UTS: ANNUAL REPORT 2002

THINK. CHANGE. DO

UNIVERSITY OF TECHNOLOGY SYDNEY

(UTS:2002)

COVER PHOTOGRAPH

A vibrant atrium bringing in natural light is the centrepiece of the now completed former Fairfax Building (Building 10) on City campus. A number of sustainable features were incorporated into the award-winning building's design, such as natural lighting, open spaces and the re-use of materials wherever possible.

PROFILE

The University of Technology, Sydney, was established by the *University of Technology, Sydney Act 1989* (No 69). It is one of the larger universities in New South Wales with 27,618 enrolments in a range of undergraduate and postgraduate courses across nine faculties.

MISSION

The University of Technology, Sydney is an Australian university with an international focus. It provides higher education to enhance professional practice, to serve the community at large and to enable students to reach their full personal and career potential.

The University contributes to the advancement and integration of knowledge, professional skills and technology, and their intelligent, sustainable and enterprising application for the benefit of humanity.

GUIDING PRINCIPLES

UTS will be guided by a strong commitment to:
> excellence in the achievement of its mission
> intellectual independence and sound ethical practice
> close collaboration with the professions, business, industry, government and the wider community
> equitable access to education
> Indigenous cultures and the process of reconciliation
> international perspectives and the richness of cultural and social diversity
> sustainability – ecological, social and economic
> fairness and transparency
> critical commentary on public issues.

FACTS AT A GLANCE

	2000	2001	2002
Academic units			
Number of faculties	9	9	9
Number of institutes (see also Research below)	3	3	4
Number of centres	28	29	22
Awards			
Total number of degrees and diplomas, etc., awarded	6,690	6,977	7,131
Undergraduate	3,709	3,542	3,663
Postgraduate (by coursework)	2,875	3,321	3,355
PhD and Research degrees	85	92	93
Enrolments			
Total applications for courses	45,745	51,836	55,188
Total University enrolments	27,207	27,605	27,618
Undergraduate enrolments	18,849	19,051	18,264
Postgraduate enrolments	8,358	8,554	9,354
Other enrolments	1,636	1,343	n/a
Total international students	2,871	3,213	3,766
Finance (A$ million)			
Total assets	566,998	719,435	826,733
Total revenue from Ordinary Activities	230,136	292,736	320,286
Total expenses from Ordinary Activities	203,794	281,633	303,808
General			
Number of campuses	3	3	3
Number of libraries	3	3	3
> Total loans	524,800	552,370	640,070
> Non-serial volumes	549,934	569,534	569,753
> Current serial titles	31,320	42,513	29,483 [1]
Research			
Cooperative Research Centres (partner in)	5	6	6
University Research Institutes	n/a	n/a	4
Key University Research Centres	n/a	n/a	8
External research funding (A$)	14,000,970	16,941,086	17,511,527
Research income from National Competitive Grants (A$)	3,887,142	5,040,000	4,101,669
Staff (full-time equivalent)			
Total number of staff (excluding casual staff)	1,725.9	1,790.5	1,898.9

[1] Reduction due to elimination of duplicate e-serials combined with cost efficiencies.

(LETTER OF SUBMISSION)

The Hon. Dr Andrew Refshauge
Deputy Premier, Minister for Education and Training
Parliament House
Sydney NSW 2000

Dear Minister

On behalf of the Council of the University of Technology, Sydney, I have the honour to present to you, for tabling in Parliament, the report of the proceedings and financial reports of the University for the year ended 31 December 2002, prepared in accordance with the *Annual Reports (Statutory Bodies) Act 1984.*

Towards the end of the period covered by the Report, Ms Margaret Trask, AM, Deputy Chancellor of the University passed away. The University thereby lost a wise and devoted officer and many of us lost a dear friend.

Although the University is affected by funding constraints, it is resolved not to compromise its standards of teaching or the quality of its research.

Yours faithfully

The Hon. Sir Gerard Brennan, AC, KBE
Chancellor

Professor Ross Milbourne
Vice-Chancellor and President

April 2003

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(VICE-CHANCELLOR'S MESSAGE)

TERTIARY EDUCATION

As a sector we are facing the sort of significant reformation that many other industries have dealt with as increasing competition and global forces have impacted on the way they operate.

UTS has been at the forefront of adjusting to change over much of its recent history. The great foresight of my predecessors at UTS developed a university that has carved out a distinctive and highly regarded position within the Australian university system. UTS has long been an innovator in practice-based education and preparing graduates for industry and the professions. We have achieved this with tremendous community involvement and support and by maintaining great intellectual rigour.

Change has been something that the university system has been living with for the last decade. In 1990, approximately 90 per cent of the University's revenue came from the Commonwealth Government. At the end of 2002 that figure is 34 per cent and falling. Further change is also imminent.

Much of 2002 has been taken up with a comprehensive review of the Australian university system and the Federal Minister for Education, Dr Brendan Nelson, has submitted a package of proposals for the government to consider early in 2003. Included in this package is likely to be a partial deregulation of higher education, and much of our attention in 2003 will be in response to this policy change.

EXECUTIVE FAREWELLS AND NEW APPOINTMENTS

In the middle of the year, UTS farewelled its Vice-Chancellor Tony Blake. Tony served UTS with great distinction for six years in the Vice-Chancellor's role, a previous six years as Deputy Vice-Chancellor, and prior to that two years as the Principal of Kuring-gai College of Advanced Education.

This year also saw the retirement of Robyn Kemmis, Deputy Vice-Chancellor (Administration), who had given long and valuable service to UTS.

In late July, I was honoured to be appointed as the University's third Vice-Chancellor, having been Deputy Vice-Chancellor (Academic) for the previous 12 months. At the same time, Professor Peter Booth assumed the role of Deputy Vice-Chancellor (Academic). Peter was formerly the Dean of the Faculty of Business at UTS and his great experience and knowledge of UTS, as well as his undoubted planning and quantitative skills, will be very important to the University in the years ahead.

The Deputy Vice-Chancellor (Administration) position was disestablished and the new position of Chief Financial Officer created. In October, Kevin McCarthy, formerly Head of Finance at Dell Computers, was appointed to that position. His experience and knowledge of financial and other administrative systems will be of great advantage to the University as we overhaul our major administrative systems during 2003.

STUDENTS AND GRADUATES

UTS continued to attract first-rate under-graduate and postgraduate students, both locally and internationally. We are very proud of the growing reputation that UTS is achieving and we are determined to keep this growth on track and to build our status as a University of choice both at home and overseas.

AWARDS

This has been an outstanding year for UTS and we were awarded another major national teaching award. Larissa Behrendt, Professor of Law and Director of Jumbunna Indigenous House of Learning received one of the major Australian Awards for University Teaching as the inaugural joint winner of the Neville Bonner Indigenous University Teacher of the Year.

Professor Ross Milbourne became the University's new Vice-Chancellor and President in July 2002.

In addition, Insearch Limited, the commercial arm of UTS, won the NSW Exporter of the Year award for the quality of its international programs.

RESEARCH

As part of our commitment to enhancing our research profile and in response to potential commercial opportunities, the University Council made a strategic investment in research including the establishment of four new research institutes. This has paid enormous dividends. In 2002 we doubled the number and value of our Australian Research Council Discovery Grants from the year 2000 and had a 67 per cent success rate in linkage grants (which are for joint research with industry and community partners).

Highlights include approximately $1.7 million to Professor Derek Eamus and his colleagues associated with the Institute for Water and Environmental Resource Management and Professor Stephen Muecke receiving the first Australian Professorial Fellowship to be awarded to UTS. This success complements the great achievement of Professor Jane Hall and her colleagues from the Centre for Health Economics Research and Evaluation who have been awarded a program grant of $6.8 million over five years from the National Health and Medical Research Council. Many other people contributed to this splendid research success and we will be working to improve this result in future years.

START-UP COMPANIES

In the past 12 months, UTS participated in three new start-up companies. PacMab produces monoclonal antibodies for the treatment of multiple myeloma. AIMedics produces a medical device for monitoring diabetes, especially in children. Avolution has developed an engineering methodology to provide an Architecture Based Analysis of Complex Systems (ABACUS) that supports the engineering of open systems. UTS also shared a major award in research commercialisation: Sunshine Heart, a medical device designed to assist people with congestive heart failure, received a Silver medal in the Far Eastern Economics Review's Annual Asian Innovations Awards.

CAMPUS DEVELOPMENT

During 2002, the renovations of the former Fairfax building were completed. Later in the year, the building was officially opened by Her Excellency Professor Marie Bashir AC, the Governor of New South Wales. We are very proud of this new facility and see it as a model for future campus developments that address the needs of students, staff and the wider community.

This building is an important addition to the campus and part of the University's strategic initiatives. It provides enormous student-friendly spaces as well as teaching and learning laboratories and houses the staff of the Faculties of Information Technology, and Education. The building was awarded two recent awards in the Master Builders' Association Excellence in Construction Awards.

FUTURE

UTS is increasingly recognised as a distinctive university that is carving out a unique place for itself in the sector. No doubt there will be serious challenges to address as a result of the Federal Government's review and we look forward to addressing those challenges and developing plans to increase the achievements of this dynamic University.

Ross Milbourne

Professor Ross Milbourne
Vice-Chancellor and President

(HIGHLIGHTS)

UTS HAD MANY ACHIEVEMENTS IN 2002 AND EXCELLED IN NUMEROUS ACADEMIC AND PROFESSIONAL AREAS.

EXCELLENCE IN TEACHING AND LEARNING
Professor Larissa Behrendt, Director of Jumbunna Indigenous House of Learning, was the co-recipient of the inaugural Indigenous University Teacher of the Year award.

RESEARCH FUNDING AND STUDENT NUMBERS
Australian Research Council funding increased across the University, and targets for overall funding were exceeded by approximately $500,000. Research degree student numbers grew by almost 16 per cent to 799.

NEW DIRECTIONS IN RESEARCH
UTS established four new University Research Institutes.

NEW STUDENT SYSTEM
The first stage of the new Curriculum and Student System was progressively and successfully implemented. It provides for extensively improved administrative services to and for students.

BUILDING 10 COMPLETED
In what marks a significant milestone in the implementation of the Campus Development Plan, Building 10 was officially opened and now houses the faculties of Information Technology and Education.

STUDENT ACCOMMODATION
The University purchased a 253-bedroom student residential accommodation complex to be completed later in 2003, which will more than double the number of accommodation places offered by the University.

INTERNATIONAL STUDENTS
The strong growth pattern in international students continued with an increase of more than 17 per cent. Revenue generated from international fee-paying students exceeded budget expectations by about $2.5 million.

AWARD-WINNING INSEARCH
Insearch achieved a turnover of more than $30 million and won the NSW Educational Exporter of the Year award.

NEW VICE-CHANCELLOR
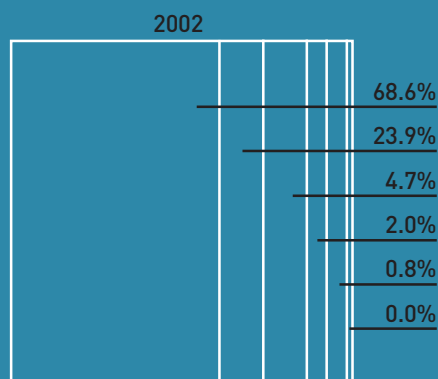Professor Ross Milbourne was appointed as the new Vice-Chancellor.

OPERATING REVENUE
The operating revenue, after adjusting for an increase due to deferred income, was $287.7 million, including $122.0 million from non-government sources. Insearch Limited provided the University with funding support of $4.8 million.

2001

2002
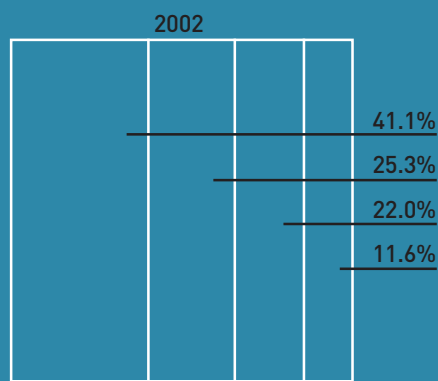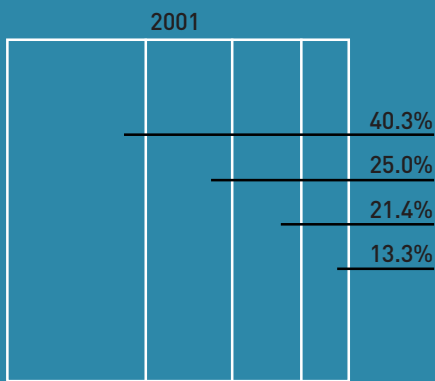
Income (excluding deferred government contributions)

	2001	2002	
government grants	40.3%	41.1%	
fees and charges	25.0%	25.3%	
HECS	21.4%	22.0%	
other revenue	13.3%	11.6%	

2001

2002

Expenditure

	2001	2002	
employee benefits	66.4%	68.6%	
other	24.9%	23.9%	
depreciation and amortisation	4.6%	4.7%	
buildings and grounds	3.5%	2.0%	
bad and doubtful debts	0.6%	0.8%	
borrowing costs	0.0%	0.0%	

2001

2002
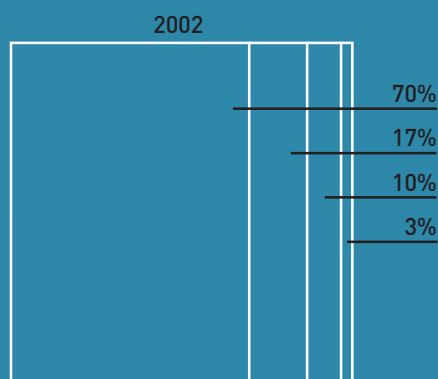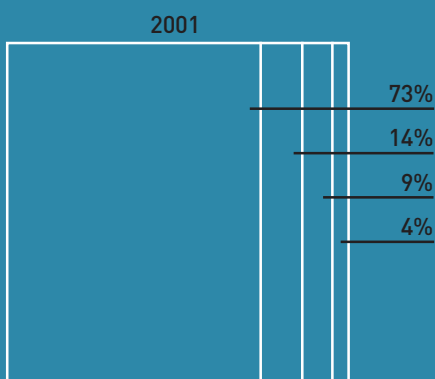
Student enrolments by fee type

	2001	2002	
HECS liable	73%	70%	
non-HECS international students	14%	17%	
non-HECS postgraduate students	9%	10%	
other	4%	3%	

UTS SUPPORTS INNOVATIVE APPROACHES TO THE DESIGN AND DELIVERY OF PROFESSIONALLY FOCUSED EDUCATION. THE UNIVERSITY HAS AN ESTABLISHED RECORD AS AN INNOVATOR IN FLEXIBLE AND RESPONSIVE LEARNING ENVIRONMENTS.

[TEACHING AND LEARNING]

A number of significant developments in 2002 assisted the University in enhancing the quality of its teaching and learning. These developments were designed to increase the effectiveness of student learning and to ensure that the University remains informed and responsive to issues raised by students, employers and the wider community.

In pursuit of excellence in its teaching and learning programs, the University identified key priorities for action and improvement in the development and delivery of subjects through its newly developed Subject Feedback Survey. Results are being used to streamline and refine course delivery.

Among other key initiatives in teaching and learning, the Graduate Capabilities Project was pioneered at UTS. The results of this project, which has been implemented in seven fields of study, have attracted national and international interest and opened up new avenues for the development of material that can be applied practically to the process of curriculum development and review.

UTS continued to maintain its leading role in the provision of online learning. Advances in information technology contribute substantially to the University's capacity for enhancing flexibility in its academic programs.

The Teaching and Learning Plan, one of the four Key Strategic Plans for the University, seeks to strengthen the core components of the University's educational philosophy: flexibility, practice-based education with close industry links, internationalisation and ethical and social responsibility.

HIGHLIGHTS

> Professor Larissa Behrendt was the co-recipient of the inaugural Neville Bonner Indigenous University Teacher of the Year.

> Unisys Australia announced a sponsorship worth $47,000 with UTS to support education in internetworking in the Faculty of Information Technology.

> The National Review of Nursing Education acknowledged the UTS Bachelor of Nursing program as one of the best examples of practice partnership and suggested many of its practice-focused elements as the direction for all programs nationally.

> The Faculty of Science responded to feedback from employers of graduates by formatting a students' practical manual to resemble the industry's mandatory Standard Operating Procedures.

> As part of a major curriculum review in 2002, the Faculty of Humanities and Social Sciences sought and analysed graduate and employer qualitative feedback to ensure that all courses were appropriately grounded in practice.

> The Faculty of Design, Architecture and Building funded the development of an online assessment template.

INNOVATIVE APPROACHES TO TEACHING AND LEARNING
Flexible learning and online technology

UTS continued to offer significant opportunities for students to study at a time and location that suits their work, study and family commitments. In 2002, approximately 600 subjects, involving more than 22,000 students, were taught using a component of online learning.

A major evaluation of online teaching and learning was undertaken in 2002 and the number of subjects employing an online component continues to rise. Feedback from students confirms that this online component is highly valued when it is integrated into an overall learning design.

Student from two faculties at UTS, Rosa Cheng (Engineering), Melissa De Ruyter (Education), Betty Jacobs (coordinator from Engineering), Tim Byrne (Education) and Andyeuk Sze Wong (Engineering) are working together to develop design projects for the primary school science and technology curriculum.

Industry Advisory Network prize winner and Engineering student Edwin Gee designed a safety device that will discourage the re-use of hypodermic syringes and reduce needlestick injuries.
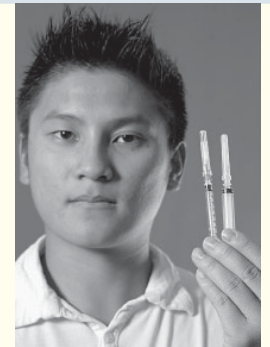
New online assessments

UTS students have access to comprehensive online assessments for their assignments with the introduction of new software. Lecturer in Visual Communication Darrall Thompson's Online Criteria-based Assessment (OCBA) program has won support from students and staff following several pilot studies conducted in the Faculty of Design, Architecture and Building. Data collected using OCBA is classified and analysed automatically and instantly, in some cases reducing by half the time spent on marking and evaluation. Students, dialling on campus or externally, use PINs to access confidential and detailed assessments. Assessment criteria are grouped or categorised to reflect academic goals so that students can monitor their own progress towards set objectives.

The software ensures a greater degree of objectivity and quality assurance. The web interface also allows lecturers to enter assessments from any location. The program is creating interest among potential investors, and the possibility exists for the development of lucrative licensing arrangements.

ALIVE and online

ALIVE (Ask a question Live) is the Library's new online reference service. By connecting to ALIVE from the Library's website, students can chat in real time with a librarian about using Library resources and services, finding information sources for research, and searching journal databases. Students are able to co-browse the electronic resources with a librarian who will answer any questions they may have by email chat and at the end of the session have a transcript of the URLs used during the session.

Teaching and learning developments

UTS has a strong record in the provision of high-quality teaching and learning, and has continued to develop new initiatives and programs to enhance its position and reputation.

Subject Feedback Survey

A major new source of information is the UTS Subject Feedback Survey which was approved in 2001 and implemented widely across the University in 2002. It has provided a wealth of useful information that has helped the University to identify key priorities for action and improvement in the development and delivery of subjects. The Subject Feedback Survey, together with results from other surveys and feedback mechanisms, has been used to streamline and refine the UTS Course Monitoring and Improvement System which provides information and analysis to faculties regarding the performance of courses.

In August 2002, UTS, in partnership with the Queensland University of Technology, was commissioned by the Department of Education, Science and Training to undertake the first comprehensive analysis of comments made by university students each year through the national Course Experience Questionnaire. This project will produce a new qualitative analysis system, CEQuery, available to all Australian universities by mid-2003.

International benchmarking

The University worked primarily in the areas of quality management and flexible learning with a range of higher education systems around the world (ongoing examples include the Swedish NetUniversity, the Finnish Higher Education Evaluation Council, the New Zealand Higher Education Quality Network and the South African Higher Education Council). UTS was also invited to join the advisory board of the Academy of Institutional Excellence in Higher Education in the United States.

Graduate Capabilities Project

The new Graduate Capabilities Project provides UTS with a means of seeking feedback both from successful graduates and their employers on which aspects of their degree programs have most benefited them in the workplace. The results of this project can be applied to the review and development of curriculum.

Assessment practices reviewed

Improving the quality of assessment is a high priority. Following a comprehensive review of the issues relating to assessment and feedback, a new version of the coursework assessment policy manual was completed; development of a series of assessment guides commenced; and an assessment simulator was developed by the Institute for Interactive Media and Learning (IML) to assist staff in identifying key areas of change in their assessment practices.

Group work resource kit developed

A resource kit, Enhancing Experiences of Group Work, was developed by IML for academic staff using student group work activities in their subjects. Distributed to each faculty, the resource kit covers a range of 'best-practice' teaching and learning techniques devoted to improving group work for students.

Executive MBA innovation

The Executive MBA is an innovative new degree program designed to target Australia's managerial elite. It represents an initiative by the Faculty of Business, linking UTS and practising senior industry executives in learning, research and consulting opportunities. It is delivered in intensive weekend sessions with two subjects taught in residential block mode. Networking opportunities and relevant industry/ professional activities are integrated into the Executive MBA program. Executives from some of Australia's leading corporations presented seminars in 2002.

Legal mentors

A mentoring program that matches Indigenous students studying law with volunteer lawyers was introduced to assist students develop techniques that will help them achieve educational and professional success. The *Indigenous Law Student Mentoring* Program was developed by the Community Services Committee (CSC) of NSW Young Lawyers. The program is delivered by CSC volunteers, in cooperation with the Jumbunna Indigenous House of Learning and the Faculty of Law. Ten Indigenous students are currently participating in the program.

Students develop primary curriculum

An innovative project has Education students working with Engineering students to develop design projects based on engineering for the primary school science and technology curriculum. The interdisciplinary collaboration offers many benefits for participants as the projects are not just academic. They will be used in primary school classrooms as part of the Engineering Links program run by the Faculty of Engineering.

Interior design student Jane Tse believes that the needs of visually impaired people are ignored when interior spaces are designed. Working with architectural firm Cyberlab Design, she has developed a concept for a learning centre for children with a visual impairment that takes into account their specific needs.

Indigenous law students (left to right) Suzanne Evans, Kirsty Ruddock, Josephine Cashman and Emma Gibbs with Jumbunna Academic and Cultural Adviser Lindy Moffat (centre) are part of a mentoring program that matches Indigenous law students with volunteer lawyers.

Sustainable Futures PhD

The world's first PhDs in Sustainable Futures were awarded to two UTS students in 2002: Karla Sperling and Gabrielle Kuiper. A third candidate, Bangladeshi international student, Wahidul Biswas, will graduate in Autumn 2003. Examiners for each doctoral dissertation were highly complimentary of the depth and breadth of candidates' work.

Therapeutic African drumming

The Faculty of Education's Graduate Diploma in Music Therapy introduced African drumming to the course. African drumming is particularly suitable for children and adolescents and provides a solid foundation for improvisation, singing or movement. The drumming class has been introduced to extend the musical range of students. Drumming can be therapeutic for people of all ages and can encourage people to move even if they have limited movement or are feeling lethargic due to medication.

Law students work to free innocent

Legal Aid and UTS Innocence Project students and lawyers are hopeful they will soon achieve the release of a prisoner whom many believe was wrongfully convicted. UTS Law students are given credit in Advanced Criminal Law for their work on Innocence Projects. The UTS Innocence Project, the first such program established in Australia, was set up less than a year ago.

Indigenous studies and education

UTS offers a range of core and elective subjects in Indigenous Australian culture and social history through the Jumbunna Indigenous House of Learning and Aboriginal Programs. The University was the first in Australia to develop and offer a subject specifically on reconciliation. This subject was first offered in Autumn semester 2002 with an enrolment of 34 students from a range of disciplines and backgrounds.

In addition, Jumbunna contributed to the revision and tailoring of a degree program to the needs of Aboriginal and Torres Strait Islander students.

Library developments

2002 saw the continued expansion of the Library's electronic resources with the addition of a number of new electronic services and the expansion of full text journal databases and e-book offerings.

A New Books and Audiovisual Items list, located in the Library's web catalogue, was developed to alert academic staff to the arrival and availability of new titles. The Library enhanced access to its electronic services by redesigning and relaunching its website based on feedback received via an online survey and focus groups. The results of the annual Materials Availability Survey indicated that the Library achieved improvements in the immediate availability of books. Sixty-two per cent of respondents obtained the item they required at the time of looking. Ninety-five per cent of items required were held by the Library.

The Library supports the core activity of UTS teaching and learning, by facilitating access to Library resources and facilities for academic staff and students. Liaison librarians promoted the Library's world-first search gateway, SuperSearch, to faculties, giving instruction during lectures and tutorials. By year-end, SuperSearch was accessed by approximately 11,000 clients, an uptake of around 40 per cent of the UTS community.

New programs to meet changing needs

Many new programs were developed at UTS during the year, including the following.

> The Faculty of Nursing, Midwifery and Health developed the Graduate Certificate in Child and Adolescent Mental Health Care. The Faculty received a grant of

$165,000 in Mental Health Nursing Initiative funding from NSW Health for the development of the course and to provide scholarships for students.

> The Faculty of Science introduced a Graduate Certificate, Graduate Diploma and Master's course in Science Management. The program was designed to equip working scientists with management skills.

> The first postgraduate program in spinal injury nursing in Australia – developed with funding from the NSW Motor Accident Authority – was developed by the Faculty of Nursing, Midwifery and Health for offer in 2003. The practice-based Graduate Certificate will be available only in distance mode to suit nurses both in Australia and overseas.

> The Faculty of Humanities and Social Sciences offered a Graduate Certificate in Social Action and Globalisation – the first of its kind in Australia. This new research and teaching area focuses on social change under globalisation and offers an introduction to social inquiry.

Work-based learning and industry partnerships

UTS has a national and international reputation for its approach to cooperative education. Work-based learning describes a range of education initiatives whereby students improve professional practice by learning in authentic workplace settings. The University also seeks to maintain and develop its learning contracts and links with industry.

Accenture and Accounting join forces

UTS and management consultants Accenture have joined forces to highlight corporate governance practices in Australia. Professor Zoltan Matolcsy from the School of Accounting leads the research project, which includes a team of Accenture IT

experts and PhD student Anna Wright. The project allows, for the first time, research, analysis and comparison of executive performance and remuneration at the top end of corporate Australia.

Cooperative scholarships celebrate 10 years

2002 is the tenth year of the UTS:Engineering Cooperative Scholarships program. The program has experienced substantial growth in recent years and is strongly supported by industry with approximately 25 fully industry-sponsored scholarships valued at $10,000 for the first year of the Bachelor of Engineering, Diploma in Engineering Practice. Sponsored students then develop an ongoing relationship with their industry sponsor.

New links with TAFE NSW

A new Bachelor of Management in Tourism and Hospitality was developed in conjunction with TAFE NSW. The program gives TAFE NSW graduates entry to the UTS degree. The UTS component of the course builds on the skills acquired by students in the hospitality management courses offered by TAFE NSW.

Students help Sydney Swans

A team of UTS academics and postgraduate students ran fitness sessions for the Sydney Swans Football Club as part of an ongoing relationship between the Club and the Faculty of Business. As part of their degree, four postgraduate students from the School of Leisure, Sport and Tourism assisted in managing the injured players' fitness regime and treatment.

Unisys sponsors UTS

Unisys Australia announced a sponsorship worth $47,000 with UTS to support education in internetworking. The sponsorship includes activities to promote the education of women in internetworking and help increase the numbers of women employed in the industry. The Faculty of Information Technology will use the sponsorship to purchase equipment and to fund prizes and scholarships for students who demonstrate outstanding performance.

Students study at Easter Show

Over 160 UTS students from the School of Leisure, Sport and Tourism were engaged in research on pedestrian flow and decision-making at the Royal Easter Show as part of their degree. The project, run in conjunction with the Royal Agricultural Society (RAS), was part of an ongoing partnership that the School developed with members of the Sydney Olympic Park Authority. The Easter Show project provided students with real-life research experience and skills. The RAS will use the data collected to make strategic marketing, operations and signage recommendations and decisions for the 2003 show.

INTERNATIONALISATION

UTS aims to enhance its graduates' understanding of other cultures and societies through the International Studies program, the International Exchange Student Scheme, and by promoting an international focus in its courses.

