

# UTS

## ANNUAL REPORT 2003

THINK.CHANGE.DO



UNIVERSITY OF  
TECHNOLOGY SYDNEY

# (UTS:2003)

## COVER PHOTOGRAPH

The composition reflects life on-campus at UTS. In 2003, UTS continued its commitment to create a dynamic learning environment with the acquisition of student accommodation in the new Quadrant Development (shown at top), and the continued creation of student break-out spaces where students can meet, socialise and discuss their projects (shown at centre right).

## 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 29,053 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

	2001	2002	2003
<b>Academic units</b>			
Number of faculties	9	9	9
Number of institutes (see also Research below)	3	4	4
Number of centres	29	22	21
<b>Awards<sup>1</sup></b>			
Total number of degrees and diplomas, etc., awarded	6,977	7,757	8,196
Undergraduate	3,542	3,900	4,707
Postgraduate (by coursework)	3,323	3,722	3,365
PhD and Research degrees	92	123	122
<b>Enrolments</b>			
Total applications for courses	51,836	55,188	59,440
Total University enrolments	27,605	27,618	29,053
Undergraduate enrolments	19,051	18,264	18,710
Postgraduate enrolments	8,554	9,354	10,343
Other enrolments	1,343	n/a	n/a
Total international students	3,213	3,762	4,949
<b>Finance (A\$ million)</b>			
Total assets	719,435	826,733	943,132
Total revenue from ordinary activities	292,736	320,286	324,600
Total expenses from ordinary activities	281,633	303,808	315,559
<b>General</b>			
Number of campuses	3	3	3
Number of libraries	3	3	3
Total loans	552,370	640,070	657,281
Non-serial volumes	569,534	569,753	521,624
Current serial titles	42,513	29,483 <sup>2</sup>	38,593
<b>Research</b>			
Cooperative Research Centres (partner in)	6	6	6
University Research Institutes	n/a	4	4
Key University Research Centres	n/a	8	8
External research funding	16,941,086	17,511,527	21,950,110
Research income from National Competitive Grants (A\$)	5,040,000	4,101,669	8,166,473
<b>Staff (full-time equivalent)</b>			
Total number of staff (excluding casual staff)	1,790.5	1,898.9	1,981.2

<sup>1</sup> 2003 figures are derived from 2002 course completions.

<sup>2</sup> 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 2003, prepared in accordance with the *Annual Reports (Statutory Bodies) Act 1984*.

In the latter half of 2003, the UTS executive structure was reviewed to meet the challenges the University faces in the changing higher education environment. As a result of this review a new structure, which has been described in the UTS Management chapter, will be operational from late March 2004.

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 2004

Facts at a Glance	1
Letter of Submission	2
Vice-Chancellor's Message	4
Highlights	6
Organisational and Committee Structures	8
Teaching and Learning	10
Research and Development	18
Student Focus	24
Enterprise Development	28
Community	32
UTS Management	36
Financial Management	42
Governance and Organisation	48
Appendices	56
A Research	56
B Staffing and EEO Statistics	59
C Guarantee of Service	63
Student Complaints	63
D Equity and Diversity	63
E Land Register	67
Works in Progress and Completed 2003	67
F Consultants	68
G Overseas Travel	69
H Controlled Entities	69
I Publications of the University	69
J Legislative Changes	70
K Privacy Management Plan	70
L Freedom of Information	70
M Code of Conduct – Staff	71
Index	72
Financial Statements	[separate booklet in back pocket]

# [CONTENTS]



## WE WILL NEED TO DEVOTE MUCH TIME AND ATTENTION IN 2004 TO POSITIONING THE UNIVERSITY SECURELY IN THE NEW HIGHER EDUCATION ENVIRONMENT.

### [VICE-CHANCELLOR'S MESSAGE]

#### REFORM OF THE HIGHER EDUCATION SECTOR

As I foreshadowed in my message last year, 2003 marked a watershed in higher education, with the Commonwealth Government's announcement of major policy changes as part of its May Budget statement. Following a period of substantial community debate, and intensive lobbying by the Australian Vice-Chancellors' Committee, several key components of the Government's package were amended. *The Higher Education Funding Act* was passed by Parliament in December. For UTS, as for the sector as a whole, we will need to devote much of our time and attention in 2004 to positioning the University securely in this new environment.

#### FAREWELLS AND NEW APPOINTMENTS

Emeritus Professor R N (Peter) Johnson AC, Foundation Chancellor of UTS from 1988 to 1998, passed away in May. The University held a memorial service for Peter in the building named in his honour, attended by people from the many professional and cultural milieux he had served during the course of an extraordinary life.

In February, the University held a service to celebrate the life of Margaret Trask AM, who had passed away in November 2002. Margaret was a member of the Council of the University from 1994 to 2002, serving as Deputy Chancellor for four years from 1998. UTS was honoured to host this service in recognition of Margaret's contribution to the

University and the profession of library and information science.

In July 2003, Emeritus Professor Helen Garnett resigned as a member of the Council to take up the position of Vice-Chancellor of Charles Darwin University. Helen served UTS with distinction, particularly in her role as Chair of the Audit and Review Committee of Council.

Late in 2003, two members of the executive announced that they would be leaving UTS in 2004. Emeritus Professor Bob Robertson, the Executive Director and Vice-President (University Enterprises), announced his intention to retire in May 2004, and Professor Lesley Johnson, the Pro-Vice-Chancellor (Research), resigned to take up the position of Deputy Vice-Chancellor (Research) at Griffith University from March 2004.

We commenced recruitment in December for a Pro-Vice-Chancellor and Vice-President (Research) to replace Lesley, and for two new executive positions that were created in October, following a review I undertook of the UTS executive structure: a Pro-Vice-Chancellor and Vice-President (International) and an Executive Director (Organisational Support). We are also in the midst of recruiting a Vice-President (Development and Alumni) whose principal responsibilities will be to develop closer relationships with alumni and to foster and develop our fundraising capacity.

In July 2003, Professor Tharam Dillon joined the UTS senior management team as Dean of the Faculty of Information Technology.



UTS Vice-Chancellor and President  
Professor Ross Milbourne

## STUDENTS AND GRADUATES

UTS's success as a university of choice for domestic and international undergraduate and postgraduate students continued in 2003.

UTS is committed to modernising our information and management systems to provide the essential infrastructure to enable us to continue to deliver high-quality teaching, research and community engagement activities. The first system change was the new student system, CASS, which was successfully launched in 2003 and now provides a significant opportunity to enhance our service to students as well as improve the ways in which we can manage study programs and courses.

Our students were recognised for their achievements in many fields of endeavour, including: the Powerhouse Museum FRESH FRUITS photography competition; the Australian Institute of Project Management Student Medal; and various film festivals, including Cannes. UTS students were also successful in sporting competitions: the UTS Rowing Club at the National Rowing Championships in Tasmania and in the world championships in Milan; a combined UTS/University of Sydney team who won the National Indigenous Tertiary Education Student Games; and the UTS Rugby League team who were club champions.

## AWARDS

Insearch Limited, the University's commercial arm, followed the previous year's success as winner of the NSW

Education Exporter of the Year award with even greater recognition for the quality of its programs, receiving the National Education Exporter of the Year award in 2003.

Three academic staff were nominated for Australian Awards for University Teaching, with Professor Laurie Brady from the Faculty of Education receiving a joint award in the Social Sciences category.

Several members of the university community were awarded the Centenary Medal.

## RESEARCH

UTS's performance in relation to Australian Research Council funding continued to increase, indicating that our strategic investment in research has resulted in increasing high-quality research activity. UTS is a partner in two of the eight new Australian Research Council's Centres of Excellence: the Centre of Excellence for Ultra-high Bandwidth Devices for Optical Systems; and the Centre of Excellence for Autonomous Systems.

One of the highlights for 2003 has been UTS's involvement in the FedSat satellite project, sent into space in December 2002, through our partnership in the Cooperative Research Centre for Satellite Systems. In February, the first Ka-band satellite tracking earth stations designed and built in Australia were unveiled by the Federal Minister for Science, the Hon Peter McGauran. UTS is coordinating two earth stations to track the satellite.

The strategic relationship between UTS and global communications innovator Alcatel were strengthened when UTS joined Alcatel's Research Partner Program. Alcatel has established the Program to foster its technology innovation through partnerships with leading universities and research institutes. UTS is the first institution from the Asia-Pacific region to join the program.

## CAMPUS DEVELOPMENT

The former Fairfax building, renovated by UTS during 2002, received further recognition during 2003. The NSW Branch of the Royal Australian Institute of Architects presented the Sulman Award to joint winners Bligh Voller Nield Architects and Woods Bagot Interiors for their work in transforming the building.

By the end of 2003, UTS was close to achieving its aim of increasing its stock of student housing from 166 beds to 400 beds in order to build a greater sense of campus community. In December, the University took ownership of part of the Quadrant Development on Broadway with the intention that the first student residents would move into Gumal Ngurang ('friendly place') during January 2004.

*Ross Milbourne*

Professor Ross Milbourne  
Vice-Chancellor and President

# (HIGHLIGHTS)

UTS HAD MANY ACHIEVEMENTS IN 2003 AND EXCELLED IN NUMEROUS ACADEMIC AND PROFESSIONAL AREAS.

## TEACHING AND LEARNING

- > Demand for places in UTS undergraduate courses in 2003 remained strong, with five courses among the 10 most popular in NSW and the ACT.
- > Professor Laurie Brady of the Faculty of Education was recognised as one of Australia's top university teachers at the 2003 Australian Awards for University Teaching.
- > Professor Mary Chiarella from the Faculty of Nursing, Midwifery and Health was appointed the State's top nursing position, Chief Nursing Officer of NSW.

## RESEARCH AND DEVELOPMENT

- > ARC funding grew for the second successive year, with a record number of Discovery Grants to commence in 2004.
- > UTS designed and built two Ka-band satellite tracking earth stations, which were unveiled at UTS by the Federal Minister for Science, the Hon Peter McGauran, MP, and won a major engineering award.
- > UTS became a member of Alcatel's Research Partner Program, and is the first institution of higher learning from the Asia-Pacific region to join.

## STUDENT FOCUS

- > UTS took possession of the 253-bed student accommodation development on Broadway.
- > The new Curriculum and Student System (CASS) was successfully implemented at each stage of the annual student administration life cycle.
- > Law Faculty students won the national Law Moot Court Competition.

## INTERNATIONAL OUTREACH

- > Insearch Limited won the Australian Education Exporter of the Year award.
- > UTS experienced a 27 per cent increase in the number of international students undertaking full award courses in 2003.

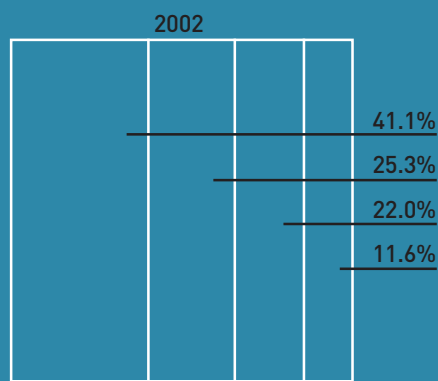
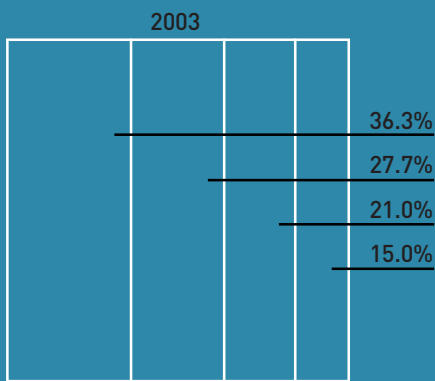
## COMMUNITY

- > UTS launched a special scholarship scheme that will allow 12 people on Temporary Protection Visas to attend the University in 2004.
- > UTS co-hosted the annual international conference on Human Rights Education.

## UTS MANAGEMENT

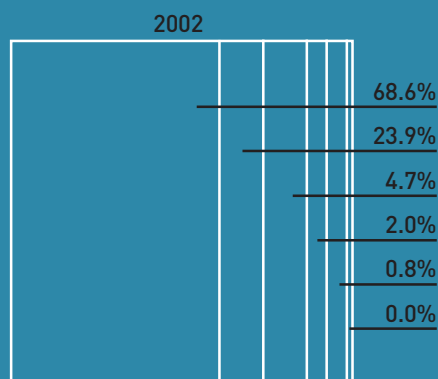
- > A review of the executive structure was undertaken, resulting in a new structure which will be operational from late March 2004.
- > The University commenced the consolidation of the Faculty of Science to a single campus.
- > Building 10, which was completed in 2002, won one of Australia's most coveted architectural prizes, the Sulman Award.





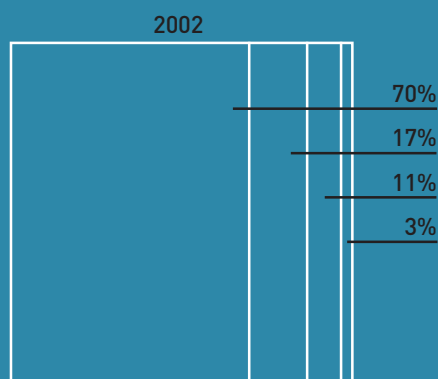
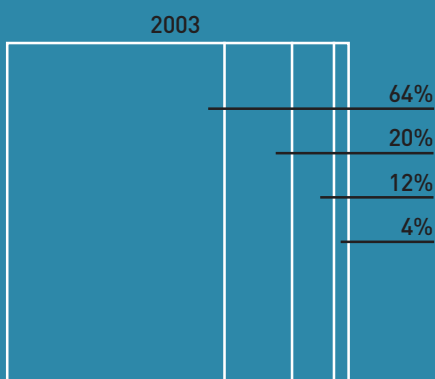
**Income (excluding deferred government contributions)**

- government grants
- fees and charges
- HECS
- other revenue



**Expenditure**

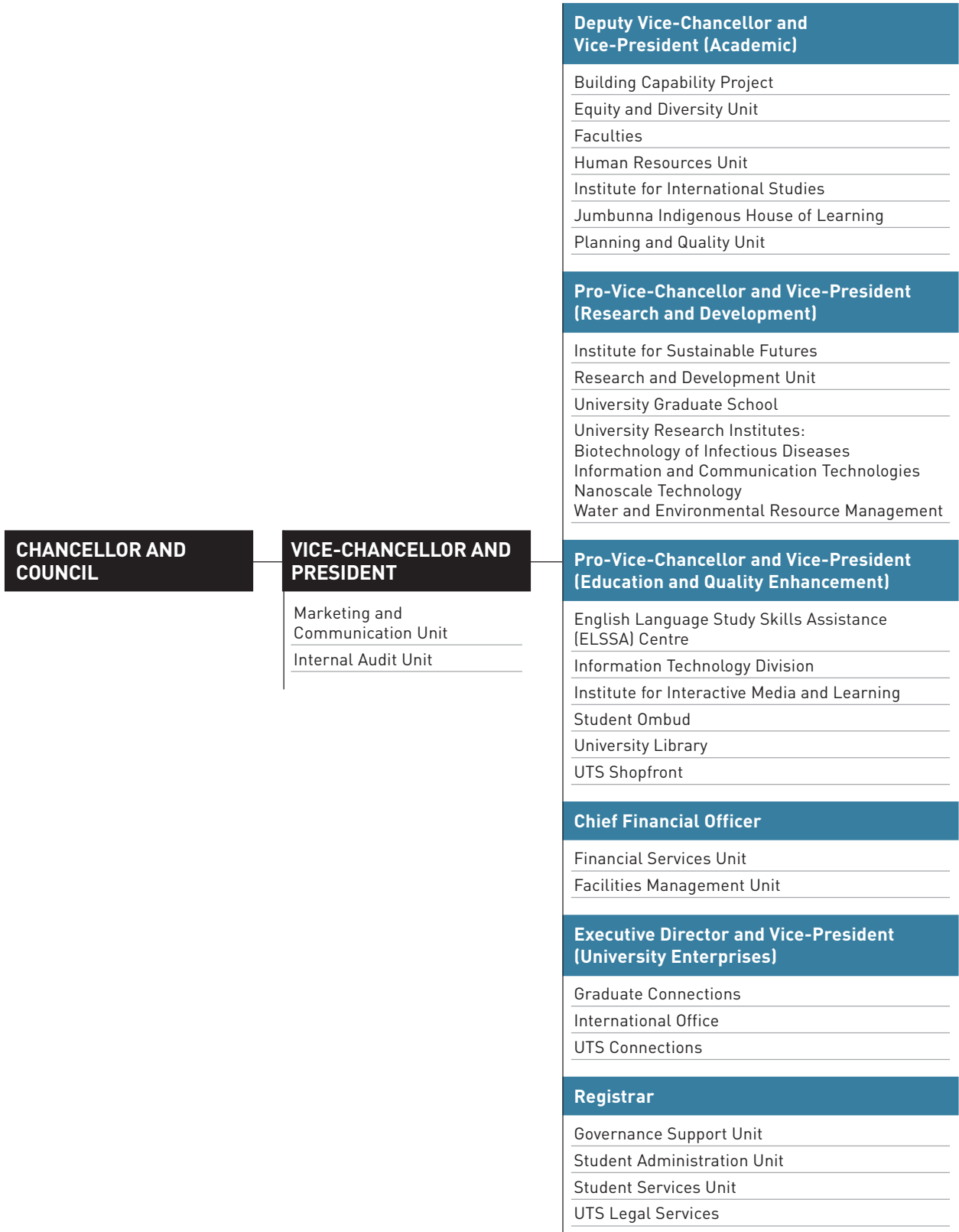
- employee benefits
- other
- depreciation and amortisation
- buildings and grounds
- bad and doubtful debts
- borrowing costs



**Student enrolments by fee type**

- HECS liable
- non-HECS international students
- non-HECS postgraduate students
- other

# UTS ORGANISATIONAL STRUCTURE



**CHANCELLOR AND COUNCIL**

**VICE-CHANCELLOR AND PRESIDENT**

- Marketing and Communication Unit
- Internal Audit Unit

**Deputy Vice-Chancellor and Vice-President (Academic)**

- Building Capability Project
- Equity and Diversity Unit
- Faculties
- Human Resources Unit
- Institute for International Studies
- Jumbunna Indigenous House of Learning
- Planning and Quality Unit

**Pro-Vice-Chancellor and Vice-President (Research and Development)**

- Institute for Sustainable Futures
- Research and Development Unit
- University Graduate School
- University Research Institutes: Biotechnology of Infectious Diseases
- Information and Communication Technologies
- Nanoscale Technology
- Water and Environmental Resource Management

**Pro-Vice-Chancellor and Vice-President (Education and Quality Enhancement)**

- English Language Study Skills Assistance (ELSSA) Centre
- Information Technology Division
- Institute for Interactive Media and Learning
- Student Ombud
- University Library
- UTS Shopfront

**Chief Financial Officer**

- Financial Services Unit
- Facilities Management Unit

**Executive Director and Vice-President (University Enterprises)**

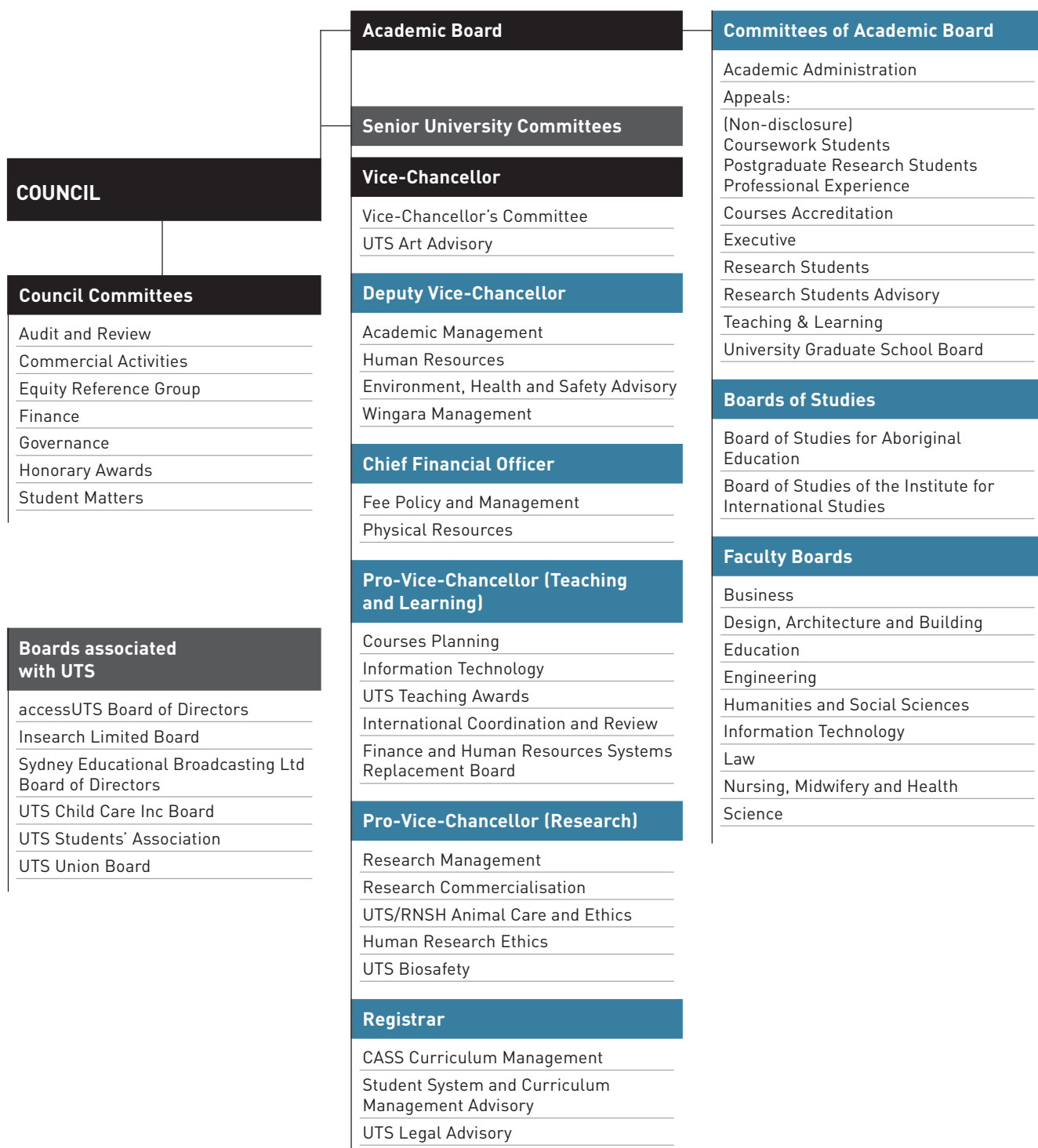
- Graduate Connections
- International Office
- UTS Connections

**Registrar**


- Governance Support Unit
- Student Administration Unit
- Student Services Unit
- UTS Legal Services

Note: This information is correct at 31 December 2003.

