist clinical facilities for psychology and social welfare courses is presently being constructed. It is expected that these facilities will be completed by October 2000.

OTHER DEVELOPMENTS

YEAR 2000 COMPLIANCE

The University's planning for Y2K was successful. There were no systems problems encountered when the date changed from 1999 to 2000.

UNIVERSITY RECORDS

The University purchased the TRIM records management system and the Keyword AAA thesaurus in 1999. This was a significant step towards meeting the University's obligations under the State Records Act (1998). Provenance Consulting Services Pty Ltd were engaged to assist with the implementation of the new system and to customise the thesaurus for use within the University.

FACULTY REVIEWS

As a part of the University's Quality Assurance Program, the Vice-Chancellor initiated a series of reviews of the faculties. The second of these reviews, involving the Faculty of Commerce was conducted in 1999 by a review committee comprising senior University staff and external members

The review was wide ranging. It looked at the Faculty's strategic objectives, its course profile, its

research and consultancy activities, and its staffing, funding and physical resources. The committee reported to the Vice-Chancellor in October and made a number of observations and suggestions for the Faculty's consideration. Following a response to the report from the Faculty, the Vice-Chancellor will take action in 2000 to implement agreed actions.

A review of the Faculty of Health Studies is planned for 2000.

EQUAL OPPORTUNITY

PERCENT OF TOTAL STAFF BY LEVEL - GENERAL STAFF

LEVEL	Subgroup as Percent of Total Staff at each Level						Subgroup as Estimated Percent of Total Staff at each Level					
	Salary Band		TOTAL STAFF (Number)	EEO Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
	\$ From	\$ To										
Level 1	\$23,001	- \$24,829	38	68%	21%	79%	4%	4%	0%	12%	0%	
Level 2	\$24,830	- \$26,136	103	86%	38%	62%	0.0%	3%	4%	10%	4.5%	
Level 3	\$26,137	- \$30,057	200	83%	28%	73%	2.4%	5%	7%	7%	2.4%	
Level 4	\$30,058	- \$32,671	196	91%	26%	74%	0.0%	4%	2%	7%	3.4%	
Level 5	\$32,672	- \$37,899	176	91%	43%	57%	0.0%	7%	6%	6%	3.1%	
Level 6	\$37,900	- \$41,819	118	94%	47%	53%	0.0%	12%	7%	1%	0.0%	
Level 7	\$41,820	- \$47,047	73	92%	58%	42%	3.0%	15%	12%	4%	1.5%	
Level 8	\$47,048	- \$54,887	30	93%	60%	40%	3.6%	4%	7%	11%	3.6%	
Level 9	\$54,888	- \$58,808	8	100%	63%	38%	0.0%	0%	0%	0%	0.0%	
Level 10 and above	\$58,809	-	28	93%	79%	21%	0.0%	8%	4%	19%	0.0%	
TOTAL			970	89%	38%	62%	1.0%	7%	6%	7%	2.4%	

Estimate Range (95% confidence level)

0.8% to 1.3% 6.1% to 7.2% 5.0% to 6.1% 6.3% to 7.6% 2.2% to 2.8%

PERCENT OF TOTAL STAFF BY LEVEL - ACADEMIC STAFF

LEVEL	Subgroup as Percent of Total Staff at each Level						Subgroup as Estimated Percent of Total Staff at each Level					
	Salary Band		TOTAL STAFF (Number)	EEO Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
	\$ From	\$ To										
Level A	\$32,902	- \$47,001	61	93%	44%	56%	5.3%	16%	18%	2%	0.0%	
Level B	\$47,002	- \$57,576	303	88%	63%	37%	1.1%	19%	14%	6%	4.1%	
Level C	\$57,577	- \$69,327	132	88%	76%	24%	0.0%	10%	7%	9%	3.4%	
Level D	\$69,328	- \$89,303	32	84%	81%	19%	0.0%	15%	4%	7%	3.7%	
Level E	\$89,304	-	25	88%	96%	4%	0.0%	0%	0%	0%	0.0%	
TOTAL			553	88%	66%	34%	1.2%	16%	12%	6%	3.3%	

Estimate Range (95% confidence level)

1.1% to 1.5% 14.4% to 16.6% 10.6% to 12.6% 5.1% to 6.5% 2.9% to 3.9%

PERCENT OF TOTAL STAFF BY EMPLOYMENT BASIS - GENERAL STAFF (AS AT 31 MARCH, 1998)

EMPLOYMENT BASIS		Subgroup as % of Total Staff in each Employment Category				Subgroup as Estimated Percent of Total Staff in each Employment Category					
		TOTAL STAFF (Number)	EEO Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Permanent	Full-Time	678	88%	45%	55%	1.2%	6%	5%	7%	2.7%	
	Fractional	136	91%	7%	93%	0.0%	6%	6%	6%	2.4%	
Contract	Full-Time	< 1 Year	24	92%	38%	63%	0.0%	14%	9%	5%	0.0%
		1 < 3 Years	51	90%	45%	55%	2.2%	11%	11%	7%	0.0%
		3+ Years	31	97%	39%	61%	0.0%	13%	10%	7%	0.0%
	Fractional	< 1 Year	25	84%	20%	80%	0.0%	5%	0%	5%	4.8%
		1 < 3 Years	21	86%	29%	71%	0.0%	11%	11%	11%	5.6%
		3+ Years	4	75%	50%	50%	0.0%	0%	0%	0%	0.0%
Casual											
TOTAL		970	89%	38%	62%	0.9%	7%	6%	7%	2.5%	

Estimate Range (95% confidence level)

0.7% to 1.2% 6.1% to 7.3% 5.0% to 6.1% 6.3% to 7.5% 2.1% to 2.8%

PERCENT OF RESPONDENTS BY EMPLOYMENT BASIS - ACADEMIC STAFF (AS AT 31 MARCH, 1998)

EMPLOYMENT BASIS		Subgroup as % of Total Staff in each Employment Category				Subgroup as Estimated Percent of Total Staff in each Employment Category					
		TOTAL STAFF (Number)	EEO Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Tenurable	Full-Time	371	88%	71%	29%	0.0%	15%	9%	6%	3.7%	
	Fractional	3	100%	100%	0%	0.0%	0%	0%	33%	33.3%	
Contract	Full-Time	< 1 Year	12	75%	42%	58%	11.1%	0%	0%	0%	0.0%
		1 < 3 Years	41	98%	46%	54%	10.0%	13%	13%	13%	5.0%
		3+ Years	104	87%	63%	37%	1.1%	20%	21%	3%	1.1%
	Fractional	< 1 Year	10	80%	70%	30%	0.0%	25%	38%	0%	0.0%
		1 < 3 Years	9	100%	44%	56%	0.0%	11%	22%	0%	0.0%
		3+ Years	3	100%	0%	100%	0.0%	0%	0%	0%	0.0%
Casual											
TOTAL		553	88%	66%	34%	1.2%	16%	12%	6%	3.2%	

0.9% to 0.0% 14.4% to 0.0% 10.7% to 0.0% 5.0% to 0.0% 2.7% to 0.0%

Governance of the University

Charles Sturt University was established as Australia's 26th university on 19 July 1989 by the *Charles Sturt University Act (NSW)*. 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. CSU operates from other locations including the City of Sydney, 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 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;
- acts on behalf of the Council on matters where the Council by resolution, empowers the Standing Committee to act specifically on its behalf; and
- in matters requiring immediate decision, acts 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;
- provides advice on any personnel matter referred to it by the Council or its committees, or the Vice-Chancellor; and
- 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 for transmission with advice to the Council;
- advises the Council on fees, charges and fines;

- reviews the University's financial reports and duly audited statement of accounts and transactions for transmission with advice to the Council;
- considers and advises on any other financial matter referred to it by the Council, its committees or the Vice-Chancellor; and
- 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 external auditors;
- reviewing and approving the audit plan of the internal 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, by virtue of being the Deputy Vice-Chancellor or a Pro-Vice-Chancellor 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 the Open Learning Institute. The Departments include: Student Administration; the International Office; Student Services; 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) is 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 which are smaller than a School. Each school or unit is managed by a Head of School or a Head of Unit, respectively, responsible to the Dean.

Faculties are responsible for the development and delivery of courses whereas Schools 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 other academic activities. Each School 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 to handle urgent issues.

SCHOOL BOARDS

Each School has a School Board, chaired by the Head of School, which is responsible for the quality of the teaching and assessment of the School's subjects and the other academic activities of the School.

University Committees

THE COUNCIL

The Council was established on 1 July 1999 following amendments to the *Charles Sturt University Act, 1989*. The Council replaced the Board of Governors.

OFFICIAL MEMBERS

Chancellor (*term to 8 December 2002*)

Asimus, D 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.

Rothwell, Professor B, BSc Lond, PhD Bath (*until 12 November 1999*)

Presiding Officer, Academic Senate (*term to 30 June 2001*)

Green, D L, NDD Des RCA London

PARLIAMENTARY MEMBERS

One member of the Legislative Council elected by that Council

Macdonald, The Honourable I, BA LaT, MLC

One member of the Legislative Assembly elected by that Assembly

Martin, G F, MP

COMMUNITY MEMBERS

Four members nominated by the NSW Minister for Education and Training (*term to 30 June 2003*)

Brassil, A, BA DipEd Syd (Deputy Chancellor)

Macintosh, A I, BA ANU

McMorrow, J, BEc DipEd Syd, MEd PhD Qld

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

Benedyka, S E, GradDipBus CSturt

Mahon, J K J, DipAgr

WaggaAgrColl

Treloar, J N, DipTeach(Prim) RCAE, BEd Deakin, GradDipEd(CompEd)

Riverina-MurrayIHE

ELECTED MEMBERS

Two members of the academic staff (*term to 30 June 2000*)

Allen, R D, MA Calif State,

EdPsychD San Francisco

Saw, J B, BA Nott, MA ANU

One member of the general staff (*term to 30 June 2000*)

Storrier, B M, ADipComp Riverina-Murray IHE, BAppSc CSturt (*until 15 October 1999*)

Sleeman, G S, ALAA (*from 22 November 1999*)

One undergraduate student (*term to 30 June 2000*)

Schofield, L

One postgraduate student (*term to 30 June 2000*)

Macdonald, I S, BMus Adel,

GradDipEd Canb, MA CSturt (*from 20 October 1999*)

BOARD OF GOVERNORS

The Board of Governors was disestablished on 30 June 1999 following amendments to the *Charles Sturt University Act, 1989*. The Board was replaced by the Council.

OFFICIAL MEMBERS

Chancellor

Mr D Asimus, AO, BEc *Syd*,
HonDSc *NSW*, HonDAgrEc *Syd*

Vice-Chancellor

Professor C D Blake, AM, BAgSc
Syd, PhD *Lond*

Head, Albury-Wodonga Campus

Professor B Rothwell, BSc *Lond*,
PhD *Bath*

Head, Bathurst and Dubbo

Campuses

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

Head, Wagga Wagga Campus

Professor K Bowmer, BSc PhD *Nott*

Presiding Member of the Academic Senate

Professor D L Green, NDD Des *RCA*
London

PARLIAMENTARY
MEMBERS

One member of the Legislative Council elected by that Council

The Honourable I Macdonald, BA
LaT, MLC

One member of the Legislative Assembly elected by that Assembly

Mr W Beckroge, MP

APPOINTED MEMBERS

Four persons nominated by the Minister for Education and Training who have an association with western and south-western New South Wales

Mr G R Beavan, BA *Riverina-Murray IHE*, MLitt *NE*

Mrs A Brassil, BA DipEd *Syd*

Professor J Hagan, AM, BA DipEd
Syd, PhD *ANU*, Fellow *Warw*

The Reverend A Ewin

Four persons appointed by the Minister for Education and Training, nominated by the Council of the University of New South Wales

Ms S Benedyka, GDipBus *CSturt*

Mr J Mahon, DipAgr *WaggaAgrColl.*

Mr G O'Meara, BBus *CSturt* (until
28 May 1999)

Mr J Sutton, BA *NE*

ELECTED MEMBERS

Two members of the academic staff

Dr R D Allen, MA *Calif State*,

EdPsychD *San Francisco*

Mr J Saw, BA *Nott*, MA *ANU*

One member of the support staff

Mr B Storrier ADipComp *Riverina-Murray IHE*, BAppSc *CSturt*

One student

Ms L Schofield

ATTENDANCES – BOARD OF GOVERNORS/COUNCIL MEETINGS

During 1999 there were two ordinary meetings of the Board of Governors and three ordinary meetings of the Council which replaced the Board of Governors on 1 July 1999.