Local students gain international experience

The UTS Institute for International Studies offers students the opportunity to spend two semesters studying overseas during a professional degree combined with the Bachelor of Arts in International Studies. At 31 March 2002, 1,138 students participated in this program.

International exchange program

UTS has formal links with over 100 universities in Asia, Europe and the Americas. Through the UTS International Exchange Student Scheme, students complete part of their study overseas and receive credit towards their degree at UTS. Students from a UTS Exchange Partner University study at UTS on exchange and

Students from the Faculty of Business participated in the Easter Show Project as part of an initiative with the Sydney Olympic Authority. Coordinated by Dr Tracy Taylor, students conducted research on pedestrian flow and decision making as part of their degree.

Lecturer in Visual Communication Darrall Thompson has developed new software enabling comprehensive online assessments for student assignments.

ENROLMENTS BY FACULTY 2000–02

	Undergraduate			Postgraduate			Total		
	2000	2001	2002	2000	2001	2002	2000	2001	2002
Business	5,005	5,118	5,036	3,155	2,952	3,171	8,160	8,070	8,207
Design, Architecture and Building	1,984	2,098	2,028	345	344	379	2,329	2,442	2,407
Education	1,077	1,053	1,016	1,106	1,152	1,101	2,183	2,205	2,117
Engineering	2,668	2,712	2,755	741	695	1,090	3,409	3,407	3,845
Humanities and Social Sciences	1,414	2,382	1,402	728	786	899	2,142	3,168	2,301
Information Technology	1,563	1,736	1,338	1,008	1,086	1,060	2,571	2,822	2,398
Law	1,393	1,522	1,567	481	734	794	1,874	2,256	2,361
Nursing, Midwifery and Health	662	711	801	504	544	537	1,166	1,255	1,338
Science	1,473	1,534	2,126	258	250	296	1,731	1,784	2,422
Other	1,610	185	195	32	11	27	1,642	196	222
Total	18,849	19,051	18,264	8,358	8,554	9,354	27,207	27,605	27,618

Current at 31 March 2002.

Note: Mathematical Sciences moved from the Faculty of Information Technology to the Faculty of Science in 2002.

receive credit towards their degree in their home university. During 2002, 318 UTS students went on exchange, an increase of 53 per cent on 2001 figures. Incoming exchange students also grew significantly from 306 in 2001 to 404 in 2002. The UTS English Language Study Skills Assistance Centre catered for the increasing number of exchange students through its new course, the Advanced Diploma in Australian Language and Culture.

New scholarship in International Studies
Among the many new scholarships introduced in 2002, the Faculty of Engineering and the Institute for International Studies jointly sponsored the International Studies Cooperative Scholarship. This scholarship is awarded to a high achieving recent school student commencing the Bachelor of Engineering and Bachelor of Arts in International Studies combined degree.

Internationalising the curriculum
MBA in Indonesia
UTS has links with Trisakti University in Indonesia and a new joint MBA program substantially consolidated the relationship and enhanced the profile of UTS in Indonesia. This course is both a twinning program as well as a double degree. Students graduate with a Master of Management from Trisakti University and a Master of Business Administration from UTS. The teaching and delivery is shared between Trisakti and UTS staff and campus locations.

Master's of four continents
A Master's degree developed by the Faculty of Education in partnership with three overseas universities is being delivered simultaneously on four continents. The new Master of Education in Adult Learning and Global Change is offered by UTS, Linköping University in Sweden, the University of British Columbia in Canada, and the University of the Western Cape in South Africa. It is the first time in the world that any program has been developed and presented collaboratively by four universities in different countries. The course is delivered predominantly online but with some local face-to-face contact.

UTS Mahidol degree
The UTS Master of Business in Marketing, offered in Bangkok in combination with Mahidol University's Master of Management, enrolled 29 students in its first intake. The UTS Master's program is delivered in Mahidol as a mix of intensive tuition periods, remote interactive learning and workshops conducted by UTS academics, with ongoing tutorials and other support provided by local academics.

Law reaches into China
The Faculty of Law commenced the delivery of a Master of Laws in Beijing. The course is unique in that it is the only Master of Laws program available in Australia that is delivered wholly in China and is taught and assessed entirely in Modern Standard Chinese.

Taylor's Business School
Four hundred new students enrolled in the Bachelor of Business degree program at Taylor's Business School, Kuala Lumpur, bringing the total enrolment to more than 600 students. One-hundred-and-eighty students from the School transferred to UTS to complete the final semesters of their degree. In 2002, the degree program was audited and re-approved by the Certified Practicing Accountants Australia (CPAA). Malaysia's National Accreditation Board also formally approved and certified the program.

ENROLMENTS BY COURSE LEVEL 1998–2002

	1998	1999	2000	2001	2002
Postgraduate	6,964	7,828	8,358	8,554	9,354
Undergraduate	18,410	18,267	18,849	19,051	18,264
Total	25,374	26,095	27,207	27,605	27,618

Current at 31 March 2002.

GRADUATES BY COURSE LEVEL 1998–2002

	1998	1999	2000	2001	2002
PhD	44	53	57	61	62
Master's by research	43	28	28	31	31
Master's by coursework	1,031	1,257	1,450	1,587	1,585
Graduate Diplomas and Certificates	1,277	1,219	1,425	1,736	1,770
Bachelor Pass and Honours	3,609	3,676	3,709	3,542	3,663
Sub-degree	55	53	21	20	20
Total	6,059	6,286	6,690	6,977	7,131

Current at 31 March 2002.

AWARDS AND RECOGNITION

Award for University Teaching

The inaugural Neville Bonner Indigenous University Teacher of the Year was awarded to Professor Larissa Behrendt for her contribution to the needs of Aboriginal and Torres Strait Islander students and fostering an understanding of Indigenous culture and history among non-Indigenous students. Professor Behrendt shared the award with Professor Marcia Langton from the University of Melbourne.

Distinguished scholars

> Dean of the Faculty of Nursing, Midwifery and Health, Professor Jill White was appointed to the NSW Nurses Registration Board as 'Educator of Nurses'. The Board's key function is to maintain and promote professional standards of nursing practice in NSW.

> Professor Ashley Craig of the Faculty of Science was awarded an honorary doctorate from South Western University in Bulgaria for services to the treatment of stuttering.

> UTS awarded its first Doctorate in Nursing by Publication – believed to be an Australian first – to Adjunct Professor Donna Diers from the Faculty of Nursing, Midwifery and Health. Professor Diers, former Dean of Yale University's School of Nursing, is internationally renowned for her pioneering research and publications.

> Computer graphics expert Dr Kevin Suffern from the Faculty of Information Technology won the CompuGraph 2002 Bronze award for computer art.

> The Emerald Literati Club presented its Literati Award for Excellence to Professor Shirley Alexander, Director of the UTS Institute for Interactive Media and Learning, for her paper entitled 'E-Learning developments and experiences', which was published in the international journal *Education + Training*.

Students' achievements

> At the Dendy Awards for Australian Short Films, UTS Media Arts and Production graduates won two of the major awards.

German PhD student Olaf Gelhausen won an International Postgraduate Research Scholarship to study the properties of the new-generation gallium nitride (GaN) semiconductor at UTS.

(from top left) Dean of Law Professor David Barker, Moot coach Associate Professor Geoff Monahan and Family Law Mooting Team members Peter Munro and Melissa Purdy with the trophy the team won in the 2002 Trans-Tasman Family Law Moot Competition.
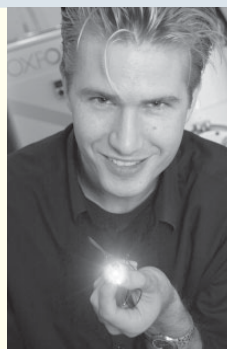
COURSE APPLICATIONS 1998–2002

	1998	1999	2000	2001	2002
Undergraduate	39,097	41,293	40,174	46,119	48,681
Postgraduate	6,516	6,022	5,571	5,717	6,507
Total	45,613	47,315	45,745	51,836	55,188

Current at 31 March 2002.

EXCHANGE STUDENTS 1998–2002

	1998	1999	2000	2001	2002
Inbound	141	170	200	306	404
Outbound	58	53	83	219	318
Total	199	223	283	525	722

Current at 31 December 2002.

Beginnings, directed, produced, scripted and edited by graduate Husein Alijacik, won the General Category. *New Skin*, produced by graduate Matt Reeder, won the Fiction Over 15 Minutes category.

> For the first time, a UTS Law student, Peter Munro, was named Best Oralist at the Australasian Law Students' Association Conference.

> Faculty of Law international PhD student Solomon Jere was appointed to the New South Wales Police and Ethnic Communities Advisory Council. Jere, a lawyer and Senior Assistant Commissioner of Police in Zambia, is on leave to study for his PhD.

> Fashion and Textile Design graduate Marie Slater was selected to show in 'Student Fashion: Three of the Best', the Powerhouse Museum's ninth annual student fashion exhibition.

> Information Technology student Emily Boyd won the Individual category award in the Cable & Wireless Childnet Awards 2002 – an international competition for websites that benefit children – for her work *Matmice*. *Matmice* allows children to make their own homepage using an online webpage builder developed by Boyd.

> A computer animation, *Bin Can Can*, produced by Information Technology student Steve Agland, was featured at the Siggraph 2002 computer graphics conference in Texas. The animation was also submitted last year to the Australian Effects and Animation Festival where it was shortlisted for an award.

> Michael Gordon and Belinda Cogswell from the Faculty of Business were winners of the inaugural Business Planning Competition organised by the Faculty of Business and funded by industry sponsors and the Federal Government's Innovation, Venture Capital and Commercialisation Program. The student team's winning project was an energy drink to be marketed to nightclub patrons.

> Bachelor of Design in Visual Communication students Julie Masterton, Michaela Pegum and Tandi Rabinowitz were selected to show their CD-ROM interactive documentary *Stand Your Ground* at the Femmedia exhibition of the 2002 World of Women's (WOW) Film Festival. Femmedia is a showcase of the best female multimedia artists from Australia, USA and Germany.

> Industrial Design student Tim Bird was awarded first prize at the inaugural Cormack Packaging Innovation Award. The prize includes a three-month internship with the company.

> Samantha Rebillet from the Master of Media Arts and Production won the $3,000 Zonta Club of Sydney East 'Emerging Filmmaker Award' at the WOW Film Festival for her film *The Birthday*.

> The UTS Family Law Mooting Team representing Australia (made up of moot coach Associate Professor Geoff Monahan and team members Peter Munro and Melissa Purdy) won the 2002 Trans-Tasman Family Law Moot Competition held in the Family Court of Australia. They defeated the University of Otago Law School, the New Zealand National Champions.

> Edwin Gee, who designed a safety device that will discourage the re-use of hypodermic syringes and reduce needlestick injuries, and Computer Systems Engineering student Toby Adams, who developed a mechanism to save time searching for information on the Internet, won the Industry Advisory Network Prize for Engineering Innovation. The prize is awarded for final-year
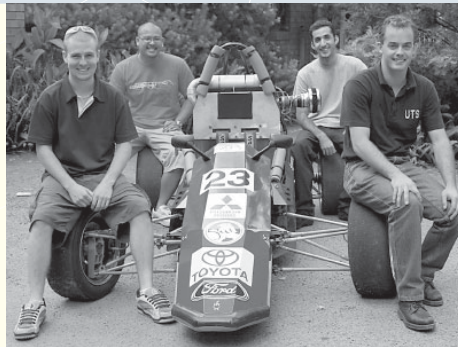
INTERNATIONAL STUDIES STUDENTS BY FACULTY 1998–2002

	1998	1999	2000	2001	2002
Business	203	248	297	342	307
Design, Architecture and Building	56	79	94	114	112
Education	56	61	64	60	58
Engineering	64	68	76	77	70
Humanities and Social Sciences	118	177	224	240	264
Information Technology	35	52	37	38	40
Law	91	109	115	136	143
Nursing, Midwifery and Health	37	41	47	53	43
Science	23	36	80	84	101
Total	683	871	1,034	1,144	1,138

Current at 31 March 2002.

Engineering Capstone projects involving the design of an innovative product that has the potential for commercial development.

> A team from the Faculty of Business (made up of lecturer and coach Stan Tibbles and students Anthony Farah, Emma Runcie, John Edwards and Robi George) won the Information City Victoria Incubator Prize, valued at $35,000, in the 2002 Moot Corp Australia Competition. Their project, Medical Media Network, is a service company coordinating the networking of medical practitioners, pharmaceutical companies and the Health Insurance Commission.

CHANCELLOR'S LIST
for outstanding achievement in a PhD thesis (awarded in 2002)

> Dr Nicola Susannah Teffer (Chancellor's Award): PhD Design, Architecture and Building
'Obscure Light: Vision and Representation in Medical Imaging Technologies'

> Dr Roger Roland Fulton: PhD Science
'Correction for Patient Head Movement in Emission Tomography'

> Dr Xuezhong Tony He: PhD Business
'Dynamics of Heterogeneous Expectations and Learning in Financial Markets'

> Dr Maria Louise Nugent: PhD Humanities and Social Sciences
'Revisiting La Perouse: A Postcolonial History'

> Dr Miloš Tóth: PhD Science
'Microcharacterization of GaN Defect Structure'

> Dr Yvonne Tran: PhD Science
'Physiological and Psychological Correlates of Alpha Wave Synchronisation Levels'

UTS Engineering students and Formula-SAU 2002 team members (from left) Jason Bills, Jean-Louis Lan, Ashkun Jalili and Daniel Osborne with the high-performance racing car they constructed to compete against other formula racing cars in the 2002 Formula SAU-A competition.

Unisys Australia provided sponsorship to the Faculty of Information Technology to support and promote the education of women in internetworking and increase the number of women employed in the industry.

UNIVERSITY MEDALLISTS
for outstanding achievement in an undergraduate degree

Michelle Addley	Bachelor of Design in Interior Design with First Class Honours
Vicki Louise Aleckson	Bachelor of Science in Computing Science with First Class Honours
Brian George Arnott	Bachelor of Engineering in Electrical Engineering with First Class Honours, Diploma in Engineering Practice
Simon Timothy Chambers	Bachelor of Arts in Communication (and the Margaret Trask Medal)
Carolyn Ann Coventry	Bachelor of Laws with First Class Honours
Todd Nicholas Dias	Bachelor of Arts in Tourism Management and International Studies with Distinction
Domenico Falvo	Bachelor of Land Economics with First Class Honours
Kin Hong Friolo	Bachelor of Science (Honours) in Applied Chemistry with First Class Honours
Sally Anne Jackson	Bachelor of Education (Honours) in Special Education with First Class Honours
Linda-Ann Jenkinson	Bachelor of Nursing with Distinction
Tan Siah Joo	Bachelor of Engineering Science in Aerospace Operations with High Distinction
Penelope Elizabeth Lawrie	Bachelor of Education (Honours) in Primary Education with First Class Honours
Julia Maree Messner	Bachelor of Arts (Honours) in Communication with First Class Honours
Kristen Rene Morris	Bachelor of Accounting with Distinction
Belinda Louise Newman	Bachelor of Business with Distinction
Donna Lea Rooney	Bachelor of Education (Honours) in Adult Education with First Class Honours
Caitlin Maxine Swanson Ruddock	Bachelor of Business (Honours) with First Class Honours
Andrew Wayne Schache	Bachelor of Science in Computing Science with First Class Honours, Diploma of Information Technology Professional Practice
Amanda Sharon Tattersall	Bachelor of Laws with First Class Honours

(RESEARCH AND DEVELOPMENT)

The University has built a strong national and international research profile in a discrete number of niche areas, with an emphasis on collaborative research with industry, business, the government and the community. UTS is at the leading edge in developing new technologies for existing and emerging industries as well as developing innovative solutions for social, economic and cultural problems.

A number of major research institutes and centres were established on the basis of the University's key research strengths.

The Research and Development Plan, one of the four Key Strategic Plans for the University, guides the growth of UTS as a leader in collaborative research with a distinctive focus on knowledge created in and related to professional practice and work settings. The Plan strengthens the quality assurance framework for research and develops research education programs with close links to industry, business and government.

HIGHLIGHTS

> Australian Research Council (ARC) funding increased across the University, particularly in Discovery Grants, and targets for overall funding were exceeded by approximately $500,000.

> UTS participated in three start-up companies: PacMab, Avolution, and AIMedics.

> Professor Stephen Muecke from the Faculty of Humanities and Social Sciences received the first Australian Professorial Fellowship to be awarded to UTS.

> UTS established four new University Research Institutes.

> The Centre for Health Economics Research and Evaluation joined UTS and was awarded substantial NHMRC funds.

> Research degree student numbers grew by almost 16 per cent to 799.

RESEARCH STRENGTHS

UTS has a three-tiered structure for the identification and advancement of research strengths. The University's Research Strengths Policy was reviewed and revised in 2002. The revised policy is currently being implemented. Flagship Institutes have been redesignated as University Research Institutes; Key University Research Strengths are in the process of being redesignated as Key University Research Centres; and Faculty/Unit Research Strengths have been terminated and University Research Groups constituted in their place.

UTS had success on two different research fronts at the end of 2002. The Minister for Education, Dr Brendan Nelson, announced the eight new Australian Research Council Centres of Excellence and UTS researchers were partners in two of these centres: the Centre for Autonomous Systems; and the Centre for Ultrahigh Bandwidth Devices for Optical Systems.

RESEARCH GRANTS
ARC grants for 2003

UTS had a very successful year in gaining new nationally competitive grants as well as consolidating and extending the growth in grants achieved in 2001. A total of 28 grants worth $5.03 million were received . In 2001, 25 grants worth $5.2 million with a full round of ARC Linkages were achieved.

UTS achieved a 64 per cent success rate in Linkage Grants and doubled the number of Discovery Grants awarded over the last two years.

Major grants and funding highlights

> A research grant totalling $6.875 million has been awarded to Professor Jane Hall and her colleagues from the UTS Centre for Health Economics Research and Evaluation to better understand the way Australians seek and receive health care. Provided by the National

Forensic science student Belinda Jones (pictured) teamed up with forensic science Lecturer Dr Eric Du Pasquier to devise and conduct experiments as part of her Honours program in forensic science. The experiments proved, with the assistance of Ellie the Golden Labrador, that a dog is superior to chemical analysis in solving cases of suspected arson.

(left to right) Geoffrey Bowker, Acting Avolution CEO, Dr Tim O'Neill, Associate Professor John Leaney and PhD student Mark Denford are shareholders in a new company, Avolution Pty Ltd, formed to take breakthrough technology devised by UTS computer system engineers through the final stages of development and commercialisation.

Health and Medical Research Council Program, the grant is one of the largest ever to be awarded for research in the social sciences and will fund vital health economics research at UTS for the next five years.

> A research project that will define and enhance the relationship between water availability and the productivity of forests and woodlands throughout Australia won the largest ARC Discovery Project Grant awarded to UTS – $700,000 over four years. Professor Derek Eamus, in collaboration with Associate Professor Ross McMurtrie of the University of New South Wales and Professor Mark Adams of Melbourne University, is validating software designed to streamline forest and water management and revolutionise woodland productivity practices and policies governing resource management.

> A NSW Government grant worth $666,000 over two years for mental health nursing education at UTS will reinforce the University's leadership role in this field in the wider community. UTS Professor of Mental Health Nursing, Dr Edward White, proposed several significant strategies to attract more nurses to this specialised field, to improve their support structures and to intensify and expand mental health nursing educational programs at both under-graduate and postgraduate levels.

> A unique study by UTS researchers into the culture and commerce of the Indian Ocean Region combines a cultural studies perspective with established history and input from intellectuals around the region. Professor Stephen Muecke, Adjunct Professor Michael Pearson and Dr Devleena Ghosh from the Faculty of Humanities and Social Sciences have been awarded an ARC Discovery Grant valued at $676,000 to work

on the five-year project. The research outcomes are expected to impact on Australia's trading relationships in the area and extend important collaborative relationships with scholars in the region.

NATIONAL RESEARCH PRIORITIES

In December the Prime Minister announced four national research priorities:

> An Environmentally Sustainable Australia

> Promoting and Maintaining Good Health

> Frontier Technologies for Building and Transforming Australian Industries, and

> Safeguarding Australia.

These four areas provide a vision for research by focusing efforts on key challenges for Australia today and into the future. UTS is well-positioned in relation to these four priorities with the establishment of its four new institutes and also the development of eight now established Key University Research Centres (see page 51 for a full list).

AWARDS AND RECOGNITION
Heart-assist device wins Asian Innovation Award

The UTS Centre for Electrical Machines and Power Electronics joined forces with Australian medical device company Sunshine Heart Company Pty Ltd in the development of a prototype heart-assist device to treat patients with congestive heart failure. A team of UTS researchers led by Dr Peter Watterson handled all aspects of the Sunshine Heart mechanism. The company was named Silver Medallist in the prestigious Asian Innovation Awards.

Sustainable housing success

Researched, written and produced by a UTS Institute for Sustainable Futures team, unprecedented consumer demand for the *Your Home* package (a comprehensive national guide to sustainable home design

and construction) prompted the go-ahead from the Federal Government's Australian Greenhouse Office (AGO) for a second edition. The free package gives information and shows how improved environmental performance in any Australian home can be achieved easily and cost-effectively. The AGO distributed 100,000 packages and the related website recorded more than 176,000 hits in its first three months.

COOPERATIVE RESEARCH CENTRES

UTS is a partner in six Commonwealth Government-funded Cooperative Research Centres (CRCs): Australian CRC for Renewable Energy; CRC for Enterprise Distributed Systems Technology; CRC for Satellite Systems; CRC for Sustainable Aquaculture of Finfish; CRC for Sustainable Tourism; and CRC for Technology Enabled Capital Markets.

ALLIANCES, CENTRES AND INSTITUTES
New directions in research

UTS established four new University Research Institutes. These Institutes are at the forefront of a number of key developments, nationally and internationally, in new and emerging fields. They have a focus on both working with new industries and assisting with the repositioning of traditional industries.

Institute for the Biotechnology of Infectious Diseases

The Institute for the Biotechnology of Infectious Diseases is a unique research institute in Australia. It develops and uses technologies in genomics, proteomics, gene expression and metabolic profiling, and parasitology to make discoveries on the molecular

Associate Professor Greg Skilbeck from the Department of Environmental Sciences with a sedimentary sample from the Pacific Ocean that he hopes will unearth scientific details about El Nino events since the last ice age.

Associate Professor Besim Ben-Nissan from the Department of Chemistry, Materials and Forensic Sciences heads an international research team that has devised a unique method for strengthening processed coral so that it can be used to replace shattered bones in weight-bearing parts of the body.
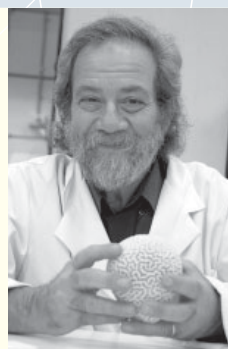
basis for how parasites recognise hosts and establish infection, grow and reproduce, and adapt to changes in their environment.

Institute for Information and Communication Technologies

The Institute for Information and Communication Technologies undertakes broad-based research in information and communication technologies. It builds on substantial existing research strengths within UTS by focusing on themes that align with national priorities and projects that have demonstrated industrial potential. The developing research program currently focuses on communications and networks, and intelligent agents and data mining.

Institute for Nanoscale Technology

The Institute for Nanoscale Technology provides a new research focus for the future of nanotechnology research at UTS. It has two major research programs, applying nano-technology to the areas of energy efficient nanomaterials and devices and to biomedical nanomaterials and devices.

Institute for Water and Environmental Resource Management

The Institute for Water and Environmental Resource Management is a transdisciplinary institute engaged in research and consultancies in the areas of: groundwater, vegetation and salinity interactions; plant and animal ecology; groundwater modeling; ecotoxicology; water resource management in rural and urban landscapes; and wastewater engineering.

Key University Research Centres

The University also has eight Key University Research Centres in the areas of science and technology and humanities and social sciences. The most recently established is in the area of corporate governance (see page 51 for a full list).

Centre for Health Economics Research and Evaluation

The Centre for Health Economics Research and Evaluation (CHERE) joined with the UTS faculties of Business and Nursing, Midwifery and Health. The CHERE group also works in partnership with the Central Area Health Service. Research undertaken by CHERE will contribute to the development of health policy in NSW and nationally, and guide the future provision of health services. UTS and CHERE will focus on real needs in health research, such as workforce skill mix and workload, insurance and finance, needs in community-based health service provision, provision of care following discharge from acute care and assessment of family burden.

Centre for Corporate Governance

Corporate governance is the system by which corporations are directed and controlled. The UTS Centre for Corporate Governance brings together researchers from accounting, finance, management and legal backgrounds to provide a comprehensive, interdisciplinary approach to one of the most critical problems faced by organisations in both the private and public sectors.

Centre for Innovative Collaborations, Alliances and Networks

The mission of the Centre for Innovative Collaborations, Alliances and Networks is to enhance collaborative and alliance capacities within and among organisations, and across the different sectors of the economy and society. Bringing together expertise in social sciences, accounting, management studies, marketing and information technology, the centre focuses on collaboration and alliances with knowledge-based organisations, in the private, public and community sectors.

Centre for Quantitative Finance Research

The Centre for Quantitative Finance Research provides a conduit between financial markets,

Forensic biologist and doctoral student Simon Walsh is developing a unique analytical tool to determine the full effect of DNA profiling on criminal justice outcomes. The project has attracted strong industry support from the National Institute of Forensic Science and the Australian Federal Police.

financial theory and the educational programs in quantitative finance offered at UTS. Its vision is to be an internationally recognised research centre in the field of quantitative finance that will give Australia a competitive advantage internationally in the emerging financial risk management technologies.

Centres established

Centre for Autonomous Systems

A new $10 million Centre for Autonomous Systems was established by the Faculty of Engineering to research, explore and develop intelligent autonomous systems and their application. The new centre brings together three leading groups in robotics, learning and intelligent systems. Its key research objective is the study of complete systems of autonomous systems, involving many robots interacting, cooperating and working towards a common goal.

Centre for Forensic Science

The Centre for Forensic Science commenced operation in 2002. It consists of UTS core and associate members from the faculties of Science, Law, Engineering and Information Technology, as well as industry partners. The Centre offers short courses and professional seminars for law enforcement agencies/ forensic organisations and practitioners, insurance companies, legal firms and various research institutes. Research programs are in the areas of fingerprints, questioned documents, trace evidence, fire investigation and analysis, illicit drugs, toxicology, DNA profiling, materials and engineering, statistics and data handling, and artificial neural network applied to forensic classification.

Centre for Complex Systems Research

The Centre for Complex Systems Research was established in December 2002 with a mission to provide a multidisciplinary focal point for research, education and consulting in the area of complex systems. It will offer short courses and support and encourage researchers to take a complex system rather than a conventional disciplinary-centric approach to maximise funding opportunities.

Jumbunna Indigenous House of Learning research activities

Jumbunna Indigenous House of Learning established its research unit in 2002 and aims to become a leader in research projects that focus on Indigenous people and their communities.

Projects undertaken and funded by the ARC from 2002–04 include the following.

> Public Law Implications of a Treaty

> Use of Historians as Expert Witnesses in Federal Court Cases

> Agreements, Treaties and other Negotiated Settlements between Indigenous Peoples and Nation States

Jumbunna's research unit also:

> drafted a discussion paper to assist consultations that will lead to the development of an Aboriginal Justice Plan in New South Wales

> was given responsibility for publishing the journal *Balayi Culture, Law and Colonialism*

> launched the *Journal of Indigenous Policy*

> participated in organising the Global Alliance for Justice Education Regional (Asia–Pacific) Conference, which also included coordinating the program for the Indigenous justice stream, and

> supported the establishment of Ngiya: National Institute of Indigenous Law, Policy and Practice.

Selected UTS alliances

UTS and CSIRO partnership

A house of the future, built from a range of energy-saving materials developed using nanotechnology, is the aim of a new partnership between the CSIRO and UTS. The Nanohouse™ initiative will be a flagship project of the University's recently established Institute for Nanoscale Technology. The project unites both institutions to design houses that will reduce energy consumption by up to 50 per cent.

Computer E-ffects on learning

A research project with funding in excess of $400,000 is investigating the impact of computer technology on teaching and learning in NSW schools and why some school students benefit more than others. The E-ffects Project, which involves researchers in the Faculty of Education and the NSW Department of Education and Training (DET), is funded by the ARC through the Strategic Partnership with Industry Research and Training Scheme and the NSW DET in association with UTS.