# UTS COMMITTEE STRUCTURE



Note: This information is correct at 31 December 2003.



## THE UNIVERSITY HAS ADOPTED A PROACTIVE APPROACH TO PURSUING THE PRINCIPLES OF QUALITY TEACHING AND LEARNING.

### (TEACHING AND LEARNING)

UTS's ongoing commitment to quality teaching and learning is also reflected by the consistent strong demand for student places, a trend that continued in 2003. Five UTS undergraduate courses were among the 10 most popular in NSW and the ACT. The high standard of education at UTS brought local and international recognition to its teaching staff and students, who were acknowledged for their skills and contributions in many areas. UTS also received international recognition for its teaching and learning quality tracking and improvement program.

The University's Teaching and Learning Plan, which will be under review in 2004, seeks to strengthen the core components of the University's educational philosophy: flexibility, practice-oriented education with close industry links, internationalisation and ethical and social responsibility.

Objectives include:

- > strengthening the University's distinctiveness in practice-oriented education
- > developing and maintaining effective mechanisms for monitoring and enhancing the quality of all teaching and learning processes, and
- > optimising the appropriate applications of communication and information technology in support of teaching and learning activities.

This chapter highlights achievements in the direct facilitation of enhanced teaching and learning at UTS as well as national and international acknowledgment of the University's successes in this area. Later chapters outline other developments that helped to enhance quality teaching and learning at UTS: Student Focus, Enterprise Development, and UTS Management.

#### **QUALITY ASSURANCE PROJECTS**

During 2003, several projects were undertaken to ensure that all areas of the University maintain the highest standards in teaching programs, both locally and offshore. All components of the UTS Tracking and Improvement System for learning and teaching were successfully delivered, including the Subject Feedback Survey, the Course Monitoring System, and the coursework and research student satisfaction surveys.

*CEQuery*, a unique qualitative data analysis system, was successfully developed, trialled and delivered for DEST over 2003 in partnership with the Queensland University of Technology. UTS received, with the Graduate Careers Council of Australia, government funding to scale up its use across all 38 universities in 2004. An analysis of UTS Course Experience Questionnaire 2001-03 comments was completed using *CEQuery* and used to identify key items in UTS Student

Fourth-year Public Communications and International Studies student Amelia Quodling was awarded a Goethe Prize for academic achievement. The Goethe Prize is awarded by the German government for outstanding performance in German studies.

UTS Media Arts and Production graduate Tony Krawitz, whose short film *Unit #52* was screened in the Director's Cut section at the prestigious Cannes Film Festival.



Feedback Surveys and priorities for improvement in 2004.

The distinctive practice-oriented research and development studies of successful graduates were scaled up to all UTS faculties during 2003. The results were presented at national and international conferences. A four-faculty action team is currently exploring ways to use the results to enhance UTS's curriculum and assessment methods.

The University worked to refine its policy and guidelines for the accreditation, monitoring and review of all its offshore programs, which involved benchmarking with Australian Technology Network (ATN) universities, the Australian Universities Quality Agency (AUQA) and overseas universities. A detailed review of this area is planned for the start of 2004.

The University undertook a detailed review and refined its course accreditation and review process during 2002-03, which resulted in the development of an online system for the process. The key quality assurance checkpoints were derived from an analysis of key areas for risk management in AUQA audits produced so far, international benchmarking and a detailed study of data produced by the UTS Tracking and Improvement System over the past five years.

The ATN Quality Improvement Group completed a benchmarking project on approaches to tracking and improving learning and teaching across all five member universities and its final report will be delivered to the Vice-Chancellors early in 2004.

### **INNOVATIONS IN TEACHING AND LEARNING SUPPORT** **Information technology**

To better support student learning, the University Library's information technology infrastructure was improved with the upgrading of computers in the public areas and the installation of 36 additional personal computers (PCs). Training rooms were also upgraded to equip them for more intensive tasks such as multimedia use. Another innovative project was the installation of a wireless network that allows staff and students with laptop computers to access any of the networked Library resources available on 'wired' PCs.



Anthony Lenthen, Bart Milczarczyk and Bjorn Soderstrom won the Nuance Product Design Award for their device that helps to prevent deep vein thrombosis on long-haul flights. The Nuance Group AG is the world's largest international airport retailer.

Computer Systems Engineering graduand Allison Clegg on an ore sorting machine that her research helped produce. Her presentation to a professional audience of her research into a more efficient method of ore processing won her the Dean's Prize.

The Library is building a more comprehensive digital library with a platform of value-added digital features offering integrated provision and access, including online support and training. Student access to Library resources was greatly facilitated through the creation of a Subject Resources portal on the Library website. Students can now access a variety of subject resources with a single search. SuperSearch, the Library's gateway to electronic information, was also upgraded to offer additional features.

#### **Institute for Interactive Media and Learning**

The Institute for Interactive Media and Learning, with the involvement of the Teaching and Learning Committee of Academic Board, developed resource kits to assist staff to more effectively incorporate the use of group tasks in learning and assessment, together with an online assessment simulation for use by staff in designing subjects.

UTSOnline continued to undergo significant expansion with surveys confirming the high value placed by students on this resource.

#### **Enhancing student support**

The University Library further enhanced student support through a number of initiatives, including: the expansion of the 'Rovers' program, where experienced

students help students to use the computers and the Library's website and find material on the shelves; increased access to alternative format material for the visually impaired; and the improvement of outreach support services, where students can have face-to-face library assistance in other locations around the University.

#### **INTERNATIONALISING THE CURRICULUM**

##### **International studies**

An innovative Latino Studies program was launched by the Institute for International Studies. The first of its kind outside the USA, this program gives students in the International Studies program the opportunity to undertake a year's study at sites in the USA with a significant Latino community: California, Texas or Florida.

##### **Online innovation**

A world-first online postgraduate Adult Education course to be taught simultaneously on four continents was launched. The Master of Education in Adult Learning and Global Change, offered by the UTS Faculty of Education, Linköping University in Sweden, the University of British Columbia in Canada and the University of the Western Cape in South Africa, equips graduates to facilitate learning and change within organisations and communities.





Furniture Design Lecturer Jon Goulder won Australia's most valuable national design award, the inaugural Bombay Sapphire Design Discovery Award, for innovation and excellence in functional design from French designer Philippe Starck.

## ENROLMENTS BY FACULTY 2001–03

	Undergraduate			Postgraduate			Total		
	2001	2002	2003	2001	2002	2003	2001	2002	2003
Business	5,118	5,036	4,899	2,952	3,171	3,605	8,070	8,207	8,504
Design, Architecture and Building	2,098	2,028	2,040	344	379	425	2,442	2,407	2,465
Education	1,053	1,016	942	1,152	1,101	1,169	2,205	2,117	2,111
Engineering	2,712	2,755	2,895	695	1,090	1,216	3,407	3,845	4,111
Humanities and Social Sciences	1,496	1,402	1,395	786	899	997	2,282	2,301	2,392
Information Technology	1,260	1,338	1,339	1,058	1,060	1,037	2,318	2,398	2,376
Law	1,522	1,567	1,465	734	794	1,027	2,256	2,361	2,492
Nursing, Midwifery and Health	711	801	813	544	537	572	1,255	1,338	1,385
Science	2,010	2,126	2,044	278	296	264	2,288	2,422	2,308
Other	1,071	195	878	11	27	31	1,082	222	909
<b>Total</b>	<b>19,051</b>	<b>18,264</b>	<b>18,710</b>	<b>8,554</b>	<b>9,354</b>	<b>10,343</b>	<b>27,605</b>	<b>27,618</b>	<b>29,053</b>

Current at 31 March 2003.

### New offshore courses in China

UTS expanded its range of courses offered at universities in China. The Master of Engineering Management, currently offered in Hong Kong, was given further accreditation approval for offering in mainland China.

In addition, the UTS English Language Study Skills Assistance Centre initiated the development of English for Specific Purpose courses at Shanxi University, Taiyuan City, one of the first such initiatives undertaken by an Australian university at a large Chinese provincial university.

UTS and China's top-ranking university, Tsinghua University in Beijing, formed a partnership to jointly deliver the UTS Master of Management in Sports Management program.

### AWARDS AND RECOGNITION

The quality of teaching programs at UTS was again reflected in recognition at both national and international levels in the form of awards and prizes for courses, teaching staff and students. UTS also participated in events locally and around the world that showcased the talents of its staff and students.

#### Teaching awards

A highlight of the year was the award to Professor Laurie Brady of the Faculty of Education, who was judged one of Australia's top university teachers at the Australian Awards for University Teaching. Professor Brady was one of eight academics presented with an individual teaching award by the Federal Minister for Education, Science and Training, Dr Brendan Nelson. Two UTS science academics

were finalists in their categories at the awards: Director of First Year Biology in the Department of Environmental Sciences, Associate Professor Kenneth Brown; and Senior Lecturer in Statistics in the Department of Mathematical Sciences, Dr Peter Petocz.

At the Facility Management Association of Australia awards, Course Coordinator for Project Management, Dr Deepak Bajaj won the National Excellence Award for Facility Management Knowledge Achievement.

Staff members of the Faculty of Engineering jointly received the Commonwealth of Learning's Award of Excellence for Distance Education Materials with colleagues from several other Australian universities.



Stills from films of graduate and student filmmakers from the Faculty of Humanities and Social Sciences. Their films were shown at film festivals in Australia and impressed film critics around the world.

### ENROLMENTS BY COURSE LEVEL 1999–2003

	1999	2000	2001	2002	2003
Postgraduate	7,828	8,358	8,554	9,354	10,343
Undergraduate	18,267	18,849	19,051	18,264	18,710
Total	26,095	27,207	27,605	27,618	29,053

Current at 31 March 2003.

### COMPLETIONS BY COURSE LEVEL 1998–2002

	1998	1999	2000	2001	2002
Higher Doctorate	1	0	0	1	0
PhD	52	57	61	80	83
Master's by research	28	28	31	43	39
Master's by coursework	1257	1,450	1,587	1,682	1,912
Graduate Diplomas and Certificates	1219	1,425	1,736	2,040	1,453
Bachelor's Pass and Honours	3676	3,709	3,542	3,900	4,707
Sub-degree	53	21	20	11	2
Total	6286	6,690	6,977	7,757	8,196

Current at 31 March 2003.

At the 2003 Australian Museum Eureka Awards, UTS received recognition for its third-year undergraduate Environmental Sciences subject Freshwater Ecology, which was a finalist in the Allen Strom Eureka Award for Environmental Science. Dr Sabina Belli was also a finalist in the University of New South Wales Eureka Prize for Scientific Research.

#### Student and graduate success

Students of the Faculty of Design, Architecture and Building drew attention to the University from prominent sections of the local and global community in 2003. Students from the Bachelor of Design in Industrial Design received the accolade from top international airline retail

company, The Nuance Group AG, as the best in the world in producing innovative new products for their stores. Final-year students Bart Milczarczyk and Bjorn Soderstrom won the Nuance Product Design Award 2002 with their design DVT Fitness: an innovative solution to prevent deep vein thrombosis on long-haul flights. Fellow student Anthony Lenthén came second for his development of a product called the Nuance Minda: a device designed to keep track of expensive personal items such as the mobile phone, laptop and briefcase for the executive traveller. Industrial Design student Milo Murphy achieved second place in the 2003 awards.

Design student Kinæ Kim's innovative menswear creation 'base', one of the collections showcasing Design and Architecture students' works at the UTS 2003 Graduate Show and Exhibition.



### COURSE APPLICATIONS 1999-2003

	1999	2000	2001	2002	2003
Postgraduate	6,022	5,571	5,717	6,507	10,591
Undergraduate	41,293	40,174	46,119	48,681	48,849
Total	47,315	45,745	51,836	55,188	59,440

Current at 31 March 2003.

### EXCHANGE STUDENTS 1999-2003

	1999	2000	2001	2002	2003
Inbound	170	200	306	404	393
Outbound	53	83	219	318	373
Total	223	283	525	722	766

Current at 31 December 2003.

Master of Applied Science student, Julien Pollack, won the Australian Institute of Project Management (AIPM) NSW Chapter's Outstanding Student Medal for 2003. Pollack's research involves identifying a combination of project management methods that can be applied to information systems strategy development to expand the range of applications in the public sector.

In the area of Fashion and Textile Design, UTS students Donna Sgro and Nilou Zibae won the Sydney Powerhouse Museum's FRESH FRUiTS competition, and graduate Timo Rissanen took out the NSW final of the Mercedes Benz Start Up competition. Works of UTS graduates also featured at the Powerhouse Museum's Student Fashion exhibition.

UTS student and graduate filmmakers from the Faculty of Humanities and

Social Sciences were a strong presence at film festivals in Australia and overseas and impressed film critics around the world. Works were screened at both the Cannes Film Festival and the international electronic art festival Videobrasil in Sao Paulo. Students also received prizes and recognition for their work at the International Helen Victoria Haynes World Peace Storyboard and Animation Scholarship Competition in Michigan, USA, and at the Archipelago International Film Festive in Rome, Italy.

In Australia, UTS film students and graduates received recognition of their talents from The Australian Screen Directors' Association, the NSW Film and Television Office and at prominent film events such as the Tropfest Film Festival, the Dendy Awards and the ATOM (Australian Teachers of Media) Awards.



UTS Faculty of Education Professor Laurie Brady (right) presented with a University Teaching award by Dr Brendan Nelson, Federal Minister for Education, Science and Training at the Australian Awards for University Teaching.

UTS also excelled in Law, with students winning the Australasian qualifying round of the prestigious Stetson Environmental Law Moot, and in Communications, where students' advertising concepts were published in Australia's most popular buying and selling newspaper, *The Trading Post*.

#### **External appointments**

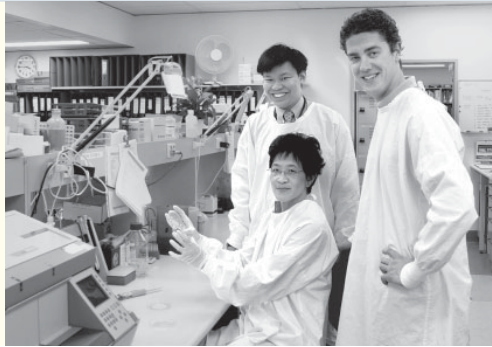
Several UTS academics and staff members were appointed to high-level positions in the community during 2003. These include:

- > Professor Mary Chiarella from the Faculty of Nursing, Midwifery and Health to the State's top nursing position, as Chief Nursing Officer of NSW
- > Economist and Associate Professor in the Faculty of Business, Ross Jones, as Deputy Chairman of the Australian Prudential Regulation Authority (APRA), and
- > Professor Geoff Scott and Professor Richard Johnstone to the Government Advisory Group for the Higher Education Learning and Teaching Performance Fund.

#### **Chancellor's list**

##### **for most outstanding achievement in a PhD thesis**

- > Dr Helen Mildred Callaghan: PhD Nursing, Midwifery and Health 'Birth Dirt: Relations of Power in Childbirth'
- > Dr Rebecca Jean Cummins (Chancellor's Award): PhD Humanities and Social Sciences 'Necho-Techno: Examples from an Archaeology of Media'
- > Dr Hung Tuan Chu: PhD Business 'The Value of Dividends in Australia'
- > Dr Stephen Gregory Gapps: PhD Humanities and Social Sciences 'Performing the Past: A Cultural History of Historical Reenactments'
- > Dr Andis Graudins: PhD Science 'Spiders of Medical Importance in the Asia-Pacific: Neurotoxin Characterisation and Antivenom Efficacy'
- > Dr Jin Jiang Zhong: PhD Engineering 'Measurement and Modelling of Magnetic Properties of Materials with Rotating Fluxes'



Senior Hospital Scientist at the Prince of Wales Hospital in Randwick, Joanna Cheng, with Bruce Wong and Ryan O'Donnell, both trainee hospital scientists from UTS. In 2003, five of the six trainee hospital scientists in the Hospital's Microbiology Department were UTS students.

## University Medallists

### For outstanding achievement in an undergraduate degree

Jesusa Seloria Aguilar	Bachelor of Arts in Communication and in International Studies (and the Margaret Trask Medal)
Nicole Chen	Bachelor of Accounting with Distinction
Allison Brooke Clegg	Bachelor of Engineering in Computer Systems Engineering, Diploma in Engineering Practice with First Class Honours
James Thomas Crisp	Bachelor of Science in Computing Science, Diploma in Information Technology Professional Practice with First Class Honours
Theresa Leanne Dalton	Bachelor of Engineering in Electrical Engineering, Diploma in Engineering Practice with First Class Honours
Stephen Patrick Daly	Bachelor of Business (Honours) with First Class Honours
Felicity Renee Dougherty	Bachelor of Laws with First Class Honours
Christine Lisa Fai	Bachelor of Science in Computing Science with First Class Honours
Katherine Louise Flynn	Bachelor of Science (Honours) in Applied Chemistry – Forensic Science with First Class Honours
Michelle Suzanne Giles	Bachelor of Nursing with Distinction
Mark Adam Stulich	Bachelor of Business (Honours) with First Class Honours
Daniel David Sunderland	Bachelor of Information Technology with Distinction
Quang Luu Thai	Bachelor of Engineering in Computer Systems Engineering, Diploma in Engineering Practice with First Class Honours
Jeremy Robert Walker	Bachelor of Arts (Honours) in Communication
Sally Anne Walker	Bachelor of Health Science in Traditional Chinese Medicine
Letitia Philomene Watson-Ley	Bachelor of Laws with First Class Honours

## THE UNIVERSITY CONTINUED TO BUILD A STRONG NATIONAL AND GLOBAL RESEARCH PROFILE IN A NUMBER OF NICHE AREAS, WITH AN EMPHASIS ON COLLABORATIVE RESEARCH WITH INDUSTRY, BUSINESS, GOVERNMENT AND COMMUNITY.

### (RESEARCH AND DEVELOPMENT)

UTS is at the leading edge in developing new technologies for a number of existing and emerging industries as well as developing innovative solutions for a range of social, economic and cultural problems.

An 18-month process to reorganise and expand the support of research and development at UTS was completed, placing the University in a strong position to capitalise on its research strengths on the world stage. This process has enabled the former UTS Research Office to focus on three principal areas: policy, grants and commercialisation.

UTS further strengthened its research with Australian Research Council (ARC) grant increases, including a record number of Discovery Grants, which will commence in 2004. All four ARC Linkage Infrastructure Grant applications were successful, which will result in over A\$2 million in ARC and industry funds being spent on infrastructure projects to support ongoing research at UTS.