Member	Board of Governors		Council	
	Maximum	Attended	Maximum	Attended
Mr David Asimus, AO	2	2	3	3
Professor C D Blake, AM	2	2	3	3
Professor Kath Bowmer	2	1(1)	-	-
Professor Bryan Rothwell	2	2	2	2
Dr Peter Hodgson	2	2	-	-
Professor David Green	2	2	3	3
Mr William Beckroge, MP	1	0(1)	-	-
Mr Gerard Martin, MP	-	-	3	3
The Hon Ian Macdonald, MLC	2	1	3	1(2)
Professor Jim Hagan, AM	2	2	-	-
Mrs Anne Brassil	2	2	3	3
Mr Gordon Beavan	2	1(1)	3	3
The Rev Angus Ewin	2	2	-	-
Dr Jim McMorrow	-	-	3	2(1)
Dr Geoff Wise	-	-	3	3
Mr Ian Macintosh	-	-	3	3
Ms Susan Benedyka	2	2	3	3
Mr John Sutton	2	2	-	-
Mr Gavin O'Meara	1	0(1)	-	-
Mr John Mahon	2	2	3	3
Dr Rob Allen	2	2	3	3
Mr John Saw	2	2	3	1(2)
Ms Lisa Schofield	2	2	3	3
Mr Ian Macdonald	-	-	1	1
Ms Gretchen Sleeman	-	-	1	1

“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

Membership of the Standing Committee of the Council following its reconstitution by the Council on 20 August 1999

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

(This position currently held by the Deputy Chancellor)

Membership of the Standing Committee until 30 June 1999

Chancellor

Mr D Asimus, AO

Deputy Chancellor

Professor J Hagan, AM

Vice-Chancellor

Professor C D Blake, AM

Presiding Officer, Finance Committee

Mr G Beavan

Presiding Officer, Personnel Committee

(This position was held by the Deputy Chancellor)

AUDIT COMMITTEE

Membership of the Audit Committee following its reconstitution by the Council on 20 August 1999

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

Mr David Asimus, AO

Dr Jim McMorro

Mr Ian Macintosh

Membership of the Audit Committee until 30 June 1999

Three members of the Board of Governors who are not staff of the University, appointed by the Board of Governors

Mr D Asimus, AO

Mr G Beavan

Mr G O'Meara

FINANCE COMMITTEE

Membership of the Finance Committee following its reconstitution by the Council on 20 August 1999

Deputy Chancellor

Mrs Anne Brassil

Vice-Chancellor

Professor C D Blake, AM

Head of Campus

Professor Bryan Rothwell (*until 12 November 1999*)

Six members of the Council appointed by the Council

Dr Rob Allen

Ms Susan Bedyka

Mr Ian Macintosh

Ms Lisa Schoflied

Mr John Treloar

Dr Geoffrey Wise

Members of the Finance Committee until 30 June 1999

Deputy Chancellor

Professor J Hagan, AM

Vice-Chancellor

Professor C D Blake, AM

Head, Albury-Wodonga Campus

Professor B Rothwell

Head, Bathurst and Dubbo Campuses

Dr P G Hodgson

Head, Wagga Wagga Campus

Professor K Bowmer

Four other members of the Board of Governors, nominated by the Board of Governors

Dr R Allen

Mr G Beavan

The Reverend A Ewin

Ms L Schofield

PERSONNEL COMMITTEE

Membership of the Personnel Committee following its reconstitution by the Council on 20 August 1999

Deputy Chancellor

Mrs Anne Brassil

Vice-Chancellor

Professor C D Blake, AM

Head of Campus

Professor Bryan Rothwell (*until 12 November 1999*)

Six members of the Council appointed by the Council

Mr Gordon Beavan

Mr John Mahon

Dr Jim McMorro

Mr John Treloar (*from 8 October 1999*)

Mr John Saw

Mr Bernard Storrier (*until 15 October 1999*)

Ms Gretchen Sleman (*from 22 November 1999*)

Membership of the Personnel Committee until 30 June 1999

Deputy Chancellor

Professor J Hagan, AM

Vice-Chancellor

Professor C D Blake, AM

Head, Albury-Wodonga Campus

Professor B Rothwell

Head, Bathurst and Dubbo Campuses

Dr P G Hodgson

Head, Wagga Wagga Campus

Professor K Bowmer

Four other members of the Board of Governors, nominated by the Board of Governors

Mr G Beavan

Mrs A Brassil

Mr J Saw

Mr B Storrier

HONORARY AWARDS COMMITTEE

Membership of the Honorary Awards Committee following its reconstitution by the Council on 20 August 1999

Chancellor

Mr David Asimus, AO

Deputy Chancellor

Mrs Anne Brassill

Vice-Chancellor

Professor C D Blake, AM

Presiding Officer, Academic Senate

Professor David Green

Head of Campus

Professor Bryan Rothwell (*until 12 November 1999*)

Two members of the Council appointed by the Council

Dr Geoffrey Wise

Mr Ian Macintosh (*from 8 October 1999*)

Membership of the Honorary Awards Committee until 30 June 1999

Chancellor

Mr D Asimus, AO

Deputy Chancellor

Professor J Hagan, AM

Vice-Chancellor

Professor C D Blake, AM

Head, Albury-Wodonga Campus

Professor B Rothwell

Head, Bathurst and Dubbo Campuses

Dr P G Hodgson

Head, Wagga Wagga Campus

Professor K Bowmer

Presiding Member of the Academic Senate

Professor D L Green

ACADEMIC SENATE

Membership of the Academic Senate following its reconstitution by the Board of Governors on 11 June 1999

Elected Member of the Professoriate (Presiding Officer)

Professor David Green

Elected Member of the Professoriate (Deputy Presiding Officer)

Professor Don Thomson (*from 27 October 1999*)

Vice-Chancellor

Professor C D Blake, AM

Deputy Vice-Chancellor

Professor Kath Bowmer

Three Pro-Vice-Chancellors

Appointed by the Council

Professor Bryan Rothwell (*until 12 November 1999*)

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

Executive Director, Open Learning Institute

Dr Ian Barnard

Director, Graduate Studies

Professor Mike King

Director, Aboriginal Education

Ms Karen Kime

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)

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

Dr Michael O'Mullane

Two Students Nominated by the Student Associations

Ms Elaine Chalcraft (Postgraduate)

Mr Keith Hunter (Undergraduate)

Membership of the Academic Senate until 30 June 1999

Elected Member of the Professoriate (Presiding Officer)

Professor D L Green

Deputy Presiding Officer

Vice-Chancellor

Professor C D Blake, AM

Nominees of the Vice-Chancellor

Dr P Hodgson

Professor G Scollary

Deputy Vice-Chancellor

Professor K Bowmer

Pro-Vice-Chancellor (Academic Support)

Professor B Rothwell

Deans of Faculty

Professor R Chambers (Arts)

Professor J Hicks (Commerce)

Professor R Meyenn (Education)

Professor D Battersby (Health Studies)

Professor J Pratley (Science and Agriculture)

Director, Australian Graduate School of Police Management (AGSPM)

Professor T Rohl

Elected Member, AGSPM Board of Studies

Dr M O'Mullane

Pro-Vice-Chancellor (Planning & Development)

Mr B O'Donnell

Director, Aboriginal Education

Ms B Anning

Executive Director, Library Services

Ms M Macpherson

Executive Director, Open Learning Institute (OLI)

Dr I Barnard

Undergraduate Student Member

Mr A Martin

Postgraduate Student Member

Mr G Flower

Elected Members Faculty of Arts

Professor S Miller

Dr L Ritter

Elected Members Faculty of Commerce

Professor V Fatseas

Professor C Noble

Elected Members Faculty of Education

Professor M McFadden
Professor P Burnett

Elected Members Faculty of Health Studies

Mr R Kerr
Dr G McKenzie

Elected Members Faculty of Science & Agriculture

Mr R Allen
Dr A Tunstall

ACADEMIC PROGRAMS COMMITTEE

Pro-Vice-Chancellor (Academic Support), (Presiding Officer) (*until 12 November 1999*)

Professor Bryan Rothwell

Presiding Officer, Academic Senate

Professor David Green (*Presiding Officer from 13 November 1999*)

Executive Director, Open Learning Institute (OLI)

Dr Ian Barnard

Pro-Vice-Chancellor (Planning & Development)

Mr Bernie O'Donnell

Member of the Professoriate nominated by the Academic Senate

Professor Don Thomson (*until 30 June 1999*)

Professor Mark McFadden (*from 18 August 1999*)

BOARD OF GRADUATE STUDIES

Membership of the Board of Graduate Studies following its reconstitution by the Academic Senate on 18 August 1999

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 Research 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

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

RESEARCH MANAGEMENT COMMITTEE

Membership of the Research Management Committee following its reconstitution by the Academic Senate on 18 August 1999

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

FACULTY OF ARTS BOARD

Dean and Presiding Officer of Faculty Board

Professor R Chambers

Head, School of Social Science & Liberal Studies

Dr M Tulloch

Head, School of Humanities & Social Sciences

Professor S Miller

Head, School of Communication

Associate Professor J O'Hara

Head, School of Visual & Performing Arts

Mr F Goldsworthy

Head, School of Theology

Rev Dr S Pickard

Members of Professoriate

Professor D L Green

Associate Professor W Blood

Associate Professor G Tyson

Professor B Bradley

Associate Professor M Alston

Professor D Thompson

Associate Professor D Lupton

Professor R Doyle

Associate Professor S Sarantakos

Associate Professor A Thompson

Professor J Painter

Professor J Marcus

Professor D Potts

Member of Professoriate and Director of Research

Professor J Tulloch

Nominee of Executive Director, Library Services

Mr D Boadle

Nominee of Executive Director, Information Technology

Nominee of Pro Vice-Chancellor (Academic Support)

Mr G Simmons

Executive Director, Open Learning Institute (OLI)

Dr I Barnard

Academic Staff Member, Faculty of Commerce

Mr W Guild

Academic Staff Member, Faculty of Education

Mr B Hill

Academic Staff Member, Faculty of Health Studies

Ms T Fortune

Academic Staff Member, Faculty of Science & Agriculture

Dr J Kennedy

Elected Staff Members, School of Visual & Performing Arts

Ms K Donnelly

Mr R Goodlass

Elected Staff Members, School of Humanities & Social Sciences

Ms L Osburn

Ms K King

Elected Staff Members, School of Social Sciences & Liberal Studies

Dr L Ritter

Mr D Bull

Elected Staff Members, School of Communication

Mr B Blaikie

Ms A Dunn

Elected Support Staff Member

Ms L Hall

Nominee of the Director, Aboriginal Education Unit

Ms B Anning

Undergraduate Student Representatives

Ms L Schofield

Ms R Riordan

Postgraduate Student Representative

Ms N Blacklow

Sub Dean, Higher Degrees

Dr I Gray

Professional Development Centre (Policing) (Acting Head)

Ms C Layton

Elected Members, Professional Development Centre (Policing)

Acting Inspector P Hatte

Dr C Jennett

FACULTY OF COMMERCE BOARD

Dean and Presiding Officer

Professor J Hicks

Sub-Dean (International Programs) (Deputy Presiding Officer)

Professor T Heazlewood

Sub-Dean (Accounting/Law/Local Government)

Professor V Fatseas

Sub-Dean (Economics)

Mr T Watson

Sub-Dean (Management)

