

ANNUAL REPORT 2004



UNIVERSITY OF
TECHNOLOGY SYDNEY

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UTS



(UTS:2004)

(LETTER OF SUBMISSION)

The Hon. Carmel Tebbutt, MLC
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 of presenting to you, for tabling in Parliament, the report of the proceedings and financial reports of the University for the year ended 31 December 2004, prepared in accordance with the *Annual Reports (Statutory Bodies) Act 1984*.

In December 2004, Sir Gerard Brennan retired from the position of Chancellor. Sir Gerard has been an extraordinary champion for UTS and his influence on the University's culture and values will be profound and lasting.

The University's excellent international standing was confirmed in 2004 when *The Times Higher Education Supplement* listed UTS as one of the world's top 200 universities. We were also ranked equal first in Australia with the University of Melbourne on the quality of our undergraduate student intake, as measured by the median University entrance score by the Melbourne Institute of Applied Economic and Social Research.

Although the University continues to be affected by funding constraints, our new strategic plan for 2005-08 provides the blueprint for how we intend to entrench UTS's reputation as a leading provider of high impact research and practice-oriented education through contemporary professional practice.

Yours faithfully



Professor Vicki Sara
Chancellor



Professor Ross Milbourne
Vice-Chancellor and President

April 2005

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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 30,587 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.

Through its promotion of learning and pursuit of research and creative practice, 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

	2002	2003	2004
Academic units			
Number of faculties	9	9	9
Number of institutes (see also Research below)	4	4	3
Awards¹			
Total number of degrees and diplomas, etc., awarded	7,757	8,196	10,197
Undergraduate	3,900	4,707	5,474
Postgraduate (by coursework)	3,722	3,365	4,548
PhD and Research degrees	123	122	116
Enrolments			
Total applications for courses	55,188	55,529	53,370
Total University enrolments	27,618	29,053	30,587
Undergraduate enrolments	18,264	18,710	19,862
Postgraduate enrolments	9,354	10,343	10,725
Total international students	3,762	4,949	5,662
Finance (A\$)			
Total assets	826,733	943,132	950,685
Total revenue from ordinary activities	320,286	324,600	329,565
Total expenses from ordinary activities	303,808	315,559	341,820
General			
Number of campuses	3	3	3
Number of libraries	3	3	3
Total loans from libraries	640,070	657,281	669,459
Non-serial volumes	569,753	521,624	624,453
Current serial titles	29,483	38,593	41,704
Research			
Cooperative Research Centres (partner in)	6	6	4
University Research Institutes	4	4	4
Key University Research Centres	8	8	8
ARC Centres of Excellence	-	-	2
Centres of enterprise, research and/or community service	22	21	24
External research funding	17,511,527	21,950,110	24,745,372
Research income from National Competitive Grants (A\$)	4,101,669	8,166,473	9,372,909
Staff (full-time equivalent)			
Total number of staff (excluding casual staff)	1,898.9	1,981.2	2,023.2

¹ Figures are derived from the previous year's course completions.

(HIGHLIGHTS)

TEACHING AND LEARNING

- > The University developed the first three-year Bachelor of Midwifery course in New South Wales.
- > Engineers Australia named Professor Archie Johnston one of the top 25 most influential engineers in Australia in the area of academia/research.

RESEARCH AND DEVELOPMENT

- > UTS continued its success in gaining nationally competitive grants, with one of the highest success rates in Australia.
- > Dr Sabina Belli, Faculty of Science, was awarded an Australian Museum Eureka Prize for her research on parasites.

INTERNATIONAL ACTIVITIES

- > UTS was listed in *The Times Higher Education Supplement's* top 200 universities in the world, ranked at number 113.
- > UTS's controlled entity, Insearch Limited, won the award for Excellence in Exporting to China at the NSW Premier's Exporter of the Year Awards.