UTS scientist leads NASA research

Dr Graziella Caprarelli, from the Department of Environmental Sciences, leads a NASA research team at the Johnson Space Centre that is generating vital knowledge of conditions on Mars. The team, supported by funding from the National Research Council of the USA, has highlighted potential water supplies and the geological structure of the Martian surface.

UTS physicist, Ann-Marie Maher, undertook research into the effect of light on the brain's alpha wave activity as part of her PhD. In a world first, her unique series of experiments revealed new information about the brain and visual perception.

Paving the way for women

In a bid to identify best practice, UTS researchers are investigating strategies to dismantle the barriers to women's advancement to executive positions. The ARC and industry partners Westpac, AMP, the five universities in the Australian Technology Network and five State public services are funding the project. The research team targeted organisations in the corporate, public and higher education sectors that have a track record of supporting executive women.

COMMERCIAL APPLICATIONS OF UTS RESEARCH OUTCOMES

New company to support better systems

A new company has been formed to take breakthrough technology devised by UTS computer systems engineers through the final stages of product development and commercialisation. UTS and ITem3 Pty Ltd, an IT industry business incubator, are shareholders in the new company, Avolution Pty Ltd. The researchers developed an engineering methodology to provide an Architecture Based Analysis of Complex Systems (ABACUS) that supports the engineering of open systems. System developers can use the software to model complex systems and make design decisions.

AIMedics wins grants

AIMedics Pty Ltd is a non-invasive, medical devices company, incorporated in 2001 to commercialise the broad-based technology platform developed by UTS scientists and engineers. AIMedics is developing a non-invasive monitor to alert diabetics to potentially fatal low blood sugar levels. In 2002 AIMedics won a grant of $200,000 from the Commonwealth Government's Biotechnology Innovation Fund and a further $80,000 grant from the NSW Government.

PacMab promotes cancer research

Researchers from the Faculty of Science founded the first UTS technology-based spin-off company, PacMab Pty Ltd in 2001. UTS became a significant shareholder in the company, formed to commercialise discoveries by UTS scientists working on cancer research. The company's goal is to develop a new treatment for less common incurable cancers using monoclonal antibodies, an area of renewed interest due to increased knowledge and experience in the manipulation of antibodies.

SELECTED RESEARCH PROJECTS

UTS researchers were engaged in a range of innovative research projects across all faculties.

Beating diabetic blindness

UTS researchers took a key step towards overcoming diabetic eye disease and blindness, bringing hope of an earlier diagnosis and treatment to millions of diabetics. A team led by Associate Professor Don Martin has devised a non-invasive pharmacological diagnostic procedure to measure the function of the cells that control blood flow in the retina. This knowledge is being used to develop new tests and drugs to diagnose and treat diabetic retinopathy, a major cause of blindness in Australia and worldwide.

Weight on coral implants

Associate Professor Besim Ben-Nissan, from the Department of Chemistry, Materials and Forensic Science, heads an international research team that devised a unique method of strengthening processed coral so it can be used to replace shattered bones in weight-bearing parts of the human body. This advance solves the problems of reduced durability and strength associated with the current bone graft product derived from coral.

Professor Bijan Samali from the Centre for Built Infrastructure
Research in the Faculty of Engineering
has been researching for over 20 years control systems to mitigate
vibrations in tall buildings caused by
earthquakes and wind. His research has led to international
recognition, with two of the models developed being
accepted by the International
Association for Structural Control as benchmark models.
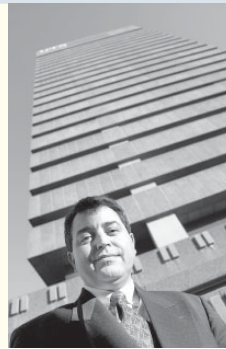
Sniffing out arsonists

UTS research has shown conclusively for the first time that a well-trained sniffer dog is superior to chemical analysis in solving cases of suspected arson. The project tested a labrador's nose sensitivity to a range of complex chemicals. Forensic Science Lecturer Dr Eric Du Pasquier teamed up with Master of Forensic Science student Belinda Jones to devise and conduct the experiments.

Affordable wind energy

A team of UTS engineers invented a generator that could halve the cost of converting wind into electricity, making the natural resource a cheaper option. The generator, called the brushless doubly-fed twin stator induction machine, is a technological breakthrough that costs less, weighs less and is much more efficient than existing technologies.

Watertight solution to collapse

A UTS researcher has refined a cheap and effective stabilising system for skyscrapers that will help protect lives in earthquakes and severe windstorms. UTS expert in structural engineering, Professor Bijan Samali used gigantic rooftop tanks of water to absorb shocks and dangerous vibrations that could contribute to a building's collapse. Research shows that water in specially designed tanks at the building top is an effective damper, and it needs virtually no maintenance. Water tank dampers, which absorb the energy of wind or tremor vibrations, were established in both Centrepoint and Chifley Tower.

Proof can be in fibre

A UTS researcher has found startling new evidence that disproves an assumption held by forensic scientists around the world that textile fibre analysis is of little value in criminal investigations. Susan Langdon's doctoral research demonstrated that textile fibre is potentially a valuable source of trace evidence. She has also established a benchmark for further studies in Australia and a model for similar studies around the world.

Smiles enhanced by research

Eduardo Chavez, a Master of Design student in the Faculty of Design, Architecture and Building, completed a research project into the mechanics of a smile. His project was designed to enhance the expressive capabilities of computer-generated characters that until now have smiled artificially. These characters include both cartoons and the animation agents that interact instructively with software users.

Different attitudes to open spaces

Research into the value of parkland will provide new guidelines and tools for the design and management of public parks. The social value of parks to ethnic minority groups as well as Indigenous and non-Indigenous Australians was investigated by a research team led by Associate Professor Heather Goodall from the Faculty of Humanities and Social Sciences and Dr Stephen Wearing from the School of Leisure, Sport and Tourism.

APPENDICES

Statistical research and development information can be found in Appendix A, pages 56–58.

(STUDENT FOCUS)

The University acknowledges the important role appropriate levels of support play in ensuring that each student is given the opportunity to reach his or her full personal and academic potential. Furthermore, UTS recognises that if support services are to be of value to students, they need to complement and enhance the academic program and must be delivered in a student-focused and seamless manner.

During 2002, UTS made significant progress in improving the support it provides for many extra-curricular aspects of student life and experience. It has also sought to ensure that the alignment between these and the academic experience of students is supportive, enriching and mutually re-enforcing. This has involved improving the nature and range of support services offered to both new and existing students, enhancing the physical environment and amenities and supporting and encouraging those units, organisations, groups and individuals within the University community who offer a multitude of opportunities for an enriched and rewarding student life.

The Student Focus Plan, one of the four Key Strategic Plans for the University, recognises the need to continue to improve the inter-connectivity between the academic program and the non-academic support services. It seeks to systemise and coordinate the resources and energy which the University devotes to initiatives to further 'student focus' objectives in four major areas:

> streamlined student administration

> improved student amenities

> enhanced personal and academic support for students, and

> initiatives to enrich components of student life for a wide range of students.

HIGHLIGHTS

> The first stage of the new Curriculum and Student System was progressively and successfully implemented – it provides the backbone for extensive rationalised and improved administrative services to and for students.

> Building 10 was officially opened – it provides a first-rate learning environment for students and staff, with an emphasis on the importance of break-out spaces for student group work and social interaction.

> The University purchased a 253-bedroom student residential accommodation complex to be completed later in 2003, which will more than double the number of accommodation places offered by the University.

> UTS AusAID students combined with other international and local students and the UTS Union to present the University community with the In-fusion Festival, an international music, dance and food event.

STREAMLINING STUDENT ADMINISTRATION

The University has made a commitment to making student administration as streamlined as possible to ensure it both supports students' learning activities and enables academics to focus on their teaching. This goal will be achieved through the effective exploitation of technological advances and good business practices.

CASS – the new student system

Detailed planning for the new Curriculum and Student System (CASS) was undertaken, with the system being progressively implemented from December. The new system provides greater functionality to allow the University to further progress one-stop reliable service and Student Connections over the next few years. CASS is the first part of a major achievement

New student accommodation construction at the Quadrant, Broadway will be completed in late 2003 and will more than double the number of accommodation places offered by UTS.

in UTS student administration. It will provide the tool for the University to administer the complex and flexible academic program in a disciplined way that fully protects the integrity of the program and student records data.

Start-of-year improvements

Major improvements were made to the start-of-year arrangements to create a welcoming environment for new students and to ensure they found and attended their classes in a stress-free manner. Key initiatives included: an extension to the operating hours of the key information and help centres; an increase in information provision; and the activation of a student phone hotline for issues/problems/assistance and a Student Start of Semester email hotline.

Student administrative services

Significant progress has been made during 2002 in increasing accessibility to student administrative information. A *StopPress* electronic information communication system, which ensures faculties have access to a common source of information about student administration processes, was introduced in faculties and key units. The New Student Administration and Student Help (an A–Z listing of relevant student information and services) websites were developed and launched.

IMPROVING STUDENT AMENITIES
Student accommodation plans

The University purchased 253 beds from the Australand Development on Broadway, known as the Quadrant. These beds will add to the existing 167 beds the University currently has available and will partially meet the goal set two years ago to acquire a total of 450 new beds for student accommodation. Students living at the Quadrant will be able to access the University by foot as well as having the convenience of the close proximity of the Broadway Shopping Centre.

The University has been involved in all stages of the original concept and early work by design consultants and has customised the original design to suit student needs. The design meets the University's accessible environments policy and there are a number of fully accessible apartments. The living rooms of the majority of the units have wheelchair access.

Work on the Quadrant commenced in July 2002 and completion is expected later in 2003.

Student leisure space

Appropriate break-out spaces are being identified and developed on an ongoing basis throughout the University to provide students with the opportunity to socialise, work on group assignments and generally relax. The main developments to date include:

> the new study/lounge areas in the Atrium balconies in Building 1 on levels 4, 5 and 6 and the new amenities on Level 3

> the new student resource rooms in the Terraces on Broadway, and

> the new student amenities in Building 10 and Building 3 and the construction of 15 computer kiosk stations at Kuring-gai campus.

Library developments

The Library continued to improve the range and quality of services offered to students.

A pilot scheme making Subject Readers available to students for seven-day loan was trailled during 2002. The Library will continue to pilot Library access to Subject Readers in 2003.

The Library enhanced access to information on its resources and services by launching the first of a series of 'Library Express Stations' in Building 1. The interactive, freestanding workstation is designed to offer

key library services at heavily used areas across the three UTS campuses.

Computer access for postgraduate students

The Graduate School of Business installed data access points for postgraduate students to use their personal laptop computers. In addition, the Faculty installed new computer terminals in the Graduate School of Business for students to access their emails and the Internet. The Faculty also made a computer laboratory available for postgraduate students to use for study purposes.

ENHANCING PERSONAL AND ACADEMIC SUPPORT FOR STUDENTS
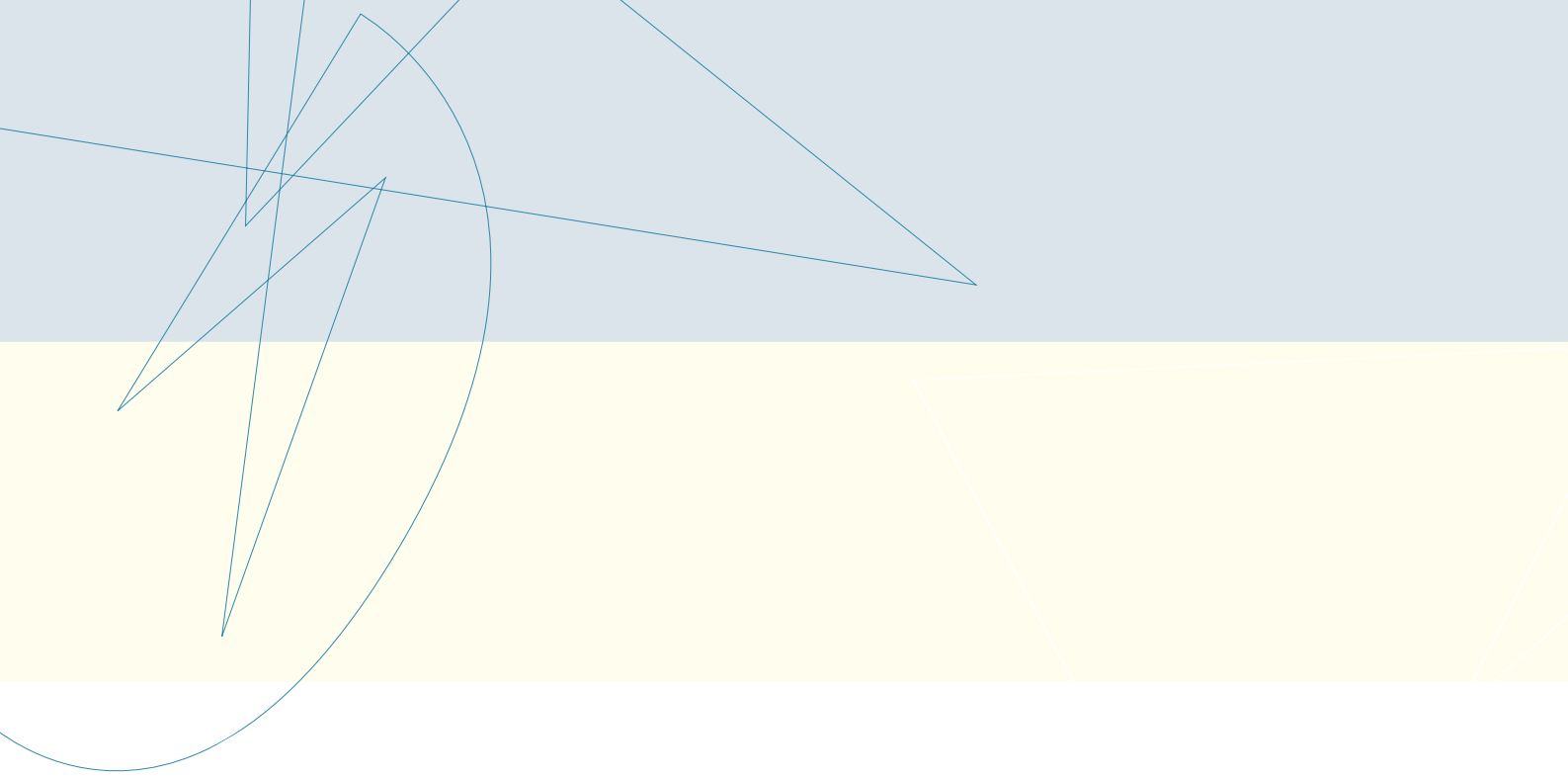
Personal and academic support for students was further enhanced with the introduction of several new services.

The *Netting a Job* website was developed for undergraduate students. This online career information resource comprises links to discipline-specific websites and a number of interviews with UTS graduates.

The BELL Program was further developed to include a Career Development module. This new module provides students with information and tips on: what employers look for in today's graduates; type of employment, by qualification, that UTS graduates have obtained; how students can identify the skills they have to offer; and other important career information.

Library student support

UTS Library Research Help Desk staff took up positions beside Information Technology Division staff at the Help Desk in the Broadway Commons for nine hours per week. This partnership allowed students using computer laboratories to obtain immediate assistance with finding information for assignments and using the

Library's extensive online collections at a location remote from the Library building.

The International Librarian continued to focus on providing specialist training to meet the needs of the increasing number of international students attending UTS, with the number of Information Skills sessions on offer to international students increasing to 97 in 2002.

English language support

The English Language Study Skills Assistance (ELSSA) Centre recorded over 5,500 enrolments in 2002. The Centre increased its provision of educational services with a revised course for exchange students, the Advanced Diploma in Australian Language and Culture, and a new Graduate Certificate in English for Academic Purposes for AusAID students.

ENRICHING STUDENT LIFE

A number of campus activities aimed at enriching student life were implemented during 2002.

Peer Networker program

Interest from students to participate in the Peer Networker program has been very strong and there are now over 200 active Peer Networkers (students) who volunteer their time to help drive faculty-based initiatives to improve the student experience. Peer Networkers were involved in both the local and international Orientation 2002 program and a variety of social events. Peer Networkers assist new students to access the various support services in the University, to meet up with other students in their faculty and to make strong links with the University.

Residential Networker program

The Residential Networker Program was implemented in 2002 and designed to promote a positive living environment that is conducive to academic, social and personal growth for students. The UTS residential community is a diverse and unique mix of people from many cultural backgrounds and from all walks of life. It was a key focus in 2002 to build a strong student community, achieved through various social events and sporting competitions held to encourage and build a sense of community spirit among students.

Inaugural In-fusion Festival

The inaugural week-long UTS In-fusion Festival, jointly presented by the University, UTS Union, AusAID students and other international and local students, celebrated the diverse backgrounds of students and staff and brought together local and international students through a range of different cultural events. Through an international music, dance and food festival, the event promoted more exchange and interaction between local and international students by celebrating the diverse backgrounds of the UTS community. There were live music and cultural performances by groups from Thailand, Africa, Malaysia, Bali and Vietnam.

UTS Union

The UTS Union makes a major contribution to the provision of campus activities. Its trading operations and services continued to flourish in 2002.

SPORT

The UTS Union offered extensive social, cultural and recreational activities and opportunities. In 2002, UTS had 28 UTS Union affiliated Sports and Recreation Clubs catering to a wide range of people, from the adventurous to the serious athletes. In 2002 the Union provided financial and other assistance through its Sports Scholarship and Elite Athletes Program to 47 students.

The UTS Union Fitness Centre has an extensive exercise program, excellent weight training facilities, squash courts and the latest in exercise equipment technology. Over

Fourth-year Engineering student, Phil Thuaux, was named the 2002 UTS Sportsperson of the Year. Phil is a NSW Road Racing Champion and a winner of eight gold medals at university games.

Gold medallists in the Women's Coxless Four, (from left) UTS student Vicky Roberts, and team members Rebecca Satin, Jodi Winter and Kristina Larsen, at the World Rowing Championships in Spain.

100,000 Fitness Centre visits were recorded for 2002 – an increase of 8,000 over the previous year. A new weekly attendance record of 2,914 was set in the first week of semester. Record attendance was also achieved in the 2002 aerobics programs with an average of 615 participants per week.

The UTS Union runs extensive Recreation Programs. 'Learn to' classes were conducted in 14 activities and a number of Adventure Weekends were organised. A 12-day Central Australia Tour was one of the highlights of the year. Recreation Programs are particularly popular with international students, providing them with an opportunity to meet their fellow Australian students.

In University sport, UTS participation grew at State and national levels. Rowing continued to be the Union's outstanding performer at international level with club members winning both gold and silver at the World Rowing Championships. Julia Wilson, a dual World Champion, also won an award for the 'Most Outstanding Scholastic Record for a Sportsperson'.

Hockey Club's success

A UTS Hockey Club team won the grand final of the 2002 Sydney Indoor Hockey Association B2 competition. It is the second year in a row that the B2 team has taken the major and minor premierships. The UTS Hockey Club entered nine teams in the competitions held at the State Sports Centre in Homebush with eight of the nine making the finals.

Oarswoman of the Year

UTS Rowing Club members Julia Wilson and Vicky Roberts jointly won the 2002 NSW Rowing Association's Oarswoman of the Year award. This follows a fourth place for Australia in the medal tally in the World Rowing Championships in Spain where Roberts and Wilson were joined by other UTS Rowing Club members and UTS students Monique Heinke, David Mathews and Rob Mitchell.

2002 Australian University Games

More than 150 UTS students competed in the Australian University Games in 2002 with gold medals awarded to UTS cyclists, swimmers, tae kwon do and athletics athletes. The UTS Men's Eight took out the prestigious Cambridge Trophy at the Games ahead of Melbourne and Sydney universities. Overall UTS rowing won four gold, three silver and two bronze medals.

UTS excelled in Commonwealth Fencing

Australia won more gold medals than any other country in the 2002 Commonwealth Fencing Championships. The final medal tally for Australia was six golds, two silvers and one bronze. Every UTS fencer came home with a gold or silver medal. Club member and 2002 Australian Foil Champion Frank Bartolillo became the first Australian to win the Men's Foil Individual event. Union Sports Scholar Melissa Yeung won silver in the Women's Team Sabre Event. In the Men's Team Sabre event, Union Sports Scholars Sean Andersen and James Fordham won silver.

Sportsperson of the Year

Fourth-year Engineering student, Phil Thuaux, was named the 2002 UTS Sportsperson of the Year. Currently a member of the TDU professional road racing team based in Belgium, Phil has been an Australian cycling representative at several international road races, a NSW Road Racing Champion and a winner of eight gold medals at university games.

Sports Recognition Award

Martin Lynch	Australian Rules Football

Sports Club of the Year

UTS Hockey Club

Blues

John Morison	Athletics
Tim Fayle	Baseball
Sean Andersen	Fencing
David Hoffman	Fencing
Katie Gee	Netball
James Chapman	Rowing
Michael Irvine	Rowing
David Mathews	Rowing
Anthony Phillips	Rugby League
Lia Kirkby	Softball
Khali Ridge	Trampoline Sports
Nathan Gloag	Triathlon
Melissa Ashton	Triathlon
Erin Douglass	Water polo

Half Blues

Belinda Sims	Australian Rules Football
Robert Hodgson	Cycling
James Fordham	Fencing
Geoff Black	Golf
Ella Millard	Ultimate Frisbee
James Yorston	Ultimate Frisbee
Karen Thew	Netball
Georgina Glover	Netball
Belinda Leary	Netball
Samantha Booker	Netball
Robert Giblin	Rowing
Lachlan Ridhalgh	Rowing
Fjelda Lee	Rowing
Karl Erdmanis	Rugby League
Layegha Hashemi	Tae Kwon Do
Maren Jacobsen	Volleyball

(ENTERPRISE DEVELOPMENT)

UTS continued to develop new and enriched relationships with business and government partners to expand the University's sphere of influence and build new opportunities for engagement.

UTS also focused on expanding and enhancing its international relationships to build global reach and international capability. Of the many initiatives in 2002, the Faculty of Science ran an eight-week professional development course in Thailand and the Vice-Chancellor signed an agreement to continue the joint delivery of Engineering educational programs in Hong Kong for the next five years.

The Enterprise Development Plan, one of the four Key Strategic Plans for the University, guides the growth of the University's financial health, its strategic alliances and its reputation within the community. The Plan applies new technologies to improve quality, enhance performance and increase the productivity of UTS. Its objectives in three key areas include:

> growth and diversity in the University's non-government revenue base

> broadening corporate, government and community relationships, and

> global reach, cultural diversity and international capability.

HIGHLIGHTS

> Revenue generated from international fee-paying students exceeded budget expectations by about $2.5 million.

> accessUTS completed a successful first year of operation.

> Insearch achieved a turnover of more than $30 million and won the NSW Educational Exporter of the Year award.

> UTS signed a seven-year agreement that established the Beijing–Sydney Institute for Sport Management.

> The Faculty of Engineering's Women in Engineering unit attracted sponsorship from IBM and Telstra for a program to promote engineering career opportunities to young women.

> The strong growth pattern in international students continued with an increase of more than 17 per cent.

> The *Stay Connected* alumni magazine is now distributed to over 40,000 members of the UTS alumni community.

CONSULTING ALLIANCES

UTS reports on safety in schools

The NSW Department of Education and Training commissioned the Faculty of Education to provide independent reporting to the public about school discipline and safety issues. The report will look specifically at the number of suspensions, acts of violence and related matters and make these available to the public. In association with the Bureau of Crime Statistics, UTS was asked to expand its involvement and to undertake an immediate audit of the schools and individuals most at risk of violence. The project is the first independent analysis of Department of Education statistics and related information.

Audit of government websites usability

Sue Burgess and Jan Houghton, from the Department of Media Arts, Communication and Information, were commissioned by the Audit Office of New South Wales to undertake a 'user-friendliness' audit of nine NSW Government websites. The pilot study focused attention on areas of concern for all government agencies providing electronic service delivery. The findings and recommendations will assist agencies in the design and development of their websites and in the provision of user-oriented online services to the NSW public.

Aged care pricing review

The Federal Government has appointed Adjunct Professor Warren Hogan from the School of Finance and Economics to lead a review of pricing arrangements for residential aged care in Australia. The review has a budget of $7.2 million and recommendations are to be presented by the end of 2003.

STRATEGIC ALLIANCES
Access to UTS experts

The commercial consulting venture, accessUTS Pty Ltd, draws on the expertise of more than 200 UTS professionals. The company focuses on providing professional consulting, objective expert opinion and training services and promotes business with industry and government. accessUTS established contact with an additional 90 external consultants who, when required, will team up with the University's growing list of experts.

The company had a very creditable first year of operation, both financially and in terms of its successful relationship with the University. Income for 2002 was $1.2 million, with a return to the University from consulting and associated services of $600,000. Continued positive feedback was received regarding professionalism and performance of the business from both clients and consultants. This is evidenced by an increase in the use of accessUTS services across the University, and a growing client base with significant repeat business.

Zunz Lecture Series / Industry Advisory Network

The Faculty of Engineering set a new benchmark for tertiary institutions throughout Australia for interactive linkages with industry, enabling it to adapt and change its curricula in accordance with industry expectations. Significant input from the Faculty's Industry Advisory Network, which comprises representatives from top engineering organisations, extended the internship and employment networks for undergraduates and graduates, triggered curriculum changes, and promoted national and global awareness of the Faculty as one of the most innovative engineering centres in Australia.

The Faculty's strategy of bringing top speakers from industry into the University through the industry-sponsored Zunz Lecture Series also gave the Faculty advantageous insight into leading commercial, technological and industrial innovation. Through this series the Faculty is building a reputation for its forum that shares information on cutting-edge industrial developments.

Short courses website launched

Showcasing the University's commitment to continuing professional education, lifelong learning and practice-based education, a new short course website was launched. First-time prospective short course participants are now able to explore the extensive range of UTS short courses online. The website consolidates all information in relation to short courses in one searchable location and allows prospective students to access and download detailed information on more than 100 short courses, including prices and contact information. This efficient and user-friendly website also enables

INTERNATIONAL STUDENTS BY FACULTY 1998–2002

	1998	1999	2000	2001	2002
Business	1,419	1,610	1,773	1,701	1,857
Design, Architecture and Building	110	102	160	221	238
Education	42	78	86	122	134
Engineering	130	206	329	405	531
Humanities and Social Sciences	56	65	71	104	155
Information Technology	105	174	338	509	585
Law	23	30	57	59	139
Nursing, Midwifery and Health	17	20	16	22	32
Science	42	48	40	69	83
Other	1	1	1	1	12
Total	1,945	2,334	2,871	3,213	3,766

Current at 31 March 2002.

GROWTH IN INTERNATIONAL STUDENTS 1998–2002

	1998	1999	2000	2001	2002
Undergraduate	1,176	1,254	1,332	1,635	1,912
Postgraduate	769	1,080	1,539	1,578	1,854
Total	1,945	2,334	2,871	3,213	3,766

Current at 31 March 2002.

each Faculty, Institute and Centre to control the development of appropriate courses and to maintain its own data while remaining within a consistent corporate framework.

Hollway joins UTS

Sandy Hollway, former Chief Executive Officer of the Sydney Organising Committee for the Olympic Games (SOCOG) and Chair of the NSW Advisory Committee for the International Year of Volunteers was appointed as Adjunct Professor by UTS. Professor Hollway will be involved in conducting public lectures, contributing to projects being initiated by himself and UTS staff, and helping UTS create links with Olympic organisations that have an interest in scholarship, such as the International Olympic Academy.

BUILDING LINKS WITH GRADUATES

Through the UTS: Graduate Connections network, the University continued building links with graduates and providing opportunities to support their career aspirations. Graduate Connections also aims to build links with the broader UTS alumni community including former students, former staff and other supporters and friends of UTS and antecedent institutions. Registered members of Graduate Connections are kept informed about UTS through two publications: the *Stay Connected* alumni magazine is published for graduates and friends of UTS. It highlights the achievements of graduates and key initiatives at the University and is distributed to over 40,000 members of the UTS alumni community; *e:Connect* is an email newsletter that is circulated to approximately 7,000 registered members of Graduate Connections every two months. It contains news stories about members of the UTS community as well as details of upcoming events.