The University also entered into new collaborative research agreements with industry, several of its research outcomes were commercialised and it received recognition from around the globe for its research innovations.

The UTS Research and Development Plan, which will be reviewed in 2004, guides the growth of UTS in collaborative research with a distinctive focus on

knowledge creation 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. Objectives include:

- > to develop international renown for outcomes-oriented research in a small number of areas of strategic importance to Australia, and
- > to be a leader in recognising and contributing to the knowledge created in professional practice and work settings.

#### RESEARCH STRENGTHS

The University designates specified research strengths to drive its research expertise in niche areas. Each research strength is recognised nationally for its prominence and expertise in its research discipline and many have also been recognised internationally.

In 2002, UTS developed a three-tiered structure for the designation and development of its research strengths which aims to:

- > build on current research strengths to create a distinctive research profile for UTS
- > build UTS's international reputation in key areas of research strength
- > establish and maintain major strategic industry partnerships, and





From left: Dr Yvonne Tran, Paul Mclsaac and Professor Ashley Craig, whose research established a positive correlation between alpha waves generated in the frontal lobes of the human brain and personality traits that characterise introverts and extroverts.

Research Associate with the Australian Centre for Co-operative Research and Development, Walter Lulich, whose research found that between 1950 and 2000 efforts of over 60 ethnic groups generated significant investment in community facilities in Sydney.

- > increase UTS research income significantly.

University Research Institutes consist of developed research programs in areas in which UTS is internationally renowned. Key University Research Centres conduct research of national and international importance and draw together areas of expertise within and across faculties to promote interdisciplinary research. University Research Groups lend support to emerging areas of research strengths within or across faculties.

For a full list of University Research Institutes, Key University Research Centres, Cooperative Research Centres and centres of enterprise, research and/or community service, see the Governance and Organisation chapter, page 51.

### MAJOR GRANTS AND FUNDING HIGHLIGHTS

UTS had another successful year in gaining nationally competitive grants, building on its success in the previous year. A total of 28 grants totalling A\$6.1 million have been received thus far for funding in 2004. A record number of 26 applications were submitted for second-round ARC Linkage funding in 2004. In addition, three UTS proposals were successful in gaining ARC Networks Seed funding to explore and develop full applications for ARC Networks in 2004. Highlights include:

- > a A\$250,000 Biotechnology Industry Fund (BIF) grant to further research and develop genetically engineered cancer therapeutics
- > a NSW Government-commissioned A\$1.2 million study into the nursing workload and responsibilities of nurses, which will look at how patient care is affected by the nursing workload, the skill-mix of nurses and models of nursing care
- > a major ARC Linkage Grant with Industry Partner Abic Ltd to discover and characterise the molecular basis for cyst wall formation in Apicomplexan parasites that cause some of the most serious infectious diseases of humans and livestock
- > an ARC Linkage Grant with Industry Partner Waterco Ltd for a project that aims to break the major barrier to commercial production of efficient electrical appliances by developing low-cost, high-performance motor drives using new soft magnetic composite materials
- > an ARC Discovery Project Grant, with the University of New South Wales, for a project that will expand a metamodel-based process framework to support agent-oriented (AO) software development that will eventually both form a de facto standard for AO methodologies and be acceptable for commercial software application development
- > an Australian Postdoctoral Fellowship under the ARC Discovery Projects Program that will research the history of the establishment and decline of the broadcast of radio programs for women by the ABC between 1936 and 1971, and
- > an ARC Discovery Project Grant to research a New Paradigm of Financial Market Behaviour that will seek to explain aspects of financial market behaviour not well explained by the standard finance paradigm.

### NEW RESEARCH PARTNERSHIP

UTS became a member of telecommunications company Alcatel's Research Partner Program, established to foster Alcatel's technology innovation through tight relationships with 'best-in-class' universities and research institutes. UTS is the first institution of higher learning from the Asia-Pacific region to join.

### RESEARCH COMMERCIALISATION

Several companies were contracted to fund the commercialisation of UTS research outcomes in 2003 and developments occurred to facilitate further commercialisation ventures.

The Ventrassist artificial heart, which featured on the ABC television program *Catalyst* in October, has been developed by the company Ventracor Ltd. The device has now been used in a clinical setting.



Environmental Science Honours student Alexandra Cadick at Shelley Beach, Manly, where there are large numbers of damselfish. Her research has revealed many of the secrets of damselfish family life.

Dr Nigel Beebe and Adjunct Professor Tony Sweeney (left) are researching mosquitoes and the transmission of malaria in collaboration with the Australian Army Malaria Institute (AMI). Their World Health Organisation-funded research has sparked international interest.

Panthers Entertainment signed an agreement to fund the commercialisation development of 'Mindswitch', a device using alpha brainwaves to activate electrical appliances via computer that is being used for environmental control systems for people with disabilities, educational packages and games.

A team of Faculty of Science professors was one of only two non-European research teams to win funding under a 17-million Euro program to help perfect new technologies for monitoring stress, vigilance and sleep/wakefulness. The UTS team has already developed and patented software that will trigger three-stage warnings of impending drowsiness based on changes in brainwave activity. This research will push forward the development and field testing of hardware to put the fatigue countermeasure into cars and trucks and other areas prone to fatigue.

The CRC for Technology Enabled Capital Markets, trading as Capital Markets CRC Ltd, established a commercialisation venture through a spin-off company in equity markets surveillance, Capital Markets Surveillance Systems Pty Ltd.

#### **SELECT RESEARCH OUTCOMES**

> The first Ka-band satellite tracking earth stations to be designed and built in Australia were unveiled at UTS by the Federal Minister for Science, the Hon Peter McGauran, MP, and

won the Australian Engineering Award in Innovation. UTS is coordinating two earth stations to track the FedSat satellite, which was sent into space in December 2002, and is the first satellite to be built by Australia in more than 30 years.

- > An exchange program between UTS and the University of Lausanne in Switzerland led to collaborative forensic science projects involving the two universities and the Australian Federal Police (AFP). A number of UTS doctoral students benefited from the program: a DNA researcher specialising in research into fibres, and two other students researching fires began working with their Lausanne co-supervisors in Switzerland.
- > UTS pioneered the first software package that helps manage groundwater levels, and will aid the delivery of an even distribution of groundwater to farmers, avoiding unsustainable low levels. 'Hotspots' was developed for the NSW Government to determine the optimal level of groundwater allocation to farms.
- > Information Technology researchers designed innovative software that uses existing closed-circuit television infrastructure to track suspected car thieves. The camera responds to unusual behavioural triggers.

Professor Mary-Anne Williams with her robotic soccer team, which was named the best new team at RoboCup 2003, gaining them automatic qualification for RoboCup 2004.



- > A partnership between UTS and the Institute of Public Works Engineering Australia produced breakthrough diagnostic technology that will allow local councils to prioritise the maintenance and rehabilitation of 20,000 bridges throughout Australia.
- > A study of ethnic community capital found that between 1950 and 2000, the voluntary efforts of more than 60 ethnic groups generated over A\$940 million of investment in places of worship, clubs, sports grounds, child care, schools, welfare and aged care.
- > A team from UTS and South African company Mintek succeeded in designing and producing a new generation ultra-capacitor which will reduce operational problems.
- > PhD student Dominic Dowling coordinated construction of an earthquake resistant mud brick building of his own design in El Salvador, which included placing long pieces of bamboo as vertical reinforcement and barbed wire as horizontal reinforcement between the mud bricks.
- > UTS physicists found a way to reduce the impact of the sun's heat without restricting the entry of light, paving the way for major advances in home and office lighting.

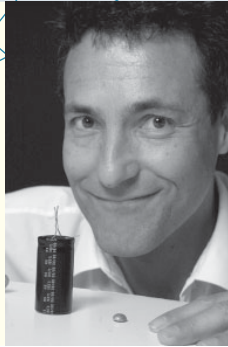
- > Engineering researchers devised a playground safety standard instrument to help reduce the frequency and severity of playground injuries.
- > A joint project between UTS and the NSW Department of Education, Science and Training saw the publication of the Large Scale Research Report 'Learning Principles: Leadership Capability Research in NSW Schools'.
- > Nursing, Midwifery and Health staff made major research breakthroughs. Significant new coping mechanisms for Parkinson's Disease emerged from a Sydney Hospital program pioneered by UTS, and a research project led to improved medication safety for the elderly.
- > PhD Science student Kin Friolo discovered why building blocks cut from Sydney's distinctive yellow sandstone will first discolour and then slowly disintegrate, eventually requiring major restoration work.

#### **VALUABLE ONGOING RESEARCH PROJECTS**

- > Researchers at UTS and Queensland company Poly Optics are working on a project that uses nanotechnology to develop an energy-efficient 'light pipe', a solid but flexible plastic rod, potentially metres long, that glows. The light pipe featured at the

Asia-Pacific Nanotechnology forum in Cairns in November.

- > UTS researchers and Japan's Kagoshima University are developing a detailed social and political profile of the tuna fishing industry in each country with the aim of reducing the potential for misunderstandings between the two biggest fishers of southern bluefin tuna.
- > Research by UTS telecommunications engineers is helping establish microwave energy as an important tool in treating potentially deadly heart rhythm disorders. The team has developed miniaturised microwave antennas for use in keyhole heart surgery.
- > A major project for the Institute for Sustainable Futures followed the appointment of its Director to the Expert Panel on Environmental Flows for the Hawkesbury-Nepean River. Research studies include a whole-of-catchment analysis to manage bulk water supply and demand; a study of the social, economic and cultural impacts of introducing environmental flows in the Hawkesbury-Nepean; an analysis of the institutional arrangements required to provide and protect environmental flows in the Hawkesbury-Nepean; and a study on the potential for irrigator water efficiency and related issues.



Professor Lyn Chenoweth from the Faculty of Nursing, Midwifery and Health pioneered a program that has seen the emergence of significant new coping strategies for people with Parkinson's Disease.

Professor Michael Cortie of the Institute for Nanoscale Technology with a standard capacitor and a much smaller ultra-capacitor. Professor Cortie has discovered a golden future for a state-of-the-art device.

- > In collaboration with researchers in Australia and abroad, UTS engineering researchers are testing a novel, cost-effective system for the removal and disposal of arsenic from household and small water supplies.

#### **ENHANCING RESEARCH SUPPORT AND COMMUNICATION**

Funded by ARC and UTS infrastructure grants, a high-performance network linking research institutions in Australia and overseas was constructed in Building 10 at UTS's City campus. The UTS Access Grid node serves the burgeoning field of e-research and provides access to distributed computer resources, and an interactive user experience that will support research collaboration, distributed meetings, seminars and lectures.

In another significant development, the University Library and the University Graduate School collaborated to contribute the first UTS theses to the Australian Digital Theses (ADT) program, which promotes postgraduate research by publishing research theses online.

The University Library's digital library was also enhanced to support research through the acquisition of several significant digital resources together with extended coverage of others. In many cases, this was achieved through the Library's participation in collaborative purchasing by Australian and New Zealand university libraries.

#### **NATIONAL AWARDS FOR UTS INNOVATIONS**

UTS researchers were winners and finalists in several award ceremonies during 2003, acknowledging the University's contributions to research. Awards included:

- > A Consensus Software Award for UTS software engineers for Architecture Based Analysis of Complex Systems (ABACUS) in recognition of 12 years' research and commercialisation development.
- > 'Mindswitch', a UTS-designed device using alpha brainwaves to activate electrical appliances via computer, received special recognition at the Commercialisation Fair of Ideas in Sydney. It was also runner-up in the Peter Doherty Innovation Award and was selected as the Australasian entry in the Saatchi and Saatchi Innovation Award. The device is being funded for commercialisation, particularly for application that will provide significantly enhanced support for people with severe physical disabilities.
- > The award for Environmental Leadership in Communications from the Banksia Environmental Foundation, and the HIA GreenSmart Partnership Award for *Your Home*, published by the Institute for Sustainable Futures and the Australian Greenhouse Office.



Associate Professor Sam Reisenfeld discusses UTS Engineering's contribution to FedSat with the Federal Minister for Science, the Hon Peter McGauran.

Dr Robin Burns, Honorary Associate in the Institute for International Studies, at Casey, Antarctica. Dr Burns' interest is in scientists in remote locations – observing their work and discourse, identifying the challenges of undertaking fieldwork in remote environments, and seeing how they interact with others in the small communities where they work and live.



*Your Home* is a guide on how to design, build and renovate homes to be comfortable, healthy and more environmentally sustainable.

- > A gold medal at the International Materials Research Society for German PhD candidate in the UTS Microstructural Analysis Unit, Olaf Gelhausen, recognising his research into gallium nitride lighting.
- > The Gleebooks prize for Literary and Cultural Criticism at the NSW Premier's Literary Awards for Honorary Research Fellow Sylvia Lawson for her book, *How Simone de Beauvoir Died in Australia*.
- > Australia's most valuable national design award, the inaugural Bombay Sapphire Design Discovery Award, for Furniture Design lecturer Jon Goulder.

### INTERNATIONAL RECOGNITION

The World Health Organisation expressed interest in the research into mosquitoes and the transmission of malaria conducted by UTS and the Australian Army Malaria Institute (AMI). It has provided funding for the research team to visit and share their methods and techniques with researchers in China.

UTS research that points to the removal of barriers between learning and the workplace and the creation of new educational pathways triggered international interest at a seminar in

the United Kingdom convened by the Centre on Skills, Knowledge and Organisational Performance (SKOPE).

The UTS Robot Soccer Team was named the best new team at RoboCup 2003, gaining them automatic qualification for RoboCup 2004. RoboCup is an international research and education initiative to foster research into artificial intelligence and robotics.

### NATIONAL AND INTERNATIONAL APPOINTMENTS

A number of appointments of UTS academics to high-level positions raised the University's research profile in 2003, including:

- > the appointment of Professor David Goodman, Director of the Institute for International Studies at UTS, to the Australian Research Council (ARC) Expert Advisory Committee for Humanities and Creative Arts
- > Associate Professor Don Martin's appointment as Convenor of the OzNano2Life network, which is a formal means of interfacing Australian expertise in nanobiotechnology with the EuropeanNano2Life Network of Excellence in nanobiotechnology, and
- > the continued appointment of Professor Jane Hall, Director of the Centre for Health Economics Evaluation and Research, as the

Australian representative of the Harkness Fellowship program, and her appointment to the International Committee for AcademyHealth in the United States.

### UTS RESEARCH APPOINTMENT

UTS appointed Dr John Galloway, who invented NetMap, the software tool used by police in crime investigations, as Co-Director of the Complex Systems Research Centre.

### FURTHER INFORMATION

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

**UTS HAS MADE A STRONG COMMITMENT TO CREATING A DYNAMIC LEARNING ENVIRONMENT, WHICH SUPPORTS STUDENTS DURING THEIR ACADEMIC STUDIES, AND PROVIDES THEM WITH OPPORTUNITIES TO DEVELOP THEIR INTERPERSONAL, SOCIAL AND PROFESSIONAL SKILLS.**

## (STUDENT FOCUS)

Support services played an integral role in building the learning environment, recognising that to be effective they must operate in partnership with the academic program and deliver their support in a student-focused and seamless manner.

Over the last three years, the University has progressively implemented the strategies of the Student Focus Plan, which is due for review in 2004. In addition, faculties and units have developed a number of initiatives at an operational level to support the achievement of the Plan. The objectives of the Plan are to:

- > make the administrative aspects of each student's experience at UTS as helpful, responsive, seamless and student-focused as possible
- > provide improved facilities and infrastructure to optimise student life and experience, support academic needs and engender strong identification with UTS
- > provide effective support to students to enhance their personal and academic success, from admission to employment as graduates, and
- > improve UTS student life through activities that enhance satisfaction with the UTS experience and build connection between students, staff, and UTS and its ideals.

### **ENHANCED STUDENT ADMINISTRATION**

The new Curriculum and Student System (CASS) provides the University with the necessary technological infrastructure to progressively streamline its student administration processes. During 2003, CASS was incrementally implemented in each stage of the annual student administration life cycle. CASS successfully supported the 2003 enrolment, examination, re-enrolment and graduation processes. The emphasis was on ensuring a stable system, effective knowledge transfer to operational areas, and the proper standards for access security and data integrity. The next stage of this project will focus on developing the web functionality for student self-management and self-enrolment, curriculum management, fees administration and management reporting.

### **STUDENT-FRIENDLY SERVICES**

An improved face-to-face customer service program was introduced that included extended hours welcome and help desks, a hotline phone service, faculty contacts/problem solvers, directional staff, maps and transport.

A number of additional services were introduced to streamline students' access to their personal and academic details, including the OneStop Student





UTS acquired premises that will house an extra 253 students. Gumal Nguarang – meaning 'friendly place' in the language of the local indigenous Cadigal people – will increase current student housing stock by 153 per cent.

Administration Website, which enables students to readily access their exam results, study plan and more. New electronic information notice screens were also placed in the main entrance and other select locations to provide students with broadcast messages on student administration matters 24 hours a day. Improvements to the efficiency of class timetabling, and its responsiveness to the needs of students, were initiated. This will take several years to fine tune.

UTS continued to develop and refine its Online Criteria-based Assessment (OCBA) program, innovative software that supersedes the handwritten, often cryptic assessment notes of the past.

### **IMPROVED STUDENT AMENITIES**

The new student-friendly spaces that were established throughout the University during 2002 provided students with appropriate facilities to socialise and meet to discuss group projects. Due to the popularity of these break-out spaces, faculties continued to identify new areas for development. In 2003, new leisure areas were set up in the Faculties of Humanities and Social Sciences, Information Technology and Design, Architecture and Building.

As part of the major renovation of Building 4 at City campus (see UTS Management chapter, page 40), the UTS Union Board committed A\$1.8 million to rebuild and fit out the

Broadway Fitness Centre and Sports Office. The new centre will be equipped with updated weight training stations, a large cardio theatre and separate group exercise studios.

### **STUDENT RESEARCH FACILITIES**

UTS places a strong emphasis on building the research capabilities of the University and actively encourages postgraduate students to undertake research projects by providing them with access to specially designed research facilities. New student research areas were developed in the Faculties of Engineering, Law and Education during the year as part of this University-wide initiative. A number of faculties also expanded their existing research and general study facilities.

### **STUDENT ACCOMMODATION**

The University assumed ownership of 253 beds of student accommodation at Broadway, City campus in 2003. The new apartment building – named Gumal Nguarang, meaning 'friendly place' in the language of the local indigenous Cadigal people – will increase current student housing stock by 153 per cent. The structure is one of three residential towers and is part of Australand's Quadrant Development. The facility is of a standard which UTS believes sets an Australian benchmark in the provision of city-based student accommodation. The complex will admit its first residents in January 2004.

### **ENHANCED PERSONAL AND ACADEMIC SUPPORT FOR STUDENTS**

A number of initiatives were implemented at faculty level to assist students, including 'student survival' guides, essay and report writing workshops, summer clerkships and online student networks. The Faculties of Law, Engineering and Information Technology also conducted start-of-year orientation camps for undergraduate students. The camps are designed to introduce new students to University life and provide them with strategies and skills to succeed in their course. All camps were well attended and many students indicated that they found them beneficial.

UTS Career Services' 'Net that Career' online career information resource proved extremely successful in improving the systematic provision of career advice to students. During 2003, the service was further extended to include a greater range of disciplines.

The English Language Study Skills Assistance (ELSSA) Centre, which provides free academic English language programs for UTS students and staff, continued to be well utilised by students, recording approximately 6,300 enrolments into credit subjects, faculty-based workshops, individual tuition, and intensive vacation and semester



UTS Rowing champions James Chapman and Stephen Stewart who, as members of the UTS 8, won the State Championships, the Trans Tasman Cup, the Australian University Championships and came fourth at the World Championships. Both were named UTS Sportsperson of the Year.

programs. A further 3,000 students were assisted within faculties to develop their academic and professional English skills.

### **ENRICHED STUDENT LIFE**

The University's student life program was expanded to provide students with greater opportunities to interact and network with industry professionals, lecturers and fellow students. The following is a summary of some of the major programs and activities organised during the year.

#### **Peer Network program**

The UTS Peer Network program will move into its sixth year in 2004 and expects to see the total number of participants move past 1,000.

In 2003, the Peer Network saw an increase in the number of international students, particularly postgraduate international students, volunteering to assist with University-wide and faculty life initiatives. In 2003, the Peer Network established two new multicultural activities – the 'Salad Bowl' and 'Tandem'.

The Salad Bowl was established in collaboration with UTS Union to extend the Peer Network experience beyond

Orientation and into the semester. This program aims to connect members through shared cultural experiences.

The Tandem program is designed to connect incoming UTS exchange, and the Faculty of Humanities and Social Sciences international and Study Abroad students with experienced UTS students. The pilot attracted more than 200 participants and was a great success, with many 'Tandem buddies' continuing their partnership beyond the end of the semester.