STUDENT FOCUS

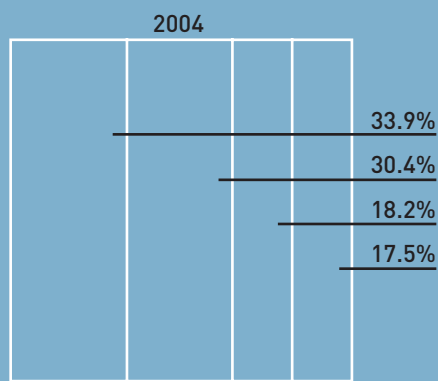
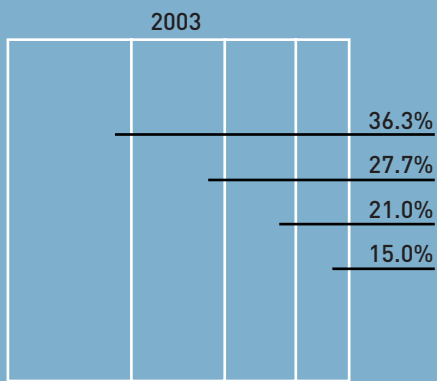
- > Students were provided with online self-enrolment and self-management services through the new Curriculum and Student System (CASS).
- > The new student accommodation facility, Gumal Ngurang, was opened.
- > UTS Law students won three major mooting competitions, believed to be a first for an Australian law school.

UTS MANAGEMENT

- > Changes were made to the University's governance policies and practices to comply with the Commonwealth Government's higher education reforms.
- > The strategic plan for 2005–08 was developed as the next phase in the University's strategic directions 2001–10.
- > Sir Gerard Brennan retired from the position of Chancellor. The Council elected Professor Vicki Sara as his successor.
- > UTS commenced the consolidation of the Faculty of Science to a single campus.

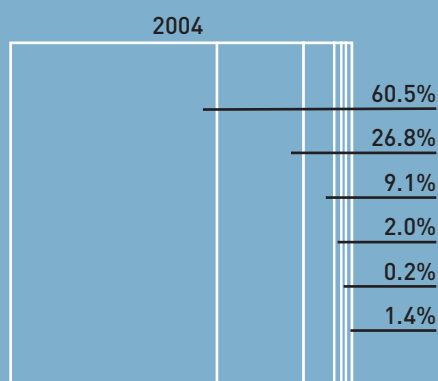
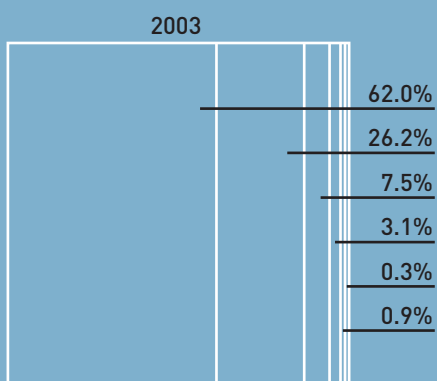
ENVIRONMENT AND COMMUNITY

- > The University undertook a number of initiatives to further reduce waste, water and energy use.
- > The work of UTS academics and students was recognised in the 2004 Australia Day honours list.



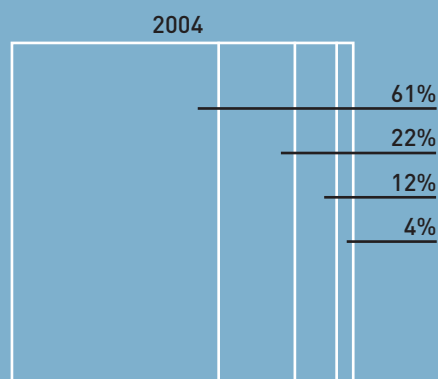
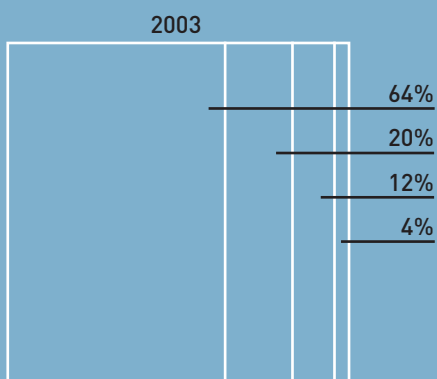
Income (excluding deferred government contributions)