INTERNATIONALISATION
Strong growth pattern

UTS recorded a strong growth of more than 17 per cent in its number of international students. As at 31 March 2002, the number of international students enrolled at UTS rose to 3,766 continuing the pattern of strong growth in the international student program at the University.

Comparative data shows that from March 1998 to March 2002, the UTS international student program has grown by almost 94 per cent.

Insearch wins for education export

Insearch Limited was awarded the 2002 Premier's NSW Exporter of the Year Award for Education. The company offers English language and academic pathway courses that primarily assist international students to qualify for university education. In 2002 the company achieved a turnover of more than $30 million, enabling it to contribute more than $4 million to UTS. Insearch is one of the most consistently successful university commercial ventures in Australia.

Building international relationships
UTS goes for gold in Beijing

UTS became a partner in the newly formed Beijing–Sydney Institute for Sport Management in Beijing to conduct research and provide courses for sport managers involved in the Beijing 2008 Olympic Games. The Institute was formed in response to increasing demand for skilled managers, which is fuelled by the development of sport in China, and Beijing's preparations for the Games. The initiative involves UTS staff from the Faculty of Business and Insearch China working with the Sport Bureau of Beijing Municipality and the Capital College of Physical Education in Beijing. The

Australian Youth Ambassadors, Mitra Gusheh, Eduardo Wolfe-Alegria and Marian Lowe, with Academic Coordinator Darrall Thompson. The third-year Visual Communication students undertook a 10-month UNESCO web design project in Nepal.

Institute aims to develop international links with sport management academics and practical sport management professionals and will seek to establish partnerships with key sport management training institutions outside China.

UTS: Law in China

The Faculty of Law teaches law subjects at the Beijing Management College of Politics and Law, which specialises in postgraduate training and education for professional staff in Beijing. The partnership with the Beijing College involves shared teaching between UTS and College staff, with quality assurance provided by the Faculty. Student demand is high with 55 enrolments and a second enrolment of 100 planned for 2003. By 2003 it is anticipated that a total enrolment of 360 postgraduates will exist at four locations in China.

UTS: Business in China

The Faculty of Business cemented alliances with a number of universities in China. A joint collaboration was developed involving the Faculty of Business, Sydney Institute of Language and Commerce, and Shanghai University to offer a Bachelor of Business taught in English at Shanghai University. The program comprises the Insearch UTS Diploma of Business Studies, and instruction by academics from both UTS and Shanghai University. The School of Leisure, Sport and Tourism developed a Master of Management in Sport Management and Graduate Diploma in Sport Management for offer at Tsing Hua University. The program will be taught in Modern Standard Chinese by academics from Tsing Hua and UTS.

UTS: Science in Thailand

The Faculty of Science ran an eight-week professional development course for 13 university teachers from Rajabhat Institutes in Thailand. The teachers were in Australia as part of a project funded by the World Bank. The project aimed to raise the quality of science and mathematics education in Thailand and to enhance the capacity of the Rajabhat Institutes to undertake research and to provide technical services to the community. The Faculty also secured further World Bank funded short courses for Rajabhat Institute staff for 2003 (in Teaching Chemistry and Teaching Physics). Both these short courses will involve UTS staff teaching in Thailand as well as teaching a smaller group of these Rajabhat Institute staff for a further six-week period in Sydney.

The Faculty is also supporting a research project of local significance in Sakon Nakhon in north-eastern Thailand on environmental studies on a major freshwater lake.

UTS:Engineering in Hong Kong

In September, UTS Vice-Chancellor, Professor Ross Milbourne signed an agreement to continue the joint delivery of engineering educational programs in Hong Kong for the next five years. In conjunction with the Hong Kong Management Association (HKMA), UTS has offered the Faculty's Master of Engineering Management in English in Hong Kong for almost five years. In 2002 the program was expanded to offer the Master's in Modern Standard Chinese in China, Hong Kong and Taiwan.

Research collaboration with HUT

A new collaborative program developed with the Hanoi University of Technology, Vietnam (HUT) will allow Vietnamese students in Control Engineering and Automation to complete PhDs at UTS. The program has resulted from the Vietnamese Prime Minister's decision in 2000 to provide government funding for the training of professional scientists in foreign institutions.

AusAID Youth Ambassadors in Nepal

Three third-year Visual Communication students, Mitra Gusheh, Marian Lowe and Eduardo Wolfe-Alegria, were awarded Australian Youth Ambassadorships to undertake a special UNESCO web-design project in Nepal. The project involved working with a community radio station near Butwal and a community television station in Tansen. The UNESCO/UTS assignment follows a pilot project established after UNESCO identified information and communications technology as a key to Nepal's development.

The students undertook the assignment in Nepal as a component of their Visual Communication community project. Faculty of Design, Architecture and Building lecturer, Darrall Thompson supervised the trio's design work through planned regular online conferencing, and email contact through UTSOnline.

UTS IS GUIDED BY A COMMITMENT TO EQUITY AND DIVERSITY, INDIGENOUS EDUCATION, SUSTAINABILITY, INTELLECTUAL INDEPENDENCE, AND COMMENTARY ON PUBLIC ISSUES, AND INTEGRATES THESE COMMITMENTS INTO ALL ITS ACTIVITIES.

(COMMUNITY)

UTS encourages its staff and students to develop relationships which increase opportunities for productive engagement with community organisations.

The University continued to contribute to the advancement and integration of knowledge, professional skills and technology, and their intelligent, sustainable and enterprising application for the benefit of humanity.

It supported a number of activities that enhanced community awareness of key social and ethical issues, government policy agendas and directions in professional practice.

HIGHLIGHTS

> Former governor-general the Hon. Sir William Deane and former prime minister the Rt Hon. Malcolm Fraser were awarded honorary doctorates.

> The Australian Human Rights and Equal Opportunity Commission's national forum was held at UTS.

> UTS collaborated to present Science in the City which attracted over 20,000 visitors.

EQUITY, SOCIAL JUSTICE AND HUMAN RIGHTS

UTS Reconciliation Forum 2002

Nearly 200 people attended the UTS Reconciliation Forum 2002 held during Reconciliation Week. Prominent speakers, including Neville Roach, Chairperson of Fujitsu Australia, The Hon. Helen Sham-Ho and Senator Aden Ridgeway, presented their thoughts on the theme 'Empowering Reconciliation'.

Fostering cultural awareness

Cultural Awareness Week was presented by Jumbunna Indigenous House of Learning. During the week, the diversity of Indigenous identity and culture was showcased through an extensive variety of art forms in a celebration of the achievements of Indigenous students,

staff and graduates. Indigenous people from UTS and other communities celebrated their cultures and shared them with the University's wider community. Cultural Awareness Week was about welcoming the mainstream into elements of the Indigenous way of life and sharing Indigenous politics, society, spirituality and culture. The focus was on participation as a key to learning and understanding Indigenous culture.

UTS hosts HREOC National Forum

UTS provided the venue for the Australian Human Rights and Equal Opportunity Commission forum to address the issues surrounding the provision of curricular material in accessible formats (audio, braille, e-text and large print) for university students with a print disability. The UTS Equity & Diversity Unit played a key role in organising the forum, along with others from UTS who provided practical support. Approximately 90 people participated in the forum, representing universities, university librarians, government departments, publishers and students. Recommendations aimed at improving access to curricular materials were developed.

UTS Honours awarded

UTS conferred honorary doctorates on former governor-general the Hon. Sir William Deane and former prime minister the Rt Hon. Malcolm Fraser, in recognition of their contribution to reconciliation and multiculturalism in Australia and their service to humanity.

Collaborative work with the community

Science in the community

As part of increasing connections with external partners, the Faculty of Science participated in Science in the City; a celebration of the role science plays in society. The event was a collaboration between UTS, the University of Sydney, the University of NSW and the Australian Museum, and included exhibits by all three universities as well as numerous

Kuring-gai campus Open Day assisted school leavers and their families find out about available UTS courses and career options.

The Olympic Park Authority commissioned UTS lecturer and designer Tony Caro to design a tribute at Homebush to the 90,000 Olympic Games volunteers, individuals and organisations.

industry and government exhibitors. The event attracted over 20,000 visitors over a five-day period. The Faculty also organised Siemens Science Week, Environment 2002 – Salinity and Total Catchment Management, Manly Lagoon Catchment Field Day, 6th Asia-Pacific International Society on Toxicology and public seminars and information programs on parental management strategies for distressed adolescents and people coping with chronic illness.

The Faculty of Science also hosted the DEST-sponsored science media forums on the theme, 'Spy vs spy: the science of security and surveillance'. The forum resulted in over 150 stories appearing in print, on television and on drive-time radio in Australia and worldwide.

A number of public lectures were also hosted, including 'Is the Australian dream killing us?' by Professor Derek Eamus, which was attended by 400 people. Professor Tony Baker was this year's Nyholm Lecturer (selected by the Royal Australia Chemical Institute) and presented to over 1,200 school students and the general public throughout NSW during National Chemistry Week.

Tribute to volunteers

UTS Lecturer Tony Caro was commissioned by the Sydney Olympic Park Authority to design a tribute to the 2000 Olympic Games volunteers at Homebush. Caro and his team of designers and architects, in collaboration with Emery Vincent Design and CDP Media, installed a large triangular matrix of poles that integrates multimedia and graphics. The poles provide a history of the event, including the building of the facilities and environmental issues. The tribute was opened by Premier Bob Carr and includes the names of 90,000 volunteers, individuals and organisations.

Environmental crises

Hundreds of senior school children attending the UTS 'Environment 2002' youth conference learnt from some of the University's top researchers about the pollution and degradation threatening land and water resources in Australia. Held at the St Leonards campus, the conference raised awareness of salinity and total catchment management. Sponsored by UTS, the New South Wales Department of Education and Training, the NSW Department of Land and Water Conservation, and the UTS Institute for Water and Environmental Resource Management, the youth conference represented a significant UTS initiative in community education. Vice-Chancellor Professor Ross Milbourne and Dr Bob Smith, Director-General of the NSW Department of Land and Water Conservation, signed a memorandum of understanding that defines the cooperation between UTS and the Department in developing and promoting the youth conferences.

Disadvantaged schools' visit

Over 100 Year 10 students from disadvantaged schools visited UTS to get a taste of UTS student life. The students came from nine schools across Sydney, classified disadvantaged by the NSW Department of Education and Training. The day was designed to encourage students from disadvantaged schools to aspire to tertiary study. The program for the day included discussions about pathways to university and the differences between school and university.

Deaf Society programming project

The Faculty of Information Technology provided assistance to the Deaf Society of NSW by automating their booking system for sign language interpreters. Four Bachelor of Information Technology students volunteered to take on the project and developed a

database application which is now in use at the Deaf Society's Parramatta office.

UTS Art Collection's first decade

The UTS Art Collection celebrated its tenth anniversary with an exhibition at the UTS Gallery and a publication entitled *Points of View*. The exhibition featured artworks that convey the Collection's strengths and scope and the book documents the Collection's importance, catalogues the works by some of Australia's foremost artists and explores the Collection's significance from both national and international perspectives.

Public communication forums

The Australian Centre for Public Communication, an initiative of the Faculty of Humanities and Social Sciences, offered several successful seminars to the community in 2002. Its first forum, 'Look Who's Talking: Mediated Communication and the Public Interest', was presented in association with the 2002 Sydney Writers' Festival and the Powerhouse Museum. It attracted an audience of 170 communication professionals, academics and postgraduate students of UTS. The Centre, in association with the Centre for Australian Community Organisations and Management, also presented a seminar exploring interaction between nonprofit organisations and the business community. Seventy-five audience members attended from a range of nonprofit organisations.

Year 10 students in a Physics laboratory during the disadvantaged schools visit to UTS. The day was designed to provide a taste of university student life and encourage students from disadvantaged schools to aspire to tertiary study.

Library and the community

The Library continued to work collaboratively to improve access to information for UTS students and staff and the broader community. The University Library initiated a meeting of librarians from the Ultimo and Darling Harbour precincts with a view to identifying areas where beneficial sharing of expertise and knowledge might develop. Members of the public also took advantage of the Library's new community associate membership category to access Library services and resources.

UTS Shopfront

UTS Shopfront completed 45 projects involving seven faculties. These included: research on work-based practices for the Muslim Women's Association; an e-learning project with Community Aid Abroad; development of a plan for an accessible water activity centre for the Sports Council for the Disabled; a website for the Powerhouse Youth Theatre; and computer networking for a Seniors Computer Club.

Some highlights for the year included:

> UTS Shopfront and Trans/Forming Cultures, a key research strength in the Faculty of Humanities and Social Sciences, were successful in a tender to the Community Relations Commission to undertake research on the impacts of September 11 on community relations. The project will document the nature and extent of the impact on significant events and aims to identify effective responses and proactive strategies for community harmony.

> UTS Shopfront was chosen as one of 27 examples in the Department of Transport and Regional Services' publication, *Compendium of Good Practice University–Regional Development Engagement Initiatives*.

> UTS Shopfront's media training session with the Muslim Women's Association (MWA) was filmed by the ABC program *Compass* and broadcast in April. The Shopfront also assisted the MWA in the development of a forum theatre presentation as a component of its Cross-cultural/ Religious Awareness Seminars.

VALUABLE COMMUNITY RESEARCH AND PROJECTS

Innovative social research

An Institute of Sustainable Futures team led by Dr Stuart White conducted an independent review of container deposit legislation for the NSW Environment Minister. The review process used a world first in social research methodology, combining both a citizen's forum and a televote to overcome many of the limitations of standard opinion polling for highly complex issues where additional information may be needed to make an informed opinion.

Engineering in Kenya

On sabbatical, UTS lecturer in electrical engineering, Andrew Mears, joined a Nairobi-based non-government organisation (NGO) run by Kenyans for Kenyans, the Intermediate Technology Development Group Eastern Africa (ITDG–EA). The NGO has adopted an holistic 'sustainable livelihoods' strategy. As part of the ITDG's energy program in Kenya, Mears was able to focus his research and its applications in the areas of household electrification, wood-fuel usage, fuel efficiency in transport, and small hydro-electric power schemes for villages.

Nursing in Indonesia

The Faculty of Nursing, Midwifery and Health, in partnership with SMEC International, won two competitive tenders against 20 other Australian and international universities to

Former governor-general the Hon. Sir William Deane and former prime minister the Rt Hon. Malcolm Fraser speaking at the award ceremony where UTS conferred honourary doctorates on them in recognition of their contribution to reconciliation and multiculturalism in Australia and their service to humanity.
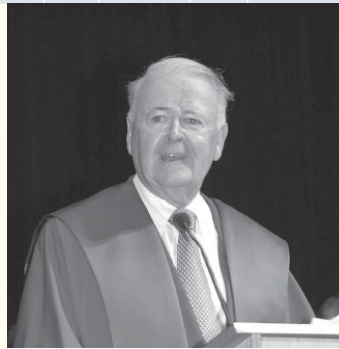
implement a Sister School Project in Central Kalimantan (Borneo), and in South Sulawesi, Indonesia. The projects are funded by the World Bank Health Project V program, which aims to improve health services to people who are poor or disadvantaged. The Sister School Projects are two of three pilot projects being conducted in Indonesia that aim to improve nursing and midwifery education and the teaching and learning activities used by lecturers.

Law guide for older people

Five Faculty of Law academics were honoured for their *pro bono* contribution to *Older People and the Law*, a book prepared by the Community Services Committee of the Young Lawyers Society of New South Wales to help older people navigate the legal system. Senior lecturers Patrick Keyzer and Bronwyn Olliffe and lecturers Philip Lothian, Sharon Hunter-Taylor and Jamila Hussain edited the book.

Students design Internet café

Five Faculty of Information Technology students designed an Internet café for senior citizens which was installed in Leichhardt. UTS Shopfront matched the Faculty of Information Technology's expertise in the area of internetworking with the needs of Leichhardt Council. The design and installation of the Internet café project not only developed students' practical skills but helped to bridge the digital divide between young and older Australians.

DAB builds ethnic family centre

Students and staff from the Faculty of Design, Architecture and Building constructed an office building for the Ethnic Child Care, Family and Community Services Cooperative at the Marrickville Addison Road Community Centre. The Centre is home to more than

35 community, cultural and environmental organisations. The project makes use of renewable plantation pine timber and where possible uses materials considered for their sustainability properties, and ingenious natural lighting and ventilation features that ensure the building will be energy efficient. Through this project, full-time students gained hands-on experience of a major building project.

2002 HONORARY AWARDS

The following people received honorary awards in 2002.

Doctor of Laws

> The Hon. Sir WP (William) Deane, in recognition of his contribution to reconciliation and multiculturalism in Australia and his service to humanity

> The Rt Hon. JM (Malcolm) Fraser, in recognition of his contribution to reconciliation and multiculturalism in Australia and his service to humanity

Doctor of the University

> Ms Robyn Kemmis, in recognition of her distinguished contribution to the University of Technology, Sydney

Emeritus Professors

> Professor AJD (Tony) Blake, AM, who served as UTS Vice-Chancellor, 1996–2002

> Professor KW (Warren) Yates, for a distinguished 32-year career with the University of Technology, Sydney and the NSW Institute of Technology

THE UNIVERSITY IS FOCUSED ON OPERATING AS AN INSPIRING, EFFECTIVE, RESOURCE-EFFICIENT ORGANISATION AND IS COMMITTED TO SUPPORTING ITS STAFF AS THEY RESPOND TO CHALLENGES AND OPPORTUNITIES.

(UTS MANAGEMENT)

The year saw a great deal of change at UTS. The top senior management positions changed hands with a new Vice-Chancellor, new Deputy Vice-Chancellor (Academic), the disestablishment of the position of Deputy Vice-Chancellor (Administration) and the introduction of the position of Chief Financial Officer.

A significant milestone in the implementation of the Campus Development Plan was reached with the occupation of the fully refurbished Building 10. The award-winning building now houses the faculties of Information Technology and Education, the University Graduate School and several administrative units.

HIGHLIGHTS

> UTS completed the transformation of the former Fairfax Building.

> A new Vice-Chancellor, Professor Ross Milbourne, was appointed.

ORGANISATIONAL DEVELOPMENT AND RESTRUCTURING

Vice-Chancellor retired

Professor Tony Blake retired from the position of Vice-Chancellor at the end of July 2002 after six years in the position. Deputy Vice-Chancellor (Academic) Professor Ross Milbourne was appointed as the new Vice-Chancellor.

Appointments/resignations in 2002

Following the appointment of Professor Milbourne as Vice-Chancellor, the vacated role of Deputy Vice-Chancellor (Academic) was filled by the Dean of the Faculty of Business, Professor Peter Booth. Subsequent to the retirement of Ms Robyn Kemmis, the position of Deputy Vice-Chancellor (Administration) was disestablished and the position of Chief Financial Officer created. This position was filled by Mr Kevin McCarthy. Professor Michael Fry resigned from the position of Dean of the Faculty of Information Technology. As at

31 December, recruitment was underway for the positions of Dean in the faculties of Business and Information Technology.

Employee relations

During 2002, the Human Resources Unit reviewed all policy documentation in line with the support and academic staff enterprise agreements. Policies were reviewed to determine whether they had been rendered obsolete by provisions in the enterprise agreements or superseded by legislative changes. Some policies were replaced by user-friendly guidelines and procedures.

Staff development

During the year the University continued to host the Australian Technology Network (ATN) Women's Executive Development Program which was granted a further two years' funding by the ATN Vice-Chancellors. A leadership program for academic women aspiring to leadership roles was developed with participation across the five ATN universities. UTS completed the second year of a major project to build project management capability across administrative areas and will expand this program in 2003.

ENVIRONMENT, HEALTH AND SAFETY

The UTS environment, health and safety (EHS) management system was further developed in 2002 with a focus on practical application of risk management principles. A number of risk management tools were developed in partnership with the faculties of Science and Engineering and the Facilities Management Unit and then made available to all faculties and units. The Facilities Management Unit established a contractor safety program incorporating risk assessments to be conducted as part of the project process. A risk management template was developed and trialled by the Research and Development Office as part of the approval process for funded research projects.

Winning two awards in the Master Builders' Association Excellence in Construction awards, the completed Building 10 now houses the faculties of Information Technology and Education, the University Graduate School and several administrative units.

The EHS management system requires every faculty and unit to establish, implement and monitor an EHS Plan. The plans are structured around a list of compliance requirements driven by legislative obligations and policy driven outcomes at UTS. In 2002, the compliance requirements were reviewed and updated to reflect the legislative requirements related to risk management and also to improve the integration of EHS into curriculum and research activities.

The EHS management system was monitored through self-assessed compliance ratings against faculty and unit EHS Plans, audits by the EHS Branch and analysis of accidents and incidents. The Faculty and Unit self-assessed compliance ratings and the EHS Branch audit results indicate a substantial improvement in the implementation of EHS procedures over the last two years. The results of recent audits in high-risk facilities within the faculties of Science and Engineering were very positive, with a number of facilities rated as best practice.

In 2002 the University's workers' compensation performance was, once again, much better than the industry average, i.e. fewer claims and/or less cost per claim being paid. This is reflected in the premium that was $800,000 less than the tariff premium, i.e. that expected of an organisation of similar size in the higher education industry.

The good claims experience is achieved through effective health and safety programs, claims management and return to work programs. The other major factor for the University's success is that individual UTS staff members adopt sensible, safe work practices.

Sustainability (waste reduction and purchasing)

The UTS approach to sustainability considers the impacts (both positive and negative) of a decision in relation to the environment and the society as well as the economical cost. The University is committed to integrating sustainability into research and consulting, teaching and learning and also operational practices, i.e. greening the campus.

The Greening the Campus program focused on energy, water and waste. A number of initiatives were undertaken to reduce the amount of waste produced; to re-use and recycle the waste generated; and to purchase recycled products and/or products with less impact on the environment.

All printers in the Information Technology Division (ITD) student computer laboratories were defaulted to double-sided printing thus halving the amount of paper used. In 2002 this resulted in saving over 20,000 reams of paper. The University Printing Service also defaults all printing jobs to double-sided. In 2002 the combined estimated saving from this initiative was more than 70,000 reams of paper.

Sugar cane paper was trialled in all student computer laboratories. Cane paper is an environmentally friendly paper product made from bagasse, a waste product in sugar production. The trial resulted in an estimated saving of 344 trees.

ITD recycles toner cartridges and also purchases 'remanufactured' cartridges for use in student computer laboratories. In 2002, over 800 toner cartridges were 'remanufactured' and used again at least 8 times before being recycled into furniture. A bench made from the saved toner cartridges is located in the Alumni Green at the Broadway campus. Through this program, ITD has saved over 7,000 cartridges in 2002. This follows its success as the SCRAP Toner Cartridge Recycler of the Year in 2001.

Staff relocating to the refurbished Building 10 were invited to participate in the Sustainable Workplace Project. Desk-side paper recycling was introduced, with staff given a second bin for recycling paper. Due to the success of this initiative, desk-side recycling was progressively introduced in all UTS buildings.

UNIVERSITY AUDITS AND REVIEWS

The Planning and Review Unit (PRU) is responsible for the University's internal audit function and conducts a range of audits and performance reviews each year. In 2002 these included refund of student fees, GST post-implementation review, strategic procurement management, financial reconciliations, and follow-up audit of access and security of the student administration system. In addition, PRU conducted a review of exemptions and advanced standing, completed the 2001 enterprise-wide risk assessment status update, and developed the UTS Risk Management guideline document.

Corruption prevention activities

In August 2002 the NSW Independent Commission Against Corruption (ICAC) published its report on the public hearing into the unauthorised removal of a number of failed subjects from student records in the University's computer system by a former staff member.

UTS initiated the ICAC investigation, immediately reporting the matter after a review of records revealed anomalies. UTS is now implementing the recommendations from the ICAC report, and acting to strengthen the measures in place to further protect academic records from unauthorised changes. The implementation of CASS (the new student system) will fully protect the integrity of the programs and student records. In addition, UTS participated in ICAC's research to obtain a corruption risk profile of the New South Wales university sector, and supported the ICAC forum on the corruption risks being faced by universities.

PHYSICAL ENVIRONMENT IMPROVEMENTS

Campus Development Plan: 2000–10

The University continued to implement its Campus Development Plan, the result of an intensive process of consultation across the UTS community and with key precinct neighbours. A significant milestone in the implementation of the Plan was the occupation of the fully refurbished Building 10.

Occupation of Building 10

The University completed the transformation of the former Fairfax Building into a modern state-of-the-art teaching, research and administrative complex. The Building was built in the 1950s to house the printing presses and staff employed by the Fairfax Newspaper Group. Redeveloping the building into a modern teaching facility was an extremely complex and challenging exercise. The building now houses the faculties of Information Technology and Education, the University Graduate School and several administrative units.

Professor Tony Blake at his farewell, where he retired from the role of Vice-Chancellor after six years in the position.

Awards

Building 10 won two awards in the Master Builders' Association Excellence in Construction awards. These awards recognise the outstanding work of Baulderstone Hornibrook in the construction and renovation of this now signature building. The renovation won both the refurbishment/renovation/extension from $20 million to $50 million category, and the award for the educational building above $20 million. This building is an example of how to create outstanding teaching and staff spaces with a real student-friendly focus.

Other developments

Block D, Haymarket, previously occupied by the Faculty of Education, is being fitted out for the relocation of the School of Finance and Economics and the Centre for Health Economics Research and Evaluation (CHERE).

Several large **lecture theatres** were upgraded on City campus as part of an overall exercise to improve the quality of general teaching spaces. Two large lecture theatres at City campus, Haymarket and the large lecture theatre in Building 2 were part of this work.

As part of the code compliance works with the Building Code of Australia, work commenced on the supply and installation of a centrally monitored **emergency and exit lighting system** to cover all buildings at Kuring-gai campus and public space and emergency lighting at Haymarket. These works ensure adequate lighting and exit signage and assist in the evacuation of buildings in case of an emergency.

The University also undertook **major maintenance works** on the built environment including replacement of the waterproofing roof membranes of the buildings at Kuring-gai campus and Buildings 1 and 2 at City campus, as well as upgrades to the mechanical plant facilities at City campus.

Library developments

The Library carried out planning to address space problems and improve the Library environment to ensure its ongoing effectiveness in future years. The completion of refurbishments to a suite of four rooms on Level 5 at Kuring-gai Campus Library offers significant enhancements to the Library's training and seminar room facilities. The Library at City campus carried out extensive planning for renovations scheduled to start in December 2002. However, the start of work was postponed until late 2003.

FURTHER INFORMATION

Statistical and other information can be found on the following pages.

> Staffing and EEO statistics (App. B), pages 59–62

> Equity and diversity (App. D), pages 63–67

> Land register and Works in progress and completed (App. E), page 68

> Governance and Organisation chapter, pages 46–55

(FINANCIAL MANAGEMENT)

OVERVIEW

The Statements of Financial Performance, Financial Position and Cash Flows on pages 6–8 of the Financial Statements booklet outline the financial position of the University as at 31 December 2002 and include its wholly owned subsidiaries, Insearch Limited, (including Insearch (Shanghai) Limited) and accessUTS Pty Ltd. This review should be read in conjunction with the Financial Reports, including the Notes, and the Independent Audit Report. The Budgeted Financial Reports are on pages 43–45.

MANAGEMENT CENTRES

The University operates on a devolved management model with Council determining broad objectives and policy directions and the management centres, through the Executive of the University, formulating and implementing strategies appropriate to their areas of specialisation and specific client groups. This allows allocation of resources where they are most needed. There are 14 management centres including nine faculties. The head of each management centre is accountable for the finances of the centre and receives a one-line budget from the University.

BUDGETED FINANCIAL STATEMENTS COMPARATIVE 2002 BUDGET VERSUS ACTUAL FOR THE UNIVERSITY
Statement of Financial Position

The increase in net assets is mainly the result of an increase in managed investments, and an increase in property, plant and equipment, flowing from a revaluation of land and buildings for Building 10 and Aaron's Hotel. The significant increase in receivables is mainly due to the movement in the deferred government superannuation contributions. A substantial proportion of the managed investments are committed to fund major capital works identified in the Capital Plan for 2003 and beyond.

The increase in liabilities is mainly the result of an increase in provisions. The increase in provision is due to the movement in the deferred government superannuation contributions and payroll-related items. The increase in equity flows from an increase in reserves resulting from the revaluation of assets. The actual ratio of Current Assets to Current Liabilities ratio is 3.7:1 compared with the budgeted ratio of 2.1:1. The reason for this difference is the increase in managed investments as a result of the deferral of capital budget and payments.