#### **Law Moot Court**

The Law Faculty has participated in the national and international Law Moot Court competitions for a number of years. In 2003, the Faculty of Law fielded teams in seven mooting competitions. The UTS team won the National Competition held in Brisbane and for the first time went on to compete in the International Rounds in Florida. These competitions provide law students with an opportunity to research, investigate and analyse important legal issues and then argue their case in the Law Moot Court, which is a simulated court setting. The debate between competing student groups is judged by an independent panel of court judges.



UTS Law students Brynn O'Brien, Catherine Hamilton and Aaron Schimann won the Australasian qualifying round of the prestigious Stetson Environmental Law Moot held in Brisbane, and went on to compete in the International Rounds in Florida, USA.

UTS Law mooters Bree Farrugia and Matthew Day in Germany en route to represent the Faculty of Law at the C.Vis International Arbitration Moot in Vienna.

## Sport

UTS produced some great sporting results in 2003. UTS clubs were led by outstanding achievements in Hockey, Fencing and Volleyball. The UTS Rowing Club won awards in New South Wales and in Australian and Trans Tasman University competitions. The highlight was the UTS Rowing Four, which achieved fourth place in the World Championships in Milan, Italy.

The University performed very well at Uni sporting competitions across Australia, achieving fifth place out of 28 universities competing at the Eastern Uni Games at Coffs Harbour, and third place out of 23 universities at the Winter Uni Games at Mt Hotham, Victoria. UTS athletes also achieved excellent results at the Australian Uni Games, held at Coffs Harbour, with most teams making it to the quarter finals and finishing in the top 10.

UTS also entered the eighth annual National Indigenous Tertiary Education Student Games (NITESG), hosted by the University of New South Wales. A combined team from UTS and Sydney University successfully gained places in the final of the basketball and touch football, won the netball and volleyball finals and the overall competition.

## Sportsperson of the Year

UTS rowers Stephen Stewart and James Chapman both claimed the prestigious UTS Sportsperson of the Year award. Their achievements include finishing fourth in the World Championships and winning the State Championships, the Trans Tasman Cup and the Australian University Championships for the second time, all as members of the UTS 8. Both are trialling for the 2004 Olympic Games in Athens.

## FURTHER INFORMATION

For further information on Student Focus achievements, see quality assurance projects in the Teaching and Learning chapter, pages 10–11.

## Sports Club of the Year

UTS Fencing Club

## Sports Recognition Award

Dr Sian Munro

## UTS Union Blues Recipients

Annabelle Smith	Athletics
Matthew Driscoll	Rowing
Timothy Curtin	Rowing
Lee Wallace	Triathlon
Ella Millard	Ultimate Frisbee
Maren Jakobsen	Volleyball

## UTS Union Half Blues Recipients

Richard Hipsley	Baseball
Tracey Green	Fencing
James Stevens	Hockey
Mert Akin	Judo
Mohamed Rajab	Karate
Samuel Cooper	Rowing
Kevin Wong	Rugby League
Adam Demasi	Soccer
George Mclean	Soccer
Julia Humbert	Tae Kwon Do
Nikolas Trkulja	Tennis
Samantha Holt	Tennis
Rebecca Watt	Touch
Marc Carroll	Volleyball
Robert Hoey	Volleyball
Magdalena Rybicki	Volleyball



## PART OF THE UNIVERSITY'S STRATEGY IS TO EXPAND ITS SPHERE OF INFLUENCE AND BUILD NEW OPPORTUNITIES FOR ENGAGEMENT.

# (ENTERPRISE DEVELOPMENT)

During 2003, UTS developed several new and enriched relationships with business and government partners and extended its international relationships through the formation and strengthening of a number of overseas university alliances.

The Enterprise Development Plan, which will be reviewed in 2004, guides the growth of the University's financial base, 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.

### STRATEGIC ALLIANCES

UTS continued to expand its alliances and partnerships in 2003.

- > UTS joined Digidesign, the world's leading manufacturer of computer-based digital audio production systems, to launch Australia's first Digidesign Pro School, which will provide training in Pro Tools audio-design software.

- > The Faculty of Nursing, Midwifery and Health and the Montefiore Home in Hunters Hill, Sydney, established a partnership that involves a number of collaborative projects, including the establishment of aged-care clinical placements for undergraduate nurses at the home; the possible establishment of several scholarships; the provision of a course to enable undergraduate nurses to qualify as enrolled nurses, with the opportunity for ongoing employment at the home; and the opportunity to participate in joint research and program development projects.

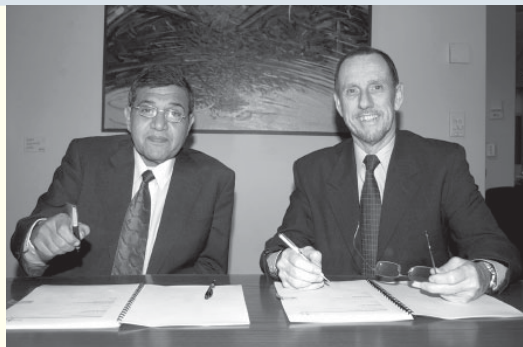
### BUILDING RELATIONSHIPS WITH INDUSTRY AND GOVERNMENT

The Faculty of Humanities and Social Sciences built on its links with the film industry by hosting the annual UTS Golden Eye Awards. This event has become a must see for industry leaders and operators. The Awards showcase the creative output of UTS Media, Arts and Production students and graduates. In 2003, the number of sponsors increased considerably and sponsorship more than doubled in value. The judges' panel included high-level representatives of the NSW Film and Television Office and the Australian Film Commission, as well as respected members of the film industry.



A joint agreement between accessUTS and the Binawan Institute of Health Sciences in Indonesia should result in improvements to the quality of teaching and learning in the Diploma courses offered at the Institute.

Insearch Managing Director Murray Laurence (centre) receives the IDP Education Exporter of the Year Award from Trade Minister Mark Vaile and Professor Roger Holmes, Board Member, IDP Education.



Links with both industry and government were enhanced through the appointment of Communications student Ainsley Gilkes to the Federal Government's newly established Enterprise Development Team, part of the National Youth Roundtable.

**INTERNATIONAL OUTREACH**  
**Australian Education Exporter of the Year**

In November, Insearch Limited won the Australian Education Exporter of the Year Award from a strong field of other Australian State and Territory finalists. The Award, presented under the auspices of Austrade and the Australian Chamber of Commerce and Industry, recognises the significant achievements of Insearch in building a high quality brand, a sustained level of growth in education exports and a strong network of offshore operations and partners.

**International student intake**

The number of international students undertaking full award courses at UTS increased by 27 per cent in 2003. The considerable growth occurred in the student populations from new and existing markets including Sweden, Norway, the USA, Canada, Japan, Mexico, Germany and France. UTS achieved well above the averages of universities in both NSW and Australia-wide in the intake of international students.

The highest increases in population from the new markets were French students – up 253 per cent – and German students – up 246 per cent.

**Global demand for UTS expertise**

UTS strengthened its position in the Asia-Pacific region in 2003 through the establishment of the following consultancies and alliances.

- > A partnership agreement with the Binawan Institute of Health Sciences in Jakarta, Indonesia was signed to provide consultancy services for a nine-month period commencing January 2004.
- > UTS and Aus Health International signed a contract with the Hiranandani Group in Mumbai, India for the provision of services for technical assistance in the development of a 100-bed hospital in Mumbai.
- > The UTS Science faculty ran an eight-week training program funded by the World Bank for 13 lecturing staff of the Rajabhat Institutes in Thailand.

> The World Bank engaged Professor Lesley Barclay, Director of the Centre for Family Health and Midwifery, to design and host a week-long short course at the University of Gadjah Mada, Indonesia. The course was attended by 40 leading Indonesian health professionals, academics and government health and legal officers and was part of a program that involves the development of Indonesia's accreditation system and regulatory system for health education and health professionals.

Professor Lesley Barclay (front centre), Director of the Centre for Family Health and Midwifery, with Indonesian attendees of the World Bank intensive short course, which was designed to increase the understanding of accreditation systems and regulation for health professions and professionals, and address issues about the quality of health services.



> UTS continued to be invited to work with a range of overseas countries on its approach to quality tracking and management for learning and teaching, including Sweden, Finland, South Africa and Cambodia.

Other international achievements include the publication of business Professor Stewart Clegg's book *Modern Organisations*, about organisational management and democratic choice, in Arabic at the request of The Institute of Public Administration in Saudi Arabia; the hosting of eminent visiting professors from Germany, Canada and England through a Distinguished Lecture Series in Health Economics; and the election of University Librarian Alex Byrne to President-elect of the International Federation of Library Associations and Institutions, the peak global body for the library and information profession.

#### **FURTHER INFORMATION**

Refer to the Teaching and Learning chapter for offshore courses commenced in 2003 and the Research and Development chapter for research partnerships.





From left: Irene Hagstrom, chef Tane Malcolm, Jon Slade and Dan Swan. Final-year students in the Master of Interactive Multimedia have developed several programs for the Hewlett Packard Personal Digital Assistant, one of which makes it possible for cooking enthusiasts to download their favourite chef's recipes and order ingredients online.

Associate Professor Massimo Piccardi from the Faculty of Information Technology led a team of UTS researchers that designed a surveillance system that responds to unusual behavioural triggers which could help to prevent criminal activity in public spaces.

### INTERNATIONAL STUDENTS BY FACULTY 1999–2003

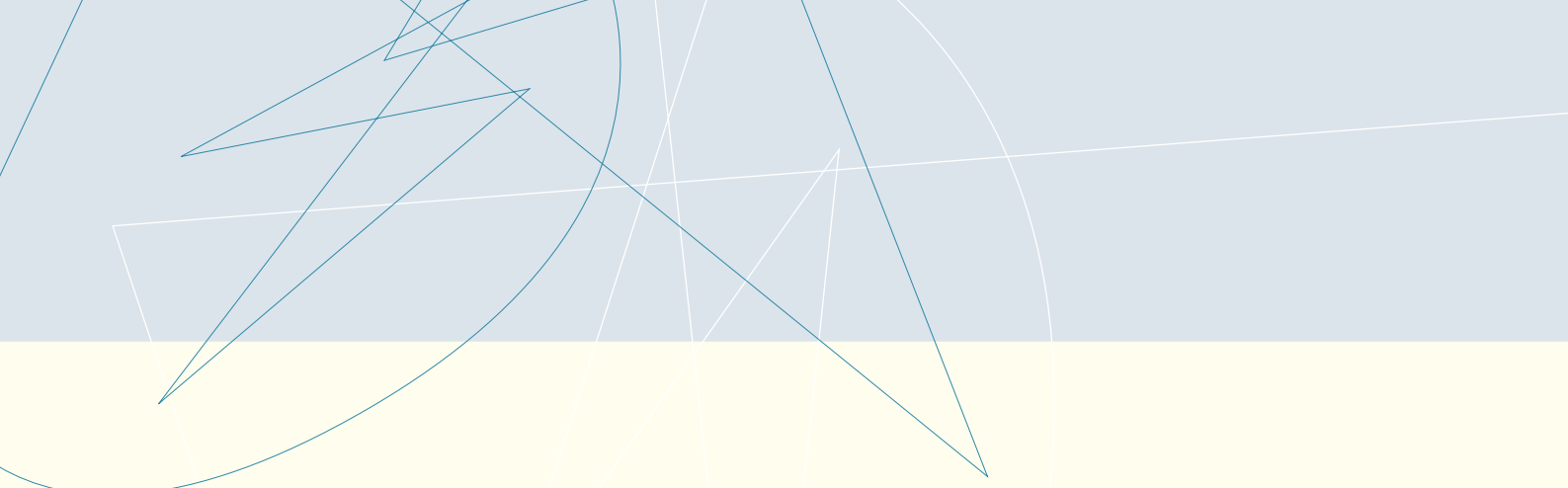
	1999	2000	2001	2002	2003
Business	1,610	1,773	1,701	1,856	2,268
Design, Architecture and Building	102	160	221	238	326
Education	78	86	122	134	148
Engineering	206	329	405	531	945
Humanities and Social Sciences	65	71	104	155	237
Information Technology	153	318	487	582	648
Law	30	57	59	139	174
Nursing, Midwifery and Health	20	16	22	32	47
Science	69	60	91	83	124
Other	1	1	1	12	32
<b>Total</b>	<b>2,334</b>	<b>2,871</b>	<b>3,213</b>	<b>3,762</b>	<b>4,949</b>

Current at 31 March 2003.

### GROWTH IN INTERNATIONAL STUDENTS 1999–2003

	1999	2000	2001	2002	2003
Undergraduate	1,254	1,332	1,635	1,912	2,552
Postgraduate	1,080	1,539	1,578	1,850	2,397
<b>Total</b>	<b>2,334</b>	<b>2,871</b>	<b>3,213</b>	<b>3,762</b>	<b>4,949</b>

Current at 31 March 2003.



**THE UNIVERSITY STRIVES FOR THE ADVANCEMENT AND INTEGRATION OF KNOWLEDGE, PROFESSIONAL SKILLS AND TECHNOLOGY AND THEIR APPLICATION FOR THE BENEFIT OF HUMANITY.**

**(COMMUNITY)**

In 2003, UTS increased its relationships with the community – guided in all its activities by its commitment to equity and diversity, Indigenous education, sustainability, and the need for informed comment on public issues.

UTS projects and events embodied this commitment, including several events promoting human rights, initiatives to renew the University's commitment to Indigenous employment, and the University's new scholarship scheme for refugees. UTS also continued its strong presence in the community through participation in community-held events, projects, exhibitions and seminars covering various community issues.

**EQUITY, SOCIAL JUSTICE AND HUMAN RIGHTS**

**UTS Human Rights Awards**

The UTS Human Rights Awards were held in October to celebrate the social justice contributions of students and staff, and showcase their contributions towards creating equitable and supportive communities that value diversity.

**Scholarship scheme for refugees**

Twelve UTS Temporary Protection Visa Refugee Fee Exemption Scholarships were made available for undergraduate study in seven faculties: Business; Engineering; Humanities and Social Sciences; Information Technology; Law; Nursing, Midwifery and Health; and Science.

**Human Rights Education Conference**

UTS and Curtin University Chancellors co-hosted the annual international conference of the National Committee on Human Rights Education, held at UTS in December. The theme of the conference was 'Human Rights: New Paradigms and New Responsibilities', and it focused on domestic and regional human rights education initiatives, with discussion led by prominent speakers from Australia and its regional neighbours.

**Launch of Indigenous employment strategy**

The second stage of the University's Wingara Indigenous Employment and Career Development Strategy was launched in 2003. UTS aims to exceed the NSW government target of two per cent for Indigenous Australian staff employed at UTS.

Wingara supports key elements of the UTS Reconciliation Statement and aims to broaden the range of employment areas, occupations and levels for Indigenous staff, and employ at least 16 Indigenous staff in continuing positions over the period 2003–05.

**UTS community programs, seminars and exhibitions**

> UTS participated again in Science in the City – the largest event in National Science Week in NSW. The event is a collaboration between UTS, the University of Sydney, the University

Participants in the Youth Creators Group, a community group that has worked in partnership with the UTS Shopfront. The group comprises young Aboriginal leaders who are developing their own vision of living and belonging in Redfern.

Dr Ilaria Vanni from the Institute for International Studies with Diego Bonetto's 'Identity Statement', an exhibit from the Italiani di Sydney exhibition at the Museum of Sydney.



of New South Wales and the Australian Museum, and celebrates the role science plays in society. More than 20,000 people attended the event over seven days. In 2003, participation extended to Science in the Bush, a satellite event held in rural NSW with over 1,200 school students.

- > Prominent political thinkers participated in a UTS seminar titled 'Rethinking Progress'. Robert Manne, Raimond Gaita, Michael Pusey and Carmen Lawrence were among the speakers who discussed what they felt was the crisis of ideas and values among critics of economic rationalism. The seminar was sponsored by UTS's Research Initiative on International Activism.
- > At the Library Markets Forum, author and Booker Prize winner Tom Keneally headed a line-up of guest speakers, who included University Librarian Alex Byrne and Sydney PEN Vice-President Rosie Scott. The discussion highlighted the plight of refugees and their mental anguish in waiting for release in Australian detention centres.
- > UTS also hosted two DEST-sponsored media science forums on the themes: 'The Worth of Water: Environment, Society and Sustainability' and 'Death and Resurrection: the Science of Living, Dying and Reversing Extinction'. The forums resulted in

over 150 stories in the press worldwide and involved over 30 presenters from all over Australia.

- > The UTS Centre for Forensic Science held a very popular series of public lectures in 2003 on a variety of topics, including: 'Ten Years of Fingerprinting in Australia' and 'Drug-assisted Sexual Assaults'. The lectures provided the opportunity to strengthen international links with organisations such as the American Federal Bureau of Investigation.
- > A major exhibition at the Museum of Sydney, Italiani di Sydney, was curated by Dr Ilaria Vanni of the UTS Institute for International Studies. It brought together and celebrated stories of Italians who made Sydney their home and played a part in shaping the city.
- > The Faculty of Education's Aboriginal and Torres Strait Islander program marked its 20th anniversary with a role in the Adult Learning Australia conference held at UTS in November.

### **UTS IN THE COMMUNITY UTS Shopfront activities**

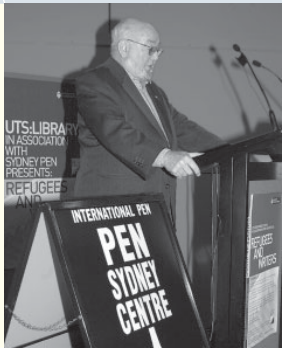
In total, the UTS Shopfront completed 44 community-based projects during 2003. A number of the significant achievements are listed below.

- > The Shopfront was commissioned by Planning NSW – Sydney Regional West to undertake a literature review of social issues research and lessons

learned from capacity building and projects conducted in western Sydney in the past six years. The information derived from this review will assist the Department to develop a regional profile for western Sydney that provides a snapshot of social, economic and environmental issues of the region.

- > The Director of the Shopfront, Dr Paul Ashton, ran an oral history workshop for the Youth Creators Group. The participants were young Aboriginal leaders from Redfern, Sydney, aged between 14 and 22, who are developing their own vision of living and belonging in Redfern.

Other Shopfront projects included: curatorial research for Luna Park exhibition; public relations for the Youth Creators Group; websites for Touching Base, Blacktown Youth Service and the Timorese Australia Council; design exhibition for Medecins Sans Frontieres; courtyard design for Inner West Cultural Services; a feasibility study on an ecologically sustainable living centre for Wollri Creek Preservation Society; and developing a water harvesting system to recycle rainwater for Wondakiah Residents' Group.



Author and Booker Prize winner Tom Keneally headed a line-up of guest speakers at the 2003 Library Markets Forum. The discussion highlighted the plight of refugees and their mental anguish in waiting for release in Australian detention centres.

Leanne King, Joe Fraser, Gwen McGregor and Karen Vaughan, staff members involved in the Faculty of Education's Aboriginal and Torres Strait Islander Program, which marked its 20<sup>th</sup> Anniversary in 2003.

### Community projects and activities

- > UTS was commissioned by the National Parks and Wildlife Service to train and prepare Indigenous interviewers for the task of recording the stories of Aborigines who have connections with Kosciuszko National Park, to support the development of the first cultural map of their presence in the area.
- > The Indigenous Participation in Information Technology project, launched in 2003, aims to promote information and communications technology to Indigenous Australians and is working to develop and promote multiple points of entry for Indigenous Australians into the field.
- > UTS led the Education and the Arts Partnership Initiative, which is investigating strategies for helping at-risk students by using the creative arts to address adolescent learning issues. Co-researchers included the NSW Department for Education and Training and the NSW Ministry of the Arts.
- > Research on community views about the quality of the NSW public transport system was undertaken for the Labor Council of NSW and various transport unions. The resulting report 'Our Public Transport' was launched at NSW Parliament House in November. The report forms part of an ongoing dialogue between the government and community, local government and environmental groups about sustainable transport.
- > UTS also launched an innovative pilot project where it will offer free legal advice to students and staff from the TAFE NSW Sydney Institute.
- > The Faculty of Humanities and Social Sciences continued its strong involvement with the popular Sydney Writers' Festival, launching the UTS Writers' Anthology and contributing hundreds of hours of time and experience to the production of the daily broadsheet newsletter *Festival News*, as well as daily reports on the UTS/Macquarie University radio station 2SER-FM, a daily-updated website, event photography and more.
- > UTS continued with its support for Redfern Kids Connect (RKC), an independent, voluntary community project initiated by members of AIESEC – an international student exchange organisation. RKC is an early intervention program that creates a positive and open environment where at-risk children and volunteers meet each week to play outdoors and in the computer room at the recently closed Redfern Public School.
- > National Reconciliation Week was marked with a range of activities, including a morning tea for Indigenous elders from the local



Dr Anne Bamford, Senior Lecturer and chief investigator in the Education and the Arts Partnership Initiative, with children from Merrylands East Primary School. The project involves research into the alienation of school children and strategies for helping at-risk students through the creative arts.

community. Elders met with Deans and the Executive at an informal Elders' Morning Tea hosted by the Vice-Chancellor and held at the UTS Gallery during the Manikay (Song Cycle) exhibition of paintings by two highly respected Indigenous artists, Jack Wunuwun and John Bulun Bulun.