Mr J Saw

Sub-Dean (Research)

Dr D Jarratt

Sub-Dean (Information and Education Technology)

Associate Professor J Williams

Sub-Dean (Marketing and Tourism)

Dr R McKercher

Head, School of Business

Associate Professor N Philp

Head, School of Accounting

Associate Professor T Bishop

Head, School of Marketing & Management

Dr G Walker

Head, School of Management

Associate Professor A Smith

Head, School of Financial Studies

Dr A Ardagh

Members of Professoriate

Associate Professor G Bambray

Professor C Noble

Nominee of the Executive Director, International Office

Mr R Doyle

Nominee of the Executive Director, Library Services

Ms K Amery

Nominee of the Executive Director, Division of Information Technology

Mr R Harvey

Nominee of the Pro-Vice Chancellor (Academic Support)

Mr G Honey

Nominee of the Executive Director, Open Learning Institute

Ms K Wood-Meyer

Representative of the Aboriginal Education Unit

Ms R Riley

Academic Staff Member from Faculty of Science and Agriculture

Mr J Geyer

Academic Staff Member from Faculty of Arts

Ms A Warren

Academic Staff Member from Faculty of Health Studies

Ms L Brown

Academic Staff Member from Faculty of Education

Dr R Hall

Elected Academic Members, School of Marketing & Management

Ms J Lynch

Ms D Keogh

Elected Academic Members, School of Financial Studies

Mr C Marzilli

Ms M Sims

Elected Academic Members, School of Management

Mr K Sharma

Mr M Morris

Elected Academic Members, School of Business

Mr G Voll

Ms M Callaway

Elected Academic Members, School of Accounting

Mr C Latham

Mr B Kierath

Nominated Student Members (Undergraduate)

Mr G Schlesinger

Mr M Smolders

Mr D Whelan

Elected Support Staff Member

Ms S Walkom

FACULTY OF EDUCATION BOARD

Dean and Presiding Officer

Professor R Meyenn

Head, School of Teacher Education

Associate Professor J Parker (until 2.10.98)

Mr D McKinnon (Acting from 5.10.98)

Head, School of Education

Professor M McFadden

Course Coordinator, Education Unit

Ms B Sparrow

Members of Professoriate

Associate Professor R Francis
 Associate Professor D Hill
 Associate Professor D Taaffe

**Nominee of the Executive Director,
 Library Services**

Ms S Bishop

**Nominee of the Executive Director,
 Information Technology**

Ms N Hamilton

**Nominee of the Pro Vice-
 Chancellor (Academic Support)**

Ms R Waddell

**Nominee of the Executive Director,
 Open Learning Institute (OLI)**

Associate Professor D Meacham

**Director, Aboriginal Education
 Unit**

Ms B Anning

**Academic Staff Member
 from Faculty of Arts**

Dr J Carroll

**Academic Staff Member
 from Faculty of Commerce**

Mr C Marzilli

**Academic Staff Member
 from Faculty of Health Studies**

Mr L Smith

**Academic Staff Member from
 Faculty of Science & Agriculture**

Mr A Freeman

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

Ms R Bentley-Williams
 Dr R Holliday
 Ms P Jones
 Mr T Norwood

**Elected Academic Member,
 School of Education**

Dr K Coombe

**Elected Academic Members,
 School of Education**

Dr B Cocklin
 Mr J Tuovinen
 Mr P Williams

**Nominated Student Member
 (Undergraduate)**

Ms T Hirst

**Nominated Student Member
 (Postgraduate)**

Mr P Street

Elected Support Staff Member

Ms A Rosser

**FACULTY OF HEALTH
 STUDIES BOARD**
Dean and Presiding Officer

Professor D Battersby

**Head, School of Health & Human
 Services (Deputy Presiding Officer)**

Dr L Hemmings

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

Ms J Allan

**Head, School of Medical Radiation
 Science**

Associate Professor S Bowman

Head, School of Public Health

Associate Professor J Field

Head, School of Biomedical Studies

Associate Professor M Burton

**Head, School of Community
 Health**

Dr R Trevethan

Sub-Deans of the Faculty

Mr B Jeeawody
 Dr P Towers
 Dr G McKenzie

Member of Professoriate

Associate Professor P Lloyd

**Nominee of Pro Vice-Chancellor
 (Academic Support)**

Mr P Dickerson

**Nominee of Executive Director,
 Information Technology**

Mr B Storrier

**Nominee of Executive Director,
 Library Services**

Miss C Mills

**Nominee of Executive Director,
 Open Learning Institute**

Associate Professor B Pennay

**Director, Aboriginal Education
 Unit**

Ms B Anning

**Academic Staff Member, Faculty
 of Arts**

Mr J Connors

**Academic Staff Member, Faculty
 of Commerce**

Ms P Mathews

**Academic Staff Member, Faculty
 of Education**

Ms J White

**Academic Staff Member, Faculty
 of Science & Agriculture**

Dr T Harden

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

Ms L Angel
 Dr R Kennedy
 Dr J Wilkinson

**Elected Academic Members,
 School of Health & Human
 Services**

Mr R Kerr
 Mr G Ross
 Ms K Francis

**Elected Academic Members,
 School of Medical Radiation
 Science**

Mr R Davidson
 Dr H Swan
 Ms K Pollard

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

Ms J Brackenreg
 Ms J de Sousa
 Mr C Fogliani

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

Ms J Short
 Ms H Webb
 Ms L Brown

**Elected Members, School of
 Community Health**

Ms C Bevan
 Ms C Wilding
 Dr H Jelinek

Elected Support Staff Member

Ms J Lamb

Undergraduate Student Members

Ms S Vaughan

Postgraduate Student Member

**FACULTY OF SCIENCE
 & AGRICULTURE
 BOARD**
Dean and Presiding Officer

Professor J Pratley

Sub-Dean of Administrative Affairs

Mr D Hatherly

**Head, School of Information
 Studies**

Associate Professor R Moore

Head, School of Information Technology

Professor T Bossomaier

Head, School of Agriculture

Mr P Cregan

Head, School of Environmental & Information Sciences

Mr B Lord

Head, School of Science & Technology

Dr K Page

Head, Environmental Studies Unit

Associate Professor D Goldney

Head, School of Wine & Food Sciences

Professor G Scollary

Members of the Professoriate

Associate Professor S Black

Professor T Wolfe

Associate Professor M Sillence

Associate Professor B Freeman

Associate Professor M Rochester

Professor D Green

Professor A Robertson

Associate Professor K Robards

Associate Professor M Allen

Nominee of Executive Director, Library Services

Ms M Macauley

Nominee of Executive Director, Information Technology

Nominee of Executive Director, Open Learning Institute (OLI)

Mrs C Shaw

Nominee of Pro Vice-Chancellor (Academic Support)

Academic Staff Member, Faculty of Health Studies

Dr C Fogliani

Academic Staff Member, Faculty of Arts

Dr F Vanclay

Academic Staff Member, Faculty of Commerce

Mr S Rahman

Academic Staff Member, Faculty of Education

Associate Professor R Francis

Elected Academic Members, School of Environmental and Information Sciences

Mr J Ash

Mr R Allen

Elected Academic Members, School of Agriculture

Dr A Tunstall

Mr P Eberbach

Elected Academic Members, School of Information Studies

Dr J Louis

Mr J Henri

Elected Academic Members, School of Science & Technology

Dr H Wood

Dr G Chapman

Elected Academic Member, Environmental Studies Unit

Dr A Gibbs

Elected Academic Members, School of Wine & Food Sciences

Dr T Harden

Mr G Pickering

Elected Members, School of Information Technology

Ms J Walker

Mr A Hammond

Elected Support Staff Member

Mr P Ryall

Undergraduate Student Members

Postgraduate Student Member

Mr G Flower

Nominee of Director, Aboriginal Education Unit

Ms R Riley

CAMPUS ADVISORY COMMITTEES

ALBURY-WODONGA CAMPUS

Nominee of the Council (Presiding Officer)

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

Head of Campus

Rothwell, Professor B, BSc *Lond*, PhD *Bath*

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*

Stubbs, R

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

Ilott, A

Kandoi, D

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

Bedwell, 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

Chalcraft, E, BSc *UTas*

Bossomaier, Professor T, BA *Cantab*, MSc PhD *EastAnglia*

Garner, C

Ritter, A L, BA *WAust*, DipEd

MA(Hons) *NE*, PhD *Syd*

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

Benedyka, S, GDipBus *CSturt*

Black, N, BScAgr *Syd*, DipEd *UTS*

Fairweather, R

Feddersen, M, BMechEng *Melb*

Kennedy, M, BCom *Syd*, CPA

Page, G

Riley-Mundine, L, GDipEd *ArmidaleCAE*

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

Community Members

Adams, P, BA *Deakin*
Andrews, B, GDipLocalGovMgt
MitchellCAE
Braid, Y
Brennan, Bishop W J, BA *Syd*, MLitt
NE, STL Rome, DipEd Syd
Gorrel, G
Jarratt, B, DipLaw *SAB*, DipCrim
Syd, GDipTaxLaw Riverina-
MurrayIHE
Platt, Colonel J
Pickett, Major P, CSM, BMus *Melb*,
FTCL, LRAM, ARCM

Elected Members

Blacklow, N M, BA *CSturt*
Green, Professor D, NDD Des *RCA*
London
Schlesinger, G
Warner, F D, HDip *Coll of Radiog*,
BEd *Sheff*, MEd *Qld*, MIR, MSR
Ward, R J, BA GDipEd *CSturt*

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 which 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 Charter was approved by the Academic Senate 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

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

(e.g. 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 be 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:

Affirmative Action Act 1986

Anti-Discrimination Act 1977

Charles Sturt University Act 1989

Crimes Act 1900

Freedom of Information Act 1989

Independent Commission Against Corruption Act 1988

Occupational Health and Safety Act 1983

Protected Disclosures Act 1994

Public Finance and Audit Act 1983

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

Grievance

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 1999

Applications for Access to Documents *Number in 1999*

Received	<u>1</u>	
Brought Forward	<u>0</u>	
		<u>1</u>
Granted in Full		—
Granted in Part		—
Refused		—
Withdrawn		—
Carried Forward		—

Applications for Amendment of Personal Records

Received	<u>0</u>
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Processing Time (hours)

0 - 10	<u>1</u>
11 - 20	—
> 20	—

Fees Charged

Access Standard Fee	<u>1</u>
Access 50% Reduced Fee	—
Processing 50% Reduced Fee \$15.00/hour	—

Internal Review

Received	<u>0</u>	
Determination Upheld		—
Determination Varied		—
Withdrawn		—

External Appeal

Appeal to Ombudsman	<u>0</u>
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Publications

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

PROSPECTUSES

Domestic

Study Opportunities for School Leavers – a guide for prospective students who are currently studying in Year 12.

Study Opportunities for Non-Recent School Leavers – a guide for prospective students who have been out of school for one or more years.

Postgraduate Study Opportunities – a guide for prospective postgraduate students.

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 Professional Development Centre (Policing)

International

International Undergraduate Prospectus - a guide for prospective international students wishing to study on campus in Australia.

International Postgraduate Prospectus - a guide for prospective postgraduate international students wishing to study on campus in Australia.

International Distance Education Prospectus - a guide for prospective international students wishing to study outside Australia by distance education.

CORPORATE DOCUMENTS

CSU corporate document
 Faculty of Health Studies corporate document
 Faculty of Science & Agriculture corporate document

HANDBOOKS

Undergraduate Handbook
 Postgraduate Handbook

COURSE 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 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

REPORTS

Annual Report
 Annual Report to the Affirmative Action Agency
 Annual Report to the Director of Equal Opportunity in Public Employment

OTHER PUBLICATIONS

Scholarships – provides details of available scholarships

Program brochures for the Open Learning Institute:

Programs including industry-based courses and short courses, bridging and enabling courses

Yr 10 Career Chooser

NEWSLETTERS

Times – published quarterly for external audiences

Billboard – staff newsletter published online

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 Charles Sturt University
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 Facsimile: (02) 6933 2764

INDICATORS OF INSTITUTIONAL CONTEXT AND 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.