Operating Result

The difference between actual and budgeted Operating Revenue is due to higher than expected revenues from fees and charges, investment income and other revenue. The difference between the actual and budgeted Operating Expenses is due to an increase in employee benefits, depreciation and other expenses, which were partly offset by a reduction in the amount expensed for building and grounds and a write back in the provision for bad and doubtful debts. The net result is an increased Operating Result against budget, part of which is committed against scholarships and non-discretionary research grants.

Statement of Cash Flows

The increase in cash inflows from Operating Activities results mainly from increases in fees and charges, investment income, and other operating revenues. The increase in cash outflows from Operating Activities is mainly the result of increased salary expenses. Both other operating revenue and non-salary items include an amount for the goods and services tax (GST). Proceeds from sale of investments securities exceeded payments. These proceeds were needed to fund capital projects.

COMPARISON OF 2002 AND 2001 UNIVERSITY ACTUAL
Operating Result

The University returned an operating result of $16.5 million for 2002 compared to $11.1 million in 2001.

Revenue

Operating revenue has increased by 8.7 per cent to $287.7 million (excluding the $32.6 million for deferred government superannuation benefit). The major increases have been in fees and charges for international students ($9.1 million) and postgraduate domestic students ($ 6.4 million) and Commonwealth Government Financial Assistance including HECS ($7.7 million).

Expenditure

Operating expenses have risen by 7 per cent to $271.2 million (excluding the $32.6 million for deferred government superannuation benefit). This increase is primarily caused by salary costs associated with enterprise bargaining and incremental progression, information technology and communication costs, and increased borrowing costs for the loan from the NSW Treasury Corporation.

Statement of Financial Position

Net assets have increased by $72.9 million. This change is primarily attributable to an increase in non-current assets, specifically

the completion and revaluation of Building 10 at $116 million. Additionally, the NSW Government Actuary assessed the University's receivable in respect of the superannuation funds administered by the State Authorities Superannuation Trustee Corporation at $126.4 million, an increase of $32.6 million. Other current financial assets have reduced by $37.2 million due mainly to the reduction in funds under management for payments in relation to capital projects. Other current assets increased by $4.1 million.

Non-current liabilities also include an amount in provisions for the deferred government superannuation contributions. The increase in reserves is mainly due to the revaluation of Building 10. The ratio of Current Assets to Current Liabilities ratio has changed from 4.5 to 3.7.

Statement of Cash Flows

Cash at the end of the period has increased by approximately $0.2million. Major changes in operating inflows include fees and charges ($10.9 million), Higher Education Contribution Scheme payments ($4.1 million), financial assistance from the Commonwealth Government ($1.9 million), and other operating revenue ($11.3 million). Other operating revenue for 2002 is inclusive of GST of $18 million. This is offset in non-salary items.

Major changes to operating outflows include salaries and associated costs ($17.7 million) and non-salary items ($17.2 million). Non-salary expenses for 2002 include GST amounting to $18.0 million. Changes to net inflows from investing and financing activities include sale of investment securities ($32.5 million) and proceeds from the sale of assets ($3.5millon).

INDEPENDENT AUDIT REPORT

The Independent Audit Report is published on page 4 of the Financial Statements booklet and is followed by the full Financial Reports.

INVESTMENT MANAGEMENT PERFORMANCE

The majority of the University's investment portfolio is managed by Macquarie Investment Management Ltd (MIML). A small amount is held by the New South Wales Treasury Corporation Hourglass Cash facility for administrative purposes. The University's Finance Committee reviews the investment strategies employed by MIML in the day-to-day management of the University's investment portfolio annually.

At the end of 2002, a total of $74.096 million was invested in fixed-interest and short-term cash facilities. A total of $61.99 million

(83.66 per cent) was held in short-term investments (cash, bank bills, negotiable certificates of deposit) while a total of $12.106 million (16.34 per cent) was held in fixed-term investments (Commonwealth, State and Semi-Government bonds).

The *Annual Reports (Statutory Bodies) Regulations* require the University to report investment performance of the University's surplus funds compared with relevant benchmarks. The portfolio's performance is compared on a monthly basis to the following benchmarks:

1. MIML – a hybrid index comprising 85 per cent Union Bank of Switzerland (UBS) Warburg Australia Bank Bill Index and 15 per cent UBS Warburg Australia Composite All Maturities Bond Index, and

2. NSW TCorp – the return of the New South Wales Treasury Corporation's Hourglass Cash facility for the same period.

The University's actual returns and comparable NSW Treasury Corporation's Hourglass and MIML benchmark rates for 2002 are given below:

University Return	5.17%
MIML Benchmark	5.37%
NSW TCorp Benchmark	4.63%

In 2002, the University's investment portfolio underperformed the MIML benchmark by 0.20 per cent while it outperformed the NSW TCorp benchmark by 0.54 per cent.

RISK MANAGEMENT AND INSURANCE REPORT

Creating and maintaining a mature risk management environment is a high priority for the University. In 2001 a strategic level risk assessment was undertaken. As a result of this activity, the University has been able to identify major risks and ensure that appropriate strategies have been put in place. The results of the risk assessment are reviewed on an annual basis and the outcomes used to determine high priority projects. The Audit and Review Committee has assisted with the implementation of a more systematic approach to the management of risk throughout the University and undertakes a review of the University's Annual Financial Reports.

Workers' compensation insurance is arranged with NRMA Workers' Compensation. The University's premium is calculated using the Industry Tariff Rate and the University's claims experience (the number and cost of claims). The lower the claims experience, the lower the premium and the bigger the difference between the Industry Tariff Rate and the premium as a percentage of salary.

In 2002, the NSW Work Cover Authority set the Industry Tariff Rate for universities at 1.45 per cent. In 2002 the University's premium was $1.057 million, approximately 0.81 per cent of salary, significantly lower than the Industry Tariff Rate. Thus, the University's low claims experience (achieved through effective health and safety programs, claims management and return to work programs) saved the University over $0.8 million in 2002.

The University's Environment, Health and Safety (EHS) Planning system continues to provide a flexible mechanism to ensure legislative compliance at faculty and unit level. Compliance requirements for hazards, emergencies, accidents and incidents, environment and EHS management are included in the EHS Action Plan. EHS management incorporates responsibilities, coordination and consultation mechanisms as well as processes for provision of information and training.

The University has a range of other insurance policies to cover property, general third party and product liability, professional indemnity, comprehensive motor vehicle, marine hull, voluntary workers, overseas travel for university officers and employees, business interruption and consequential loss. Property cover includes industrial special risk, burglary, fidelity guarantee, accidental damage, and property in transit and machinery breakdown. These insurance policies are managed through Aon Risk Services Australia Limited.

ANNUAL REPORTS (STATUTORY BODIES) ACT 1984 – CONTROLLED ENTITIES
The accounts of Insearch Limited (including its wholly owned subsidiary, Insearch (Shanghai) Limited), and accessUTS Pty Ltd are disclosed in full in the University's Annual Report.

BUDGETED STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2003

	Actual 2002 $'000	University Budget 2002 $'000	Variance 2002 $'000	Budget 2003 $'000
Current Assets				
Cash assets	3,161	253	2,908	2,600
Inventories	0	30	(30)	86
Receivables	8,267	8,500	(233)	8,200
Other financial assets	74,096	33,870	40,226	47,837
Other	11,096	4,000	7,096	7,238
Total Current Assets	96,620	46,653	49,967	65,961
Non-current Assets				
Receivables	123,944	62,181	61,763	125,000
Property, plant and equipment	606,169	508,801	97,368	658,725
Total Non-current Assets	730,113	570,982	159,131	783,725
Total Assets	826,733	617,635	209,098	849,686
Current Liabilities				
Payables	6,041	2,400	3,641	2,516
Provisions	9,259	5,800	3,459	7,429
Other liabilities	11,036	14,208	(3,172)	13,000
Total Current Liabilities	26,336	22,408	3,928	22,945
Non-current Liabilities				
Interest-bearing liabilities	40,000	38,165	1,835	69,500
Provisions	152,571	76,564	76,007	133,667
Total Non-current Liabilities	192,571	114,729	77,842	203,167
Total Liabilities	218,907	137,137	81,770	226,112
Net Assets	607,826	480,498	127,328	623,574
EQUITY				
Reserves	222,751	105,304	117,447	230,000
Accumulated funds	385,075	375,194	9,881	393,574
Total Equity	607,826	480,498	127,328	623,574

BUDGETED OPERATING RESULT
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003

	Actual 2002 $000	University Budget 2002 $000	Variance 2002 $000	Budget 2003 $000
OPERATING REVENUE				
Commonwealth Government financial assistance	106,627	104,575	2,052	108,000
HECS:				
> student contributions	15,891	14,061	1,830	15,100
> Commonwealth payments	47,477	42,485	4,992	50,300
State Government financial assistance	2,929	2,301	628	2,700
Fees and charges	81,339	65,540	15,799	86,000
Investment income	4,216	2,600	1,616	2,800
Royalties, trademarks and licenses	52	361	(309)	55
Consultancies and contract research	6,799	9,814	(3,015)	8,500
Other revenue	22,356	23,000	(644)	24,600
Total Operating Revenue	287,686	264,737	22,949	298,055
OPERATING EXPENSES				
Employee benefits	175,787	170,738	5,049	187,000
Depreciation and amortisation	14,337	14,500	(163)	14,800
Buildings and grounds	5,992	11,746	(5,754)	7,000
Bad and doubtful debts	(691)	2	(693)	300
Other	75,783	60,431	15,352	76,600
Total Operating Expenses	271,208	257,417	13,791	285,700
Operating Result Excluding Deferred Superannuation	16,478	7,320	9,158	12,355
Superannuation:				
> deferred government contributions	32,600	19,000	13,600	22,500
> deferred employee benefits for superannuation	(32,600)	(19,000)	(13,600)	(22,500)
Operating Result	16,478	7,320	9,158	12,355

BUDGETED STATEMENT OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003

	University			
	Actual 2002 $000 Inflows (Outflows)	Budget 2002 $000 Inflows (Outflows)	Variance 2002 $000 Inflows (Outflows)	Budget 2003 $000 Inflows (Outflows)
CASH FLOWS FROM OPERATING ACTIVITIES				
Inflows				
Financial assistance:				
> Commonwealth Government	106,627	104,577	2,050	111,098
> State Government	2,929	2,301	628	3,820
Higher Education Contribution Scheme:			0	
> student payments	14,567	14,355	212	15,708
> Commonwealth payments	48,486	44,668	3,818	43,038
Fees and charges	78,051	66,531	11,520	85,643
Investment income	4,926	2,661	2,265	2,800
Royalties, trademarks and licenses	52	361	(309)	234
Consultancies and contract research	6,799	9,814	(3,015)	8,292
Other operating revenue	34,847	22,932	11,915	25,564
	297,284	268,200	29,084	296,197
Outflows				
Salaries and associated costs	(172,383)	(166,354)	(6,029)	(183,027)
Borrowing costs	(2,564)	(2,732)	168	(2,564)
Non-salary items	(95,564)	(66,405)	(29,159)	(90,820)
	(270,511)	(235,491)	(35,020)	(276,411)
Net Cash from Operating Activities	26,773	32,709	(5,936)	19,786
CASH FLOWS FROM INVESTING ACTIVITIES				
Inflows				
Proceeds from Sale of Investment Securities	209,254	174,500	34,754	160,000
Proceeds from Sale of Assets	3,535	50	3,485	
	212,789	174,550	38,239	160,000
Outflows				
Payments for Investment Securities	(172,052)	(140,000)	(32,052)	(136,114)
Payments for Purchase of Land, Buildings, Plant and Equipment	(67,316)	(62,409)	(4,907)	(73,072)
	(239,368)	(202,409)	(36,959)	(209,186)
Net Cash Used by Investing Activities	(26,579)	(27,859)	1,280	(49,186)
CASH FLOWS FROM FINANCING ACTIVITIES				
Inflows				
Proceeds from Loan		0	0	29,500
	0	0	0	29,500
Outflows				
Principal Loan Repayments		(1,582)	1,582	
	0	(1,582)	1,582	0
Net Cash Used by Financing Activities	0	(1,582)	1,582	29,500
Net Increase/(Decrease) in Cash Held	194	3,268	(3,074)	100
Cash at 1 January	2,967	253	2,714	2,500
Cash at 31 December	3,161	3,521	(360)	2,600

(GOVERNANCE AND ORGANISATION)

THE COUNCIL OF THE UNIVERSITY, 2002
as constituted under s.9(1) of the *University of Technology, Sydney Act 1989* (UTS Act).

The UTS Council is the governing authority of the University. The powers of Council cover:

> provision of courses and conferral of degrees and awards

> appointment and termination of staff

> the control and management of affairs best calculated to promote the objects and interests of the University

> financial and commercial investments and commitments

> the establishment of branches and colleges

> making rules with respect to a range of matters, including elections, student enrolment and examinations, staff and student discipline, use of University facilities, loans and grants, and fees, charges and fines.

Under the UTS Act, the Council comprises up to 21 councillors who hold their positions for differing periods under various categories of membership. Council is chaired by the Chancellor, or the Deputy Chancellor in the Chancellor's absence.

Chancellor
The Hon. Sir Gerard Brennan, AC, KBE, BA LLB (Q'ld), HonLLD (Trin Coll, Dublin), HonLLD (Q'ld), HonLLD (ANU), HonLLD (Melb), HonLLD (UTS), Hon DLitt (CQU), HonDUniv (Griff)
(24 November 1998 to 31 July 2006)

Deputy Chancellor
Margaret Trask, AM, BA (UNE), MLib (UNSW), FLAA, Private Consultant, Library and Information Services
(19 November 1998 to 18 November 2000, and 24 November 2000 to 31 October 2002)

Ken J Rennie, FCA, Consultant, Ernst & Young
(9 December 2002 to 8 December 2004)

Pro-Chancellors
Emeritus Professor Helen Garnett, BSc(Hons) (Syd), PhD (Wales), FTSE, FAICD, Executive Director, Australian Nuclear Science and Technology Organisation
(12 December 2002 to 11 December 2004)

Dr Valerie Levy, BA (Columbia), MA (Pennsylvania), PhD (Claremont), Member, Ethics Committee, Royal Prince Alfred Hospital; Member, NSW Legal Profession Advisory Council
(12 December 2002 to 11 December 2004)

Ken J Rennie, FCA, Consultant, Ernst & Young
(26 August 1999 to 26 August 2001, and 27 August 2001 to 31 October 2002)
(also elected as Deputy Chancellor)

Dr Paolo Totaro, AM, DottGiurisp (Naples), DipMusic (Naples Conservatorium), Director, Board of Vocational Education and Training; Director, Vocational Education and Training Accreditation Board; Director, Northern Sydney Area Health Board; Chair, Community Consultative Committee
(26 August 1999 to 26 August 2001, and 27 August 2001 to 31 October 2002)

Six members appointed by the Minister
Professor Larissa Behrendt, LLB, BJuris (UNSW), LLM, SJD (Harvard), Director, Jumbunna Indigenous House of Learning, UTS
(1 November 2002 to 31 October 2006)

Dr Ken Boston, AO, MA, PhD (Melb), FACE, FRGS, FAIM, Managing Director of TAFE NSW, Director-General of Education and Training
(1 November 1998 to 26 July 2002)

Emeritus Professor Helen Garnett, BSc(Hons) (Syd), PhD (Wales), FTSE, FAICD, Executive Director, Australian Nuclear Science and Technology Organisation
(1 November 1998 to 31 October 2002, and 1 November 2002 to 31 October 2006)
(also elected as Pro-Chancellor)

Dianne Leckie, BBus (KCAE), MEcon (Macq), FCPA, MAICD
(1 November 2002 to 31 October 2006)

Ken J Rennie, FCA, Consultant, Ernst & Young
(1 November 1998 to 31 October 2002, and 1 November 2002 to 31 October 2006)
(also elected as a Deputy Chancellor and Pro-Chancellor)

The Hon. Ian F Sheppard, AO, QC, LLB (Syd), HonMA (KCAE), Retired Judge of Supreme Court of New South Wales and the Federal Court of Australia; part-time Judge and Arbitrator including Judge of the Fiji Court of Appeal
(1 November 1994 to 31 October 1998, 1 November 1998 to 31 October 2002, and 1 November 2002 to 31 October 2006)

Dr Paolo Totaro, AM, DottGiurisp (Naples), DipMusic (Naples Conservatorium), Director, Board of Vocational Education and Training; Director, Vocational Education and Training Accreditation Board; Director, Northern Sydney Area Health Board; Chair, Community Consultative Committee
(3 November 1995 to 31 October 1998, and 1 November 1998 to 31 October 2002)
(also elected as Pro-Chancellor)

Warwick Watkins, MNatRes (UNE); ISMP:AMP (Harvard); Chief Executive Officer of the Department of Information Technology and Management, Surveyor General of NSW and Registrar General of NSW
(1 November 2002 to 31 October 2006)

Parliamentary members

One member of the Legislative Council of New South Wales
The Hon. Helen Sham-Ho, MLC, BA, DipSocWork (Syd), BLegS (Macq)
(from 13 May 1999)

One member of the Legislative Assembly of New South Wales
A P (Tony) Stewart, BA (UNSW), DipEd (Syd Teach Coll), MP Member for Bankstown
(from 19 June 1996)

Official members

Vice-Chancellor and President
Professor A J D (Tony) Blake, AM, BEd, MSc (Melb), PhD (Purdue, Indiana)
(to 26 July 2002)

Professor Ross Milbourne, BCom, MCom (UNSW), PhD (Calif), FASSA
(from 27 July 2002)

Chair of Academic Board
Professor Alan M Johnson, BAppSc (SAIT), MEdMgmt, PhD (Flin), MA(Hons), DSc (W'gong), FASP, FASM, FAIBiol, Professor of Microbiology, Faculty of Science, UTS
(1 July 1999 to 31 October 1999,
1 November 1999 to 31 October 2001, and
1 November 2001 to 19 January 2003)

Elected members

Two members elected by and from the academic staff
Associate Professor Di Brown, RN, BAppSc (UC), GradDipHEd (UNSW), PhD (UWS), MCN (NSW), MRCNA, MNSWCM, AFACHSE, Associate Dean (Teaching and Learning), Faculty of Nursing, Midwifery and Health, UTS
(9 April 1999 to 31 October 2000,
1 November 2000 to 31 October 2002, and
1 November 2002 to 31 October 2004)

Patrick L Healy, BE (NUI), DIC, MSc (Lond), MBA (UNSW), MIEAust, MAIPM, MAIB Senior Lecturer, Faculty of Design, Architecture and Building, UTS
(1 November 1994 to 31 October 1996,
1 November 1996 to 31 October 1998,
1 November 1998 to 31 October 2000,
1 November 2000 to 31 October 2002, and
1 November 2002 to 31 October 2004)

One member elected by and from the non-academic staff
Sally Halliday, GradDipEmpRels (UTS), Policy and Planning Officer, Human Resources Unit, UTS
(1 November 1996 to 31 October 1998,
1 November 1998 to 31 October 2000, and
1 November 2000 to 31 October 2002)

Anne Robinson, DipOT (COT), GradDipAdmin (KCAE); Workers' Compensation and Return to Work Coordinator, Environment, Health and Safety Branch, Human Resources Unit, UTS
(1 November 2002 to 31 October 2004)

One member elected by and from the undergraduate students
Sunanda Creagh
(1 November 2000 to 22 January 2002)

Garth Williams, enrolled in BA (Social Inquiry) LLB (UTS)
(28 March 2002 to 31 October 2002, and
1 November 2002 to 31 October 2004)

One member elected by and from the postgraduate students
Siddarth Munivelu
(17 September 2001 to 27 August 2002)

Nirav D Parekh, enrolled in MBA (Professional Accounting) (UTS)
(1 November 2002 to 31 October 2004)

Four members elected by and from Convocation
Emeritus Professor Steve Bakoss, BE (Syd), MS (Calif), MEngSc, PhD (UNSW), FIEAust; Honorary member of the Council, Budapest University of Technology and Economics
(1 November 2002 to 31 October 2006)

Colin E Grady, GradDipFin (KCAE), MBA (NSWIT), FCPA, CA (NZ), FAIM, AFAIM, MICM, JP; President, UTS Alumni Association; Trustee of the UTS Law Foundation; Director, Grenfell Securities Limited; Director, Midland Securities Limited
(1 November 2002 to 31 October 2006)

Margery Hourihan, BA(Hons) (Syd), MLitt (UNE), MUniv (UTS), Researcher, Literary Theory and Children's Literature
(22 December 1997 to 31 October 1998, and
1 November 1998 to 31 October 2002)

Margo Humphreys, MDR (UTS), Member of the Unit for Dispute Resolution (UTS), MAICD, Dispute Resolution Consultant
(1 November 2002 to 31 October 2006)

Dr Valerie Levy, BA (Columbia), MA (Pennsylvania), PhD (Claremont), Member, Ethics Committee, Royal Prince Alfred Hospital; Member, NSW Legal Profession Advisory Council
(1 November 1998 to 31 October 2002)
(also elected as Pro-Chancellor)

Margaret Trask, AM, BA (UNE), MLib (UNSW), FLAA, Private Consultant, Library and Information Services
(1 November 1994 to 31 October 1998,
and 1 November 1998 to 31 October 2002)
(also elected as Deputy Chancellor)

Valerie A Wood, BSc (W'rand), BArch (NSWIT), MBA (UTS)
(1 November 1994 to 31 October 1998,
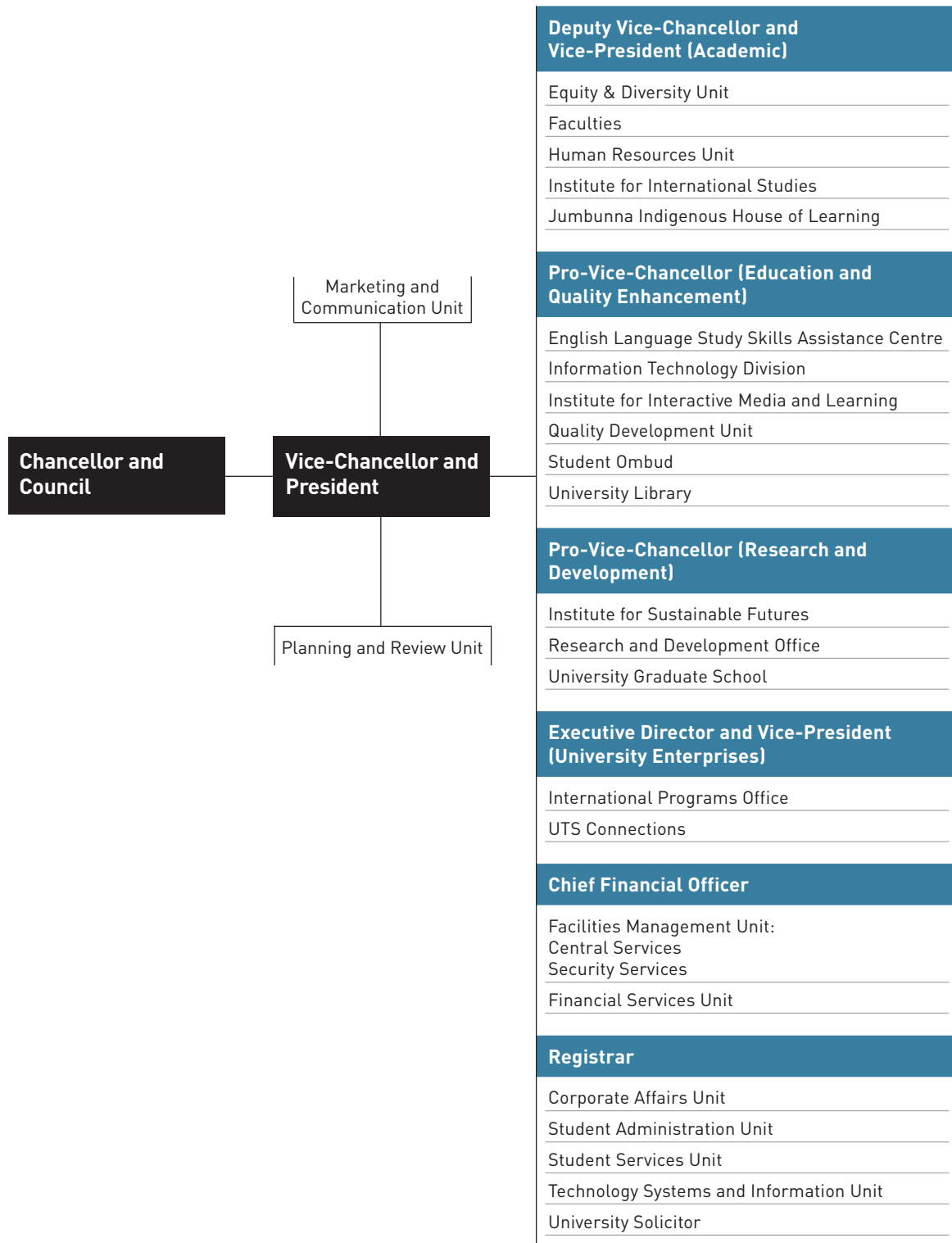and 1 November 1998 to 31 October 2002)

Additional member appointed by Council
Dianne Leckie, BBus (KCAE), MEcon (Macq), FCPA, MAICD
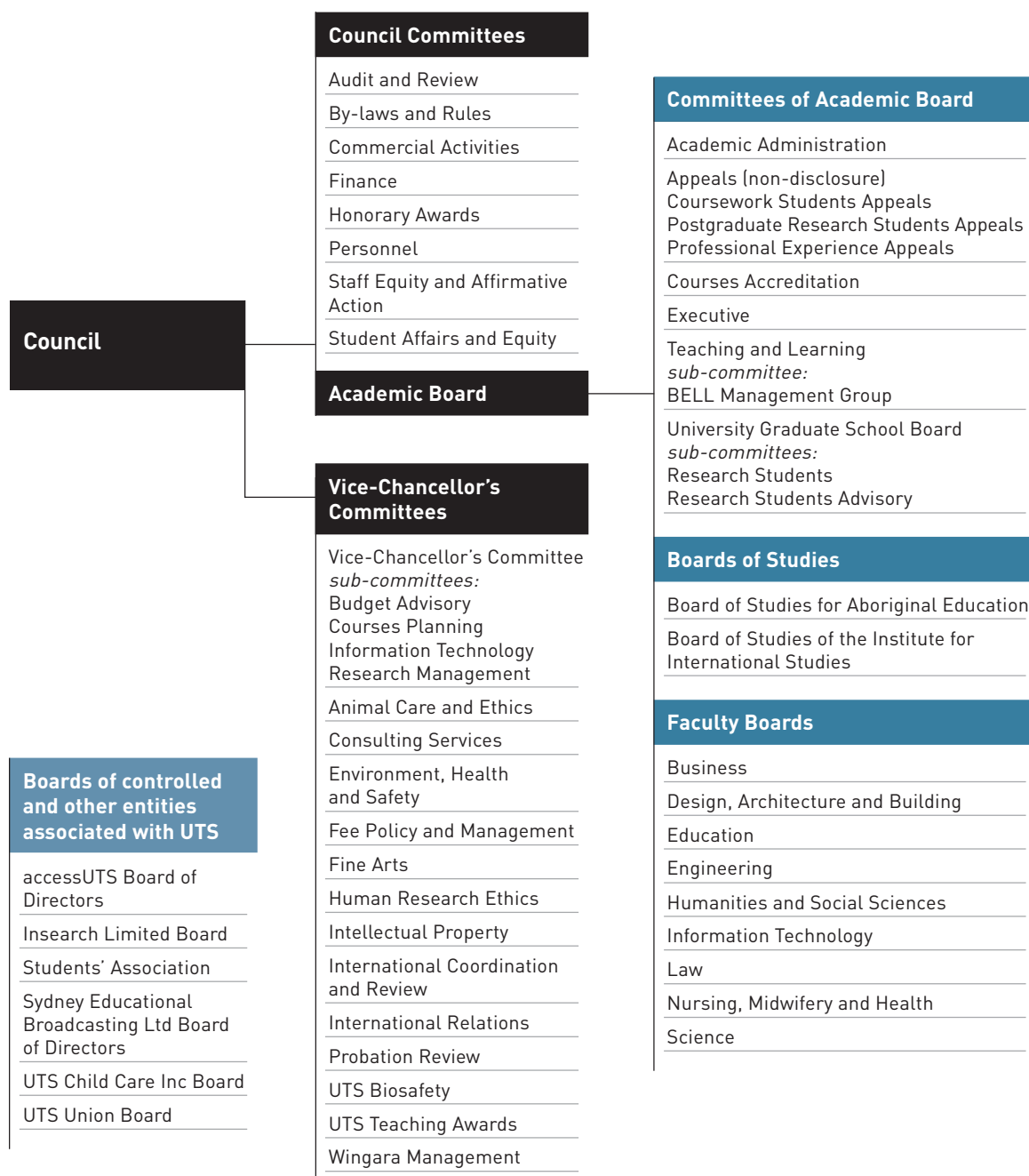(7 February 2002 to 31 October 2002)

Secretary to Council
Dr J M (Jeff) FitzGerald, LLB(Hons) (Melb), LLM, PhD (Northwestern)

ORGANISATIONAL STRUCTURE

Chancellor and Council

Vice-Chancellor and President

Marketing and Communication Unit

Planning and Review Unit

Deputy Vice-Chancellor and Vice-President (Academic)

Equity & Diversity Unit

Faculties

Human Resources Unit

Institute for International Studies

Jumbunna Indigenous House of Learning

Pro-Vice-Chancellor (Education and Quality Enhancement)

English Language Study Skills Assistance Centre

Information Technology Division

Institute for Interactive Media and Learning

Quality Development Unit

Student Ombud

University Library

Pro-Vice-Chancellor (Research and Development)

Institute for Sustainable Futures

Research and Development Office

University Graduate School

Executive Director and Vice-President (University Enterprises)

International Programs Office

UTS Connections

Chief Financial Officer

Facilities Management Unit:
Central Services
Security Services

Financial Services Unit

Registrar

Corporate Affairs Unit

Student Administration Unit

Student Services Unit

Technology Systems and Information Unit

University Solicitor

Note: This information correct at 31 December 2002.