- > The Sydney Women in Engineering and Information Technology (SWIEIT) Speakers' Program, sponsored by UTS, IBM and Telstra, broke all records for visits to schools and meetings with students in 2003. SWIEIT teams visited 20 metropolitan and three regional schools, meeting with over 1,000 students from Years 10 to 12. SWIEIT is part of UTS's highly successful Women in Engineering Program.

### Recognition for community service

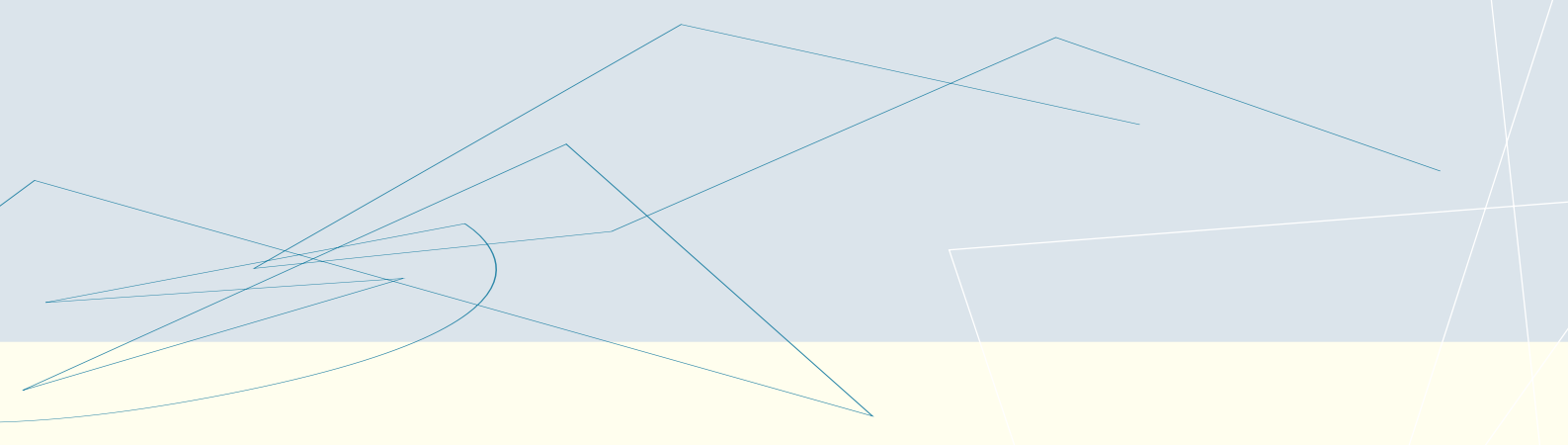
At the Australia Day awards, Senior Lecturer in Applied Physics Suzanne Hogg received an Order of Australia Medal for service to the community through music and physics education.

### UTS HONORARY AWARDS

UTS conferred a number of honorary awards, including:

- > an honorary Doctor of Science degree for Nobel Prize winner Professor Peter Doherty for his groundbreaking work with Rolf Zinkernagel in the 1970s that led to the discovery of how the immune system recognises virus-infected cells
- > honorary Doctor of the University degrees for former UTS Vice-Chancellor Professor Tony Blake and former Deputy Chancellor, the late Margaret Trask, and
- > an honorary doctorate for architect Glenn Murcutt, who is renowned for defining an Australian idiom in contemporary architecture.





## SIGNIFICANT CHANGES WERE MADE IN LATE 2003 TO THE UTS MANAGEMENT STRUCTURE TO ENSURE THE UNIVERSITY CAN RESPOND TO AND SUCCEED IN THE NEW DYNAMIC HIGHER EDUCATION ENVIRONMENT.

### (UTS MANAGEMENT)

#### ORGANISATIONAL DEVELOPMENT

##### Executive restructure

The changes in the higher education sector have resulted in the creation of a new executive structure that is to come into effect in March 2004.

UTS's executive structure was reviewed to develop a model that will enable UTS to achieve its vision and meet the significant challenges faced in the changing higher education environment. As a result of this review, a new executive structure will be operational from late March 2004. The University Enterprises portfolio and the position of Executive Director and Vice-President (University Enterprises) will be disestablished and two new executive positions created, Pro-Vice-Chancellor and Vice-President (International) and Executive Director (Organisational Support). In addition, there have been some changes in the titles of some existing executive positions to reflect changes to their portfolios. This will create an executive group consisting of the Vice-Chancellor and President, Deputy Vice-Chancellor and Vice-President, Pro-Vice-Chancellor and Vice-President (International), Pro-Vice-Chancellor and Vice-President (Research), Pro-Vice-Chancellor and Vice-President (Teaching and Learning), Chief Financial Officer, Registrar and Executive Director (Organisational Support). The review also resulted in the creation of the new

position of Vice-President (Alumni and Development), which reports directly to the Vice-Chancellor but is not part of the executive management group.

##### Appointments/resignations

As at 31 December 2003, recruitment was underway for the newly created positions of Pro-Vice-Chancellor (International), Executive Director (Organisational Support), Vice-President (Development and Alumni) and for the Pro-Vice-Chancellor (Research), pending the resignation of the incumbent, Professor Lesley Johnson, effective in 2004. Professor Bob Robertson will retire as Executive Director and Vice-President (University Enterprises) effective in 2004.

Professor Desley Luscombe was appointed Dean, Faculty of Design, Architecture and Building; Professor John Rice, Dean, Faculty of Science; Professor Tharam Dillon, Dean, Faculty of Information Technology; and Professor David Goodman was reappointed as Director for the Institute for International Studies. Thea Seabrook was appointed Director, Student Administration; Jennifer Gilmore, Director, Human Resources; Susan Tiffin, Director, Building Capability Project; and David Pacey, Director, Governance Support.

##### Workforce planning

A structured workforce planning process was implemented in faculties



and will be rolled out to priority non-faculty areas in 2004, as UTS prepares for the retirement of the large cohort of academics recruited during the growth period in higher education in the 1970s.

### **Employee relations**

The University commenced the enterprise bargaining process for separate enterprise agreements for support, academic and senior staff and successfully planned and implemented over 30 workplace change projects. The enterprise agreements should be finalised early in 2004.

UTS Library became the first university library in Australia to broadband almost all Library positions across two levels. This created a flexible staffing infrastructure that will contribute to a more responsive and creative University Library whilst establishing improved career paths and incentives for highly competent and talented staff. The first advancement round resulted in 60 per cent of applicants achieving advancement to the higher level and 9 per cent receiving advanced incremental progression.

### **Staff development**

Following preliminary research in 2002, UTS established the Building Capability Project in 2003 to give additional support to linking the development of staff and organisational capability. It does this by initiating and supporting a number of specific initiatives related to

UTS's strategic priorities. In 2003, the focus of the Building Capability Project was to:

- > undertake consultations with faculties and units to determine where UTS could become more adaptable or better align its activities
- > further support project management capability through a suite of learning programs, web-based resources, communities of interest and improvements in process (UTS was a finalist in the Australian Institute of Training and Development (AITD) Awards for Excellence for its Project Planning Program)
- > commence a project to engage with newer/younger academic staff on the changing nature of academic work and the implications for University policy and faculty practice, and
- > support changes and assist the enhancement of staff capability to manage the processes for commercialisation in offshore activities.

### **Equity and Diversity at UTS**

UTS is committed to ensuring that all students and staff have equitable access to education and employment opportunities, are treated fairly, and can work and study in an environment free of harassment. In 2003, UTS initiated a number of new equity programs: Wingara Indigenous

Employment and Career Development Strategy, UTS Disability Action Plan 2003–07, Diversity Employment Strategy, Women@UTS Career Development Program, TPV Refugee Scholarship Scheme, and the Student Poverty Project.

### **ENVIRONMENT, HEALTH AND SAFETY (EHS)**

The Deputy Vice-Chancellor's EHS Advisory Committee updated the EHS Policy and the Workplace Injury Management and Return to Work Program to reflect changes in legislation and UTS priorities. The Committee also developed a new five-year EHS Strategic Plan focusing on the high-risk issues and risks concerning the UTS community and addressing any deficiencies in the UTS EHS Management System. Key UTS-wide initiatives planned include personal safety and security, emergency management and the promotion of psychological wellbeing.

The practical application of risk management principles continued to be the main focus of EHS activity in 2003. A number of risk management initiatives were developed to respond to identified potential risks, which are documented below.

> EHS risk management steps were integrated into the research approval procedures for all staff and student research. EHS risk

management was integrated into the travel approval process.

> The EHS Branch conducted 'quick and obvious' risk assessments in all UTS laboratories and workshops to identify and assess high risk activities and ensure that safe work practices are established.

The EHS Management System requires that every faculty and unit 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. The planning process allows faculties and units to choose appropriate and practical procedures to suit their activities and level of risk rather than imposing a 'one size fits all' manual of procedures. In 2003, the new online system was successfully trialled with a number of faculties and units.

In 2003, the University's workers' compensation claims experience was, once again, much better than the industry average, i.e. less claims and/or less cost per claim being paid. Based on this good claims experience, the premium was A\$1.03 million, which is approximately half that expected of a university of similar size. 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.

The Greening the Campus program focuses on waste, energy and water. A number of initiatives were undertaken to reduce the amount of waste produced; reuse and recycle the waste that is generated and also to purchase recycled products and/or products with less impact on the environment.

Through 2003, the Information Technology Division (ITD) maintained its commitment to environmental sustainability through ensuring recycled toners were used within all the printers in the UTS General Access Computing Laboratories and the administrative sections. ITD also introduced a print management system within the general access computing facility area, which reduced paper usage by 90 per cent and almost entirely reduced general waste (paper and toner).

Desk-side paper recycling was introduced in 2002 following a very successful trial in Building 10. In 2003, the amount of paper diverted from landfill continued to increase. The University successfully trialled recycling facilities for glass, plastic and aluminium and will now progressively introduce these facilities to other buildings including the new student residence, Gumal Ngurang.

High-efficiency lighting, use of natural gas and electricity power factor correction reduced the amount of energy used per square metre and greenhouse gas production. The University also conducted a trial of waterless urinals in one building to determine if this is an appropriate strategy to minimise water use.

The project to refurbish Building 4 (the Science Building) provides further opportunity to integrate sustainability into major construction projects at UTS.



**PHYSICAL ENVIRONMENT  
IMPROVEMENTS**  
**Campus Development Plan:  
2000–10**

The University continues to implement its Campus Development Plan that was the result of a process of consultation across the UTS community and with key precinct neighbours. Another significant milestone in the implementation of the Plan was the commencement of the Faculty of Science and Research Institutes Project.

**Science project**

The University commenced on the consolidation of the Faculty of Science to a single campus. The current science building (Building 4) on Harris Street, Ultimo, will be substantially refurbished with an extension to contain a series of modern, multifunctional laboratories for teaching undergraduate students, new research laboratories and offices and accommodation for the research institutes.

The building philosophy provides for the incorporation of environmentally sustainable passive energy saving systems and green building elements. These include shielding the building from direct sunlight and creating a green edge where possible. A new facade will be provided, incorporating new entrances to the Faculty of Science, Union Sports Centre and University Hall.

Initial works commenced in November, with construction work commencing in earnest in the new year.

**Student accommodation –  
Gumal Ngurang**

For information on this initiative, see the Student Focus chapter, page 25.

**Architecture award**

The NSW Branch of the Royal Australian Institute of Architects presented one of the most coveted architecture prizes, the Sulman Award, to joint winners Bligh Voller Nield Architects and Woods Bagot Interiors for their work that transformed Building 10 in Jones Street into a showplace for UTS and Sydney.

**Other developments**

The University continued with the upgrade of large lecture theatres on the City campus as part of an overall exercise to improve the quality of its general teaching spaces. Two under-utilised lecture rooms were converted into a 200-seat tiered lecture theatre on Level 4 of Building 2. As part of this upgrade work, access was also provided for people with disabilities. The University began a major classroom maintenance and upgrade. In Building 10, the student commons area was completed, with 40 computers on the ground floor.

The original Market 3 buildings were demolished nearly 20 years ago leaving the perimeter walls to be incorporated into the University's current Haymarket campus buildings as they represented part of the heritage of the Markets Precinct. This year saw the replacement of the eroded stone profiles with pre-cast synthetic stone, matching the original profiles and protecting the remaining stonework.

The fit-out of Blocks C and D at Haymarket to accommodate the School of Finance and Economics and the Centre for Health Economics Research and Evaluation was completed this year.

The University has also undertaken major maintenance works on the built environment such as replacement of the waterproofing roof membranes of the buildings at Kuring-gai and Buildings 1 and 2 on the City campus.

### **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 63–66
- > Land register and Works in progress and completed (App. E), page 67
- > Governance and Organisation chapter, pages 48–55
- > Organisational and Committee Structures 2003, pages 8–9

# (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 2003 and include its wholly owned subsidiaries, Insearch Limited, (including Insearch Shanghai) and accessUTS Pty Ltd. This review should be read in conjunction with the Financial Statements, including the Notes, and the Independent Audit Report. The Budgeted Financial Reports are on pages 45–47.

## 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 budget allocation from the University, based on their expected expenditure for 2004.

## BUDGETED FINANCIAL STATEMENTS COMPARATIVE 2003 BUDGET VERSUS 2003 ACTUAL FOR THE UNIVERSITY Operating result

The difference between actual and budgeted operating revenue, \$13.1 million, is due to higher than expected revenues from fees and charges, mainly international and postgraduate students and investment income. The actual and budgeted operating expenses have increased by \$16.4 million for a number of reasons: depreciation has increased as a result of the revaluation of the University's buildings; buildings and grounds expenditure has increased as a direct result of a conscious effort in 2003 to improve the standard of public and student space; and other expenses have increased due to the one-off expenditure for Library revaluation decrement of \$3.0 million. These have been offset by a reduction in the amount expended for employee benefits. The net result is a decreased operating result against budget (\$3.3 million).

## Statement of Financial Position

The increase in net assets (\$46.8 million) is mainly the result of an increase in managed investments (\$31.6 million), and an increase in non-current assets (\$49.7 million) offset by an increase in provisions (\$32.7 million).

A substantial proportion of the managed investments are committed to fund major

capital works identified in the Capital Plan for 2004 and beyond.

The increase in liabilities is mainly the result of an increase in provisions. The increases in the provisions are 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 mainly from the revaluation of assets.

The actual ratio of Current Assets to Current Liabilities is 3.1:1 compared with the budgeted ratio of 2.9:1.

## Statement of Cash Flows

The increase in cash inflows from operating activities results mainly from increases in fees and charges, and commonwealth payments. The increase in cash outflows from operating activities is mainly the result of an increase in non-salary items offset by a favourable reduction in salary and associated expenses. Both Other Operating Revenue and Non-Salary items include an amount for the goods and services tax (GST). Payments for investment securities have increased due to the deferral of capital projects.

## COMPARISON OF 2003 AND 2002 UNIVERSITY ACTUAL RESULTS Operating result

The University returned an operating result of \$9.0 million for 2003 compared to \$16.5 million in 2002.

## Revenue

Operating revenue has increased by 8.2 per cent to \$311.1 million (2002 \$287.7 million) (excluding the \$13.5 million for deferred government superannuation benefit). The major increases have been in fees and charges (\$19.9 million) primarily from international and postgraduate students and Commonwealth Government Financial Assistance including the Higher Education Contribution Scheme and Postgraduate Education Loans Scheme (\$4.9 million).

## Expenditure

Operating expenses have risen by 11.3 per cent to \$302.1 million (excluding the \$13.5 million for deferred government superannuation benefit). The increase is primarily caused by salary costs associated with an increase in staff numbers to match growth in EFTSU and incremental progression, buildings and grounds and depreciation costs. Depreciation and amortisation charges increased by \$9.2 million from 2002. Equipment depreciation increased \$6.0 million as the full year impact of a number of capital items is charged – Building 10 equipment, Curriculum and Student



System (CASS) software. Equipment has also transitioned in 2003 to a straight-line method of depreciation on plant and equipment. Buildings and infrastructure depreciation increased by \$3.2 million as the result of a reassessment of the useful life of Building 10 infrastructure from 40 years to 10 years and a revaluation of Building 10.

### Statement of Financial Position

Net assets have increased by \$62.5 million from 2002. This change is primarily attributable to an increase in non-current assets, specifically the revaluation of all buildings and property, and the purchase of Gumal Ngurang. 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 \$137.4 million, an increase of \$13.5 million. Receivables increased \$6.8 million and other current financial assets have increased by \$5.3 million.

Non-current liabilities include an increase in interest-bearing liabilities mainly due to the loan for Gumal Ngurang. Provisions include an increase in the deferred government superannuation contributions, \$11.5 million. The increase in reserves is mainly due to the revaluation of Buildings and Property. The ratio of Current Assets to Current Liabilities ratio has changed from 3.7 in 2002 to 3.1 in 2003.

### Statement of Cash Flows

Cash at the end of the period has decreased by approximately \$1.3 million. Major changes in operating inflows include fees and charges (\$25.6 million), Higher Education Contribution Scheme payments (\$2.3 million), financial assistance from the Commonwealth Government (\$1.8 million), offset by a decrease in other operating revenue (\$4.3 million).

Major changes to operating outflows include an increase in salaries and associated costs (\$6.4 million) and non-salary items (\$6.5 million). Decreases of inflows from investing and financing activities include sale of investment securities (\$35.2 million) and proceeds from the sale of assets (\$3.4 million). Cash flows from financing activities include proceeds from loans of \$29.5 million.

### INDEPENDENT AUDIT REPORT

The UTS Independent Audit Report is published on pages 4–5 of the Financial Statements booklet and is followed by the full Financial Reports.

### INVESTMENT MANAGEMENT PERFORMANCE

Macquarie Investment Management Ltd (MIML) manages the majority of the University's

investment portfolio. A small amount is held by the New South Wales Treasury Corporation's 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 2003, a total of \$79.409 million (2002 \$74.096 million) was invested in fixed-interest and short-term cash facilities. A total of \$68.91 million (86.78 per cent) was held in short-term investments (cash, bank bills, negotiable certificates of deposit) while a total of \$10.498 million (13.22 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 UBS Australia Bank Bill Index and 15 per cent UBS Australia Composite All Maturities Bond Index.
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 2003 are given below:

Annual return	University return	MIML benchmark	NSW TCorp benchmark
2003	4.40%	4.63%	4.83%
Since inception	6.09%	6.10%	5.73%

In 2003, the University's investment portfolio underperformed the MIML benchmark by 0.23 per cent and underperformed the NSW TCorp benchmark by 0.43 per cent. The fund has delivered an average 6.09 per cent per annum return since inception.

### RISK MANAGEMENT AND INSURANCE REPORT

In 2003, the University Council endorsed a new Risk Management Policy and Implementation Plan. The intent of the Policy is to embed risk management into business processes and functions via key approval processes, review processes and controls, not to impose risk management as an extra requirement. A Risk Management Coordination Group was established to support the implementation of the Risk Management Policy.

Risk management principles have been embedded in the following key business processes: the approval process for funded and non-funded research, staff and student travel, and all stages of major construction projects. Work is also underway to integrate risk management into the course approval and accreditation process.

Risk management continues to be an important element in processes related to information technology, environment, health and safety, commercialisation projects, finance and human resources.

The Audit and Review Committee oversees the implementation of a 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 CGU Workers Compensation (NSW) Limited (CGU). 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 2003, the NSW Work Cover Authority set the Industry Tariff Rate for universities at 1.45 per cent. In 2003, the University's premium was \$1.030 million, approximately 0.72 per cent of salaries, 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 \$1 million in 2003.

The University has a range of other insurance policies to cover property, general third party and product liability, commercial activities, medical malpractice, fidelity guarantee, professional indemnity, comprehensive motor vehicle, marine hull, voluntary workers, overseas travel and business interruption. Property cover includes industrial special risk and encompasses burglary, accidental damage, and property in transit and machinery breakdown. Aon Risk Services Australia Limited assist UTS Insurance in the management of these policies.

#### **ANNUAL REPORTS (STATUTORY BODIES) ACT 1984 – CONTROLLED ENTITIES**

The accounts of accessUTS Pty Ltd and Insearch Limited and its wholly owned subsidiary, Insearch Shanghai Limited, are disclosed in full in the University's Annual Report.