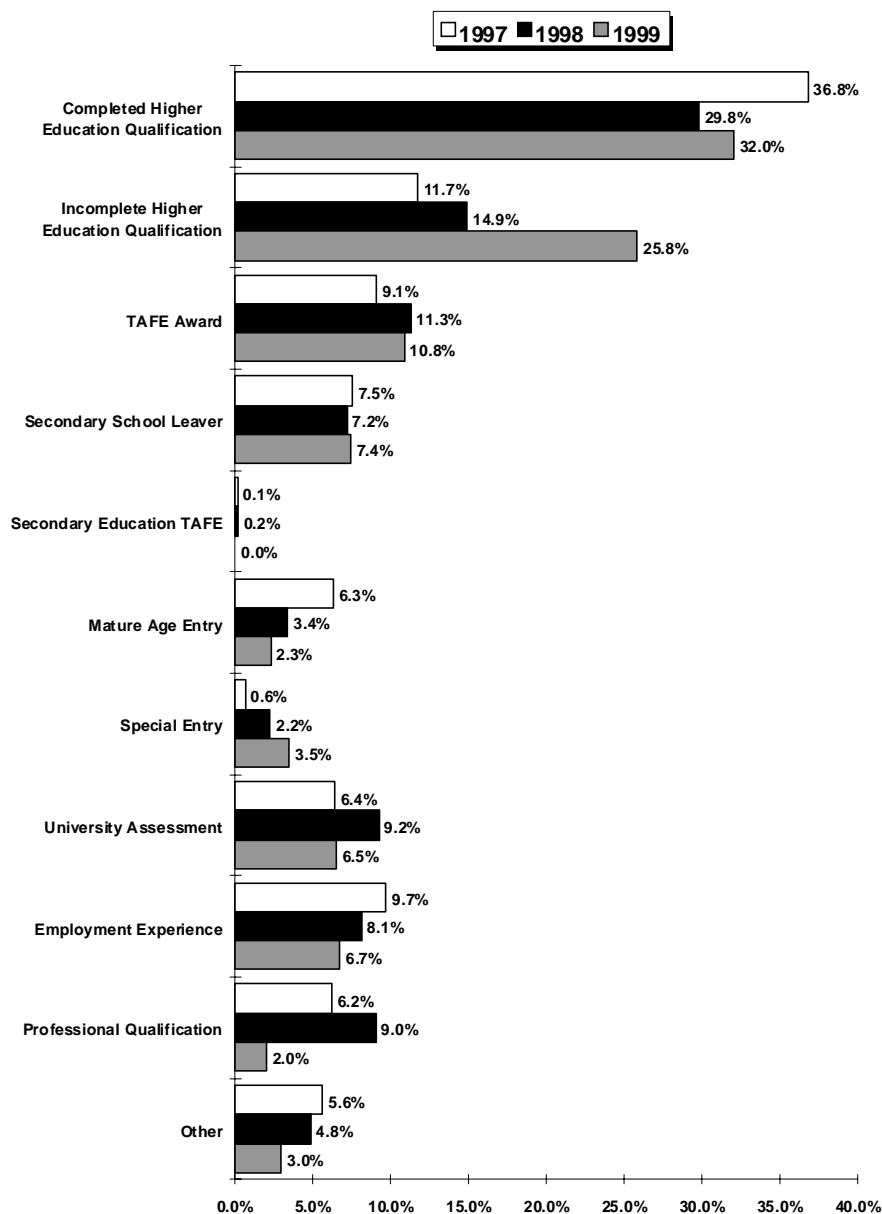
The term EFTSU means Equivalent Full-Time Student Unit.

The term FTE means Full-Time Equivalent.

INDICATOR 1

ADMISSION CATEGORIES - 1997 TO 1999

Indicator 1 shows that the proportion of students admitted on the basis of an Incomplete Higher Education Qualification has increased substantially, while the proportion with a Completed Higher Education Qualification remained high.



INDICATOR 2

UNMET DEMAND FOR DISTANCE EDUCATION PLACES, TOTAL APPLICANTS BY FACULTY

1997 to 1999

The ratio of distance education applications to available CSU quota fell slightly from 3.23 in 1998 to 3.17 in 1999, the fall in applications of 14.9% being largely offset by a similar reduction in quota.

FACULTY	1997			1998			1999			1997/1998 % Change for Applications	1998/1999 % Change for Applications
	Appl.	Quota Heads	Ratio of Appl. to Quota	Appl.	Quota Heads	Ratio of Appl. to Quota	Appl.	Quota Heads	Ratio of Appl. to Quota		
AGSPM	398	190	2.09	335	190	1.76	221	255	0.87	-15.8%	-34.0%
Arts	3170	853	3.72	3116	821	3.80	2699	470	5.74	-1.7%	-13.4%
Commerce	2040	524	3.89	2080	484	4.30	1497	480	3.12	2.0%	-28.0%
Education	1348	553	2.44	1343	463	2.90	1247	418	2.98	-0.4%	-7.1%
Health Studies	1066	588	1.81	1310	525	2.50	1384	496	2.79	22.9%	5.6%
Science & Ag.	2305	936	2.46	2617	860	3.04	2145	778	2.76	13.5%	-18.0%
Total	10327	3644	2.83	10801	3343	3.23	9193	2896	3.17	4.6%	-14.9%

INDICATOR 3

DEMAND FOR INTERNAL PLACES, APPLICANTS BY FACULTY (FIRST PREFERENCE ONLY)

1997 to 1999

Demand for internal places in 1999, as measured by the ratio of first preference applications through UAC and VTAC to the available quota, was 1.97, up from 1.71 in 1998 and an increase of 23.8% since 1997. Between 1998 and 1999 first preferences increased by 10.0%, largely as a result of strong demand for Arts and Education courses.

FACULTY	1997			1998			1999			1997/1998 % Change for First Pref Applications	1998/1999 % 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	940	507	1.85	953	540	1.76	1079	475	2.27	1.4%	13.2%
Commerce	416	380	1.09	412	349	1.18	388	295	1.32	-1.0%	-5.8%
Education	594	359	1.65	616	349	1.77	736	340	2.16	3.7%	19.5%
Health Studies	456	276	1.65	762	341	2.23	833	370	2.25	67.1%	9.3%
Science & Ag.	515	320	1.61	510	319	1.60	542	333	1.63	-1.0%	6.3%
Total	2921	1842	1.59	3253	1898	1.71	3578	1813	1.97	11.4%	10.0%

Note:

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

INDICATOR 4 - TOTAL STUDENT LOAD (EFTSU) BY LEVEL/FACULTY - 1997 TO 1999

The University continues to increase its total student load, with strong growth in Higher Degree – Research load. The large increase in load in the Other Undergraduate category of the Faculty of Arts is a result of enrolments in the Diploma of Policing Practice.

LEVEL BY FACULTY	FULL-TIME			PART-TIME			DISTANCE EDUCATION			MIXED MODE			TOTAL			1997/98 % Change	1998/99 % Change	
	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999			
AGSPM																		
Higher Degree - Research	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0	0.0	1.3			
Higher Degree - Coursework	0.0	0.0	0.0	0.0	0.0	0.0	33.9	34.6	26.6	0.0	0.0	0.0	33.9	34.6	26.6	2.2%	-23.1%	
Other Postgraduate	0.0	0.0	0.0	11.0	0.0	0.0	156.8	121.0	71.9	0.0	0.0	0.0	167.8	121.0	71.9	-27.9%	-40.6%	
TOTAL AGSPM	0.0	0.0	0.0	11.0	0.0	0.0	190.6	155.6	99.8	0.0	0.0	0.0	201.6	155.6	99.8	-22.8%	-35.9%	
FACULTY OF ARTS																		
Higher Degree - Research	14.0	15.8	14.0	2.3	5.6	9.3	16.5	16.9	29.8	0.0	0.0	0.0	32.8	38.3	53.0	16.8%	38.6%	
Higher Degree - Coursework	4.0	7.6	3.0	3.0	2.3	4.4	123.8	117.9	105.3	0.8	0.0	0.0	131.5	127.7	112.7	-2.9%	-11.8%	
Other Postgraduate	0.0	0.0	0.0	6.3	1.6	1.5	162.1	164.9	178.5	0.9	3.3	0.8	169.3	169.8	180.8	0.3%	6.5%	
Bachelor	1368.3	1377.0	1329.7	90.6	65.9	76.2	899.8	1002.0	897.8	157.6	204.4	161.9	2516.3	2649.3	2465.6	5.3%	-6.9%	
Other Undergraduate	0.8	0.8	169.7	85.4	42.8	7.9	265.6	378.8	441.5	1.4	0.4	583.1	353.1	422.6	1202.1	19.7%	184.4%	
Non-Award	0.0	0.0	0.0	1.9	1.6	1.3	17.9	21.3	24.6	0.3	0.0	0.0	20.0	22.9	25.9	14.4%	13.1%	
TOTAL FACULTY OF ARTS	1387.0	1401.1	1516.4	189.4	119.7	100.4	1485.7	1701.6	1677.5	160.9	208.0	745.7	3222.9	3430.5	4040.0	6.4%	17.8%	
FACULTY OF COMMERCE																		
Higher Degree - Research	1.0	1.0	3.0	0.3	2.0	1.0	10.1	10.3	24.9	0.0	0.8	0.0	11.4	14.0	28.9	23.1%	106.3%	
Higher Degree - Coursework	49.3	23.3	15.1	11.8	12.9	11.1	315.6	387.2	547.9	1.1	0.0	3.5	377.7	423.4	577.7	12.1%	36.4%	
Other Postgraduate	0.0	0.0	0.0	0.0	0.5	2.8	88.4	82.6	82.3	0.0	0.0	0.0	88.4	83.1	85.0	-5.9%	2.3%	
Bachelor	696.9	586.3	609.9	129.3	134.8	384.8	1035.9	1127.3	1024.6	269.9	243.3	224.0	2131.9	2091.5	2243.3	-1.9%	7.3%	
Cross Institution	0.0	0.0	0.0	0.9	1.9	2.0	4.3	4.1	3.6	0.0	0.0	0.0	5.1	6.0	5.6	17.1%	-6.3%	
Non-Award	0.1	0.0	0.0	1.8	0.5	3.4	43.6	29.3	39.0	0.0	0.0	0.4	45.5	29.8	42.8	-34.6%	43.7%	
TOTAL FACULTY OF COMMERCE	747.3	610.5	628.0	143.9	152.5	405.0	1497.9	1640.7	1722.3	271.0	244.0	227.9	2660.0	2647.7	2983.2	-0.5%	12.7%	
LEVEL BY FACULTY	FULL-TIME			PART-TIME			DISTANCE EDUCATION			MIXED MODE			TOTAL			1997/98 % Change	1998/99 % Change	
	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999			
FACULTY OF EDUCATION																		
Higher Degree - Research	3.0	4.0	5.0	0.0	0.5	0.0	28.3	27.6	28.1	0.0	0.8	0.4	31.3	32.9	33.5	5.2%	1.9%	
Higher Degree - Coursework	0.0	0.0	0.0	0.0	0.0	0.0	82.6	69.3	53.9	0.0	0.0	0.0	82.6	69.3	53.9	-16.2%	-22.2%	
Other Postgraduate	49.1	52.1	47.4	4.4	4.0	2.0	193.0	265.9	184.3	35.8	41.4	29.5	282.3	363.4	263.1	28.7%	-27.6%	
Bachelor	1063.0	1040.1	1111.4	21.6	25.0	26.4	297.5	269.0	324.3	149.0	175.3	108.0	1531.1	1509.5	1570.0	-1.4%	4.0%	
Other Undergraduate	0.9	0.0	0.0	0.0	0.0	0.0	21.9	36.5	19.9	0.0	0.0	0.0	22.8	36.5	19.9	60.3%	-45.5%	
Non-Award	0.0	0.1	0.0	1.6	3.6	7.6	1.1	2.9	7.8	0.0	0.0	0.0	2.8	6.6	15.4	140.9%	132.1%	
TOTAL FACULTY OF EDUCATION	1116.0	1096.4	1163.8	27.6	33.2	36.0	624.4	671.2	618.1	184.8	217.4	137.9	1952.8	2018.1	1955.8	3.3%	-3.1%	
FACULTY OF HEALTH STUDIES																		
Higher Degree - Research	3.0	2.0	4.0	0.5	0.5	1.0	2.5	3.3	6.8	0.0	0.0	0.0	6.0	5.8	11.8	-4.2%	104.3%	
Higher Degree - Coursework	0.0	0.0	0.0	0.0	0.0	0.0	104.1	100.9	102.3	0.0	0.0	0.0	104.1	100.9	102.3	-3.1%	1.4%	
Other Postgraduate	0.0	0.0	0.0	0.0	0.0	0.0	67.3	60.4	55.1	0.0	0.0	0.0	67.3	60.4	55.1	-10.1%	-8.8%	
Bachelor	705.4	810.7	860.7	49.7	46.4	54.9	665.9	688.1	711.1	80.7	91.3	133.9	1501.9	1636.4	1760.8	9.0%	7.6%	
Other Undergraduate	17.3	5.0	39.5	0.5	0.0	2.3	225.6	214.4	117.9	0.0	16.5	0.5	243.4	235.9	160.1	-3.1%	-32.1%	
Non-Award	0.0	0.0	0.0	0.9	0.3	0.4	4.4	12.4	17.1	0.0	0.0	0.0	5.3	12.6	17.5	140.5%	38.6%	
TOTAL HEALTH STUDIES	725.7	817.7	904.2	51.6	47.1	58.6	1069.8	1079.5	1010.2	80.7	107.8	134.4	1927.9	2052.0	2107.5	6.4%	2.7%	
LEVEL BY FACULTY	FULL-TIME			PART-TIME			DISTANCE EDUCATION			MIXED MODE			TOTAL			1997/98 % Change	1998/99 % Change	
	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999			
FACULTY OF SCIENCE & AGRICULTURE																		
Higher Degree - Research	30.0	35.4	44.8	11.3	6.8	7.8	14.9	15.6	19.6	0.0	0.0	0.0	56.1	57.8	72.1	2.9%	24.9%	
Higher Degree - Coursework	1.5	4.0	2.8	4.3	3.1	15.8	213.5	200.0	210.2	2.4	2.1	6.0	221.6	209.3	234.7	-5.6%	12.1%	
Other Postgraduate	5.8	1.8	6.5	4.8	1.9	4.5	155.7	138.4	127.8	1.0	0.9	2.6	167.2	142.9	141.4	-14.5%	-1.0%	
Bachelor	600.2	610.5	592.0	56.8	94.2	289.5	1087.2	1145.4	1109.2	311.2	278.1	265.5	2055.5	2128.2	2256.2	3.5%	6.0%	
Other Undergraduate	0.0	1.6	0.0	1.3	0.1	0.3	116.5	97.4	94.2	1.7	1.6	0.0	119.4	100.7	94.5	-15.6%	-6.2%	
Non-Award	0.0	0.0	0.1	1.3	0.8	0.4	37.0	34.5	41.2	0.0	0.0	0.4	38.3	35.3	42.1	-7.8%	19.2%	
TOTAL SCIENCE & AGRICULTURE	637.5	653.2	646.1	79.6	106.8	318.1	1624.7	1631.4	1602.2	316.2	282.7	274.5	2658.1	2674.0	2841.0	0.6%	6.2%	
MISCELLANEOUS																		
Enabling Course	0.0	0.0	5.0	0.0	0.0	0.5	3.3	0.0	18.3	0.0	0.0	0.2	3.3		23.9			
Non-Award	2.0	2.5	0.0	8.8	10.5	4.1	193.6	199.4	205.2	2.5	4.1	0.4	206.9	216.5	209.7	4.6%	-3.2%	
TOTAL MISCELLANEOUS	2.0	2.5	5.0	8.8	10.5	4.6	196.9	199.4	223.4	2.5	4.1	0.6	210.2	216.5	233.6	3.0%	7.9%	