COMMITTEE STRUCTURE

Council

Council Committees

Audit and Review

By-laws and Rules

Commercial Activities

Finance

Honorary Awards

Personnel

Staff Equity and Affirmative Action

Student Affairs and Equity

Academic Board

Vice-Chancellor's Committees

Vice-Chancellor's Committee
sub-committees:
Budget Advisory
Courses Planning
Information Technology
Research Management

Animal Care and Ethics

Consulting Services

Environment, Health and Safety

Fee Policy and Management

Fine Arts

Human Research Ethics

Intellectual Property

International Coordination and Review

International Relations

Probation Review

UTS Biosafety

UTS Teaching Awards

Wingara Management

Boards of controlled and other entities associated with UTS

accessUTS Board of Directors

Insearch Limited Board

Students' Association

Sydney Educational Broadcasting Ltd Board of Directors

UTS Child Care Inc Board

UTS Union Board

Committees of Academic Board

Academic Administration

Appeals (non-disclosure)
Coursework Students Appeals
Postgraduate Research Students Appeals
Professional Experience Appeals

Courses Accreditation

Executive

Teaching and Learning
sub-committee:
BELL Management Group

University Graduate School Board
sub-committees:
Research Students
Research Students Advisory

Boards of Studies

Board of Studies for Aboriginal Education

Board of Studies of the Institute for International Studies

Faculty Boards

Business

Design, Architecture and Building

Education

Engineering

Humanities and Social Sciences

Information Technology

Law

Nursing, Midwifery and Health

Science

Note: This information correct at 31 December 2002, except for the Council Committees' structure which is correct at 31 October 2002. Council was reconstituted on 1 November 2002 and was in the process of reconstituting its committees at 31 December 2002.

COUNCIL ATTENDANCES 2002

	Attendance	Possible attendance
Emeritus Professor S Bakoss	1	1
Professor L Behrendt	1	1
Professor A J D Blake, AM	3	4
Professor P Booth (as acting Vice-Chancellor)	1	1
Dr K Boston, AO	0	4
The Hon. Sir F G Brennan, AC, KBE	7	7
Associate Professor D Brown	7	7
S Creagh (resigned from Council in January 2002, before the first meeting)	0	0
Emeritus Professor H Garnett	4	7
C E Grady	1	1
S Halliday	6	6
P L Healy	6	7
M Hourihan	3	6
M Humphreys	1	1
Professor A M Johnson	5	7
D Leckie	6	6
Dr V Levy	7	7
Professor R Milbourne	2	3
S Munivelu	1	4
K J Rennie	6	7
A Robinson	1	1
The Hon. H Sham-Ho, MLC	4	7
The Hon. I F Sheppard, AO, QC	4	7
A P Stewart, MP	2	7
Dr P Totaro, AM	6	6
M Trask, AM	4	6
W Watkins	1	1
Associate Professor R Wickert (as acting Chair, Academic Board)	2	2
G Williams	4	5
V A Wood	6	6

PRINCIPAL OFFICERS OF THE UNIVERSITY

Chancellor
The Hon. Sir F G Brennan, AC, KBE, BA LLB (Q'ld), HonLLD (Trin Coll, Dublin), HonLLD (Q'ld), HonLLD (ANU), HonLLD (Melb), HonLLD (UTS), Hon DLitt (CQU), HonDUniv (Griff)

Deputy Chancellor
M Trask, AM, BA (UNE), MLib (UNSW), FLAA (to 31 October 2002)

K J Rennie, FCA, Consultant, Ernst & Young (from 9 December 2002)

Vice-Chancellor and President
Professor A J D Blake, AM, BEd, MSc (Melb), PhD (Purdue, Indiana) (to 26 July 2002)

Professor R D Milbourne, BCom, MCom (UNSW), PhD (Calif), FASSA (from 27 July 2002)

Deputy Vice-Chancellor and Vice-President (Academic)
Professor R D Milbourne, BCom, MCom (UNSW), PhD (Calif), FASSA (to 26 July 2002)

Professor P Booth, BEc (Syd), GradDipEd (Syd Teach Coll), MEc (UNE), PhD (Griff), FCPA (from 29 July 2002)

Deputy Vice-Chancellor and Vice-President (Administration)
R Kemmis, BA(Hons) (UNE), MA (Essex) (to 28 September 2002)

Pro-Vice-Chancellor (Education and Quality Enhancement)
Professor R Johnstone, BA (N'cle), PhD (Camb)

Pro-Vice-Chancellor (Research and Development)
Professor L Johnson, BA (Syd), MEd (Q'ld), PhD (Monash)

Executive Director and Vice-President (University Enterprises)
Emeritus Professor R W Robertson, MA (UVic), FRAIPR, FATRI

Chief Financial Officer
K McCarthy, BCom (UNSW), ICAA (from 4 October 2002)

Registrar
Dr J M FitzGerald, LLB(Hons) (Melb), LLM, PhD (Northwestern)

DEANS
Business
Professor P Booth, BEc (Syd), GradDipEd (Syd Teach Coll), MEc (UNE), PhD (Griff), FCPA (to 26 July 2002)

Professor R Lynch, DipPhysEd (W'gong TC), BEd(Hons), MEd (WAust), PhD (Ill) (Acting, from 29 July 2002)

Design, Architecture and Building
Professor P G Burgess, BArch(Hons) (N'cle), MSc (Arch) (Columbia), MPhil (Lond), ARAIA

Education
Professor A Gonczi, MA, MEd(Hons) (Syd), PhD (UTS)

Engineering
Professor A Johnston, BSc(Hons), PhD (Heriot-Watt), FIEAust, CPEng, MICE

Humanities and Social Sciences
Professor J Kirk, BA, DipEd (Syd), MLitt (UNE), MA (Lib) (CCAE), MIInfSc, FALIA, ARMA

Information Technology
Professor M Fry, MA (Cantab), MSc (Lond), PhD (Syd), DIC (to 28 August 2002)

Associate Professor G McLelland, BSc, PhD (Syd) (Acting, from 1 September 2002)

Law
Professor D Barker, LLB (Lond), MPhil (Kent), LLM(Hons) (Cantab), DipLG (Kent), GradDipLegPrac (UTS), FCIS, MCIArb, FAIM, FIMgt, MACE, Solicitor of the Supreme Court of NSW and the High Court of Australia

Nursing, Midwifery and Health
Professor J F White, RN, RGON (NZ), CM, AssocDipNEd (Cumb), BEd (SCAE), MEd (Syd), FRCNA, FCN (NSW), FCN (Aotearoa)

Science
Professor A R Moon, BSc, PhD (Melb), FAIP

University Graduate School
Professor M Tennant, BA(Hons), DipEd (Syd), PhD (Macq)

THE FACULTIES
In 2002, UTS undertook its teaching and research programs through nine faculties, some of which are organised into schools or departments and centres.

Faculty of Business
> School of Accounting
> School of Finance and Economics
> School of Leisure, Sport and Tourism
> School of Management
> School of Marketing
> Graduate School of Business

Faculty of Design, Architecture and Building

Faculty of Education

Faculty of Engineering
> Information and Communication
> Infrastructure and the Environment
> Management, Policy and Practice
> Mechatronics and Intelligent Systems

Faculty of Humanities and Social Sciences
> Department of Media Arts, Communication and Information
> Department of Writing, Journalism and Social Inquiry

Faculty of Information Technology
> Department of Computer Systems
> Department of Information Systems
> Department of Software Engineering

Faculty of Law

Faculty of Nursing, Midwifery and Health

Faculty of Science
> Department of Applied Physics
> Department of Cell and Molecular Biology
> Department of Chemistry, Materials and Forensic Science
> Department of Environmental Sciences
> Department of Health Sciences
> Department of Mathematical Sciences

University Graduate School
The University Graduate School is a University-wide organisation that supports postgraduate study.

INSTITUTES, CENTRES AND OTHER ORGANISATIONS
Institutes and centres within the University provide focus and profile for intellectual activities that may fall across disciplinary boundaries and/or fulfil functions not possible in the existing faculty structures.

Institutes
> Institute for International Studies
> Institute for Interactive Media and Learning
> Institute for Sustainable Futures
> Jumbunna, Indigenous House of Learning (Jumbunna is an academic, research and support centre.)

University Research Institutes
> Institute for the Biotechnology of Infectious Diseases
> Institute for Information and Communication Technologies
> Institute for Nanoscale Technology
> Institute for Water and Environmental Resource Management

Key University Research Centres (KURCs)
> Centre for Health Economics Research and Evaluation
> KURC for Built Infrastructure Research
> KURC for Corporate Governance
> KURC for Cultural Studies – Transforming Cultures
> KURC for Health Technologies
> KURC for Innovative Collaborations, Alliances and Networks
> KURC for Organisational, Vocational and Adult Learning
> KURC for Quantitative Finance Research

Cooperative Research Centres (CRCs)
> Australian CRC for Renewable Energy
> CRC for Enterprise Distributed Systems Technology
> CRC for Satellite Systems
> CRC for Sustainable Aquaculture of Finfish
> CRC for Sustainable Tourism
> CRC for Technology Enabled Capital Markets

UTS Centres of enterprise, research and/or community service
> Australian Centre for Cooperative Research and Development
> Australian Centre for Event Management
> Australian Centre for Independent Journalism
> Australian Centre for Public Communication
> Centre for Australian Community Organisations and Management
> Centre for Community Law and Legal Research
> Centre for Complex Systems Research
> Centre for e-Business and Knowledge Management
> Centre for Ecotoxicology
> Centre for Electrical Machines and Power Electronics
> Centre for Family Health and Midwifery
> Centre for Forensic Science
> Centre for Health Services Management
> Centre for Language and Literacy
> Centre for Local Government
> Centre for Object Technology Applications and Research
> Centre for Popular Education
> Centre for Public History
> Centre for Research and Education in the Arts
> Centre for Research on Provincial China
> National Centre for Groundwater Management
> UTS Training and Development Services

Other organisations
> AustLII (The Australian Legal Information Institute)
> Australian Technology Park Innovations (ATPI)
> APACE Village First Group

ADMINISTRATIVE STRUCTURE 2002
Heading the administrative structure in 2002 was a senior management team consisting of the Vice-Chancellor and President, Deputy Vice-Chancellor and Vice-President (Academic), Deputy Vice-Chancellor and Vice-President (Administration), Pro-Vice-Chancellor (Research and Development), Pro-Vice-Chancellor (Education and Quality Enhancement), Executive Director and Vice-President (University Enterprises), and the Registrar. On 1 October 2002 the position of Deputy Vice-Chancellor (Administration) was disestablished and the position of Chief Financial Officer created. Accountabilities are divided among the senior management team as outlined below.

Vice-Chancellor and President
The Vice-Chancellor and President is the chief executive officer of the University, a member of the Council and its committees, and the Academic Board. The Vice-Chancellor is accountable to the Council for all academic and administrative objectives of the University, with particular accountabilities including leadership, external and internal relations, strategic planning, policy advice to Council,

discipline, entrepreneurial developments, international programs, and management review and audit. Professor A J D (Tony) Blake, Vice-Chancellor since April 1996, retired on 26 July 2002. He was succeeded by Professor R D (Ross) Milbourne, previously the Deputy Vice-Chancellor (Academic).

The Vice-Chancellor is formally advised by a number of committees.

Directly reporting to the Vice-Chancellor are the University's senior management team, the Director, Planning and Review, and the Director, Marketing and Communication.

Deputy Vice-Chancellor and Vice-President (Academic)

Professor Peter Booth, the Deputy Vice-Chancellor and Vice-President (Academic), is accountable to the Vice-Chancellor for the academic operations of the University. He is a member of several Council Committees and Vice-Chancellor's Committees. The Deans of all faculties, and the Directors of the Institute for International Studies, Jumbunna Indigenous House of Learning, the Human Resources Unit and the Equity & Diversity Unit are accountable to this office. The Deputy Vice-Chancellor (Academic) acts in the absence of the Vice-Chancellor and has delegated responsibility from the Vice-Chancellor with respect to decisions on some staffing and other matters.

Pro-Vice-Chancellor (Education and Quality Enhancement)

Professor Richard Johnstone, the Pro-Vice-Chancellor (Education and Quality Enhancement), a member of the Academic Board and of some Vice-Chancellor's and other committees, is accountable to the Vice-Chancellor for a range of support services for teaching and learning, and for the overall development and evaluation of quality enhancement strategies across the university. Reporting to the Pro-Vice-Chancellor (Education and Quality Enhancement) are the Directors of: the Institute for Interactive Media and Learning; Quality Development Unit; Information Technology Division; and English Language Study Skills Assistance Centre; the University Librarian; and the Student Ombud.

Pro-Vice-Chancellor (Research and Development)

Professor Lesley Johnson, the Pro-Vice-Chancellor (Research and Development), a member of the Academic Board and of some Vice-Chancellor's and other committees, is accountable to the Vice-Chancellor for the enhancement of the University's research profile, the University Graduate School and various cooperative research centres.

Reporting to the Pro-Vice-Chancellor (Research and Development) are the Director of the Research and Development Office, the Dean of the University Graduate School and the Directors of the following research institutes: the Institute for the Biotechnology of Infectious Diseases; Institute for Information and Communication Technologies; Institute for Nanoscale Technology; Institute for Water and Environmental Resource Management; and the Institute for Sustainable Futures.

Executive Director and Vice-President (University Enterprises)

Emeritus Professor Bob Robertson, the Executive Director and Vice-President (University Enterprises), is accountable to the Vice-Chancellor for the international activities of the University, for the alumni and fund-raising, and for the development of its commercial and business activities and networks. He is a member of several Vice-Chancellor's committees and represents the University on several Boards of Directors of companies in which UTS has an interest. Reporting to the Executive Director and Vice-President (University Enterprises) are the Directors of: International Programs; and UTS Connections.

Chief Financial Officer

Mr Kevin McCarthy, the Chief Financial Officer, is a member of several Council committees and Vice-Chancellor's committees. He is accountable to the Vice-Chancellor for financial services and facilities management. Reporting to the Chief Financial Officer are the Directors of: Financial Services; and Facilities Management.

Registrar

Dr Jeff FitzGerald, the Registrar, is Secretary to the University Council and the Academic Board, and provides executive support to the Chancellor and the Deputy Chancellor. The Registrar is accountable to the Vice-Chancellor for the administration of: student services, which meets the academic, health, personal, housing and career needs of students; student administration for undergraduate and postgraduate coursework students in such areas as admissions, enrolments and re-enrolments, examination, academic progress, student discipline and related appeals, transcripts and other records, fees and HECS; the management of the University's committee system of government, its corporate records, memory and legal interests, official publications, graduations and formal ceremonial events, legislative matters relating to records, freedom of information,

privacy, copyright and rules relating to student discipline and appeals. The Registrar has overall responsibility for the way the Student Focus Plan is implemented across the University and for the project to install a new curriculum and administration system (CASS). The Registrar is the proper officer of the University and has delegated authority to approve the use of the University's name and symbols and to sign certain official documents. Reporting to the Registrar are the Directors of: Student Administration; Student Services; Corporate Affairs; Technology Systems and Information; and the University Solicitor.

FUNCTIONS OF COUNCIL BOARDS AND COMMITTEES IN 2002
Council committees
The Council was assisted in 2002 in its role of directing the University by the following boards and committees.

The **Audit and Review Committee** assists Council in discharging its responsibility in relation to: internal control systems; financial information; business policies and processes compliance with applicable laws, rules and regulations; and systems for the prevention and management of corrupt conduct, maladministration and waste. The Committee advises Council on the annual internal audit plan; effectiveness of the internal audit function; and liaison with the external auditor. It also reviews and passes comments to Council and to the Finance Committee on the annual Financial Statements and other relevant documents.

The **By-laws and Rules Committee** advises Council on the University By-law and on Rules derived from the By-law and any subsequent amendments to both, and on any proposed or actual amendments to the UTS Act.

The **Commercial Activities Committee** was established by Council in October 2002 to advise Council on all matters relating to the University's commercial activity under the UTS Act, including policy and governance frameworks.

The **Finance Committee** advises Council on matters relating to the distribution and supervision of University finances and acts on behalf of Council in areas of delegated authority. The committee is advised by the Built Environment Committee.

The **Honorary Awards Committee** advises Council on policy relating to all types of honorary awards and recommends nominations for honorary awards.

The **Personnel Committee** advises Council on matters relating to staff welfare and the establishment, appointment, conditions of employment and staffing structure for both academic and non-academic staff.

The **Staff Equity and Affirmative Action Committee** coordinates and provides advice to Council on all matters relating to staff equity and affirmative action, including equal employment opportunity, affirmative action for EEO groups and cultural diversity.

The **Student Affairs and Equity Committee** advises Council on matters relating to all aspects of student affairs, including student equity and access and issues of cultural diversity.

Academic Board
The Academic Board, which is Council's principal adviser on academic matters, also has its own standing committees and boards of studies that advise the Board on a variety of matters pertaining to the academic programs of the University. In 2002, these included: Academic Adminstration; Appeals; Courses Accreditation; Executive; the Faculty Boards; Teaching and Learning; University Graduate School Board; the Board of Studies for Aboriginal Education; and the Board of Studies of the Institute for International Studies.

Vice-Chancellor's Committees
There are several committees reporting to the Vice-Chancellor. In 2002, these included: the Vice-Chancellor's Committee and sub-committees (Budget Advisory, Courses Planning, Fees Revenue Management (replaced by Fee Policy and Management from 13 November 2002), Information Technology, Research Management); Animal Care and Ethics; Consulting Services; Environment, Health and Safety; Fine Arts; Human Research Ethics; Intellectual Property; International Coordination and Review; International Relations; Probation Review; UTS Biosafety; UTS Teaching Awards; and Wingara Management.

Faculty Boards
There are nine Faculty Boards: Business; Design, Architecture and Building; Education; Engineering; Humanities and Social Sciences; Information Technology; Law; Nursing, Midwifery and Health; and Science. The task of the Faculty Boards is to advise the Academic Board and the relevant Deans, Associate Deans and Heads of School on matters pertaining to the educational work of the respective faculties. The composition of the Faculty Boards is determined by Council.

MEMBERSHIP OF COUNCIL COMMITTEES 2002
Audit and Review Committee
Chair – an external member, who may be a member of Council, but not of the Finance Committee, appointed for expertise
Emeritus Professor H Garnett

Vice-Chancellor and President
Professor A J D Blake, AM (to 26 July 2002)
Professor R D Milbourne (from 27 July 2002)

Deputy Vice-Chancellor (Administration)
R Kemmis (to 28 September 2002)

Deputy Chair – an external member of Council who is not a member of the Finance Committee, appointed by Council
Dr P Totaro, AM (to 12 December 2002)
W Watkins (from 13 December 2002)

Two external members of the Finance Committee, whether a member of Council or not, appointed by Council
The Hon. I F Sheppard, AO, QC
B French

An external member who is not a member of Council or the Finance Committee, appointed for expertise by Council on the recommendation of the Audit and Review Committee
W Rock

By-laws and Rules Committee
An external member of Council (Chair)
The Hon. I F Sheppard, AO, QC

Vice-Chancellor and President
Professor A J D Blake, AM

Deputy Vice-Chancellor and Vice-President (Academic)
Professor R D Milbourne (to 26 July 2002))
Professor P Booth (from 29 July 2002)

Two external members of Council
M Hourihan
V A Wood

Two persons with appropriate expertise appointed by Council
G Ireland
R Shapiro

One academic staff member of Council
P L Healy

One non-academic staff member of Council
S Halliday

One student member of Council
G Horne (to 12 June 2002)
G Williams (from 13 June 2002)

Registrar
Dr J M FitzGerald

University Solicitor
D O'Hara

One member of the academic staff of the Faculty of Law
C Ying

Commercial Activities Committee

An external member of Council (Chair)
D Leckie

Three members external to the University (who may also be members of Council), with particular skills and experience in relevant commercial activities, appointed by Council
Emeritus Professor H Garnett
K J Rennie
W Watkins

Vice-Chancellor and President
Professor R D Milbourne

Finance Committee

Five external members of Council (to include the Chair and Deputy Chair)
K J Rennie (Chair)
The Hon. I F Sheppard, AO, QC (Deputy Chair)
Dr K Boston, AO
B Kendall
V A Wood

Vice-Chancellor and President
Professor A J D Blake, AM (to 26 July 2002)
Professor R D Milbourne (from 27 July 2002)

Deputy Vice-Chancellor and Vice-President (Academic)
Professor R D Milbourne (to 26 July 2002)
Professor P Booth (from 29 July 2002)

Deputy Vice-Chancellor (Administration)
R Kemmis (to 28 September 2002)

Chief Financial Officer
K McCarthy (from 4 October 2002)

Three persons external to the University appointed by Council for their expertise
D Leckie
B French
J Allen

One academic staff member of Council
P L Healy

The non-academic staff member of Council
S Halliday

A student member of Council
S Creagh

Honorary Awards Committee

Chancellor (Chair)
The Hon. Sir F G Brennan, AC, KBE

Deputy Chancellor
M Trask, AM (to 31 October 2002)
K J Rennie (from 9 December 2002)

Vice-Chancellor and President
Professor A J D Blake, AM (to 26 July 2002)
Professor R D Milbourne (from 27 July 2002)

A Deputy Vice-Chancellor or a Pro-Vice-Chancellor
Vacant

Two external members of Council
Dr P Totaro, AM
Dr V Levy

One academic staff member of Council
Dr D Brown

Chair, Academic Board
Professor A M Johnson

Registrar
Dr J M FitzGerald

Personnel Committee

Deputy Chancellor (Chair)
M Trask, AM (to 31 October 2002)
K J Rennie (from 9 December 2002)

Vice-Chancellor and President
Professor A J D Blake, AM (to 26 July 2002)
Professor R D Milbourne (from 27 July 2002)

Deputy Vice-Chancellor and Vice-President (Academic)
Professor R D Milbourne (to 26 July 2002)
Professor P Booth (from 29 July 2002)

Two external members of Council
Dr V Levy
Vacant (1)

Up to three external members not already members of Council appointed by Council
L Cupper
Vacant (2)

One academic staff member of Council
Dr D Brown

The non-academic staff member of Council
S Halliday (to 31 October 2002)
A Robinson (from 1 November 2002)

A student member of Council
Vacant

Staff Equity and Affirmative Action Committee

An external member of Council (Chair)
M Hourihan

An external member of Council
Vacant

Director, Human Resources Unit
Dr S Tiffin

Director, Equity and Diversity Unit
A M Payne / R Thompson

Chair, Women's Forum
P Farrer

EEO Coordinator
K Wilson

Five coopted staff representatives of target equity groups
Dr P Caldwell
Dr M Mikula
P O'Donnell
R Ravinder
K Vaughan

One member nominated from NTEU
A Stuhmcke

Two members nominated from CPSU
D Cobley-Finch
B Davies

Two members of academic staff elected by Academic Board
P Keyzer
P Meier

The non-academic staff member of Council
S Halliday (to 31 October 2002)
A Robinson (from 1 November 2002)

Student Affairs and Equity Committee

An external member of Council (Chair)
M Trask, AM (to 31 October 2002)

Vice-Chancellor and President
Professor A J D Blake, AM

Vice-Chancellor or nominee
Professor R Johnstone

Registrar or nominee
Dr J M FitzGerald

Director, Student Administration
D Gray

The President of the Students' Association or nominee
A May

President of UTS Union or nominee
A Jefferies

Director, Student Services
C Hepperlin

Director, Equity and Diversity Unit
R Thompson

Equity and Diversity Coordinator
J Tranter

Special Needs Coordinator
M Flood

One member of academic staff nominated by Chair, Academic Board
J Johnston

One member from the student learning centres nominated by the Deputy Vice-Chancellor (Academic)
N Smith

Intercultural Issues Coordinator
Dr L Ljungdahl

The undergraduate student member of Council
S Creagh (to 22 January 2002)
G Williams (from 13 June 2002)

The postgraduate student member of Council
S Munivelu (to 21 January 2002)
N Parekh (from 1 November 2002)

Four students to represent target equity groups nominated by the President, UTS Union, and the President, Students' Association
R Chea (Alternate A May)
J Lopez (Alternate D Read)
A Poon (Alternate A Johnston)
H Ramakrishnan (Alternate C Shun)

One UTS student elected by and from the UTS student residents in University accommodation
J Mu (to March 2001)
Vacant (April–July)
R Bulmer (from August 2001)

One overseas student officer of the Students' Association
R Mitra

(APPENDICES)

APPENDIX A1
RESEARCH FUNDING
External Funding (Provisional)

	$
National Competitive Grants	
Commonwealth Schemes	4,074,692
Non-Commonwealth Schemes	26,977
Subtotal	4,101,669
Other Public Sector	
Local Government (competitive and non-competitive)	93,983
State Government (competitive and non-competitive)	2,227,091
Commonwealth Government (other than above)	758,357
Subtotal	3,079,431
Industry and Other Funding for Research	
Australian	3,053,702
International	841,522
Subtotal	3,895,224
Other Australian Research Council Grants	
LIEF Grants	1,079,406
Subtotal	1,079,406
Cooperative Research Centres	
Funding from Commonwealth Grants	731,009
Subtotal	731,009
DEST Annual Allocations	
Institutional Grants Scheme	3,342,000
National Priority Reserve Funds	244,788
Research Infrastructure Block Grant	1,038,000
Subtotal	4,624,788
Total external research funds received	17,511,527

Budgeted Allocation of 2002 IGS, RIBG, and UTS Initiatives Funds

	$
Cooperative Research Centres/ Centres of Excellence	315,000
Internal Research Grants	415,500
ATN Small Grants	481,750
UTS Incentive Grants	225,000
Industry Link Seeding Research Grants	150,000
Technology Seed Fund	50,000
Postgraduate Scholarships	600,000
University Research Strengths	3,820,000
Research Development Team	200,000
Research Readers and Professors	355,000
Postdoctoral Fellowships	65,000
Research Fellowships	30,000
PVC Contingency Fund	150,000
Faculty Dividends	990,000
Ethics and Biosafety	12,000
Database Initiatives	42,000
Research Promotion	75,000
Commercialisation of Research	100,000
UTS Library	334,200
Research Infrastructure Projects	432,500
Research & Development Office Support	242,100
Total budgeted allocations	9,085,050

APPENDIX A2
UTS INTERNAL RESEARCH GRANTS

Dr Chris Bajada, Business, $15,000
Inflation, unemployment and the cash economy

Dr Josephine Barraket, Business, $12,500
The role of organisations in sustainable rural community development

Dr Wayne Brookes, Information Technology, $15,000
Optimising personalisation strategies for online and mobile computing environments

Ms Penny Crofts, Law, $10,000
Brothels and massage parlours: An analysis of the Disorderly House Amendment Act (1995)

Dr Patrick Crogan, Humanities and Social Sciences, $10,000
War, games and films

Dr Robyn Gallagher, Nursing, Midwifery and Health, $18,000
Anxiety, depression, control and preference for health care involvement in men and women adjusting to cardiac events

Dr Quang Ha, Engineering, $20,000
Doubly fed twin stator induction machine: Model, performance and control

Dr Tony Xuezhong He, Business, $15,000
Technical trading rules, volatility and autocorrelation patterns of stock returns

Dr Oh Kang Kwon, Business, $18,000
Pricing of interest rate derivatives with default risk

Dr Saroj Lal, Science, $17,000
An investigation into the physiological and health effects of radio frequency exposure on driver performance

Dr Richard Lim, Science, $20,000
Reproductive fitness of the male mosquitofish, Gambusia Holbrooki, exposed to the reproductive endocrine disruption (RED) hormone, estradiol

Dr Jie Lu, Information Technology, $17,000
An evaluation model for e-service adoption

Dr Alfredo Martinez-Coll, Engineering, $22,000
Integration of powered wheelchairs and environmental control systems (ECS) by head movement technology

Dr Bin Hai Ren, Science, $15,000
Development of an improved method for the in vitro transduction of primary hepatocytes

Associate Professor Claude Roux, Science, $20,000
A novel approach to forensic analysis of condom and personal lubricants found in sexual assault cases using capillary electropheresis

Dr Andrew Solomon, Information Technology, $20,000
Toward cost effective, reliable interactive content for web-based scientific education

Dr Christine Soo, Business, $14,000
Factors contributing to knowledge creation in organisations

Dr Jennifer Stephenson, Education, $8,000
Effective communication skills for people with severe intellectual disability and no spoken language: What kind of picture is best?