## BUDGETED OPERATING RESULT

FOR THE YEAR ENDED 31 DECEMBER 2004

	Actual 2003 \$'000	University		Budget 2004 \$'000
		Budget 2003 \$'000	Variance 2003 \$'000	
<b>OPERATING REVENUE</b>				
Commonwealth Government financial assistance	109,504	108,000	1,504	113,155
HECS				
> Student contributions	15,983	15,100	883	15,318
> Commonwealth payments	49,374	50,300	(926)	48,996
State Government financial assistance	3,367	2,700	667	3,249
Fees and charges	101,268	86,000	15,268	110,163
Investment income	4,029	2,800	1,229	2,000
Royalties, trademarks and licenses	58	55	3	60
Consultancies and contract research	5,760	8,500	(2,740)	8,094
Other revenue	21,788	24,600	(2,812)	27,480
Total operating revenue	311,131	298,055	13,076	328,515
<b>OPERATING EXPENSES</b>				
Employee benefits	182,057	187,000	(4,943)	203,092
Depreciation and amortisation	23,522	14,800	8,722	27,967
Buildings and grounds	9,922	7,000	2,922	4,696
Bad and doubtful debts	976	300	676	400
Other	85,613	76,600	9,013	88,326
Total operating expenses	302,090	285,700	16,390	324,481
Operating result excluding deferred superannuation	9,041	12,355	(3,314)	4,034
<b>Superannuation</b>				
> Deferred Government contributions	13,469	22,500	(9,031)	15,000
> Deferred employee benefits for superannuation	(13,469)	(22,500)	9,031	(15,000)
Operating result	9,041	12,355	(3,314)	4,034

## BUDGETED STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2004

	Actual 2003 \$'000	University		Budget 2004 \$'000
		Budget 2003 \$'000	Variance 2003 \$'000	
<b>Current assets</b>				
Cash	1,899	2,600	(701)	1,666
Inventories	0	86	(86)	0
Receivables	15,049	8,200	6,849	12,767
Other financial assets	79,461	47,837	31,624	30,000
Other	13,263	7,238	6,025	11,096
Total current assets	109,672	65,961	43,711	55,529
<b>Non-current assets</b>				
Receivables	137,413	125,000	12,413	133,944
Property, plant and equipment	696,047	658,725	37,322	728,548
Total non-current assets	833,460	783,725	49,735	862,492
Total assets	943,132	849,686	93,446	918,021
<b>Current liabilities</b>				
Payables	9,859	2,516	7,343	6,041
Provisions	11,045	7,429	3,616	9,259
Other	14,592	13,000	1,592	11,036
Total current liabilities	35,496	22,945	12,551	26,336
<b>Non-current liabilities</b>				
Interest-bearing liabilities	70,829	69,500	1,329	99,500
Provisions	166,451	133,667	32,784	170,003
Total non-current liabilities	237,280	203,167	34,113	269,503
Total liabilities	272,776	226,112	46,664	295,839
Net assets	670,356	623,574	46,782	622,182
<b>EQUITY</b>				
Reserves	276,240	230,000	46,240	222,751
Accumulated funds	394,116	393,574	542	399,431
Total equity	670,356	623,574	46,782	622,182

# BUDGETED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2004

	University			
	Actual 2003 \$'000	Budget 2003 \$'000	Variance 2003 \$'000	Budget 2004 \$'000
	Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
<b>Inflows</b>				
Financial assistance				
> Commonwealth Government	108,427	111,098	(2,671)	113,155
> State Government	3,367	3,820	(453)	3,249
Higher Education Contribution Scheme				
> Student payments	15,983	15,708	275	15,318
> Commonwealth payments	49,336	43,038	6,298	48,996
Fees and charges	103,647	85,643	18,004	110,163
Investment income	3,458	2,800	658	2,000
Royalties, trademarks and licenses	58	234	(176)	60
Consultancies and contract research	5,760	8,292	(2,532)	8,094
Other operating revenue	30,519	25,564	4,955	27,480
	320,555	296,197	24,358	328,515
<b>Outflows</b>				
Salaries and associated costs	(178,822)	(183,027)	4,205	(198,093)
Borrowing costs	(2,869)	(2,564)	(305)	(6,175)
Non-salary items	(107,263)	(90,820)	(16,443)	(89,247)
	(288,954)	(276,411)	(12,543)	(293,515)
Net cash from operating activities	31,601	19,786	11,815	35,000
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
<b>Inflows</b>				
Proceeds from sale of investment securities	174,000	160,000	14,000	219,000
Proceeds from sale of assets	138	0	138	0
	174,138	160,000	14,138	219,000
<b>Outflows</b>				
Payments for investment securities and shares	(179,366)	(136,114)	(43,252)	(180,500)
Payments for purchase of land, buildings, plant and equipment	(57,135)	(73,072)	15,937	(105,181)
	(236,501)	(209,186)	(27,315)	(285,681)
Net cash used by investing activities	(62,363)	(49,186)	(13,177)	(66,681)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>				
<b>Inflows</b>				
Proceeds from loan	29,500	29,500	0	30,000
Net cash used by financing activities	29,500	29,500	0	30,000
Net increase/(decrease) in cash held	(1,262)	100	(1,362)	(1,681)
Cash at 1 January	3,161	2,500	661	3,347
Cash at 31 December	1,899	2,600	(701)	1,666

# [GOVERNANCE AND ORGANISATION]

## **THE COUNCIL OF THE UNIVERSITY, 2003**

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, and
- > 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), HonDLitt (CQU), HonDUniv (Griff) [24 November 1998 to 31 July 2006]

### **Deputy Chancellor**

Kenneth J Rennie, FCA, Executive 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 31 July 2003]

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]

Warwick Watkins, MNatRes (UNE), ISMP:AMP (Harvard); Director General, Department of Lands; Surveyor General of NSW; Registrar General of NSW [6 August 2003 to 11 December 2004]

### **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]

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 July 2003] (also elected as Pro-Chancellor)

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

Kenneth J Rennie, FCA, Executive Consultant, Ernst & Young [1 November 1998 to 31 October 2002 and 1 November 2002 to 31 October 2006] (also elected as a Deputy 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]

Warwick Watkins, MNatRes (UNE), ISMP:AMP (Harvard); Director General, Department of Lands; Surveyor General of NSW; Registrar General of NSW [1 November 2002 to 31 October 2006] (also elected as Pro-Chancellor)

Dr Katherine Woodthorpe, BSc(Hons) (UMIST), PhD (Leicester), FAICD, Consultant in Commercialisation of Technology; Chairman, Cooperative Research Centre for Antarctic Climate and Ecosystems [1 December 2003 to 31 October 2006]

### **Parliamentary members**

*One member of the Legislative Council of New South Wales*

The Hon Tony Burke, BA, LLB (Syd), MLC [from 7 May 2003]

*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 Ross Milbourne, BCom, MCom (UNSW), PhD (Calif), FASSA

### *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 (first elected 1 July 1999, re-elected 1 November 1999 to 31 October 2001 and 1 November 2001 to 19 January 2003)

Professor Anthony T Baker, BSc(Hons), PhD (UNSW), FRACI, Professor of Chemistry, Faculty of Science, UTS (first elected 14 March 2003 to 31 October 2003, re-elected 1 November 2003 to 31 October 2005)

## 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, AFACHSE, Associate Dean (Teaching and Learning), Faculty of Nursing, Midwifery and Health, UTS (9 April 1999 to 31 October 2000, 1 November 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*

Anne Robinson, DipOT (COT), AccOT, GradDipAdmin (KCAE), MBus (EmpRels) (UTS); 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*

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*

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)

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 and 1 November 2002 to 31 October 2006) (also elected as Pro-Chancellor)

*Additional member appointed by Council*  
Megan Cornelius AM, BA (Syd), FAICD, FAIM, FACS; Harvard Leadership Program, Australian Institute of Company Directors Diploma; Chairman and CEO, Expertise Australia Group; Managing Director, Expertise Technology Pty Ltd; Fellow of UTS; Australia's Woman Leader to APEC; Member of the Advisory Board of UTS Key University Research Centre for Innovative Collaborations, Alliances and Networks (14 April 2003 to 31 October 2006)

### *Secretary to Council*

Dr Jeff FitzGerald, LLB(Hons) (Melb), LLM, PhD (Northwestern)

## COUNCIL ATTENDANCES 2003

	Attendance	Possible attendance
Professor A Baker	6	6
Emeritus Professor S Bakoss	7	7
Professor L Behrendt	7	7
The Hon Sir F G Brennan, AC, KBE	6	7
Associate Professor D Brown	5	7
The Hon A Burke, MLC	2	5
M Cornelius, AM	5	5
Emeritus Professor H Garnett (resigned from Council in July 2003)	2	3
C E Grady	6	7
P L Healy	7	7
M Humphreys	7	7
Professor A M Johnson (resigned from Council in January 2003, before the first meeting)	0	0
D Leckie	6	7
Dr V Levy	7	7
Professor R Milbourne	7	7
N Parekh	0	7
K J Rennie	6	7
A Robinson	7	7
The Hon H Sham-Ho, MLC	0	1
The Hon I F Sheppard, AO, QC	3	7
A P Stewart, MP	1	7
W Watkins	7	7
Associate Professor R Wickert (as acting Chair, Academic Board)	1	1
G Williams	4	7
Dr K Woodthorpe	1	1

## 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), HonDLitt (CQU), HonDUniv (Griff)

### *Deputy Chancellor*

K J Rennie, FCA, Executive Consultant, Ernst & Young

### *Vice-Chancellor and President*

Professor R D Milbourne, BCom, MCom (UNSW), PhD (Calif), FASSA

### *Deputy Vice-Chancellor and Vice-President (Academic)*

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

### *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

### *Registrar*

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

## DEANS

### *Business*

Professor R Lynch, DipPhysEd (W'gong TC), BEd(Hons), MEd (UWA), PhD (Ill)

### *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) (CCA), MInfSc, FALIA, ARMA

### *Information Technology*

Associate Professor G McLelland, BSc, PhD (Syd) (Acting, to 1 July 2003)  
Professor Tharam Dillon, BE, PhD (Monash), FIEAust (from 1 July 2003)

### *Law*

Professor D Barker, LLB (Lond), MPhil (Kent), LLM(Hons) (Cantab), DipLG (Kent), GradDipLegPrac (UTS), FCIS, MCI Arb, 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 2003, UTS undertook its teaching and research programs through nine faculties – some of which are organised into schools or departments and centres – and the University Graduate School.

### **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 – Trans/forming 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
- > Australian Centre for Public History
- > 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 Research and Education in the Arts
- > Centre for Research on Provincial China
- > National Centre for Groundwater Management

### Other organisations

- > AustLII (The Australian Legal Information Institute)
- > Australian Technology Park Innovations (ATPI)
- > APACE Village First Group
- > UTS Training and Development Services

## ADMINISTRATIVE STRUCTURE 2003

Heading the administrative structure in 2003 was a senior management team consisting of the Vice-Chancellor and President, Deputy Vice-Chancellor and Vice-President, Pro-Vice-Chancellor and Vice-President (Research), Pro-Vice-Chancellor and Vice-President (Teaching and Learning), Chief Financial Officer, Executive Director and Vice-President (University Enterprises), and the Registrar. In October 2003, following the Vice-Chancellor's review of the executive structure, the Council approved the creation of two executive positions, Pro-Vice-Chancellor and Vice-President (International) and Executive Director (Organisational Support). The Council also approved the disestablishment of the position of Executive Director and Vice-President (University Enterprises) with effect on the date of the retirement of the incumbent, Emeritus Professor Bob Robertson, in May 2004.

### Vice-Chancellor and President

Professor Ross Milbourne, 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, staff and student discipline, entrepreneurial developments, international programs, and management review and audit.

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

Directly reporting to the Vice-Chancellor in 2003 were the University's senior management team, the Director, Internal Audit, 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, the Planning and Quality Unit and the Equity and Diversity Unit are accountable to this office. The Deputy Vice-Chancellor 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 Commercialisation Office, the Dean of the University Graduate School and the Directors of the following 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; and 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 fundraising, 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 Graduate Connections/Alumni.

**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, HECS and PELS; the management of the University's committee system of governance, its corporate records, memory and legal interests, official publications, graduations and formal ceremonial events, legislative and regulatory 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 progressively develop the functionality of a new Curriculum and Student System (CASS), and obtain service improvements and efficiencies in student administrative processes across the University. 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, Governance Support and the University Solicitor.

## **FUNCTIONS OF COUNCIL BOARDS AND COMMITTEES IN 2003**

### **Council committees**

The Council was assisted in 2003 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 **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 **Equity Reference Group** (new body in 2003) annually previews the UTS equity and diversity program, reviews the University's past program performance, and reports to Council on these and on any action which might be taken by Council in terms of the policy and governance of the University.

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 **Governance Committee** (new body in 2003) advises Council on the University By-law and on Rules deriving from the By-law and any subsequent amendments to both.

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

The **Student Matters Committee** (new body in 2003) considers matters of University policy relating to students, and provides advice to Council, the Vice-Chancellor and the student body concerning the policy and governance of the University as related to student matters.

### **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 2003, these included: Academic Administration; 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 via the Executive to the Vice-Chancellor. In 2003, these included: the Vice-Chancellor's Committee, Courses Planning Committee; Fee Policy and Management Committee; Information Technology Committee; Research Management Committee; CASS Advisory Committee; Animal Care and Ethics Committee; Environment, Health and Safety Committee; Human Research Ethics Committee; International Coordination and Review Committee; UTS Biosafety Committee; UTS Teaching Awards Committee; and Wingara Management Committee.

### **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  
2003**

**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 (to 31 July 2003)  
Warwick Watkins (from 6 August 2003)

*Vice-Chancellor and President*  
Professor R D Milbourne

*Deputy Chair – an external member of Council who is not a member of the Finance Committee, appointed by Council*  
Megan Cornelius AM

*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

**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 (to 31 July 2003)  
K J Rennie  
W Watkins  
Dr K Woodthorpe (from 15 December 2003)

*Vice-Chancellor and President*  
Professor R D Milbourne

**Equity Reference Group**

*An external member of Council (Chair)*  
Dr V Levy

*Deputy Vice-Chancellor (Academic)*  
Professor P Booth

*Director, Equity and Diversity Unit*  
R Thompson

*Equity and Diversity Coordinator*  
K Wilson

*Director, Human Resources Unit or nominee*  
J Gilmore

*Director, Student Services or nominee*  
M Flood

*Director, Jumbunna Indigenous House of Learning*  
Professor L Behrendt

*Chair, Women's Forum*  
Dr P Farrar

*Staff representative of equity target group: women*  
L Shoemark

*Staff representative of equity target group: Australian Indigenous people*  
J Tranter

*Staff representative of equity target group: people of NESB*  
H Sheeres

*Staff representative of equity target group: people with disabilities*  
L Vidoni

*Staff representative of equity target group: gay and lesbian people*  
Dr P Caldwell

*President, NTEU UTS Branch or nominee*  
D Freeder

*Chair, CPSU UTS Branch or nominee*  
D Colbey-Finch

*Student representative of equity target group: women*  
B O'Connor

*Student representative of equity target group: Australian Indigenous people*  
Vacant

*Student representative of equity target group: people of NESB*  
H Boey

*Student representative of equity target group: people with disabilities*  
T Alderman

*Student representative of equity target group: gay and lesbian people*  
M Sumera

*President, Students' Association or nominee*  
C Vu

*President, UTS Union or nominee*  
B Alexander

**Finance Committee**

*Six external members of Council (to include the Chair and Deputy Chair)*

K J Rennie (Chair)  
D Leckie (Deputy Chair)  
Emeritus Professor S Bakoss  
C Grady  
M Humphreys  
The Hon I F Sheppard, AO, QC

*Vice-Chancellor and President*  
Professor R D Milbourne



*Deputy Vice-Chancellor and Vice-President*  
Professor P Booth

*Chief Financial Officer*  
K McCarthy

*Three persons external to the University  
appointed by Council for their expertise*

B French  
Dr A J Green  
D Taylor

*One academic staff member of Council*  
P L Healy

*The non-academic staff member of Council*  
A Robinson

*A student member of Council*  
G Williams

#### **Governance Committee**

*An external member of Council (Chair)*  
The Hon I F Sheppard, AO, QC

*Vice-Chancellor and President*  
Professor R D Milbourne

*Deputy Vice-Chancellor and Vice-President*  
Professor P Booth

*Two external members of Council*  
Professor L Behrendt  
M Humphreys

*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*  
A Robinson

*One student member of Council*  
G Williams

*Registrar*  
Dr J M FitzGerald

*University Solicitor*  
D O'Hara

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

#### **Honorary Awards Committee**

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

*Deputy Chancellor*  
K J Rennie

*Vice-Chancellor and President*  
Professor R D Milbourne

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

Professor R Johnstone

*Two external members of Council*

Dr V Levy  
W Watkins

*One academic staff member of Council*  
Dr D Brown

*Chair, Academic Board*  
A Baker

*Registrar*  
Dr J M FitzGerald

#### **Student Matters Committee**

*An external member of Council (Chair)*  
Vacant

*Pro-Vice-Chancellor and Vice-President  
(Teaching and Learning) or nominee*  
Professor R Johnstone (Acting Chair)

*Student members of Council*  
N D Parekh  
G Williams

*President, Students' Association or nominee*  
C Vu

*Overseas Students Officer of the Students'  
Association*  
Vacant

*President, UTS Union or nominee*  
B Alexander

*Student representative of the UTS Union  
clubs*  
S Koutoulas

*A UTS student elected by and from the UTS  
students resident in University  
accommodation*  
L Hibbert-Wells

*Deputy Vice-Chancellor and Vice-President  
or nominee*  
Professor P Booth

*Registrar or nominee*  
Dr J M FitzGerald

*Director, Student Services or nominee*  
C Hepperlin

*A Dean nominated by the Deans*  
Professor D Barker

*An Associate Dean (Teaching and Learning)  
nominated by the Associate Deans (Teaching  
and Learning), not from the same faculty as  
the nominated Dean*

Associate Professor R Buckney

## APPENDIX A1

### RESEARCH FUNDING

#### External funding (provisional)

	\$
<b>National competitive grants</b>	
Commonwealth schemes	8,117,916
Non-Commonwealth schemes	48,557
Subtotal	8,166,473
<b>Other public sector</b>	
Local Government	
(competitive and non-competitive)	214,175
State Government	
(competitive and non-competitive)	3,122,767
Commonwealth Government	
(other than above)	1,120,968
Subtotal	4,457,910
<b>Industry and other funding for research</b>	
Australian	2,447,167
International	277,775
Subtotal	2,724,942
<b>Other Australian Research Council grants</b>	
LIEF Grants	723,868
Subtotal	723,868
<b>Cooperative Research Centres</b>	
Funding from Commonwealth grants	1,044,727
Subtotal	1,044,727
<b>DEST annual allocations</b>	
Institutional Grants Scheme	3,589,700
National Priority Reserve Funds	0
Research Infrastructure Block Grant	1,242,490
Subtotal	4,832,190
Total external research funds received	21,950,110

### Budgeted Allocation of 2003 IGS, RIBG, and UTS Initiatives Funds

	\$
Cooperative Research Centres/ Centres of Excellence	495,000
Early Career Researcher Grants	207,000
Research Excellence Grants	402,000
UTS Incentive Grants	345,200
Industry Link Seeding Grants	200,000
Technology Seed Fund	50,000
Postgraduate scholarships	600,000
University Research Strengths	3,925,000
Research Development Team	400,000
Research Readers and Professors	378,000
Postdoctoral Fellowships	65,000
Research Fellowships	15,000
PVC Contingency Fund	150,000
Faculty Dividends	990,000
Ethics and Biosafety	15,000
Database Initiatives	40,000
Research Promotion	70,000
Commercialisation of Research	150,000
Strategic Opportunities Fund	420,000
ATN Projects	53,500
UTS Library	358,970
Research Infrastructure Projects	633,000
Research & Commercialisation Office	
Support	319,485
Overseas Foundation Project	170,000
Total budgeted allocations	10,452,155

## APPENDIX A2

### UTS EARLY CAREER RESEARCHER GRANTS

**Dr Christopher Bajada**, Business, \$22,000

*The cash economy and the productivity paradox*

**Dr Nicola R Boulter**, Science, \$18,000

*Characterisation of Cathepsin L, a cysteine protease from toxoplasma gondii: an important factor in parasite virulence?*

**Mr Aaron J Coutts**, Business, \$17,000

*The influence of training aerobic capacity on repeat sprint performance during prolonged high intensity, intermittent exercise*

**Dr Xiangjian (Sean) He**, Information Technology, \$14,000

*Neural network-based object recognition on clusters of computers within the spiral architecture*