SUMMARY BY FACULTY	FULL-TIME			PART-TIME			DISTANCE EDUCATION			MIXED MODE			TOTAL			1997/98 % Change	1998/99 % Change
	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999		
AGSPM	0.0	0.0	0.0	11.0	0.0	0.0	190.6	155.6	99.8	0.0	0.0	0.0	201.6	155.6	99.8	-22.8%	-35.9%
ARTS	1387.0	1401.1	1516.4	189.4	119.7	100.4	1485.7	1701.6	1677.5	160.9	208.0	745.7	3222.9	3430.5	4040.0	6.4%	17.8%
COMMERCE	747.3	610.5	628.0	143.9	152.5	405.0	1497.9	1640.7	1722.3	271.0	244.0	227.9	2660.0	2647.7	2983.2	-0.5%	12.7%
EDUCATION	1116.0	1096.4	1163.8	27.6	33.2	36.0	624.4	671.2	618.1	184.8	217.4	137.9	1952.8	2018.1	1955.8	3.3%	-3.1%
HEALTH STUDIES	725.7	817.7	904.2	51.6	47.1	58.6	1069.8	1079.5	1010.2	80.7	107.8	134.4	1927.9	2052.0	2107.5	6.4%	2.7%
SCIENCE AND AGRICULTURE	637.5	653.2	646.1	79.6	106.8	318.1	1624.7	1631.4	1602.2	316.2	282.7	274.5	2658.1	2674.0	2841.0	0.6%	6.2%
MISCELLANEOUS	2.0	2.5	5.0	8.8	10.5	4.6	196.9	199.4	223.4	2.5	4.1	0.6	210.2	216.5	233.6	3.0%	7.9%
TOTAL UNIVERSITY	4615.5	4581.3	4863.5	511.9	469.8	922.7	6690.0	7079.4	6953.6	1016.1	1064.0	1521.0	12833.5	13194.5	14260.8	2.8%	8.1%

CSU SUMMARY BY LEVEL OF STUDY	FULL-TIME			PART-TIME			DISTANCE EDUCATION			MIXED MODE			TOTAL			1997/98 % Change	1998/99 % Change
	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999		
Higher Degree - Research	51.0	58.1	70.8	14.3	15.4	19.0	72.3	73.6	110.4	0.0	1.5	0.4	137.5	148.6	200.5	8.1%	34.9%
Higher Degree - Coursework	54.8	34.9	20.9	19.0	18.3	31.3	873.5	909.9	1046.1	4.3	2.1	9.5	951.5	965.1	1107.8	1.4%	14.8%
Other Postgraduate	54.9	53.9	53.9	26.4	8.0	10.8	823.2	833.2	699.8	37.6	45.5	32.9	942.1	940.6	797.3	-0.2%	-15.2%
Bachelor	4433.9	4424.5	4503.8	348.0	366.2	831.7	3986.3	4231.9	4067.0	968.4	992.3	893.3	9736.6	10014.8	10295.8	2.9%	2.8%
Other Undergraduate	18.9	7.4	209.2	87.2	42.9	10.4	629.6	727.1	673.5	3.0	18.5	583.6	738.7	795.7	1476.6	7.7%	85.6%
Enabling Course	0.0	0.0	5.0	0.0	0.0	0.5	3.3	0.0	18.3	0.0	0.0	0.2	3.3	0.0	23.9		
Cross Institution	0.0	0.0	0.0	0.9	1.9	2.0	4.3	4.1	3.6	0.0	0.0	0.0	5.1	6.0	5.6	17.1%	-6.3%
Non-Award	2.1	2.6	0.1	16.2	17.3	17.1	297.6	299.7	334.9	2.8	4.1	1.1	318.7	323.7	353.2	1.6%	9.1%
TOTAL UNIVERSITY	4615.5	4581.3	4863.5	511.9	469.8	922.7	6690.0	7079.4	6953.6	1016.1	1064.0	1521.0	12833.5	13194.5	14260.8	2.8%	8.1%

Notes for Commentary:

1. All load is attributed to the course of enrolment irrespective of which faculty teaches the subjects.
2. Numbers have been rounded, however sub-totals and percentage rates are based on the unrounded numbers.

Notes for Information:

Course Level

DETYA Code

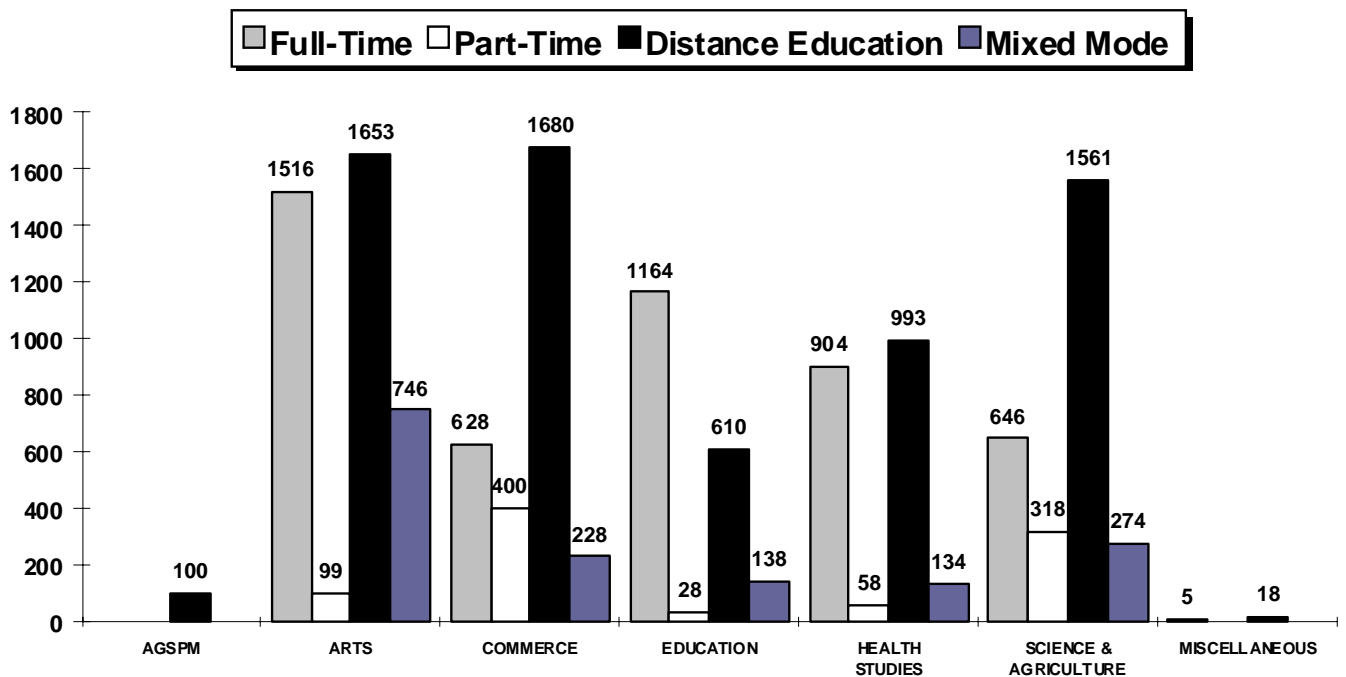
Higher Degree - Research	(01 to 03)
Higher Degree - Coursework	(04, 12)
Other Postgraduate	(05 to 07, 11)
Bachelor	(08 to 10)
Other Undergraduate	(13, 20 to 22)
Enabling Course	(30)
Cross Institution	(41 to 42)
Non-Award	(50)

INDICATOR 5

STUDENT LOAD (EFTSU) IN AWARD COURSES BY FACULTY

1999

Total load in award courses in 1999 was 13901.9 EFTSU, of which 47.5% or 6615 EFTSU were in the distance education mode, 34.9% were internal full-time and the remainder in the mixed and part-time modes. The University has a high dependence on distance education enrolments from mature age students, a market sector which is facing increased competition.