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



Expenditure

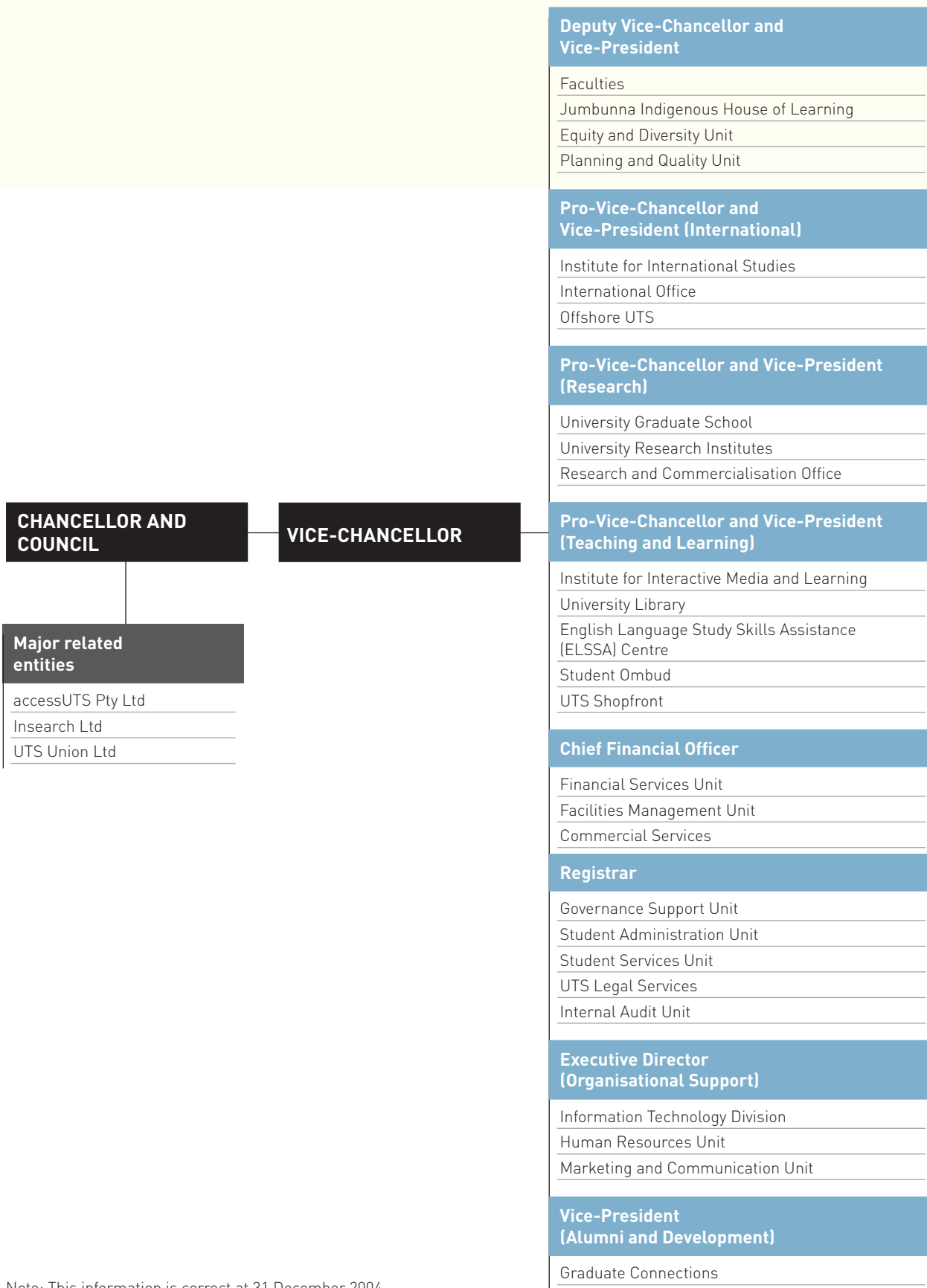
- employee benefits
- other
- depreciation and amortisation
- buildings and grounds
- bad and doubtful debts
- borrowing costs