**Dr Peter Jones**, Science, \$24,000

*Molecular dynamics for the design of peptide inhibitors of P-glycoprotein*

**Dr Paul Joseph Kennedy**, Information Technology, \$15,000

*Data mining of gene expression data from child oncology*

**Dr Madeleine King**, Centre for Health Economics Research and Evaluation, \$18,000

*Evidence-based interpretation guidelines for quality of life measures: a novel method illustrated with QLQ-C30*

**Dr Zhi Wei (Jack) Lin**, Engineering, \$20,000

*Characterisation of nanometer soft magnetic materials for application in power electrical devices*

**Dr Alfredo Martinez-Coll**, Engineering, \$17,000  
*An improved hands-free variable control for powered wheelchairs and environmental control systems (ECS) utilising surface electromyography (SEMG) and biofeedback*

**Dr Jo McCormack**, Institute for International Studies, \$17,000  
*Social activism and collective memory in France: recent renewed efforts to remember the Algerian War*

**Dr Stan N Palassis**, Law, \$15,000  
*Transboundary environmental responsibility, liability and compensation*

**Dr Robert J Steele**, Information Technology, \$14,000  
*Neighbourhood search: a web services-based e-business search system*

**Dr Shichao Zhang**, Information Technology, \$18,000  
*Efficient strategies for mining negative association rules*

## APPENDIX A3

### UTS INCENTIVE GRANTS

**Professor Sam Blay, Mr Patrick Keyzer**, Law, \$25,000  
*International legal aspects of people smuggling by sea: Australia's rights and responsibilities*

**Dr Patrick Crogan**, Humanities and Social Sciences, \$25,000  
*War cultures, computer games and contemporary audio-visual culture*

**Professor Gamini Dissanayake, Dr Quang Ha**, Engineering, \$25,000  
*Mobile robot localisation and mapping in three-dimensional natural environments*

**Professor Ernest Edmonds, Dr Toni Robertson**, Information Technology, \$25,000  
*Developing complex digital environments for creativity*

**Dr Siegfried Gudergan, Dr Christine Soo, Professor Timothy Devinnie**, Business, \$25,000  
*Innovation and collaboration in business networks: an empirical validation*

**Associate Professor Doan Hoang, Professor Michael Fry**, Information Technology, \$25,000  
*Controlling Internet quality of service with feedback loops and active services*

**Dr Elaine Jeffreys**, Institute for International Studies, \$25,000  
*Governing the selling and buying of sex in the People's Republic of China*

**Professor Alex Novikov, Dr Eric Schlogl**, Business, \$25,000  
*Modelling of financial instruments with levy processes: theory, implementation and robustness*

**Dr Matthew Phillips**, Science, \$25,000  
*Nanometre spatial resolution vacuum ultra-violet scanning cathodoluminescence imaging and analysis of wide band gap opto-electronic materials and devices*

**Dr Sandra Schuck, Professor Laurence Brady, Professor Paul Hager, Dr Norman McCulla**, Education, \$25,000  
*Mentoring via e-learning to enhance quality induction, retention and professional development of early career teachers*

**Dr Glen Searle**, Design, Architecture and Building, \$25,000  
*A geographical analysis of the Australian information technology sector*

**Professor Ann Simpson**, Science, \$25,000  
*Mechanisms underlying glucose-stimulated insulin secretion in genetically engineered human liver cells*

**Professor Geoff Smith**, Science, \$25,000  
*Nano-engineering of optical resonances for applications to solar control glazing, radiative cooling and photonics*

**Dr Rosalie Viney**, Centre for Health Economics Research and Evaluation, \$25,000  
*Using stated preference discrete choice modelling to value multi-attribute health states*

**Ms Leigh Wood, Ms Anna Reid, Dr Geoff Smith, Professor Peter Petocz**, Science, \$25,000  
*Multiplying the opportunities for future professionals in the mathematical sciences*

## APPENDIX A4

### UTS INDUSTRY LINK SEEDING RESEARCH GRANTS

**Associate Professor Besim Ben-Nissan**, Science, \$15,317  
*Modelling of the human hip joint in its healthy and osteoarthritic state and the design of an optimal hip re-surfacing device*

**Professor Steve Burdon, Professor Stewart Clegg**, Business, \$20,000  
*Outsourcing: leveraging productivity improvements and better performance from new approaches*

**Ms Christine Burton, Dr Janette Griffin**, Business/Education, \$20,000  
*Assessing the social, economic and cultural impact of museums in their local communities*

**Mr Zenon Chaczko, Dr Dikai Liu, Professor Gamini Dissanayake**, Engineering, \$19,951  
*Resource allocation for maintaining quality of service in communication networks*

**Professor Lyn Chenoweth, Dr Yun-Hee Jeon**, Nursing, Midwifery and Health, \$20,000  
*Effective management of challenging behaviours in cognitively impaired aged care residents through a research-based nursing care model*

**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 George Feuerlicht**, Information Technology, \$20,000  
*Maintaining data consistency in complex replication environments*

**Professor Liz Jacka, Dr James Goodman**, Humanities and Social Sciences, \$8,901  
*Mapping, assessing and overcoming digital divides in Indigenous Australia*

**Dr Cynthia Mitchell, Dr Simon Beecham**, Institute for Sustainable Futures, \$20,000  
*Model for integrated management of stormwater and catchment*

**Dr Norrie Neumark, Mr Daryl Thompson**, Humanities and Social Sciences/Design Architecture and Building, \$20,000

*Visual-audio: Researching cross-media audio drama*

**Dr Xianqin Qu**, Science, \$15,712

*Developing natural herbal product to manage metabolic syndrome and prevent type 2 diabetes mellitus*

**Professor Stuart White**, Institute for Sustainable Futures, \$19,986

*Understanding induced traffic growth: a proposal to investigate changes in travel behaviour created by new transport infrastructure*

**Dr Nong Zhang, Professor Gamini Dissanayake**, Engineering, \$20,000

*Investigation into dynamics of Powertrain equipped with large torque continuously variable transmissions*

## APPENDIX A5

### RESEARCH EXCELLENCE GRANTS

**Professor Ashley Craig, Dr Yvonne Tran**, Science, \$14,000

*Estimating the socio-economic and personal cost of stuttering in the community*

**Professor John K Debenham, Dr Simeon Simoff**, Information Technology, \$29,000

*A multiagent system and a web-mining system manage knowledge-driven processes*

**Professor John T Ellis**, Science, \$22,000

*Immune response of the mouse to neospora caninum infection*

**Dr Quang Ha, Professor Bijan Samali, Dr Jianchun Li**, Engineering, \$22,000

*Variable structure systems approach to active structural control*

**Professor Brian Henderson-Sellers, Professor John Debenham**, Information Technology, \$25,000

*Methodology for agent-oriented software development*

**Associate Professor Richard P Lim**, Science, \$22,000

*Early life stage exposure of the mosquitofish, *gambusia holbrooki*, to the reproductive endocrine disrupting (RED) hormone, estradiol, and consequent effects on reproduction*

**Dr Dikai Liu, Dr Nong Zhang, Professor Gamini Dissanayake**, Engineering, \$22,000

*A real time simulation system for Powertrain controls*

**Dr Yixu Lu**, Institute for International Studies, \$25,000

*Colonial discourse and intercultural understanding: the representation of Chinese culture in German colonial writings of the Imperial period (1871–1918)*

**Dr Don K Martin, Dr Stella Valenzuela**, Science, \$22,000

*Modulation of intracellular calcium signalling in retinal pericytes by diabetic conditions*

**Dr Ursula Munro**, Science, \$12,000

*Partial migration and its control in an Australian bird*

**Associate Professor Massimo Piccardi, Associate Professor Tom Hintz, Mr Tony Jan**, Information Technology, \$18,000

*A visual surveillance system for enforcing security in public premises*

**Dr Peter Ralph**, Science, \$29,000

*Can the symbiotic micro-algae of coral survive bleaching?*

**Dr Brian Reedy, Associate Professor Claude Roux**, Science, \$20,000

*Forensic examination of textile fibres using raman microprobe and FTIR chemical imaging*

**Associate Professor Claude Roux, Dr Michael Dawson, Dr Philip Doble**, Science, \$29,000

*A novel approach to the forensic examination of automotive paints using pyrolysis gas chromatography, mass spectrometry, chemometrics and pattern recognition through a web interface*

**Associate Professor Virginia Schmied, Ms Athena Sheehan, Professor Lesley Barclay**, Nursing, Midwifery and Health, \$18,000

*Breastfeeding support: analysing the impact of the language of the child and family health nurse*

**Dr Simeon J Simoff, Professor John Debenham**, Information Technology, \$22,000

*Mechanisms for extracting market expertise from an electronic market environment*

**Professor Ann M Simpson**, Science, \$22,000

*Induction of insulin storage in primary liver cells*

**Professor Savanamuth Vigneswaran, Dr Hao Ngo, Dr Prasanthi Hagare**, Engineering, \$29,000

*Low pressure nanofiltration system in tertiary wastewater treatment: effect of high rate pretreatment for long-term application*

## 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: Trans/forming 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

Computer Vision Research Group

e-Learning

Forensic Science

Intelligent Mechatronic and Energy Systems

Photonic Crystal Technology

Psychosocial Mediators of Patient Outcomes

Family Health and Midwifery

## APPENDIX B1

### STAFFING STATISTICS

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

	Academic Support		Total
<b>FTE staff (continuing and fixed term)</b>			
31.12.00	670.3	1,055.6	1,725.9
31.12.01	671.6	1,118.9	1,790.5
31.12.02	729.9	1,169.0	1,898.9
31.12.03	778.4	1,202.8	1,981.2
<b>Casual staff</b>			
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
31.12.03	308.8 <sup>1</sup>	202.0	510.8
<b>Actual persons (continuing and fixed term staff only)<sup>2</sup></b>			
31.12.00	706.6	1,132.4	1,839.0
31.12.01	704.9	1,198.1	1,903.0
31.12.02	764.9	1,254.1	2,019.0
31.12.03	816.1	1,290.1	2,106.2

<sup>1</sup> Casual academic numbers in 2003 decreased due to the method of reporting. The load teaching by full-time academic staff has been excluded and the formula for calculating the FTE of staff supervising student teachers has been amended.

<sup>2</sup> Some staff are employed as both academic and support staff.

There has been a 4.3% increase in the number of continuing and fixed term FTE staff in the 12 months ending 31.12.03.

#### Profile of academic staff by classification

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

	31.12.01	31.12.02	31.12.03
Professor	10.2	11.0	9.3
Associate Professor	12.3	11.8	11.0
Senior Lecturer	37.1	37.6	38.6
Lecturer	35.4	33.0	33.6
Associate Lecturer	5.0	6.6	7.5

These figures exclude casual academic staff.

The profile of academic staff in terms of level of appointment shows a decrease in the professoriate and small increases across staff at other levels.

#### Positions advertised

	2002	2003
Professor	4	3
Associate Professor	0	2
Senior Lecturer	30	14
Lecturer	53	59
Associate Lecturer	13	26
Support staff total	236	235
<b>Total</b>	<b>336</b>	<b>339</b>

The levels of recruitment in 2003 remained static when compared with the previous year. However, there was a significant shift from recruitment at Senior Lecturer level to recruitment at Associate Lecturer level.

#### Staff turnover

In the 12 months ending 31.12.03, the staff turnover rate (due to resignations) decreased from 7.6% to 7.0%.

#### Occupational Health and Safety workers' compensation statistics

Number of claims	68
Total gross incurred cost	\$343,819
Average cost per claim	\$5,056
Premium cost	\$1,030,918

The premium as a percentage of salary is 0.72%.

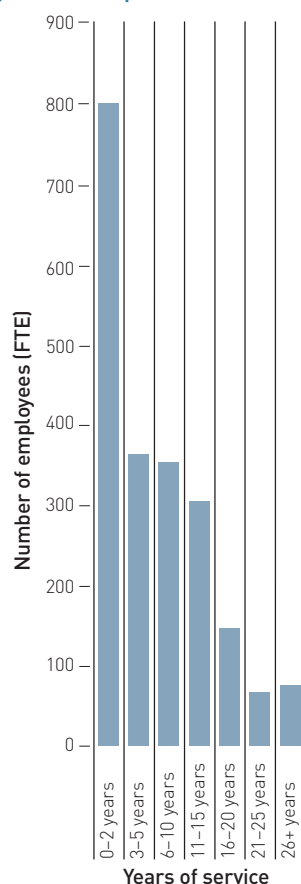
#### Professional Experience Programs (PEPs)

##### Number of academic staff proceeding on a PEP during 2003

	Male	Female	Total
Professor	11	2	13
Associate Professor	5	3	8
Senior Lecturer	24	13	37
Lecturer	21	20	41
Associate Lecturer	0	0	0
<b>Total</b>	<b>61</b>	<b>38</b>	<b>99</b>

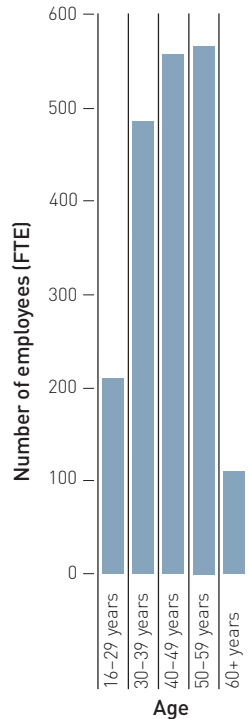
During 2003, 99 academic staff members undertook a Professional Experience Program, an increase of 20.7% over the 2002 figure.

#### Length of service profile



As at 31.12.03, the largest group of staff in terms of service is those with two years of service or less. Staff with 10 years of service or more have been declining.

**Age profile**



As at 31.12.03, the largest group of staff in terms of age is those aged 50-59, approaching retirement.

## APPENDIX B2

### EEO STATISTICS

**Table 1**

Representation of women staff at UTS: March 2002 and March 2003

	Total staff		Women	
	2002	2003	2002	2003
Academic staff	747	805	287 (38%)	320 (40%)
Support staff	1,212	1,248	686 (57%)	699 (56%)
Total	1,959	2,053	973 (50%)	1,019 (50%)

**Table 2**

Representation of women academic staff within levels: March 2002 and March 2003

	Total staff		Women	
	2002	2003	2002	2003
Associate Lecturer (\$36,807-\$49,949)	52	67	26 (50%)	38 (57%)
Lecturer (\$52,580-\$62,425)	277	284	126 (45%)	134 (47%)
Senior Lecturer (\$64,369-\$74,098)	260	283	95 (37%)	104 (37%)
Associate Professor (\$77,341-\$85,122)	82	90	24 (29%)	26 (29%)
Professor (\$99,391)	76	81	16 (21%)	18 (22%)
Total	747	805	287 (38%)	320 (40%)

**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 2002 and March 2003

	Total respondents		Respondents from minority groups	
	2002	2003	2002	2003
Associate Lecturer (\$36,807-\$49,949)	45	60	17 (38%)	25 (42%)
Lecturer (\$52,580-\$62,425)	233	256	57 (24%)	59 (23%)
Senior Lecturer (\$64,369-\$74,098)	232	261	69 (30%)	68 (26%)
Associate Professor (\$77,341-\$85,122)	73	84	12 (16%)	16 (19%)
Professor (\$99,391)	68	74	14 (21%)	12 (16%)
Total	651	735	169 (26%)	180 (24%)

**Table 4**

Representation of respondent academic staff within levels identifying as having a disability: March 2002 and March 2003

	Total respondents		Respondent staff identifying as having a disability	
	2002	2003	2002	2003
Associate Lecturer (\$36,807-\$49,949)	45	60	2 (4%)	3 (5%)
Lecturer (\$52,580-\$62,425)	233	256	17 (7%)	29 (11%)
Senior Lecturer (\$64,369-\$74,098)	232	261	21 (9%)	30 (11%)
Associate Professor (\$77,341-\$85,122)	73	84	5 (7%)	8 (10%)
Professor (\$99,391)	68	74	6 (9%)	6 (8%)
Total	651	735	51 (8%)	76 (10%)

**Table 5**

Representation of Indigenous Australian academic staff respondents: March 2002 and March 2003

	Total respondents		Indigenous Australian respondents	
	2002	2003	2002	2003
	651	735	11 (1.7%)	11 (1.5%)



**Table 6**  
Representation of women support staff within levels:  
March 2002 and March 2003

	Total staff		Women	
	2002	2003	2002	2003
Level 1 (\$25,731–\$26,901)	1	2	0 (0%)	1 (50%)
Level 2 (\$27,776–\$29,093)	22	19	8 (36%)	9 (47%)
Level 3 (\$29,239–\$33,333)	74	76	46 (62%)	45 (59%)
Level 4 (\$33,625–\$35,965)	158	148	102 (65%)	94 (64%)
Level 5 (\$36,549–\$41,811)	248	259	173 (70%)	180 (69%)
Level 6 (\$42,397–\$45,905)	237	245	153 (65%)	152 (62%)
Level 7 (\$46,783–\$51,754)	192	199	91 (47%)	100 (50%)
Level 8 (\$52,630–\$59,940)	126	141	57 (45%)	59 (42%)
Level 9 (\$61,403–\$64,326)	68	70	27 (40%)	27 (39%)
Level 10 (\$65,787 and above)	86	89	29 (34%)	32 (36%)
Total	1,212	1,248	686 (57%)	699 (56%)

**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 2002  
and March 2003

	Total respondents		Respondents from minority groups	
	2002	2003	2002	2003
Level 1 (\$25,731–\$26,901)	0	2	0 (0%)	0 (0%)
Level 2 (\$27,776–\$29,093)	20	18	10 (50%)	7 (39%)
Level 3 (\$29,239–\$33,333)	60	69	23 (38%)	24 (35%)
Level 4 (\$33,625–\$35,965)	124	130	40 (32%)	39 (30%)
Level 5 (\$36,549–\$41,811)	203	236	59 (29%)	76 (32%)
Level 6 (\$42,397–\$45,905)	199	218	65 (33%)	64 (29%)
Level 7 (\$46,783–\$51,754)	164	182	48 (29%)	55 (30%)
Level 8 (\$52,630–\$59,940)	110	126	34 (31%)	31 (25%)
Level 9 (\$61,403–\$64,326)	59	68	12 (20%)	10 (15%)
Level 10 (\$65,787 and above)	83	87	17 (20%)	16 (18%)
Total	1,022	1,136	308 (30%)	322 (28%)

**Table 8**  
Representation of respondent support staff within  
levels identifying as having a disability: March 2002  
and March 2003

	Total respondents		Respondent staff identifying as having a disability	
	2002	2003	2002	2003
Level 1 (\$25,731–\$26,901)	0	2	0 (0%)	1 (50%)
Level 2 (\$27,776–\$29,093)	20	18	2 (10%)	5 (28%)
Level 3 (\$29,239–\$33,333)	60	69	3 (5%)	9 (13%)
Level 4 (\$33,625–\$35,965)	124	130	15 (12%)	21 (16%)
Level 5 (\$36,549–\$41,811)	203	236	12 (6%)	17 (7%)
Level 6 (\$42,397–\$45,905)	199	218	9 (5%)	25 (11%)
Level 7 (\$46,783–\$51,754)	164	182	15 (9%)	19 (10%)
Level 8 (\$52,630–\$59,940)	110	126	6 (5%)	10 (8%)
Level 9 (\$61,403–\$64,326)	59	68	5 (8%)	8 (12%)
Level 10 (\$65,787 and above)	83	87	5 (6%)	9 (10%)
Total	1,022	1,136	72 (7%)	124 (11%)

**Table 9**  
Representation of Indigenous Australian support staff  
respondents: March 2002 and March 2003

	Total respondents		Indigenous Australian respondents	
	2002	2003	2002	2003
	1,022	1,136	13 (1.3%)	13 (1.1%)

#### 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 85% in 2002 and 91% in 2003.

## APPENDIX B3

### ACADEMIC PROMOTIONS 2003

#### To Lecturer, effective 4 July 2003

Mr Brett Bondfield, Law  
 Mr Anthony Krone, Law  
 Dr Illaria Vanni, Institute for International Studies  
 Mr Yingjie Guo, Institute for International Studies  
 Mr Christopher Wilkinson, Engineering  
 Ms Xiaoying Kong, Engineering  
 Ms Helen Lu, Information Technology  
 Mr Tony Jan, Information Technology  
 Ms Laurel Dyson, Information Technology  
 Ms Kirsten Orr, Design, Architecture and Building  
 Ms Alana Clifton-Cunningham, Design, Architecture and Building

#### To Senior Lecturer, effective 4 July 2003

Mr Ian Dobinson, Law  
 Ms Teresa Libesman, Law  
 Ms Kaye Remington, Design, Architecture and Building  
 Mr Darrall Thompson, Design, Architecture and Building  
 Dr Lori Beckett, Education  
 Ms Christine Burton, Business  
 Dr Anurag Hingorani, Business  
 Ms Sonya Pearce, Business  
 Mr Ravi Ravinder, Business  
 Dr Karen Wang, Business  
 Dr Adel Al-Jumaily, Engineering  
 Dr Benedykt Rodanski, Engineering  
 Dr Alexandra Pulkownik, Science  
 Ms Rosemary Ward, Science  
 Ms Jennifer Wyndham, Science  
 Dr Wayne Brookes, Information Technology  
 Dr Mao Huang, Information Technology  
 Dr Paul Kennedy, Information Technology  
 Mr Ross Forman, ELSSA Centre  
 Dr Paul Allatson, Institute for International Studies  
 Dr Robyn Gallagher, Nursing, Midwifery and Health

#### To Associate Professor, effective 2 January 2004

Dr Paul Ashton, Humanities and Social Sciences  
 Ms Gillian Leahy, Humanities and Social Sciences  
 Dr Robert Pithers, Education  
 Dr Pauline Gibbons, Education  
 Dr Anita Stuhmcke, Law  
 Mr Patrick Keyzer, Law  
 Dr Simeon Simoff, Information Technology  
 Dr Didar Zowghi, Information Technology  
 Dr Bruce Hayllar, Business  
 Ms Anne Ross-Smith, Business  
 Ms Cynthia Mitchell, Institute for Sustainable Futures  
 Ms Mary Davey, Science

#### To Professor, effective 7 March 2003

Professor Diana Slade, Education  
 Professor Rosie Wickert, Education and Vice-Chancellor's Unit  
 Professor Phillip Griffith, Law  
 Professor Andrew Mowbray, Law  
 Professor Stuart White, Institute for Sustainable Futures

## 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 \$20,000 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 2003 there were four individual awards.