Ms Anita Stuhmcke, Law, $13,000
The public regulation of private dispute resolution: An investigation into the regulation of a private industry ombudsman

Dr Stephen Tai Theng Teo, Business, $17,000
High performance work systems in three Asia–Pacific rim countries

Ms Leena Thomas, Design, Architecture and Building, $17,000
The implementation of ecologically sustainable design in architectural practice: An investigation of effective design strategies and environmental outcomes

Dr Yvonne Tran, Science, $20,000
Electroencephalography and personality: Using advanced mathematical modelling techniques

Dr Stella Valenzuela, Science, $20,000
The role of S100 proteins in the regulation of ion channel function

Dr David Waller, Dr Jordan Louviere, Business, $25,000
A conceptual framework and approach to modelling consumer decision states

Ms Suping Wen, Science, $17,000
Pharmacological characterisation of plant saponins and nontoxic peptides from spider venom that modulate gastrointestinal motility

APPENDIX A3
UTS INCENTIVE GRANTS
Associate Professor David Booth, Dr Mark Hixon, Science, $25,000
Recruitment of fishes on coral reefs: A biogeographic comparison

Dr James Goodman, Humanities and Social Sciences, $25,000
Neo-liberal globalism and its challengers: A comparative study of Canada, Australia, Mexico, and Norway

Professor Igor Hawryszkiewycz, Professor John Debenham, Professor Brian Henderson-Sellers, Information Technology, $25,000
Intelligent assistance for distributed enterprise processes

Professor Stephan Muecke, Dr Devleena Ghosh, Dr Michael Pearson, Humanities and Social Sciences, $25,000
Culture and commerce in the Indian Ocean, with additional reference to Indigenous Australia

Professor Ann Simpson, Dr Ming Wei, Science, $25,000
Efficient transduction of primary hepatocytes with the human insulin gene and glucose control elements

Professor Ann Simpson, Dr Margaret Swan, Associate Professor Don Martin, Science, $25,000
Mechanisms underlying glucose-stimulated insulin in genetically engineered human liver cells

Professor Geoff Smith, Science, $25,000
Nanoparticle and nanohole composites with applications in solar and radiant control, general lighting and daylighting

Associate Professor Nick Smith, Dr Pat Finnegan, Science, $25,000
Cellular respiration in coccidian parasites and the contribution of plant-like electron transport proteins

Professor Saravanamuth Vigneswaran, Engineering, $25,000
A filtration–adsorption hybrid system in tertiary wastewater treatment

APPENDIX A4
UTS INDUSTRY LINK SEEDING RESEARCH GRANTS
Dr Anne Bamford, Education, $12,000
Deconstructing the strategies middle years students apply to view, interpret and make visual images using Photoshop

Professor Stewart Clegg, Dr Carl Rhodes, Business, $15,000
The business of business coaching: An analysis of the structure and practice of the business coaching industry in Australia

Dr Siegfried Gudergan, Dr Christine Soo, Business, $14,658
The management of coordination and innovation in collaborative support service networks: InCoCo Project – Phase 1 in Australia

Dr Siegfried Gudergan, Business, $14,485
Negotiation choice and performance in business partnerships: A preliminary study to develop and validate measurement scales

Dr Debra Hayes, Education, $15,000
Developing a process for whole school reform on learning in schools serving low SES communities: A collaborative research project

Dr Guang Hong, Engineering, $15,000
A low-cost solution to minimise hydrocarbon emission of small two-stroke engines

Dr Sandra Schuck, Dr Matthew Kearney, Education, $15,000
Developing a pedagogy using student-generated digital video: A case study of five schools

APPENDIX A5
ATN SMALL GRANTS
Dr Paul Ashton, Associate Professor Paula Hamilton, Humanities and Social Sciences, $15,000
Sydney's twentieth century Italian fruiters: a community heritage project

Professor Lindsay Botten, Dr Ross McPhedran, Professor Geoff Smith, Dr Timothy Langtry, Information Technology, $28,000
Radiation dynamics of photonic crystals

Professor Ashley Craig, Dr Sraoj Lal, Science, $20,000
Sleep disorder and driver related fatigue: Electroencephalography and heart rate variability assessment

Professor John Debenham, Information Technology, $26,500
A multiagent system manages heavily constrained business process in an unreliable environment

Dr Eric Du Pasquier, Associate Professor Claude Roux, Dr Phillip Doble, Science, $27,000
Petrol profiling: Development of novel identification techniques for arson samples

Professor Derek Eamus, Science, $28,000
A comparative study of seasonal patterns of hydraulic conductance and embolism of open eucalypt woodland and coastal heath in NSW

Professor John Ellis, **Associate Professor Nicholas Smith**, **Dr Catherine Miller**, Science, $15,000
Immunology of neospora caniuminfections during pregnancy

Dr Tony He, **Professor Carl Chiarella**, Business, $23,000
Asset price, wealth dynamics and microscopic simulation under heterogenous expectations

Associate Professor Doan Hoang, Information Technology, $15,000
Intelligent QoS path discovery mechanism for the Internet

Dr Oh Kang Kwon, **Professor Carl Chiarella**, Business, $15,000
Development and implementation of stochastic volatility interest rate models

Dr Dikai Liu, **Associate Professor Nong Zhang**, Engineering, $15,000
Model-based gearshift optimisation of automatic transmissions

Dr Jie Lu, Information Technology, $15,000
Group decision support systems under fuzzy preference and fuzzy majority for multi-objective problems

Dr Craig Marshall, **Professor Michael Wilson**, Science, $25,000
The investigation of the formation process of carbon nanotubes by ball milling

Associate Professor Don Martin, **Dr Stella Valenzuela**, Science, $15,000
Altered gene expression in diabetic pericytes associated with contractile dysfunction

Dr Brad Murray, **Professor Derek Eamus**, Science, $15,000
The impact of dryland salinity on the structure and function of native vegetation in NSW

Associate Professor Graham Nicholson, **Dr Wayne Hodgson**, **Associate Professor Kevin Broady**, Science, $15,000
Isolation and characterisation of novel bioactive peptides from spider venoms

Dr Peter Ralph, **Dr Anthony Larkum**, Science, $15,000
How does thermal damage trigger coral bleaching?

Associate Professor Claude Roux, **Dr Brian Reedy**, **Dr Eric Du Pasquier**, **Mr Chris Lennard**, Science, $20,000
Forensic analysis of trace evidence and fingerprint detection using chemical imaging

Professor Bijan Samali, **Dr Jianchun Li**, Engineering, $20,000
Sharp memory alloy (SMA) actuators for active control of a multistorey building model

Professor Ann Simpson, Science, $27,750
Iterative engineering of the human insulin-producing liver cell line – Huh7ins

Professor Don Stokes, **Ms Jane Culvenor**, Business, $9,000
A spatial analysis of auditor switches in the market for audit services

Professor Stephen Taylor, **Dr Peter Wells**, Business, $15,000
Do changes in the corporate rate of tax result in firms managing their taxable income and does this impact on the quality of externally reported (i.e. accounting) income?

Professor Saravanamuthu Vigneswaran, **Dr Hao Ngo**, Engineering, $27,500
Coupling of MIEX Doc process with membrane hybrid system in wastewater re-use

Professor Michael Wilson, Science, $25,000
New types of carbon fibres based on nanotubes

Associate Professor Nong Zhang, **Dr Eric Hahn**, Engineering, $20,000
Model reduction or rotor-bearing-foundation systems of rotating machines

Associate Professor Jianguo Zhu, **Dr Quang Ha**, Engineering, $15,000
Dynamic modelling of PEM fuel cells with variable loads

APPENDIX A6
UTS RESEARCH STRENGTHS
University Research Institutes
Institute for the Biotechnology of Infectious Diseases

Institute for Information and Communication Technologies

Institute for Nanoscale Technology

Institute for Sustainable Futures

Institute for Water and Environmental Resource Management

Key University Research Centres (KURCs)
Centre for Health Economics Research and Evaluation

KURC for Built Infrastructure Research

KURC for Corporate Governance

KURC for Cultural Studies – Transforming Cultures

KURC for Health Technologies

KURC for Innovative Collaborations, Alliances and Networks

KURC for Organisational, Vocational and Adult Learning

KURC for Quantitative Finance Research

University Research Groups
Australian Community Organisations and Management

Changing Knowledges: Changing Identities

Forensic Science

Intelligent Mechatronic and Energy Systems

Photonic Crystal Technology

Psychosocial Mediators of Patient Outcomes

Understanding the Agency of the Midwife

APPENDIX B1

STAFFING STATISTICS

Workforce size: full-time equivalent (FTE) and actual

	Academic	Support	Total
FTE staff (continuing and fixed term)			
31.12.99[1]	661.3	1,022.4	1,683.7
31.12.00[1]	670.3	1,055.6	1,725.9
31.12.01[1]	671.6	1,118.9	1,790.5
31.12.02	729.9	1,169.0	1,898.9
Casual staff			
31.12.99	298.7	147.2	445.9
31.12.00	322.6	152.3	474.9
31.12.01	400.0	150.5	550.5
31.12.02	397.0	161.8	558.8
Actual persons (continuing and fixed term staff only)			
31.12.99[1]	698.5[2]	1,099.5	1,798.0
31.12.00[1]	706.6[2]	1,132.4	1,839.0
31.12.01[1]	704.9[2]	1,198.1	1,903.0
31.12.02	764.9[2]	1,254.1	2,019.0

[1] Minor adjustments to previous figures have been made to reflect a more accurate and consistent method of reporting.

[2] Some staff are employed as both academic and support staff.

There has been a 6.1% increase in the number of continuing and fixed term FTE staff in the 12 months ending 31.12.02.

Profile of academic staff by classification

Number of academic staff at each level as a percentage of total academic staff

	31.12.00	31.12.01	31.12.02
Professor	8.9	10.2	11.0
Associate Professor	11.6	12.3	11.8
Senior Lecturer	39.2	37.1	37.6
Lecturer	36.6	35.4	33.0
Associate Lecturer	3.7	5.0	6.6

These figures exclude casual academic staff.

The profile of academic staff in terms of level of appointment shows a marginal increase at the Professor, Senior Lecturer and Associate Lecturer level. At the same time there has been a marginal decrease at the Associate Professor and Lecturer level.

Positions advertised

	2001	2002
Professor	4	4
Associate Professor	7	0
Senior Lecturer	14	30
Lecturer	46	53
Associate Lecturer	21	13
Academic staff total	92	100
Support staff total	315	236
Total	407	336

There has been an overall decrease of 17.4% in the level of recruitment initiated in 2002 compared with 2001; with an increase of 8.7% in academic recruitment and a decrease of 25.1% in support staff recruitment.

Staff turnover

In the 12 months ending 31.12.02, the staff turnover rate (due to resignations) decreased from 8.1% to 7.6%.

Occupational Health and Safety workers' compensation statistics

|	
Number of claims	84
Total gross incurred cost	$416,249
Average cost per claim	$4,956
Premium cost	$1,057,121

The premium as a percentage of salary is 0.81%.

Professional Experience Programs (PEPs)

Number of academic staff proceeding on a PEP during 2002

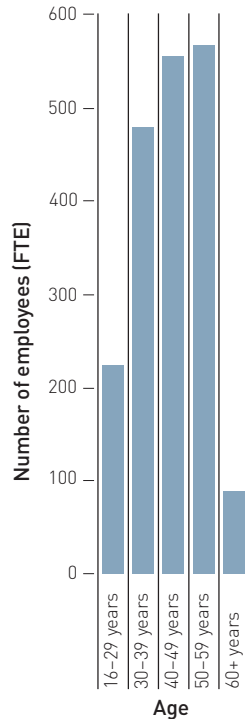|	Male	Female	Total
Professor	4	0	4
Associate Professor	9	0	9
Senior Lecturer	18	15	33
Lecturer	15	20	35
Associate Lecturer	1	0	1
Total	47	35	82

During 2002, 82 academic staff members undertook a Professional Experience Program, a decrease of 5.7% from the 2001 figure.

Length of service profile
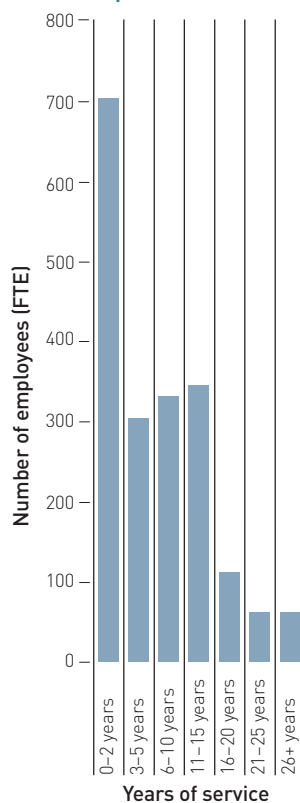
As at 31.12.02, 47.1% of the workforce had six or more years service.

Age profile

As at 31.12.02, the median age of staff was 44, compared to 45 at 31.12.01.

APPENDIX B2

EEO STATISTICS

Table 1

Representation of women staff at UTS: March 2001 and March 2002

	Total staff		Women	
	2001	2002	2001	2002
Academic staff	711	747	271 (38%)	287 (38%)
Support staff	1,130	1,212	642 (57%)	686 (57%)
Total	1,841	1,959	913 (50%)	973 (50%)

Table 2

Representation of women academic staff within levels: March 2001 and March 2002

	Total staff		Women	
	2001	2002	2001	2002
Associate Lecturer ($36,807–$49,949)	32	52	19 (59%)	26 (50%)
Lecturer ($52,580–$62,425)	279	277	131 (47%)	126 (45%)
Senior Lecturer ($64,369–$74,098)	252	260	88 (35%)	95 (37%)
Associate Professor ($77,341–$85,122)	78	82	20 (26%)	24 (29%)
Professor ($99,391)	70	76	13 (19%)	16 (21%)
Total	711	747	271 (38%)	287 (38%)

Table 3

Representation of respondent academic staff within levels from a racial, ethnic or ethno-religious group which is a minority in Australian society: March 2001 and March 2002

	Total respondents		Respondents from minority groups	
	2001	2002	2001	2002
Associate Lecturer ($36,807–$49,949)	26	45	9 (35%)	17 (38%)
Lecturer ($52,580–$62,425)	224	233	60 (27%)	57 (24%)
Senior Lecturer ($64,369–$74,098)	224	232	62 (28%)	69 (30%)
Associate Professor ($77,341–$85,122)	72	73	11 (15%)	12 (16%)
Professor ($99,391)	61	68	10 (16%)	14 (21%)
Total	607	651	152 (25%)	169 (26%)

Table 4

Representation of respondent academic staff within levels identifying as having a disability: March 2001 and March 2002

	Total respondents		Respondent staff identifying as having a disability	
	2001	2002	2001	2002
Associate Lecturer ($36,807–$49,949)	26	45	2 (8%)	2 (4%)
Lecturer ($52,580–$62,425)	224	233	21 (9%)	17 (7%)
Senior Lecturer ($64,369–$74,098)	224	232	19 (8%)	21 (9%)
Associate Professor ($77,341–$85,122)	72	73	4 (6%)	5 (7%)
Professor ($99,391)	61	68	6 (10%)	6 (9%)
Total	607	651	52 (9%)	51 (8%)

Table 5

Representation of Indigenous Australian academic staff respondents: March 2001 and March 2002

Total respondents		Indigenous Australian respondents	
2001	2002	2001	2002
607	651	10 (1.6%)	11 (1.7%)

Table 6
Representation of women support staff within levels: March 2001 and March 2002

	Total staff		Women	
	2001	2002	2001	2002
Level 1 ($25,731–$26,901)	4	1	2 (50%)	0 (0%)
Level 2 ($27,776–$29,093)	23	22	8 (35%)	8 (36%)
Level 3 ($29,239–$33,333)	67	74	41 (61%)	46 (62%)
Level 4 ($33,625–$35,965)	146	158	97 (66%)	102 (65%)
Level 5 ($36,549–$41,811)	233	248	162 (70%)	173 (70%)
Level 6 ($42,397–$45,905)	236	237	142 (60%)	153 (65%)
Level 7 ($46,783–$51,754)	171	192	80 (47%)	91 (47%)
Level 8 ($52,630–$59,940)	118	126	62 (53%)	57 (45%)
Level 9 ($61,403–$64,326)	57	68	21 (37%)	27 (40%)
Level 10 ($65,787 and above)	75	86	27 (36%)	29 (34%)
Total	1,130	1,212	642 (57%)	686 (57%)

Table 7
Representation of respondent support staff within levels from a racial, ethnic or ethno-religious group which is a minority in Australian society: March 2001 and March 2002

	Total respondents		Respondents from minority groups	
	2001	2002	2001	2002
Level 1 ($25,731–$26,901)	2	0	1 (50%)	0 (0%)
Level 2 ($27,776–$29,093)	20	20	9 (45%)	10 (50%)
Level 3 ($29,239–$33,333)	57	60	21 (37%)	23 (38%)
Level 4 ($33,625–$35,965)	115	124	41 (36%)	40 (32%)
Level 5 ($36,549–$41,811)	188	203	57 (30%)	59 (29%)
Level 6 ($42,397–$45,905)	193	199	47 (24%)	65 (33%)
Level 7 ($46,783–$51,754)	145	164	45 (31%)	48 (29%)
Level 8 ($52,630–$59,940)	106	110	31 (29%)	34 (31%)
Level 9 ($61,403–$64,326)	51	59	10 (20%)	12 (20%)
Level 10 ($65,787 and above)	70	83	14 (20%)	17 (20%)
Total	947	1,022	276 (29%)	308 (30%)

Table 8
Representation of respondent support staff within levels identifying as having a disability: March 2001 and March 2002

	Total respondents		Respondent staff identifying as having a disability	
	2001	2002	2001	2002
Level 1 ($25,731–$26,901)	2	0	0 (0%)	0 (0%)
Level 2 ($27,776–$29,093)	20	20	2 (10%)	2 (10%)
Level 3 ($29,239–$33,333)	57	60	5 (9%)	3 (5%)
Level 4 ($33,625–$35,965)	115	124	12 (10%)	15 (12%)
Level 5 ($36,549–$41,811)	188	203	13 (7%)	12 (6%)
Level 6 ($42,397–$45,905)	193	199	14 (7%)	9 (5%)
Level 7 ($46,783–$51,754)	145	164	13 (9%)	15 (9%)
Level 8 ($52,630–$59,940)	106	110	7 (7%)	6 (5%)
Level 9 ($61,403–$64,326)	51	59	4 (8%)	5 (8%)
Level 10 ($65,787 and above)	70	83	5 (7%)	5 (6%)
Total	947	1,022	75 (8%)	72 (7%)

Table 9
Representation of Indigenous Australian support staff respondents: March 2001 and March 2002

Total respondents		Indigenous Australian respondents	
2001	2002	2001	2002
947	1,022	15 (1.6%)	13 (1.3%)

Notes
Tables 1 to 9
Information is provided on the actual number of all permanent, probationary and fixed-term contract full-time and part-time staff. Casual staff are not included. Staff records are consistent with the DEST data collections of the same date. Salary ranges quoted are those current at 31 March 2002.

Tables 3, 4, 5, 7, 8 and 9
Information on Aboriginality, minority background and disability has been supplied voluntarily by staff. The overall response rates were 84% in 2001 and 85% in 2002.

APPENDIX B3

ACADEMIC STAFF PROMOTIONS
The following people were promoted during 2002 in the faculties/institutes indicated.

To Professor (effective 1 March 2002)
Mr Laurence Brady, Education
Dr John Collins, Business
Dr Jennifer Edwards, Information Technology
Dr Ann Simpson, Science

To Associate Professor (effective 4 January 2002)
Ms Diane Brown, Nursing, Midwifery and Health
Dr Jennifer Hammond, Education
Dr Rosemary Johnston, Education
Dr Richard Lim, Science
Dr Kendal McGuffie, Science
Dr Claude Roux, Science
Dr Nicholas Smith, Science
Dr Kristine Toohey, Business
Mr Patrick Wilson, Business
Ms Louise Young, Business

To Senior Lecturer (effective 5 July 2002)
Dr Christopher Bajada, Business
Dr John Crawford, Business
Dr Eric du Pasquier, Science
Ms Kirsten Edwards, Law
Dr Michael Gillen, Design, Architecture and Building
Dr James Goodman, Humanities and Social Sciences
Mr Ray Gordon, Business
Ms Janice Gray, Law
Ms Layna Groen, Science
Dr Quang Ha, Engineering
Ms Rebecca Harris, Humanities and Social Sciences
Dr Debra Hayes, Education
Dr Ba Phuoc Huynh, Engineering
Ms Robyn Johnston, Education
Ms Judy Lancaster, Law
Dr Linette Lock, Nursing, Midwifery and Health
Mr Liam Morgan, Education
Dr Keiko Morita, Institute for International Studies
Mr Greg Pazmandy, Business
Dr Xianqin Qu, Science
Dr Brian Reedy, Science
Dr Tamara Sztynda, Science

To Lecturer (effective 5 July 2002)
Ms Karla Felix Navarro, Information Technology
Ms Michelle Kelly, Nursing, Midwifery and Health
Ms Heidi Norman, Jumbunna Indigenous House of Learning
Ms Kate Sweetapple, Design, Architecture and Building
Dr David van Reyk, Science
Mr Sean Walsh, Science
Ms Suping Wen, Science

APPENDIX B4

UTS TEACHING AWARDS
The University provides annual UTS Teaching Awards, established to recognise, reward and encourage outstanding teaching. The University, in conjunction with the Fellows of the University, makes available up to $12,000 annually for two types of teaching award – to individuals and to teams.

Nominations for the awards may be made by students, former students, or colleagues of staff with at least three years service with the University. Award recipients are selected on the basis of comprehensive published criteria.

In 2002 there were two individual awards.

Associate Professor Kenneth Brown, Department of Environmental Sciences, Faculty of Science
Kenneth Brown has played a key role in the development and successful adoption of innovation in curriculum, teaching methods and delivery. He has taught in a wide range of disciplines, and is widely regarded by students as a dedicated and inspiring teacher. He consistently sets and maintains the highest standards of class presentation and learning support.

Ms Narelle Smith, Department of Mathematical Sciences, Faculty of Science
Narelle Smith has taught a variety of topics related to statistical analysis and experimental design in a variety of courses ranging from first-year undergraduate to professional postgraduate degrees. She displays enormous strengths in her capacity to make statistics both relevant and enjoyable to students from a wide range of backgrounds, and her efforts in this regard are recognised in the consistently high evaluations she receives from her students.

In 2002 there was one team award.

Business Law and Ethics Team: Professor Michael Adams, Professor David Barker, Ms Judith Lancaster and Dr David Meltz
The Business Law and Ethics team comprises four highly qualified legal professionals whose diverse qualifications combine to provide a unique learning experience for students and a rewarding degree of collegiality among the team members. Their cross-disciplinary subject in Business Law and Ethics stands as an example of innovation in design and content and an outstanding model of teaching excellence. It challenges the teaching team to be aware of the specific and very unique features of its student population. Each member of the team is an enthusiastic teacher with a passion for imparting knowledge and guiding students towards becoming responsible legal and business professionals.

APPENDIX C

GUARANTEE OF SERVICE
The University of Technology, Sydney is a university with an international reputation for quality programs and flexible learning. UTS standards for the provision of services are provided through formal policies, guidelines, rules and codes of conduct. Copies of these are available in either hard-copy or online.

UTS develops and regularly revises its programs of study in consultation with appropriate industry, government and professional bodies, so that its degrees can be based on the latest professional standards and current practices. Courses developed and delivered by UTS reflect the University's commitment to providing a relevant education to students. This includes flexible and work-based modes of learning and the ongoing internationalisation of the curriculum.

UTS also aims to ensure that the diverse nature of Australian society is reflected in employment and education at UTS. The University integrates equal opportunity and affirmative action principles within its decisions and operations.

UTS is committed to continuously tracking and improving the quality of both its core activities (teaching, learning, research, community service) and the infrastructure and administrative and support systems which underpin them. Extensive work on improving the quality of UTS service to its students, partners and other stakeholders has been undertaken over the past five years.

The Quality Development Unit is responsible for teaching and learning quality tracking systems. These systems measure trends in student demand, retention, graduation and equity group participation, student satisfaction with learning design, and delivery and outcomes using data from several sources (the Graduate Career's Council of Australia's Course Experience Questionnaire, the UTS Student Satisfaction Survey, Graduate Research Student Satisfaction Survey, Subject Experience Questionnaire and its Student Evaluation of Teaching system).

STUDENT COMPLAINTS

UTS is committed to providing a learning and working environment in which complaints are responded to promptly and with minimum distress and maximum protection to all parties. All students and staff have a responsibility to contribute to the achievement of a productive, safe and equitable study and work environment at UTS. The University's procedures for handling student complaints are based on confidentiality, impartiality, procedural fairness, protection from victimisation and prompt resolution.

Appeals against academic decisions are dealt with under the University's rules, procedures and guidelines.

Students can also consult the Student Ombud. The Ombud's mission is to ensure that all members of the University community receive fair and equitable treatment within the University system. The Student Ombud considers all sides of a question in an impartial and objective way to resolve problems and concerns raised by students of the University.

The Policy on Handling Student Complaints is published on the Rules, Policies and Procedures website. Information on how to make a complaint is available from the Equity & Diversity Unit's website.

APPENDIX D

EQUAL EMPLOYMENT OPPORTUNITY ACHIEVEMENTS
All staff
> Grievance Handling Professional Development was provided for managers across the University, with the aim of assisting them to handle all types of grievances effectively and fairly.

> A Gay, Lesbian, Bisexual, Transgender and Intersex staff project commenced, to identify potential discrimination and harassment issues at UTS that may need to be addressed.

> EO observers were present at all rounds of academic promotions to ensure transparency and equitable processes.

> EO Rights and Responsibilities training was provided in a range of areas, and to new staff attending Staff Orientation Days.

More detailed information on equity group profiles and strategies is contained in the UTS Report to the Director

of the Office for Equal Opportunity in Public Employment. Achievements and strategies in relation to specific equity groups are listed below.

Key strategies 2003
> Improve reporting to UTS Council of equity-related staff and student matters through the new Equity Reference Group.

> Implement Grievance Handling Training for counter staff.

> Implement the EO Online awareness raising strategy on the prevention of harassment and improved understanding of equal opportunity rights and responsibilities.

> Successfully reschedule the UTS Equity, Social Justice and Human Rights Awards to May each year.