Student enrolments by fee type

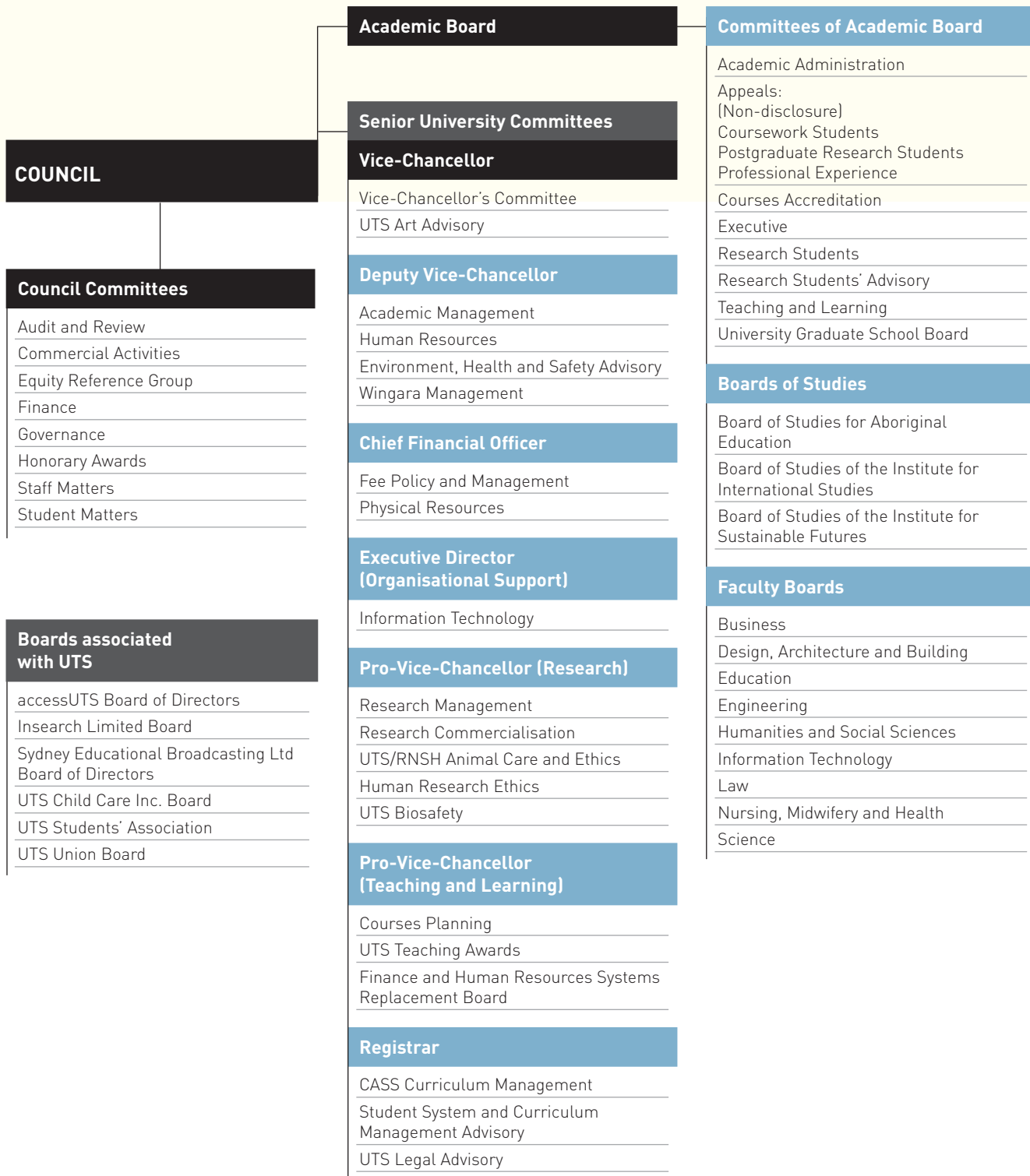
- HECS liable
- non-HECS international students
- non-HECS postgraduate students
- other

UTS ORGANISATIONAL STRUCTURE



Note: This information is correct at 31 December 2004.

UTS COMMITTEE STRUCTURE



THE UNIVERSITY'S EXCELLENT INTERNATIONAL STANDING WAS CONFIRMED IN 2004 BY A GLOBAL SURVEY OF UNIVERSITY ACADEMICS, WHICH RANKED UTS IN THE WORLD'S TOP 200 UNIVERSITIES.

[VICE-CHANCELLOR'S MESSAGE]

RANKINGS AND AWARDS

UTS received outstanding external recognition in 2004. It was one of 14 Australian universities listed in *The Times Higher Education Supplement's* list of the top 200 universities in the world, ranked 113th.

UTS achieved the equal highest ranking with the University of Melbourne on 'the quality of undergraduate entry as measured by TER scores', in a ranking of the international standing of Australia's 39 universities. The study was undertaken by the Melbourne Institute of Applied Economic and Social Research at the University of Melbourne.

UTS's controlled entity, Insearch Limited, won the award for Excellence in Exporting to China at the 2004 Premier's NSW Exporter of the Year Awards. The award is sponsored by the Australia-China Business Council.

The Malaysia Australia Business Council awarded UTS the 2004 Small to Medium Enterprise of the Year award for the UTS Bachelor of Business program that is conducted in partnership with Taylor's College in Malaysia.