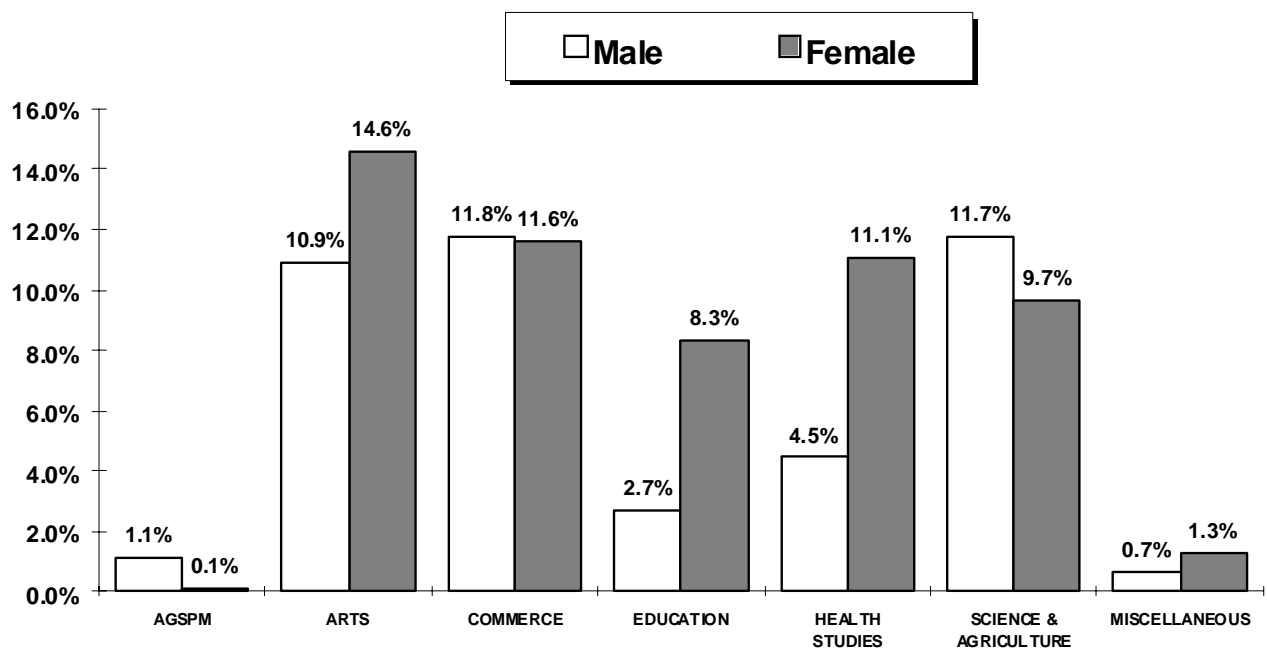
INDICATOR 6

STUDENT ENROLMENTS (HEADCOUNT) IN AWARD COURSES BY FACULTY/GENDER

1999

In 1999, 57.2% of commencing enrolments and 56.6% of total enrolments in award courses were female students. In terms of total student load, 58.4% were female. Between 1998-1999, commencing female enrolments rose by 13.5% compared with 9.8% between 1997-1998.

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

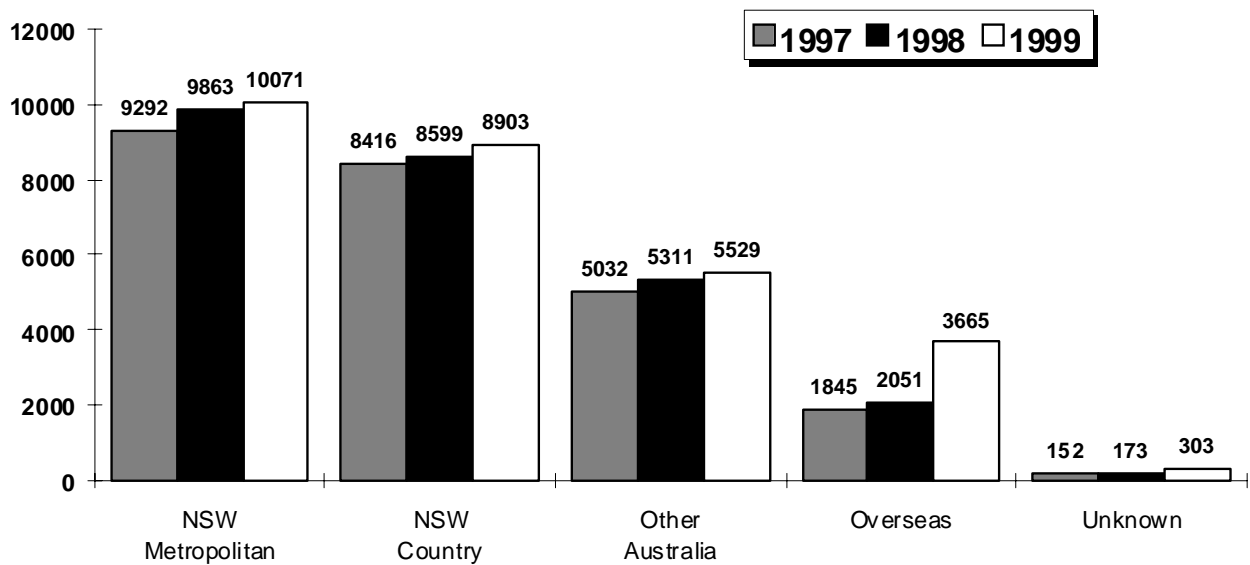


INDICATOR 7

TOTAL STUDENT ENROLMENTS (HEADCOUNT) BY GEOGRAPHIC AREA

1997 TO 1999

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 98.6% since 1997.



Note:

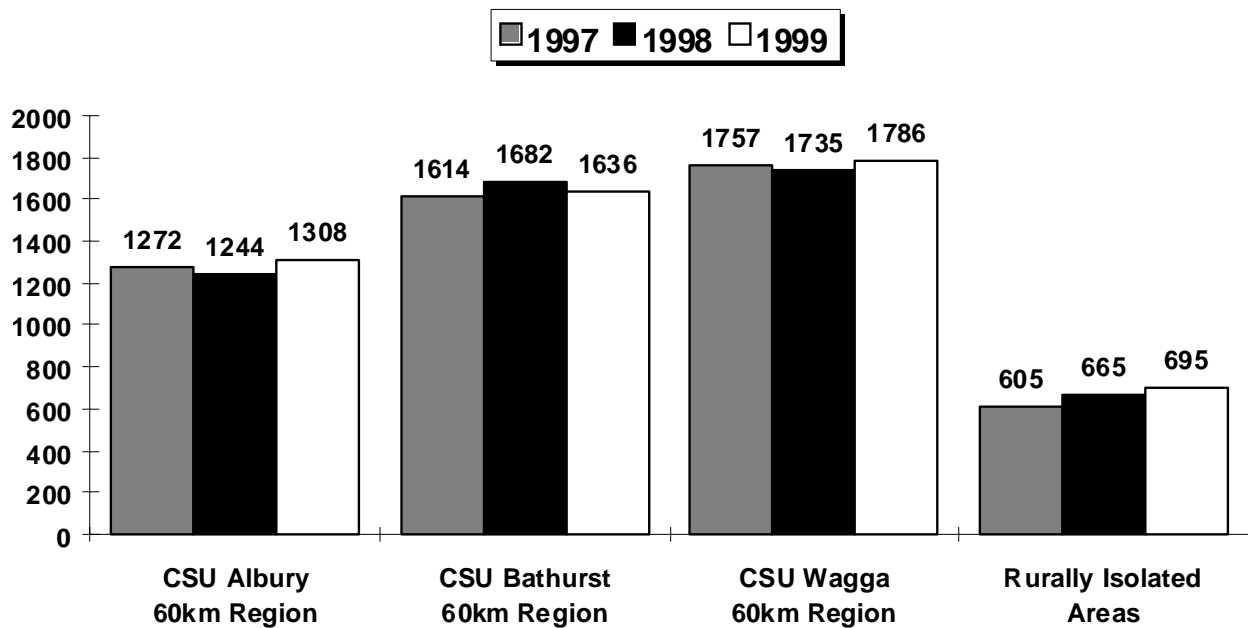
1. Students classified by Home Location Postcode.

INDICATOR 8

TOTAL STUDENT ENROLMENTS BY CAMPUS REGIONS AND RURALLY ISOLATED AREAS (HEADCOUNT)

1997 TO 1999

Regional enrolments at the University grew by 1.9% between 1998 and 1999, with an increase of 3.4% for the triennium 1997-1999.



Note:

1. Students classified by Home Location Postcode.
2. Regional areas are defined as students with a home location within 60km radius of campus.

INDICATOR 9

FEE PAYING OVERSEAS ONSHORE STUDENT ENROLMENTS (HEADCOUNT) BY COURSE - 1997 TO 1999

For the period 1997 to 1999 there was a decrease in commencing fee paying overseas onshore enrolments of 6.4%. Total enrolments for the same period decreased by 24.5%.

COURSE	1997			1998			1999		
	COMM	CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
FACULTY OF ARTS									
PhD (Humanities & SocSc)	0	1	1	0	1	1	0	1	1
MA (Comm) -Journ	1	3	4	2	0	2	1	2	3
MA (Hons)				1	0	1	1	1	2
MA (Vis& Perform Arts)				1	0	1	0	1	1
BSocSc (Hons)	0	1	1				1	0	1
BSocSc (JusticeStud)	1	0	1	0	1	1			
BSocSc (Psych)	1	1	2	0	2	2	1	0	1
BSocSc (SocWelf)	0	1	1				1	0	1
BA	4	5	9	1	5	6	1	4	5
BA (Comm)	15	10	25	28	5	33	29	4	33
BA (Comm) (Hons)	1	0	1	1	0	1	2	0	2
BA (FineArts)	0	1	1	3	1	4	1	2	3
BA (GraphicDsgn)	1	5	6	3	4	7	3	3	6
BA (Hons)							2	0	2
BA (Photog)							0	1	1
BA (Theatre)	1	1	2	0	2	2	1	1	2
BA (TV&SndProdn)	2	3	5	1	5	6	2	4	6
BPsych							1	0	1
BSocWk				1	0	1	2	0	2
Assoc Student (Arts)	0	1	1	2	0	2	1	0	1
TOTAL FACULTY OF ARTS	27	33	60	44	26	70	50	24	74
FACULTY OF COMMERCE									
PhD (Commerce)				2	0	2	0	2	2
DBA				4	0	4	4	1	5
MBA							2	0	2
MBA (GTM)	18	3	21	11	7	18	14	6	20
MBA (InternatBus)	45	10	55	15	16	31	14	10	24
MBA (OpsMgt)				0	1	1	0	1	1
MBus (AppFin)	0	1	1	1	0	1	0	2	2
GradCert GTM				1	0	1	2	0	2
GradCert HRD	1	0	1						
GradCert HRM	0	1	1	0	1	1			
GradCert Mkt	1	0	1	1	0	1			
BBus (Acc)	19	87	106	17	40	57	11	13	24
BBus (Acc) (Hons)	1	0	1						
BBus (Bank)									
BBus (BusMgt)	23	21	44	14	21	35	66	30	96
BBus (Econ)	1	1	2	1	0	1			
BBus (ElectCom)							2	0	2
BBus (Fin)	8	15	23	6	9	15	4	5	9
BBus (Hons)				1	0	1			
BBus (HRM)	9	14	23	5	7	12	1	1	2
BBus (Mkt)	11	10	21	4	9	13	21	20	41
BBus Studies							13	0	13
BBus (TourismMgt)	1	3	4				7	1	8
Comp Study (Business/Admin)PG							1	0	1
CompStud (Bus/Admin)	1	0	1						
Assoc Student (Com)				5	0	5	9	1	10
AustInst CreditUnionMgt				1	0	1	0	1	1
TOTAL FACULTY OF COMMERCE	139	166	305	89	111	200	171	94	265