> Continue to coordinate and implement core equity and diversity programs to support affirmative action priorities, as outlined below.

Indigenous staff
> The Wingara Aboriginal and Torres Strait Islander Employment and Career Development Program aims to raise levels of employment and retention of Indigenous staff across all areas and levels of UTS.

> In March 2002, an Indigenous Employment Officer was employed to develop and implement the new Wingara Program, replacing the previous program finalised in 2000.

> The Wingara program is supported by Indigenous Australian Cultural Awareness Professional Development programs which assist in creating a more inclusive environment for Indigenous staff and students.

> The UTS Reconciliation Working Party continues to monitor the implementation of the UTS Reconciliation Statement, and develops strategies and activities in response to identified issues or needs.

> During 2002, a number of Indigenous people were employed on contract in the research and academic units of Jumbunna Indigenous House of Learning. Two Indigenous staff members were also seconded to the Faculty of Information Technology to work on a pilot project aiming to increase the participation of Indigenous students in IT courses.

> Ten UTS Indigenous staff members from both academic and support areas attended the 6th World's Indigenous Peoples Conference on Education which was held in Calgary, Alberta, Canada in August 2002.

Key strategies 2003
> Launch the new Wingara Aboriginal and Torres Strait Islander Employment and Career Development Program for 2003–05.

> Implement the UTS Library Indigenous employment strategy in conjunction with the Wingara program.

> Continue to present and promote the Indigenous Australian Cultural Awareness Professional Development Program to areas that employ Indigenous staff and service Indigenous students.

> Develop culturally appropriate career development training programs for Indigenous staff addressing their specific needs and concerns.

> Promote cadetships for Aboriginal and Torres Strait Islander students enrolled in undergraduate studies and promote traineeships for Aboriginal and Torres Strait Islander people.

> Launch Reconciliation Learning Circles for UTS staff to assist in creating an inclusive work environment.

> Develop and implement a mentoring program that will support both Indigenous staff and their supervisors.

> Develop and implement a workplace orientation package for newly recruited Indigenous staff.

ETHNIC AFFAIRS PRIORITIES STATEMENT: STAFF FROM LANGUAGE BACKGROUNDS OTHER THAN ENGLISH (LBOTE)

Achievements

UTS promotes the benefits of a culturally diverse staff and student community in its Statement of Strategic Directions 2001–10. Guiding principles, objectives and strategies aim to improve access to the education and employment opportunities of under-represented cultural groups at UTS. In 2002, UTS supported the following activities, which promoted and encouraged diversity:

> UTS staff participated in Skillmax programs run by the NSW Adult Migrant English Service to improve the use of workplace English.

> The Diversity Network underwent a name change and expanded its terms of reference to include diversity groups other than 'culture'. The Network provides a forum for students and staff to raise issues and initiate activities relating to cultural and other kinds of diversity on campus.

> A Harmony Day Forum titled 'The Challenges of Diversity' was well supported by staff and students on 21 March 2002. Topics discussed included refugee issues and background information on Harmony Day.

> Indigenous cultural activities, reconciliation events, lectures and training also contributed to the richness and understanding of cultural diversity at UTS.

> Diversity Film Week for students and staff in September featured films in French, Mandarin, Swedish, Indian and English. The films highlighted issues faced by minority groups.

> Respecting Ethnic and Cultural Heritage (REACH) diversity training was conducted for staff and students over two days in November 2002 with the aim of promoting cultural diversity awareness and inclusivity.

> The inaugural UTS In-fusion Festival in September was a week-long event where UTS students and staff came together to celebrate the cultural diversity of our international students and staff.

> The English Language Study Skills Assistance (ELSSA) Centre enhanced teaching and learning at UTS through a focus on academic literacy, which involved reading, writing, listening, speaking, critical thinking and cultural knowledge. Intercultural awareness was fostered through discussions on sociocultural and educational differences and similarities as a means of enriching students' experiences on campus.

> In 2002, the Faculty of Science offered cultural awareness training for all staff involved in the Thailand Secondary Education Quality Improvement Project. The training session aimed to promote more effective communication by raising staff awareness of Thai culture.

> The International Programs Office offered a pre-departure cultural awareness activity to UTS exchange students. It also provided a debriefing activity designed to summarise students' experiences of the exchange program and to reinforce the skills they had developed, including cross-cultural skills.

> The Faculty of Education and Jumbunna Indigenous House of Learning promoted strong Indigenous presence on campus through programs of study and assistance for Indigenous Australian students.

See the report on Student Equity at UTS for further student-specific programs.

Key strategies 2003

> Develop career progression strategies for support staff from a language background other than English to:

– improve career development opportunities, and

– improve their representation in senior support staff levels.

> Promote cultural diversity awareness through hosting an event to coincide with the Federal Government Harmony Day 2003 initiative.

> Conduct Cultural Diversity Awareness Professional Development for staff and students in 2003.

> Promote Reconciliation Learning Circles for UTS staff to assist in creating an inclusive work and study environment.

> Support the Diversity Network in its work and activities to involve more students and staff in promoting an inclusive environment at UTS.

> Offer another U@UTS Day 'taster' program to students from Priority Funded Schools.

UTS DISABILITY ACTION PLAN

The UTS Disability Action Plan covers a range of areas for both staff and students (see Student Equity at UTS for information on programs for students with disabilities). The UTS Disability Action Plan was implemented in 1997 and a five-year review was undertaken during 2002. The new 2003–07 Disability Action Plan will be in place by mid-2003.

Achievements

> Disability Awareness Training was conducted for general and academic staff.

> Mental Health Awareness sessions were conducted for academic and general staff, with the aim of dispelling inaccurate or stereotyped assumptions about people with mental health issues, and providing information for dealing with difficult situations.

> Work placements for people with a disability continued to be arranged in work areas across UTS, a number of which led to longer term paid employment.

> Funding was again made available to provide workplace adjustments through the Vice-Chancellor's Disability Fund for staff and a formal promotional strategy was developed.

> The Accessible Environments Advisory Group, consisting of key stakeholders from the UTS student

and staff community, continued to assist the University in developing a coordinated and strategic approach to disability access priorities and has been put forward as a Best Practice Model to the Office of the Director of Equal Opportunity in Public Employment (ODEOPE).

> The Accessible Environments Policy provided clear guidance on accessibility standards within UTS. Accessibility improvements continue to be made to the University's built environment, and disability access issues are addressed in any minor or major works conducted. Access consultants are appointed to advise on all major building works.

> An access audit of the major pathways through the University was conducted to assist with the prioritising and scheduling of improvements to the physical environment.

> In November 2001, UTS Security commenced enforcing disability parking regulations through the Self Enforcing Infringement Notice Scheme. Through 2002 this has led to a dramatic reduction in the mis-use of disability parking, and a consequent increase in the availability of disability parking for staff and students. Stakeholders agree this has been a landmark access improvement.

> An additional outcome from the Self Enforcing Infringement Notice Scheme has been the establishment of the UTS Disability Projects Fund, whereby revenue from disability parking infringements has been channeled into projects of direct benefit to people with disabilities at UTS.

Key strategies 2003
> Implement the new 2003–07 Disability Action Plan.

> Ensure that the objectives of the new Disability Action Plan are embedded in University operations through quarterly meetings of the Disability Action Plan Implementation Group.

> Ensure that the Accessible Environments Advisory Group continues to monitor accessible environments at UTS.

> Implement a new Diversity Employment Strategy with formal arrangements between service providers and the University, in order to improve the rate of longer term and paid employment appointments for people with disabilities.

> Continue to coordinate core programs and services including the Vice-Chancellor's Disability Modification Fund, disability awareness training, Auslan courses, disability parking permits, and work placements within the University for people with a disability.

> Ensure that the Disability Projects Fund, which commenced operation in 2003, provides support for new initiatives for people with disabilities. Staff and students can apply for funding for projects between $1,000 and $10,000.

> Research ways of embedding disability awareness modules in existing UTS programs for academic staff.

> Propose disability awareness training for academic staff, which will be considered by the Vice-Chancellor in 2003.

EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN
Achievements
Detailed information about the representation of women staff at UTS is contained in the Annual Report to the Office of the Director of Equal Opportunity in Public Employment (ODEOPE), and the Annual Report to the Equal Opportunity for Women Agency (EOWA). For copies of these reports, contact the Equity & Diversity Unit on (02) 9514 1084.

> In 2002, UTS again achieved 'Employer of Choice for Women' status, awarded by the EOWA.

> The 2002 Clare Burton Memorial Lecture was given by Moira Rayner whose subject was 'A Pound of Flesh – Women, Politics and Power in the New Millennium'. She is currently Acting Commissioner for Equal Opportunity, Western Australia and is writing Joan Kerner's Biography. The lecture was well received and attended by over 100 people from the public and private sectors.

> The Equity & Diversity Unit finalised two projects focusing on key issues for women at UTS:
  – women in non-traditional areas of employment, and
  – women in research.

  These projects identified barriers to women's participation and progression in these areas, and have developed a range of strategies for the University to implement.

> UTS continued its partnership with the Australian Technology Network (ATN) universities to implement the Women's Executive Development Program for improving the level of management skills for women at senior levels across the ATN. Activities in 2002 included inter-institutional visits and networking with international delegates, seminars and workshops, and the highly successful Clare Burton Memorial Lecture.

> The University continues to provide on-campus child care through significant financial support to the on-campus child-care centres, and participation of University representatives in the UTS Childcare Management Committee.

> The Women@UTS Committee and Project was established in 2002, and is responsible for the development and implementation of a comprehensive strategy for women's development at UTS. It aims to integrate service provision by the various UTS agencies. Individual work areas remain directly responsible for developmental projects.

Key strategies for 2003
> Continue to implement the Equal Opportunity for Women Plan for staff.

  Priorities for this period are:
  – continued improvement in women's representation in the academic workforce
  – improvement in the representation of women in non-traditional areas of employment
  – improvement in career opportunities for workers with family responsibilities, and
  – continued improvement in women's representation in leadership positions and academic management roles.

> Implement initiatives through the Women@UTS Project for all women, with a specific focus on career development opportunities for female staff in the early stages of their research careers and those who are in supervisory positions (non-managerial support staff).

STUDENT EQUITY AT UTS

The University's student equity objectives are to:

> provide an education environment free from discrimination and harassment

> improve access, participation, success and retention rates for under-represented equity groups at UTS

> ensure that the diverse nature of the wider community is reflected in the University's student body, and to encourage the acceptance and valuing of diversity within its student population, and

> provide a supportive and open organisational culture in which all students are able to develop to their full potential.

New and ongoing strategies are listed below by equity group.

All equity groups

> Special entry through the inpUTS Educational Access Scheme is offered to students demonstrating long-term educational disadvantage who have never attended university before.

> A new Special Admission Scheme was instituted in 2002 to accommodate students with educational disadvantage and/or refugee status who are ineligible to apply for the inpUTS Scheme.

> The Faculty of Humanities and Social Sciences Educational Access Scheme aims to increase the diversity of its undergraduate student population. Students who are disadvantaged by location and socioeconomic status are awarded an additional 10 UAI points to assist them to gain access to popular communication courses. An awareness campaign in participating schools was conducted for the third year in 2002, and application numbers are steadily increasing.

> The new U@UTS Day 'taster' program was held in August 2002 for high school students from priority funded high schools. This program aims to introduce university as a post-secondary option to students who may not normally aspire to a university education.

> Equity scholarships for postgraduate fee-paying courses and research courses are offered to equity group students.

> Programs are offered to commencing inpUTS students to assist with the transition to university study, orientation to the University and its support services, and learning skills programs.

> Student Services provides appropriate and accessible support to students from all backgrounds through Financial Assistance Officers, counselling staff and the Academic Liaison Officers (ALOs) Network.

> The UTS Peer Network Program assists first-year international and local students in their adjustment to university life. The program is supported by 500 UTS students from a range of backgrounds who assist new students by informing them of the various support services within the University, and helping them to meet other UTS students.

> The Multi-Faith Chaplaincy includes Buddhist, Jewish, Muslim and Christian chaplains.

Students of low socioeconomic status (LSES)

> UTS offers inpUTS Financial Grants, interest-free student loans, and waives or defers enrolment fees and Summer session fees for LSES students.

> The Computer Loan Fund is available to LSES students who have difficulty taking advantage of on-campus learning facilities due to disability, ongoing illness, family responsibilities or geographic isolation.

> LSES students receive priority for places in Student Housing.

> The English Language Study Skills Assistance (ELSSA) Centre offers award subjects and non-award programs to provide academic skills for mature age LSES students undertaking postgraduate studies.

> The Faculty of Humanities and Social Sciences runs an Educational Access Scheme and outreach strategies to disadvantaged high schools to increase the representation of LSES students in the Faculty.

> The UTS Childcare Subsidy Scheme assists low-income students to participate more actively in their study by subsidising up to 50 per cent of their child-care fees.

Students with disabilities

> The Special Needs staff within the Student Services Unit offer a comprehensive range of support for students with a disability. This includes provision of notetakers, sign language interpreters, tutors, scribes, readers, texts in alternate formats, specialised equipment, and a regular newsletter.

> Special Needs staff and the Academic Liaison Officers in each school/department assist in developing individualised support programs and alternative assessments for students with disabilities.

> The UTS Library provides Special Needs Liaison Officers to assist students with disabilities, as well as accessible work areas and a quiet room.

> Alternative enrolment and examination arrangements are offered, and course information is provided in alternative formats.

> Improvements will continue to be made to the built environment through the Accessible Environments Advisory Group, improved signage and disabled access car parking.

> Accessible student housing is provided for students with a disability.

> Lap top computers are available for loan to students with a disability.

> Disability awareness training continues to be offered to staff in key areas. Emphasis will be given to academic staff in 2003 to directly benefit students with disabilities.

Students from non-English speaking backgrounds (NESB)

> The English Language Study Skills Assistance (ELSSA) Centre provides support to students from non-English speaking backgrounds to develop the reading, writing, listening and speaking skills necessary for success at university.

> English dictionaries and additional time in examinations are provided for NESB students with English language difficulties.

> Cultural awareness training is provided for staff and students.

> The Diversity Network provides a forum for students and staff to raise issues and initiate activities relating to cultural and other kinds of diversity on campus.

> Ethno-religious student groups and clubs receive support for their activities on campus.

> Flexible learning options will continue to be developed, building greater recognition of NESB students' diverse learning styles and the resource needs.

Women in non-traditional areas and in postgraduate study

> The Women in Engineering Unit promotes access for women to engineering through high school presentations, faculty open days, briefing and resourcing Careers Advisers, and providing women students with specialised study support and industry networking opportunities. The Unit also coordinates the Sydney Women in Engineering & IT program, which promotes careers in engineering and IT to female students in their final three years of study.

> Support and assistance for students who have primary care responsibilities is provided by Faculty Academic Liaison Officers.

> The Women in Non-traditional Fields Project Report and the Women in Research Project Report were finalised in December 2002. A cross-faculty reference group has now been established to focus on women's access to and participation in non-traditional areas; and female researchers as both students and staff members. Strategies will be developed to assist female students to gain access to and succeed in their chosen fields.

Students from rural and isolated areas

> Twenty-five per cent of campus accommodation is reserved for rural/isolated students.

> Flexible learning options are available to rural/ isolated students.

> Specific orientation activities and a peer-led workshop are provided for newly enrolled students from rural/ isolated areas.

Indigenous students

> The Jumbunna Indigenous House of Learning provides access and support to Indigenous students through study facilities, academic assistance, cultural support and counselling, and faculty liaison.

> Australian Indigenous Cultural Awareness Training will continue to be offered to staff throughout 2003 to create a more culturally inclusive environment at UTS.

APPENDIX E

LAND REGISTER

Property/Building Number	Campus	Use	Building / Infrastructure $'000	Land $'000
Building 1 (Tower)	City	Educational	91,862	
Building 2 (Annex to Tower)	City	Educational	26,101	
Building 3 – Bon Marche	City	Educational	2,101	
Building 4	City	Educational	9,520	
The Terraces, 9–13 Broadway	City	Educational	283	
The Loft	City	Educational	711	
Magic Pudding Child Care Centre	City	Child Care	279	
Building 6 – Harris Street building (DAB)	City	Educational	50,246	
Australand	City	Student Housing	3,632	
Land Value Subtotal				55,750
Haymarket	City	Educational	54,357	28,865
Market 9 (was Sydney Travellers Rest Hotel)	City	Commercial	3,065	5,620
Blackfriars	City	Educational/Childcare	1,740	4,850
Bulga Ngurra Student Housing	City	Student Housing	2,720	1,500
Geegal Student Housing	City	Student Housing	1,806	1,120
Building 10 (former Fairfax building)	City	Educational/Commercial	115,341	19,900
Kuring-gai Campus	Kuring-gai	Educational	33,775	18,080
Dunbar Building	St Leonards	Educational	9,047	1,725
Gore Hill Research Laboratories	St Leonards	Educational	1,217	
Biology Annex	St Leonards	Educational	1,037	
Clinical Studies building	St Leonards	Educational	2,683	
Centenary Lecture Theatre	St Leonards	Educational	1,177	
Yarrawood Centre	Yarrawood	Educational	205	860
Stroud Research Station	Stroud	Research Station	30	135
Vice-Chancellor's Residence	Pyrmont	Housing	1,840	
Total			414,773	138,405

Note: Values are based on valuations carried out by Edward Rushton Australia Pty Ltd in 2001, except for Building 10 which was re-valued in 2002.

The Vice-Chancellor's Residence at Hunters Hill was disposed of and replaced with a property at Pyrmont.

WORKS IN PROGRESS AND COMPLETED 2002

	$'000
Building 10 refurbishment, City campus	33,531
New student accommodation – Australand (in progress)	3,632
Purchase of new residence for Vice-Chancellor	1,857
UTS signage	653
Extension of Library, Haymarket, City campus (in progress)	379
Great Hall waterproofing, Building 1, City campus	362
Restoration of historic facades, Haymarket, City campus (in progress)	361
Installation of escalators, Building 6, City campus (in progress)	304
Replacement of roof membranes, Kuring-gai campus	266
Re-cabling and upgrading of Faculty of Engineering network equipment, Buildings 1 and 2, City campus (in progress)	254
Replacement of carpet in Graduate School of Business, Haymarket, City campus	202
Accommodation for International Programs Office, Building 1, City campus	168
Accommodation for new Student Administration System team, Building 1, City campus	152
Mechanical services modification, Building 1, City campus (in progress)	131

APPENDIX F

CONSULTANTS

The University paid $7.17 million for external consulting services in 2002, of which $2.98 million was for capital works. A total of $2.54 million was paid for consultancies individually costing less than $30,000.

Payments in excess of $30,000 totalled $4,634,738.25 and are listed below.

		$
A E Watkins	Public relations	59,522.82
Accenture	Financial advice	185,000.00
Boyden International	Information technology	32,500.00
Carr & Vega Consulting Pty Ltd	Information technology	245,884.10
Clarkson Business Services	Course development	90,281.48
Cordiner King	Recruitment	99,936.44
CSIRO	Research	30,627.00
Dataline Group Pty Ltd	Information technology	36,292.38
Datos Pty Ltd	Information technology	40,510.53
Diana Gray Consulting	Information technology	55,300.00
Dumbrell Consulting Pty Ltd	Course development	40,000.00
E Contract	Information technology	112,044.99
Ellen Blunden & Associates	Course development	60,750.00
EMC – Educational Marketing & Consulting	Marketing	42,353.01
Eucalypt Software Partners	Information technology	95,635.82
HeatHaze.com Pty Ltd	Information technology	180,150.00
HRM Consulting Pty Ltd	Information technology	36,400.00
IBM Global Services Australia	Information technology	42,141.17
Julian Cribb & Associates	Public relations	49,007.84
K F McDowell & Associates	Legal	44,355.00
Kaye Schofield & Associates Pty Ltd	Building capability project	36,401.82
Koolang Observatory Pty Ltd	Information technology	38,863.62
Linda Hopkins & Associates	Course development	51,255.00
Lynn Thomson	Information technology	156,171.18
Mallesons Stephen Jaques	Legal	50,439.15
N.E.T.43	Course development	54,194.53
NSP Pty Ltd – DLWC	Course development	69,539.99
NSW Department of Public Works & Services	Procurement review	48,558.36
Paddon	Research	52,318.58
Pittash Productions Pty Ltd	Research	38,538.19
PricewaterhouseCoopers	Audit	37,413.63
Research Services Pty Ltd	Research	30,304.55
Rima IT Pty Ltd	Information technology	94,545.46
Royal Melbourne Institute of Technology	Course development	60,867.18
Shmith Chalmers Communications	Marketing	40,060.75
SLG Consulting Pty Ltd	Information technology	111,650.00
Sommerson Communications Pty Ltd	Project management	44,525.00
Southern Cross University	Information technology	70,712.49
Technology One	Information technology	1,675,068.68
The Barnum Group	Design	80,090.00
The Leading Partnership	Recruitment	36,525.91
TMP Worldwide eResourcing Ltd	Recruitment	75,612.97
Tony Whittingham	Course development	30,663.63
Waltpane Pty Ltd	Information technology	71,725.00
Total		4,634,738.25

APPENDIX G

OVERSEAS TRAVEL

The University paid $4.4 million for staff overseas travel in 2002. These payments were to support a wide range of activities, including attendance and presentation of research papers at international conferences, staff development, research and teaching at affiliated institutions.

APPENDIX H

CONTROLLED ENTITIES – SUBSIDIARIES

Insearch Limited

Insearch Limited, a UTS commercial company, provides its services through three divisions.

Insearch Education is the UTS provider of language and academic pathways to University degrees and so provides opportunities for a large number of international students to progress to UTS.

Insearch China manages Insearch's education businesses in China including Insearch (Shanghai) Limited and the SILC partnership with Shanghai University.

Insearch International Education Projects manages the international project and education activities of Insearch including the Australia Centre Medan, the Australia Centre Chiang Mai and the Insearch and IDP Australian Centres for Education and Training in Vietnam.

As well as providing an annual donation to UTS, Insearch also provides doctoral and post-doctoral fellowships and financially supports the technology and research commercialisation activities of the UTS Research and Development Office.

accessUTS Pty Ltd

accessUTS Pty Ltd is a wholly-owned UTS company that manages university consulting, providing professional consulting services to business, industry and government. It offers expert opinion to the legal and insurance industries, technical consulting and testing services, professional consulting and training services. It draws on the extensive and diverse expertise of both UTS staff and external commercial entities.

accessUTS actively promotes and markets the business and consultant expertise through a range of media and contacts with clients and potential clients to develop business opportunities.

APPENDIX I

PUBLICATIONS OF THE UNIVERSITY

The University produces a range of publications giving details of courses, research and other services. A selection of these official publications is listed below. Many of the publications are free of charge and those interested in obtaining copies should contact the appropriate section of the University at PO Box 123, Broadway, Sydney NSW 2007, telephone (02) 9514 2000.

Faculties and other units of the University also produce a range of publications. Contact them directly for details.

Some of the following are also published on the University's website:

www.uts.edu.au

> *UTS Calendar* (one volume) and faculty/institute handbooks (10 volumes)
Published annually by the Governance Support Unit, Registrar's Division.

> *UTS Annual Report*
Published annually by the Governance Support Unit, Registrar's Division.

> *Undergraduate Careers and Courses Guide*
Published annually by the Governance Support Unit, Registrar's Division; and the Marketing and Communication Unit.

> *Statement of Affairs*
Published annually by the Governance Support Unit, Registrar's Division.

> *Summary of Affairs*
Published biannually by the Governance Support Unit, Registrar's Division.

> *UTS News*, a newspaper of the University
Published fortnightly throughout the academic year by the Marketing and Communication Unit.

> *Facts & Figures*
Published annually by the Marketing and Communication Unit.

> *International Undergraduate Student Prospectus*
International Postgraduate Student Prospectus
International Student Life Magazine
Study Abroad Prospectus
Published by International Programs; the Governance Support Unit and the Marketing and Communication Unit.

APPENDIX J

LEGISLATIVE CHANGES

In relation to the operation and interests of the University in 2002, the following legislation was passed or amended.

New South Wales

> *University of Technology, Sydney Act 1989*
Amended by the *Universities Legislation Amendment (Financial and Other Powers) Act 2001* (No 101) and commenced operation on 1 March 2002.

> *Anti-Discrimination Amendment (Drug Addiction) Act 2002*
Commenced operation on 15 April 2002.

> *Business Names Act 2002*
Commenced operation on 29 November 2002 (repealed *Business Names Act 1962*).

> *Child Protection Legislation Amendment Act 2002*
Assented to on 29 November 2002.

> *Fair Trading Amendment (Employment Placement Services) Act 2002*
Assented to on 7 November 2002.

> *Higher Education Act 2001 (NSW)*
Assented to on 11 December 2001.

Commonwealth

> *Prohibition of Human Cloning Act 2002*
Assented to on 19 December 2002.

> *Space Activities Amendment Act 2002*
Commenced operation on 1 December 2002.

APPENDIX K

PRIVACY MANAGEMENT PLAN

The *Privacy and Personal Information Protection Act 1998* came into effect on 1 July 2000. Essentially, the Act requires that all government agencies comply with 12 Information Protection Principles. The Act also requires that each agency have a Privacy Management Plan, which is a statement of how the agency complies, or intends to comply, with the Act. The plan includes provisions for policies and practices to ensure compliance, information programs for staff, and procedures to conduct internal reviews.

APPENDIX L

FREEDOM OF INFORMATION

In accordance with the *Freedom of Information Act 1989*, the University publishes a *Summary of Affairs* and a *Statement of Affairs*. The former is published twice yearly in the *NSW Government Gazette*; the latter is published yearly and is available at the University's website. Copies of both documents are also available from the UTS Freedom of Information Coordinator.

The following statistics are provided in accordance with the *Freedom of Information Act 1989* and the *Annual Reports (Statuary Bodies) Act 1984*.

Freedom of Information statistics

Type of request	2001	2002
Number of requests	6	4
Brought forward from 2001	–	–
Personal/other	4 / 2	4
Formal	3	1
Informal	3	3
Completed	4[1]	1[2]
Granted in full	1	1
Granted in part	2	–
Formal consultations	–	–
Costs of processing	$2,500	$1,300
Fees received	$130	$30
Discount allowed	–	–
Completed in:		
0–21 days	2	1
22–35 days	1	–
Over 35 days	–	–
Processed in:		
0–10 hours	–	–
11–20 hours	2	1
21–40 hours	–	–
Over 40 hours	–	–
Internal reviews	1	1

[1] Two informal applications were not further pursued following consultation with applicants.

[2] Three informal applications were not further pursued following consultation with applicants.

APPENDIX M

CODE OF CONDUCT – STAFF

The University has a Code of Conduct covering all staff. The following is a summary of this policy.

The Code aims to clarify for all staff of the University community the conduct expected in the performance of their duties, thereby maintaining public trust and confidence in the integrity and professionalism of the services provided by the University.

The Code covers issues such as:

> personal and professional behaviour

> use and security of official information

> publication of information

> conflicts of interest

> financial interests

> personal interests

> personal and family relationships between staff and students

> disclosures

> public comment

> use of the University's resources

> acceptance of gifts and benefits

> outside work and private practice

> responsibilities after leaving UTS

> responsibilities of managers

> failure to comply with requirements.

The full Code of Conduct is published in the *UTS: Calendar* and on the University's website at:

www.uts.edu.au/div/hru/policy/7_3.pdf

(INDEX)

This index has been prepared principally to show compliance with statutory requirements. These and additional items may also appear in the Financial Statements booklet.

FORM OF UTS ANNUAL REPORT 2002

>Captions, layout, legibility, sequence	complies
>Distribution to Parliament	complies
>Size, ASO A4	complies
>Table of contents and Index	complies
Printing	•
>Average cost per copy	$12.46
>Number of copies printed	2,200
Public Availability	•
>Available for reference at UTS	•
>Available by request to the Registrar	•
No consultants were employed to prepare this Report	•

CAMPUS LOCATIONS

City campus

Broadway
15 Broadway, Ultimo

Haymarket
Cnr Quay St and Ultimo Rd, Haymarket

Blackfriars
Blackfriars St, Chippendale

Kuring-gai campus
Eton Rd, Lindfield

St Leonards campus
Cnr Pacific Hwy and Westbourne St, Gore Hill

Access
The University is open for general business
from 9.00 a.m. – 5.00 p.m., weekdays.
Many sections of the University are open
at other times. Contact the University to
check particular section opening times.

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