STUDENTS AND GRADUATES

This was a year of exceptional achievements for UTS students. Nursing graduate Sarah Dunbar's work on poverty and injustice earned her the award of Young Australian of the Year for New South Wales. Two UTS teams achieved world champion status: the Faculty of Information Technology's robot soccer team, and the Faculty of

Law's moot team. The JETS rugby league team and the rowing team were also highly successful. A multi-functional modular cane designed by industrial design graduate Krisanai Luesukprasert received first prize in the student category of the 2004 National Australian Design Award – Dyson Student Award competition. Students in the Comparative Planetology class participated in the Mars Analogue Research Station expedition at Arkaroola, South Australia. Joyce Adu, who is enrolled in the Faculty of Design, Architecture and Building's Doctor of Philosophy program, won the NSW Chapter Student Medal and the National Student Medal from the Australian Institute for Project Management for her study on project managers' intercultural communication competence and training requirements. Design students Jozette Hazzouri, Becky Cooper, Bridget Currer and Monica Rouse exhibited at Mercedes Australian Fashion Week.

RESEARCH

UTS staff continued an impressive contribution to research and scholarship. UTS researchers were extremely successful in Australian Research Council (ARC) and National Health and Medical Council grant schemes for 2005. Over the period for 2002–05, both the number and value of ARC grants awarded to UTS has increased, and UTS's success rate, relative to other institutions, has increased substantially. Dr Sabina Belli was awarded an Australian Museum Eureka Prize for her research on parasites.



UTS Chancellors past and present:
Sir Gerard Brennan with Professor Vicki Sara

UTS Vice-Chancellor and President
Professor Ross Milbourne

CAMPUS DEVELOPMENT

During 2004, UTS continued to upgrade its buildings and infrastructure. Work commenced on the refurbishment of Building 4, City campus, for the Faculty of Science and the UTS Research Institutes. The work will be completed during 2006. During May, UTS also purchased the Dairy Farmers site in Ultimo Road for further development of the City campus.

The University is investigating the long-term future of the Kuring-gai campus, undertaking an extensive consultation process with members of the University and the local communities.

In April, Her Excellency the NSW Governor opened Gumal Ngurang, the newest of UTS's student residences. Gumal Ngurang, which means 'friendly place' or 'place of friendship', is located within the Quadrant development on Broadway.

FAREWELLS AND NEW APPOINTMENTS

In December 2004, Sir Gerard Brennan retired from the position of Chancellor. Sir Gerard has been an extraordinary champion for UTS, and his influence on the University's culture and values will be profound and lasting. To recognise his outstanding contribution to UTS, the Council will confer on him the award of Honorary Doctor of the University, name a new Research Chair in Law the 'Brennan Research Professor of Law', and name an Indigenous scholarship in his honour.

The Council elected Professor Vicki Sara as Sir Gerard's successor. Professor Sara brings to UTS an outstanding record as a leader of the national research strategy, having first chaired the Australian Research Council for several years and, when it was established as a statutory authority, served as its first Chief Executive Officer.

In March, we welcomed three new members of the executive: Professor Sue Rowley as the Pro-Vice-Chancellor (Research); Professor David Goodman, previously the Director, Institute for International Studies, in the new position of Pro-Vice-Chancellor (International); and Anne Dwyer, previously Director, Information Technology Division, in the new position of Executive Director (Organisational Support).

Professor Desley Luscombe, Dean of the Faculty of Design, Architecture and Building, and Professor John Rice, Dean of the Faculty of Science, joined the UTS senior management team in February. In September, we farewelled Professor Joyce Kirk, Dean of the Faculty of Humanities and Social Sciences, who left us to take up the position of Pro-Vice-Chancellor, Students at RMIT University.

REFORM OF THE HIGHER EDUCATION SECTOR

I indicated in my message last year that UTS, and the higher education sector as a whole, would need to devote a great deal of time and resources in 2004 to implementing the Commonwealth

Government's policy changes. Such has proved to be the case. Compliance with the National Governance Protocols required the NSW Parliament to enact changes to universities' governing legislation, particularly in relation to the composition of Council and the duties of Council members. Much work has also been done on the Higher Education Information Management System. We await the prospect of a national debate on student associations in 2005.

UTS gained new Commonwealth-funded places in nursing and education, and also agreed to accept the transfer of nursing places from the University of Sydney.

STRATEGIC PLANNING

In 2000, UTS promulgated its vision for 2001-10 in *Setting the Pace: Strategic Directions for the Next Decade*. During 2004, an extensive analysis was undertaken of the University's performance against its key strategic plans for 2001-04, and the strategic plan for 2005-08 was developed. The plan describes the strategies for continuing to embed UTS's reputation as a leading provider of high-impact research and practice-oriented education through contemporary professional practice.