#### Terri Morley-Warner

Ms Morley-Warner is a Senior Lecturer in the English Language Study Skills Assistance (ELSSA) Centre. She teaches in award and non-award courses, providing one-to-one language advice and small group tuition, but her main focus is on integrating academic literacy skills into the context of specific disciplines in the faculties. She has developed programs and subjects to meet students' individual and group needs, for indigenous, local and international students from non-English speaking backgrounds. She applies complex theory to the teaching and learning of literacy in ways that empower students, and which produce tangible results. Her performance as a teaching and educational developer is outstanding.

#### Patrick Keyzer

Associate Professor Keyzer is from the Faculty of Law where his area of expertise is Federal Constitutional Law. He describes his approach to teaching as one "from the perspective that the purpose of the whole enterprise of law should be about justice, and the focus of law teaching and learning should be on the pursuit of justice too". To that end, he has dedicated his teaching to problem-solving oriented teaching. His students regularly express their appreciation for his active, enthusiastic approach to his subject.

#### Kevin Suffern

Mr Suffern is a Senior Lecturer in the Faculty of Information Technology. He has been teaching computing at UTS since 1982 in which time he has developed and taught in the areas of programming, computer languages, and computer graphics. More recently he has concentrated on ray tracing and computer animation which has not only provided the animation industry with trained people at a crucial time but has given young Australians the opportunity to be part of it. Four of Mr Suffern's students have credits on Academy Award winning films. Mr Suffern is passionate about computer graphics and his students share his enthusiasm.

#### Geoff Monahan

Associate Professor Geoff Monahan is from the Faculty of Law where he concentrates his teaching on family law and contract law. He was responsible for the development of the very successful Practical Legal Training Programme in the Faculty and is now the Director of Undergraduate Studies. As well, he has recently developed three new postgraduate subjects. He thrives on planning and developing new courses and is passionate about teaching. His philosophy is based on students achieving their learning objectives. He has a creative approach to teaching that generates interest and involvement amongst students.

## 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 Planning and Quality Unit is responsible for teaching and learning quality tracking systems, which 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 (Graduate Career's Council of Australia's Course Experience Questionnaire, 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 and Diversity Unit's website.

## APPENDIX D

### EQUAL EMPLOYMENT OPPORTUNITY ACHIEVEMENTS

#### All staff

- > The Equity Reference Group, a new committee formed to brief UTS Council on equity-related policy and program developments, met four times in 2003 and submitted an annual report and recommendations to Council.
- > Grievance Handling Professional Development continued to be provided for managers and student liaison staff 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 Working Group continued to meet to identify potential discrimination and harassment issues at UTS that may need to be addressed.
- > Equal Opportunity (EO) observers were present at all rounds of academic promotions to ensure transparency and equitable processes.
- > EO Rights and Responsibilities training was provided 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 2004

- > The new Equity Reference Group has recommended that equity performance indicators be included in performance review criteria for senior managers, and that equity matters be included in the University's high-level strategic planning process.
- > Incorporate the EO Online awareness raising strategy into the UTS Staff Induction process.
- > 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 2003-05 was launched. Priorities for the Wingara Strategy are to:

- > meet and exceed the NSW government target of 2% for Indigenous Australian staff employed at UTS
- > support the UTS commitment to Indigenous employment as set out in the UTS Reconciliation Statement, in recognition of the past exclusion and current disadvantage Indigenous Australians experience in accessing employment opportunities in higher education
- > broaden the range of employment areas, occupations and levels for Indigenous staff
- > employ at least 16 Indigenous staff in continuing positions over the period 2003-05
- > implement strategies to assist in the retention of Indigenous Australian staff, and provide professional development opportunities to achieve this goal
- > provide support to Indigenous staff, their supervisors and colleagues within the work unit, and

- > form partnerships with the Department of Employment and Workplace Relations, government and non-government funding and employment agencies, as well as UTS faculties and units, to achieve UTS goals.

UTS marked National Reconciliation Week with a range of activities including a morning tea for Elders and an exhibition, Manikay, displaying work by two highly respected Indigenous artists, John Bulun Bulun and Jack Wunuwun.

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

#### Key strategies 2004

- > Implement the Wingara program, with a focus on developing positions in the Library, the Institute for International Studies, and the Faculties of Humanities and Social Sciences, Engineering, and Information Technology.
- > Provide leadership and career development workshops for Indigenous staff.
- > Develop and implement a workplace orientation package for newly recruited Indigenous staff.
- > Investigate support needs and career opportunities for Indigenous graduates of UTS.
- > Promote commitment to Reconciliation between Indigenous and non-Indigenous Australians through the proactive implementation of the UTS Reconciliation Statement.

#### Ethnic Affairs Priorities Statement: Staff from Language Backgrounds Other Than English (LBOTE)

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 2003, UTS supported the following activities, which promoted and encouraged diversity.

#### Achievements

- > UTS staff participated in Skillmax programs run by the NSW Adult Migrant English Service to improve the use of workplace English.
- > The Diversity Network continued to provide a forum for students and staff to raise issues and initiate activities relating to cultural and other kinds of diversity on campus.
- > The 2003 Harmony Day Forum, titled 'Whose Multiculturalism?', featured Ms Paula Abood, noted community cultural development worker, writer, filmmaker, and Ms Eva Cox, AO, leading contemporary thinker on power and social capital.
- > Indigenous cultural activities, reconciliation events, lectures and training also contributed to the richness and understanding of cultural diversity at UTS.
- > 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.

- > The International 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 2004

- > Further develop the University's cultural diversity policy, including an assessment of the professional development needs of student liaison staff in relation to students of non-English speaking backgrounds.
- > Develop international diversity connections to build institutional relationships between UTS and universities in developing countries.
- > Support the Diversity Network in its work and activities to involve more students and staff in promoting an inclusive environment at UTS.

#### UTS Disability Action Plan

##### Achievements

- > The new UTS Disability Action Plan 2003–07 was adopted by Council in April 2003. This Plan outlines the University's commitment to:
  - provide equitable learning opportunities for people with a disability
  - provide equitable employment opportunities for people with a disability
  - provide an inclusive university environment and accessible facilities for people with a disability
  - promote inclusive practices to all members of the University community.
- > 'One in Five: Disability, Academic Responsibility and UTS', a professional development program for academic staff, was developed and piloted.
- > 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.
- > 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.

#### Key strategies 2004

- > Launch and coordinate implementation of the new Disability Action Plan 2003–07.
- > Provide professional development sessions for academic staff on disability, academic responsibility and UTS.

- > Assist the Accessible Environments Advisory Group to monitor accessible environments at UTS. Develop a new advisory group with a focus on accessible information technology.
- > Continue to coordinate core programs and services including the Vice-Chancellor's Disability Modification Fund, disability awareness training, Auslan courses, disability parking permits, work placements and Disability Projects Fund within the University for people with a disability.

#### Equal Employment Opportunity for women

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 and Diversity Unit on (02) 9514 1084.

#### Achievements

- > UTS was one of only 114 organisations Australia-wide to be awarded the status of 'Employer of Choice for Women' by the Equal Opportunity for Women Agency.
- > The inaugural year of the Women@UTS program was highly successful, with over 300 women staff participating in a range of initiatives. The aims of the Women@UTS program are to:
  - provide professional development opportunities in response to the specific issues and identified needs of women staff
  - create a positive environment for all women at UTS
  - build a stronger sense of community for women staff.

#### Key strategies for 2004

- > Implement initiatives through the Women@UTS Project for all women. Themes to be addressed in 2004 include:
  - women in research, with a focus on early career researchers
  - women with managerial aspirations
  - women in non-traditional fields of employment
  - linking junior and senior women
  - Women's Executive Development, targeting senior women.
- > Implement recommendations arising from the Women in Research and Women in Non-Traditional Fields of Employment Reports.

#### 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.
- > The UTS Special Admission Scheme accommodates students with educational disadvantage and/or refugee status who are ineligible to apply for the inpUTS Scheme.
- > The U@UTS Day 'taster' program was held in September 2003 for the second time 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.
- > An orientation is offered to commencing inpUTS students to assist with the transition to university study, and to introduce UTS 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)

- > A report on 'Access to Higher Education by Holders of Temporary Protection Visas' was finalised in 2003 and a TPV Scholarship Scheme was instituted. Up to two scholarships are available in each of the participating faculties in 2004.
- > A report, 'Student Poverty and its impact on students at UTS' was produced in 2003. Recommendations for cost-effective, systemic strategies will be implemented in 2004.
- > 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**

- > UTS established a Disability Projects Fund, utilising revenue from disability parking infringements collected from unauthorised vehicles at UTS to provide seed funding to programs/projects which directly benefit students with a disability. Grants were established to assist students with a disability to meet expenses relating to their studies.
- > 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.
- > Laptop computers are available for loan to students with a disability.
- > Students with disabilities will benefit from the 'One in Five: Disability, Academic Responsibility and UTS' professional development program for academics in 2004.

#### **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.
- > 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.

#### **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 2004 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	93,341	
Building 2 (Annex to Tower)	City	Educational	29,627	
Building 3 – Bon Marche	City	Educational	2,061	
Building 4	City	Educational	14,546	
The Terraces, 9–13 Broadway	City	Educational	295	
The Loft	City	Educational	728	
Magic Pudding Child Care Centre	City	Child Care	286	
Building 6 – Harris Street building (DAB)	City	Educational	51,802	
Australand	City	Student Housing	35,000	
Land Value Subtotal				61,325
Haymarket	City	Educational	57,960	31,751
Blackfriars	City	Educational/Child Care	1,837	3,880
Bulga Ngurra Student Housing	City	Student Housing	6,660	1,875
Geegal Student Housing	City	Student Housing	4,252	1,400
Building 10 (former Fairfax building)	City	Educational/Commercial	116,500	22,997
Kuring-gai Campus	Kuring-gai	Educational	36,666	23,504
Dunbar Building	St Leonards	Educational	10,133	2,243
Gore Hill Research Laboratories	St Leonards	Educational	1,270	
Biology Annex	St Leonards	Educational	1,068	
Clinical Studies building	St Leonards	Educational	2,981	
Centenary Lecture Theatre	St Leonards	Educational	1,306	
Yarrowood Centre	Yarrowood	Educational	225	1,118
Stroud Research Station	Stroud	Research Station	35	100
Vice-Chancellor's Residence	Pymont	Housing	2,495	
Total			471,074	150,193

#### Notes:

Values are based on desktop update carried out by BEM Property Consultants Pty Ltd in 2003.

Market 9 (Aarons Hotel) was re-categorised as an 'Other Non-Current Asset' in 2003.

### WORKS IN PROGRESS AND COMPLETED 2003

	\$'000
Faculty of Science and Research Institutes (in progress)	95,400
Upgrade central plant Building 1 (in progress)	4,332
Maintenance to general teaching space – City campuses (in progress)	930
Centre for Autonomous Systems	600
Upgrade of Emergency and Exit Lighting systems (in progress)	600
Tiered Lecture Theatre, Level 4, Building 2 – City	435
Upgrade of hydrant system, Building 1 – City (in progress)	350
Expansion of Postgraduate Research Centre	200

## APPENDIX F

### CONSULTANTS

The University paid \$8.017 million for external consulting services in 2003, of which \$3.025 million was for capital works. A total of \$2.792 million was paid for consultancies individually costing less than \$30,000.

Payments in excess of \$30,000 totalled \$5,225,386.80 and are listed below.

		\$
A E Watkins Consulting Services	Public relations	53,679.63
A2B Professional Development & Learning	Course development	30,610.00
Affinity IT Recruitment	Information technology	45,650.00
Anstad Pty Ltd	Course development	34,000.00
Barnum Group Design	Design	82,700.00
Beyond Sirius Communications	Course development	35,690.00
Blinkhorn & Wiggins	Course development	31,730.91
Carr & Vega Consulting Pty Ltd	Information technology	235,505.86
Cass Electronics Pty Ltd	Audio-visual	39,894.50
Clarkson Business Services	Course development	105,163.20
Cordiner King & Co Pty Ltd	Recruitment	63,829.80
Crescent Moon Productions	Research	45,540.87
CRI Project Management Pty Limited	Project management	250,505.48
Cyon Knowledge Computing	Information technology	35,250.00
Diana Gray Consulting	Information technology	102,200.00
Duke Training & Consulting Pty Ltd	Course development	69,870.67
Dumbrell Consulting Pty Ltd	Course development	31,500.00
E-Contract	Information technology	73,100.96
Ellen Blunden & Associates	Course development	60,750.00
Ernst & Young	Audit	48,000.00
FB Rice & Co	Legal	67,809.70
Grey3 Pty Ltd	Information technology	51,551.50
Hall Resource Economic	Research	30,000.00
HeatHaze.com Pty Ltd	Information technology	119,600.00
Heidrick & Struggles Australia Ltd	Recruitment	114,774.00
Helen Twohill Consulting	Employee relations	41,967.75
Hirst Architects Pty Ltd	Architects	34,100.00
Hunter Institute of Technology	Research	39,250.00
Insearch Ltd	Educational	31,978.91
John Holloway	Legal	40,100.00
LAETA Pty Ltd	Research	35,000.00
Linda Hopkins & Associates	Course development	42,356.39
Lynn Thomson	Information technology	87,167.12
N.E.T.43	Course development	61,570.15
Nexus IT Resources	Information technology	111,800.00
Oracle Corporation Australia Pty Ltd	Information technology	1,537,074.26
Phillips Curran Pty Ltd	Executive structure	68,880.73
PricewaterhouseCoopers	Audit	74,881.95
Prof Dan S Dhaliwal	Doctorate supervision	70,908.11
Realtime Solutions UK	Survey management	46,000.00
Sara International Pty Ltd	Information technology	71,708.00
SLG Consulting Pty Ltd	Information technology	97,650.00
SMEC International Pty Ltd	Taxation	72,743.00
Sommerson Communications Pty Ltd	Project management	43,650.00
Technology One Limited	Information technology	626,654.22
The Good Guides Group	Project management	131,039.13
		5,225,386.80

## APPENDIX G

### OVERSEAS TRAVEL

The University paid \$4.4 million for staff overseas travel in 2003. 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](http://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

There were no identified changes to Acts or subordinate legislation or significant judicial decisions that affected the University or the users of the services provided by the University in 2003. Changes made to federal legislation passed in late 2003, in particular the *Higher Education Support Act 2003* (Commonwealth), will have major impacts in 2004 and onwards.

## 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 (Statutory Bodies) Act 1984*.

### Freedom of Information statistics

Type of request	2002	2003
Number of requests	4	5
Brought forward from 2001	–	–
Personal/other	4	3/2
Formal	1	4
Informal	3	1
Completed	1 <sup>1</sup>	4
Granted in full	1	–
Granted in part	–	4
Formal consultations	–	2
Costs of processing	\$1,300	\$2,400
Fees received	\$30	\$120
Discount allowed	–	–
Completed in:		
0–21 days	1	3
22–35 days	–	2
Processed in:		
0–10 hours	–	3
11–20 hours	1	1
21–40 hours	–	–
Over 40 hours	–	1 <sup>2</sup>
Internal reviews	1	–

<sup>1</sup> Three informal applications were not further pursued following consultation with applicants.

<sup>2</sup> Formal consultations required contact with former staff and students whose contact details were outdated and required international consultations.

## 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, and
- > 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](http://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.

accessUTS Pty Ltd	69
Aims, objectives, access, charter	•
> Access, hours of opening	Inside back cover
> Aims and objectives, services provided, community served	Mission, inside front cover
> Campus locations	Inside back cover
> Legislation	Profile, inside front cover
> Manner of establishment and purpose	Profile, inside front cover
> Mission statement and guiding principles	Inside front cover
Budgeted Financial Reports	•
> Budgeted operating result	45
> Budgeted Statement of Cash Flows	47
> Budgeted Statement of Financial Position	46
Chief and senior executive officers – principal officers	50
Code of conduct – staff (Appendix M)	71
Consultants (Appendix F)	68
Consumer response	•
> Course Monitoring System	10
> Curriculum and Student System (CASS)	24
> Quality assurance projects	10
> Student complaints (Appendix C)	63
> Student focus	24–27
> Subject Feedback Survey	10
Controlled entities	69
> accessUTS Pty Ltd	69
> Insearch Limited	6, 29, 69
Council	8–9, 48–49, 53–55
Disability Action Plan (Equity and Diversity – Appendix D)	64
Equity and diversity	37
> EEO achievements	63–66
> EEO statistics (Appendix B2)	60–61
> Equity, social justice and human rights	32
> Ethnic Affairs Priorities Statement	64
> Staff	63–65
> Strategies for 2004	63–65
> Student equity	65–66
Environment, health and safety	38
> Sustainability (waste reduction and purchasing)	39
Facts at a glance	1
Freedom of Information (Appendix L)	70



Financial information	42–47
> Financial statements	booklet, inside back cover
> Income and expenditure statistics	7
> Unaudited financial information	nil
Guarantee of service, student complaints (Appendix C)	63
Human resources	•
> Academic staff promotions (Appendix B3)	62
> Appointments/resignations	36
> Employee relations	37
> Four-year analysis (Appendix B1)	59–60
> Staff development	37
> UTS Teaching Awards (Appendix B4)	62
> Workforce planning	36
Insearch Limited	6, 29, 69
Investments	43
Legislative changes (Appendix J)	70
Letter of submission	2
Major assets and campus development	•
> Land register (Appendix E)	67
> Major works	67
> Physical environment improvements	6, 22, 25, 40–41
> Reasons for delays of major works programs	n/a
> Works in progress and completed	67
Management and activities	•
> Employee relations	37
> Organisational development and restructuring	36
> Quality assurance projects	10
> Staff development	37
Management and structure	•
> Administrative structure	51–53
> Committees of Council	8–9, 53–55
> Council	8–9, 48–49, 53–55
> Faculties	50–51
> Financial management	42–47
> Frequency of meetings attended by members of Council	49
> Functions of Council boards and committees	53
> Institutes, centres and other organisations	51
> Method and term of appointment of Council	48–49
> Organisational structure	8
> Principal officers and Deans	50
> Risk management	43–44
> Structure charts	8–9

Occupational health and safety	38–39
Overseas travel (Appendix G)	70
Privacy Management Plan (Appendix K)	70
Promotion	•
> Overseas travel (Appendix G)	69
> Publications of the University (Appendix I)	69
Research and development	18–23
> Research statistics	56–58
Review of operations	4–47
> Facts at a glance	1
> Highlights	6–7
> Vice-Chancellor’s message	4–5
Risk management and insurance	43–44
Staffing statistics (Appendix B1)	59–61
Student complaints (Appendix C)	63
Student statistics	1, 6, 7, 13–15, 29, 31
Waste reduction and purchasing	39
Women	60, 65–66

**FORM OF UTS ANNUAL REPORT 2003**

> Captions, layout, legibility, sequence	complies
> Distribution to Parliament	complies
> Size, ASO A4	complies
> Table of contents and Index	complies
Printing	•
> Average cost per copy	\$11.51
> Number of copies printed	2,000
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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