COURSE	1997			1998			1999		
	COMM	CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
FACULTY OF EDUCATION									
EdD				6	0	6			
MEd (Coursework)							1	0	1
MEd (Hons)	0	1	1	0	1	1	1	0	1
GradDip Ed (Primary)	13	0	13	3	0	3	1	0	1
GradDip Ed (Sec)				1	0	1			
GradDip Ed (VariousStrands)	5	1	6	1	1	2			
BEd (EarlyChild) Pre-S	1	0	1	0	1	1			
BEd (Prim) Pre-S				2	0	2	0	1	1
BEd (Prim) Post	1	0	1						
BPrimEdStud							1	0	1
BTeach (EarlyChild) Pre-S	1	1	2	0	1	1	0	1	1
ADeg VocEdTrain (Aviation)	1	0	1	1	1	2	1	2	3
TOTAL FACULTY OF EDUCATION	22	3	25	14	5	19	5	4	9
FACULTY OF HEALTH STUDIES									
PhD (Hlth)	0	1	1	0	1	1	1	1	2
MHSc (Nurs)	1	0	1						
MHSc (OMT) Conv							1	0	1
GradCert HSc (BreastImaging)	0	1	1						
GradCert RespSc	1	0	1				0	1	1
BAppSc (Biotech) (Hons)	1	0	1						
BAppSc (MedImaging)	4	0	4	3	2	5	1	4	5
BAppSc (MedLabSc)	0	2	2	1	1	2			
BAppSc (Med&AppBiotech)	1	2	3	0	2	2	0	1	1
BHSc (Nurs)	1	0	1						
BHSc (OT)				1	0	1	1	0	1
BHSc (Pre-HospCare)	70	37	107	0	2	2			
BMedSc							3	0	3
BNurs	2	0	2	0	2	2	1	1	2
BPharmacy				2	0	2	0	2	2
Dip HSc (Pre-HospCare) (Conv)	4	0	4						
Assoc Student (Hlth)				0	3	3	2	0	2
TOTAL FACULTY OF HEALTH STUDIES	85	43	128	7	13	20	10	10	20

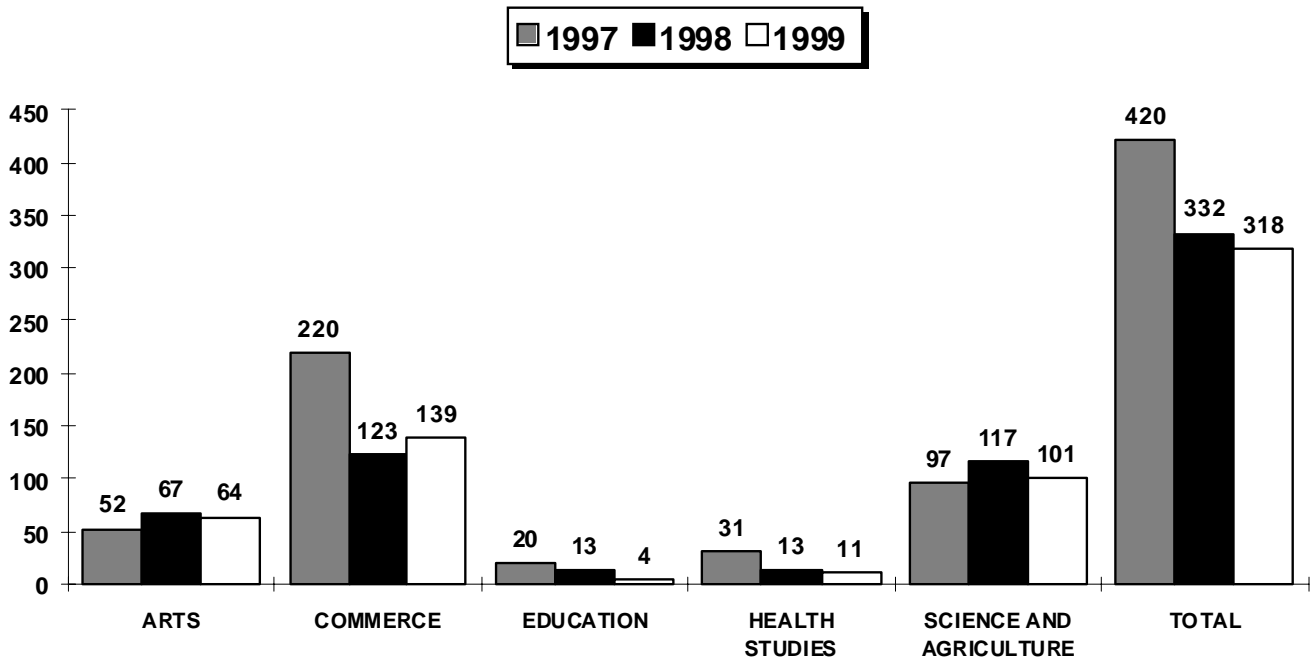
COURSE	1997			1998			1999		
	COMM	CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
FACULTY OF SCIENCE & AGRICULTURE									
PhD (Science)	5	4	9	2	4	6	3	5	8
MInfoTech	8	1	9	11	0	11	20	4	24
MAppSc (Agric)	1	0	1	0	1	1			
MAppSc (InfoStud)				0	1	1			
MAppSc (Lib&InfoMgt)	1	0	1	1	1	2	1	0	1
MAppSc (Research)							0	1	1
GradDip InfoTech				2	2	4	12	3	15
GradDip InfoTech (InfoSys)	3	0	3	1	1	2	3	0	3
BAppSc (InfoTech) (Hons)	0	1	1						
BInfoTech	7	0	7	27	6	33	54	25	79
BInfoTech (CompSc)	1	2	3	0	2	2			
BInfoTech (CompSys)	3	5	8	0	3	3	1	0	1
BInfoTech (InfoSys)	0	1	1						
BInfoTech (InfoSys) Bus	35	27	62	59	16	75	0	7	7
BAppSc (Agric)	0	2	2	2	1	3	1	0	1
BAppSc (EnvSc)	1	3	4	1	3	4	1	2	3
BAppSc (EquineStud)	1	0	1	0	1	1	0	1	1
BAppSc (Viticulture)				1	0	1	1	1	2
BAppSc (WineSc)	1	2	3	0	3	3	1	0	1
ADeg AppSc (InfoStud)	0	1	1						
GradCert AppSc	2	0	2						
Miscellaneous				1	2	3	5	1	6
Assoc Student (Sc)				2	0	2	1	0	1
TOTAL FACULTY OF SCIENCE & AGRICULTURE	69	49	118	110	47	157	104	50	154
MISCELLANEOUS									
Assoc Student	88	83	171	115	38	153	72	20	92
Internat Exchange Program	16	0	16	18	1	19	9	2	11
Study Abroad Program	5	1	6	2	0	2	1	0	1
TOTAL MISCELLANEOUS	109	84	193	135	39	174	82	22	104
TOTAL UNIVERSITY	451	378	829	399	241	640	422	204	626

INDICATOR 10

FEE PAYING OVERSEAS ONSHORE STUDENT LOAD (EFTSU) IN AWARD COURSES BY FACULTY

1997 TO 1999

Fee Paying overseas students continue to be concentrated in the Faculties of Commerce and Science and Agriculture. Fee paying onshore course load experienced a decline of 24.2% for the 1997-1999 triennium.

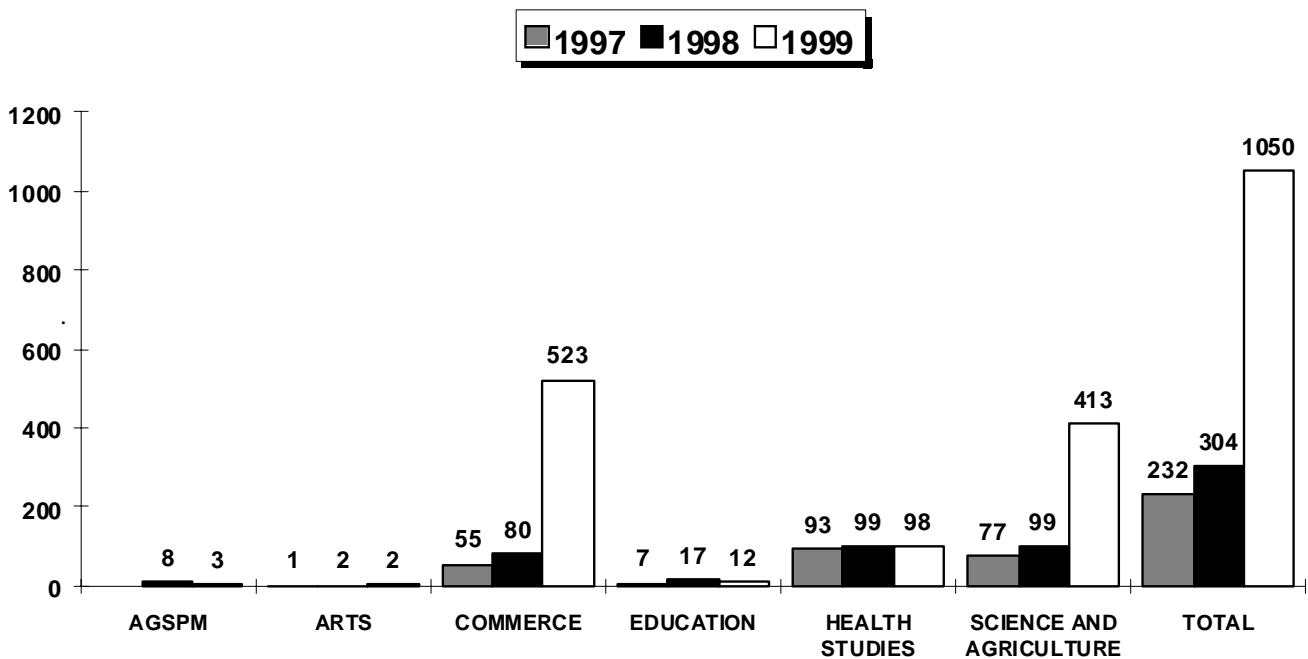


INDICATOR 11

FEE PAYING OVERSEAS OFFSHORE STUDENT LOAD (EFTSU) IN AWARD COURSES

1997 TO 1999

Total load (EFTSU) in fee paying offshore award courses was 1050 in 1999, of which 73.39% or 770 EFTSU were commencing enrolments. There was an increase of 353.3% in total offshore award course enrolments for the 1997-1999 triennium.

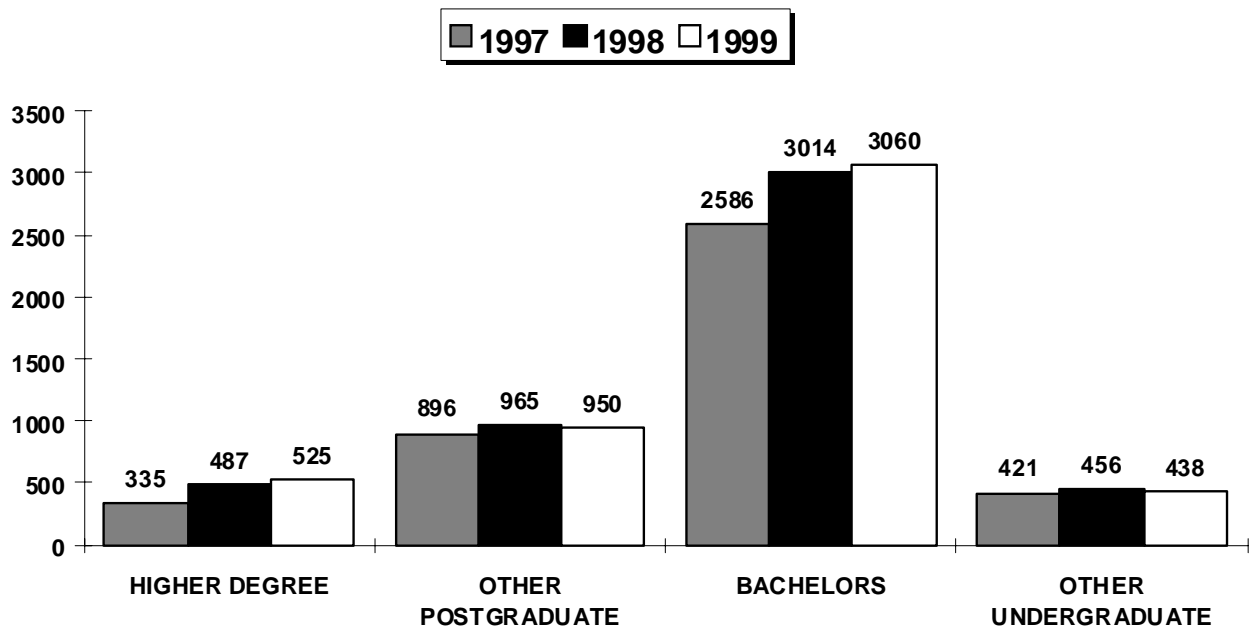


INDICATOR 12

COURSE COMPLETIONS BY LEVEL (HEADCOUNT)

1997 TO 1999

Course completions grew by 1.04% between 1998 and 1999, with a growth of 17.34% for the period 1997 to 1999.



Note:

1. Students completed study in year prior to graduation. For example, graduates in 1997 completed their studies in 1996.

INDICATOR 13

COURSE COMPLETIONS BY BROAD FIELD OF STUDY

1997 TO 1999

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

BROAD FIELD OF STUDY	1997	1998	1999	TOTAL
Agriculture	185	282	283	750
Architecture	1	0	0	1
Arts, Humanities and Social Science	864	959	907	2730
Business, Administration and Economics	822	884	901	2607
Education	769	835	896	2500
Health	737	874	827	2438
Law, Legal Studies	540	702	776	2018
Science	320	386	383	1089
TOTAL UNIVERSITY	4238	4922	4973	14133

Note:

1. Students completed study in year prior to graduation. For example, graduates in 1999 completed their studies in 1998.

INDICATOR 14

GRADUATE DESTINATIONS

1997 TO 1999

In 1999, 87.7% of graduates of CSU surveyed were in employment at the time of the survey. This compares with 89.6% in 1998 and 85.1% in 1997.

EMPLOYMENT CATEGORY	1997	1998	1999	1997 %	1998 %	1999 %
Full-Time Employment:						
Federal Public Service	135	163	151	5.0%	5.5%	4.6%
State Public Service	721	792	770	26.6%	26.6%	23.6%
Local Government	132	93	117	4.9%	3.1%	3.6%
Education, Public	166	184	298	6.1%	6.2%	9.2%
Education, Private	77	135	140	2.8%	4.5%	4.3%
Private Sector	550	569	596	20.3%	19.1%	18.3%
Self Employed	50	79	71	1.8%	2.7%	2.2%
Non-Profit Organisations	57	89	98	2.1%	3.0%	3.0%
Unknown	29	45	72	1.1%	1.5%	2.2%
Total Full-Time Employment	1917	2149	2313	70.7%	72.3%	71.0%
Total Other Employment	392	515	541	14.5%	17.3%	16.6%
TOTAL EMPLOYMENT	2309	2664	2854	85.1%	89.6%	87.7%
TOTAL SEEKING EMPLOYMENT	149	131	145	5.5%	4.4%	4.5%
TOTAL NOT SEEKING EMPLOYMENT	187	29	101	6.9%	1.0%	3.1%
UNKNOWN	67	148	156	2.5%	5.0%	4.8%
GRAND TOTAL	2712	2972	3256	100.0%	100.0%	100.0%

Note:

1. 1997: Analysis from the GCCA 1997 Survey, which received 2,712 responses from CSU's 4,238 graduates. (64.0% response rate)
2. 1998: Analysis from the GCCA 1998 Survey, which received 2,972 responses from CSU's 4,478 graduates. (66.4% response rate)
3. 1999: Analysis from the GCCA 1999 Survey, which received 3,256 responses from CSU's 5,417 graduates. (60.1% response rate)

INDICATOR 15

TOTAL ACADEMIC AND GENERAL STAFF BY GENDER (FULL-TIME EQUIVALENT)

1997 to 1999

Academic staff increased by approximately 6 (FTE) and general staff by 7 (FTE) from 1998 to 1999.

CLASSIFICATION	FEMALE			MALE			TOTAL		
	1997	1998	1999	1997	1998	1999	1997	1998	1999
Academic Staff									
Vice Chancellor & Deputies	2.00	1.00	1.00	4.00	4.00	4.00	6.00	5.00	5.00
Level E	3.00	2.00	2.00	22.50	25.00	25.80	25.50	27.00	27.80
Level D	8.00	11.00	7.50	34.00	31.00	28.00	42.00	42.00	35.50
Level C	23.60	26.60	28.30	98.50	94.27	93.67	122.10	120.87	121.97
Level B	103.60	106.45	127.15	183.17	182.87	183.17	286.77	289.32	310.32
Level A	27.65	31.40	23.60	40.30	25.23	22.60	67.95	56.63	46.20
Total Academic Staff	167.85	178.45	189.55	382.47	362.37	357.24	550.32	540.82	546.79
General Staff									
Non HEW Levels	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00
HEW: Levels 1 to 5	425.31	410.74	415.74	234.75	218.56	215.90	660.06	629.30	631.64
HEW: Levels 6 to 9	99.81	106.11	107.61	107.60	119.90	116.60	207.41	226.01	224.21
HEW: Levels 10 and above	6.00	5.00	7.00	18.00	18.00	22.00	24.00	23.00	29.00
Total General Staff	532.12	521.85	530.35	360.35	356.46	354.50	892.47	878.31	884.85
ALL CLASSIFICATIONS	699.97	700.30	719.90	742.82	718.83	711.74	1442.79	1419.13	1431.64

Note:

1. The above table does not include casual staff. It does include full-time/fractional full time staff - full-time equivalent.
2. The General Staff Category includes staff from non-operating grant funds such as: National Priority (Reserve) Fund, research grants, consultancy and University enterprises.

INDICATOR 16

STAFF AND STUDENT DATA

1999

Between 1998 and 1999 the total number of academic staff (including casuals) increased by 7 FTE or 1.1%. The number of general staff also increased by 17 FTE or 1.7%. Between 1998 and 1999 the ratio of students to academic staff rose slightly from 17.03:1 to 17.21:1.

CATEGORY	1999
Staff (FTE) (Includes Casuals)	
Academic	641
General	1012
All Staff	1653
Students (Operating Grant)	
Headcount	18605
EFTSU	11027
Operating Grant	\$97,935,000
Operating Grant/Student (EFTSU)	\$8,882
Student/Staff Ratios	
Student (EFTSU)/Academic Staff (FTE)	17.21:1
Student (EFTSU)/General Staff (FTE)	10.90:1
Student (EFTSU)/All Staff (FTE)	6.67:1

Note:

1. Staff figures for 1999 include estimates for casual general staff and casual academic staff.
2. In 1999, undergraduate over enrolment is funded at a rate of \$2557 per EFTSU. This funding is not included in these calculations.

Budgets

CHARLES STURT UNIVERSITY

BUDGETED STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2000

	Consolidated		University	
	2000	1999	2000	1999
	\$'000	\$'000	\$'000	\$'000
CURRENT ASSETS				
Cash	700	900	700	900
Receivables	4,200	4,500	4,200	4,500
Investments	25,300	28,000	25,300	28,000
Inventories	3,900	3,600	3,900	3,600
Total Current Assets	34,100	37,000	34,100	37,000
NON-CURRENT ASSETS				
Receivables	51,200	54,000	51,200	54,000
Investments	0	0	0	0
Property, Plant and Equipment	220,200	212,100	220,200	212,100
Other	12,800	11,500	12,800	11,500
Total Non-Current Assets	284,200	277,600	284,200	277,600
Total Assets	318,300	314,600	318,300	314,600
CURRENT LIABILITIES				
Creditors	11,700	12,850	11,700	12,900
Accrued Liabilities	3,800	3,650	3,800	3,600
Total Current Liabilities	15,500	16,500	15,500	16,500
NON-CURRENT LIABILITIES				
Accrued Liabilities	60,600	63,400	60,600	63,400
Total Non-Current Liabilities	60,600	63,400	60,600	63,400
Total Liabilities	76,100	79,900	76,100	79,900
Net Assets	242,200	234,700	242,200	234,700
EQUITY				
Reserves	40,300	40,300	40,300	40,300
Accumulated Results of Operations	189,460	189,150	189,460	189,150
Total Equity	229,760	229,450	229,760	229,450

Budgets

CHARLES STURT UNIVERSITY

BUDGETED OPERATING STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2000

	Consolidated		University	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
OPERATING REVENUE				
Commonwealth government grants	64,800	65,200	64,800	65,200
Higher Education Contribution Scheme	38,000	37,100	38,000	37,100
State government grants	50	50	50	50
Other research grants and contracts	4,000	3,700	4,000	3,700
Scholarships and prizes	450	400	450	400
Donations and bequests	400	400	400	400
Investment income	1,300	1,600	1,300	1,600
Fees and charges	28,600	26,900	28,600	26,900
Deferred income-Government contributions for superannuation	-2,800	-3,300	-2,800	-3,300
Other	13,900	13,000	13,900	13,000
Total operating revenues before abnormal items	148,700	145,050	148,700	145,050
OPERATING EXPENSES				
Academic activities	74,100	72,600	74,100	72,600
Libraries	8,490	8,690	8,490	8,690
Other academic support services	24,800	23,400	24,800	23,400
Student services	17,000	15,900	17,000	15,900
Public services	4,900	4,800	4,900	4,800
Buildings and grounds	3,910	4,200	5,800	5,900
Administration and other general institutional services	16,090	16,400	16,090	16,400
Deferred employee benefits for superannuation	-2,800	-3,300	-2,800	-3,300
Other	1,900	1,800	10	10
Total operating expenses before abnormal items	148,390	144,490	148,390	144,400
Operating result	310	560	310	650
Add accumulated funds at beginning of year	189,150	188,500	189,150	188,500
ACCUMULATED FUNDS AT END OF YEAR	189,460	189,060	189,460	189,150

Budgets

CHARLES STURT UNIVERSITY

BUDGETED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2000

	Consolidated		University	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
	Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
CASH FLOWS FROM OPERATING ACTIVITIES				
Inflows:				
Higher Education Contribution Scheme				
Student payments	9,800	9,000	9,800	9,000
Higher Education Trust Fund	31,800	29,500	31,800	29,500
Commonwealth government grants	70,600	65,700	70,600	65,700
State government grants	100	50	100	50
Interest received	1,400	1,700	1,400	1,700
Fees and Charges	30,400	27,700	30,400	27,700
Other	15,400	13,500	15,400	13,500
Outflows:				
Salaries and wages	-101,400	-92,800	-101,400	-92,800
Services Rendered	-10,400	-10,100	-10,400	-10,100
Minor Equipment	-5,300	-5,500	-5,300	-5,500
Trading Stock	-3,800	-4,100	-3,800	-4,100
Printing and Binding	-3,800	-3,900	-3,800	-3,900
Other	-18,200	-18,000	-18,200	-18,000
Net cash provided or (used) by operating activities	16,600	12,750	16,600	12,750
CASH FLOWS FROM INVESTING ACTIVITIES				
Inflows:				
Proceeds from sale of assets	3,300	3,070	3,300	3,070
Outflows:				
Payments for property, plant & equipment	-22,800	-22,000	-22,800	-22,000
Net cash provided or (used) in investing activities	-19,500	-18,930	-19,500	-18,930
Net (decrease)/increase in cash held	-2,900	-6,180	-2,900	-6,180
Cash at beginning of reporting period	28,900	35,080	28,900	35,080
Cash at end of reporting period	26,000	28,900	26,000	28,900