Ross Milbourne

Professor Ross Milbourne
Vice-Chancellor and President

THE UNIVERSITY CONTINUED TO ENSURE THE QUALITY OF TEACHING AND LEARNING THROUGH SEVERAL COURSE INNOVATIONS AND IMPROVEMENTS TO THE MECHANISMS THAT MEASURE THE UNIVERSITY'S IMAGE AND PERFORMANCE.

(TEACHING & LEARNING)

In 2004, course development and review processes and assessment policies and practices were refined. The Subject Feedback Survey, in which students respond to a range of questions regarding their studies, was improved to produce better data.

The year saw a particular emphasis on the coordination and enhancement of academic support for students, with three key organisations – the Library, the Institute for Interactive Media and Learning, and the English Language Study Skills Assistance (ELSSA) Centre – working together to ensure complementarity and efficient use of resources.

The year 2004 represented the completion of the University's five-year strategic plan, which focused on the following objectives for teaching and learning:

- > 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.

The University's Strategic Plan 2005–08, will seek to continue 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.

QUALITY ASSURANCE

During 2004, UTS introduced a number of new mechanisms for tracking and improving learning and teaching outcomes, and also improved some existing mechanisms.

Course planning

The University successfully rationalised processes of course development and review, including the development of a Course Approval Policy and trials of a new online course approvals process (OCAP). The OCAP will be progressively implemented during 2005.

A detailed review of the University's policy and guidelines for the accreditation, monitoring, and review of all its offshore programs was undertaken, which involved benchmarking with Australian Technology Network (ATN) universities, the Australian Universities Quality Agency (AUQA) and overseas universities. A final report was presented in April 2004.

The Faculty of Nursing, Midwifery and Health bought three life-size Laerdal 'Nursing Anne' mannequins – electronic plastic patients to be used as a teaching tool. Tutors use remote control to trigger noises, and change the heartbeat and other signs and symptoms.



Course assessment

The Associate Deans (Teaching and Learning) implemented new and revised policies and practices for assessment in the faculties, employing resources developed by the Institute for Interactive Media and Learning. These resources, in both print and electronic form, have attracted significant interest in Australia and overseas.

Student satisfaction

The University's Subject Feedback Survey and the Course Monitoring Improvement System were successfully implemented. Data from the Subject Feedback Survey was positive. Students' rating of their overall satisfaction with the quality of their learning experience has improved by five per cent. There were clear improvement trends in the data from the Faculties of Information Technology and Engineering, with other faculties maintaining positive levels of student response.

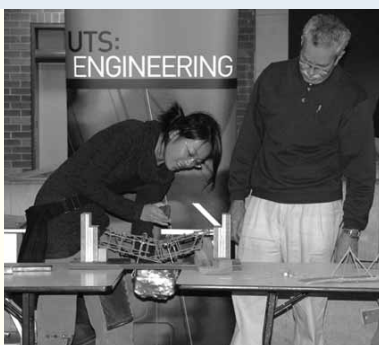
Data from the Subject Feedback Survey, the Student Satisfaction Survey, as well as national data from the Course Experience Questionnaire and the Graduate Destinations Survey, indicates overall that UTS is maintaining or enhancing its position in terms of student perception of the quality of teaching.

At the beginning of 2004, the Planning and Quality Unit conducted an Image Survey aimed at obtaining new students' perceptions of UTS. A follow-up (UTS Expectations Survey) was piloted mid-year, and although the response rate was low, the results indicated that new students, six months into their degree, were largely satisfied with the quality of the teaching staff at UTS and feel that UTS is meeting their expectations in the area of teaching and learning. An Image Survey will be carried out again at the beginning of 2005.

CEQuery software, a unique qualitative data system that was successfully developed and trialed for the Department of Education, Science and Training in 2003, was made available at no charge to every Australian university from March 2004. *CEQuery* was created by UTS and Queensland University of Technology using Federal Government funding, and permits analysis of more than 250,000 graduate comments recorded in the national Course Experience Questionnaire. It promises to be an important tool for Australian universities in meeting student needs.

As part of the ATN and a group of other Australian universities, UTS commenced a joint Higher Education Innovation Program (HEIP)

For other developments that helped to enhance quality teaching and learning at UTS, see the following chapters: Student Focus, International Activities, UTS Management, and Environment and Community.



Each year, first-year Civil Engineering students have one month to build a bridge with spaghetti and five-minute araldite glue. Judging criteria is based on load per unit weight (the load supported divided by the weight of the bridge). The winning bridge for 2004 held 97 times its own weight.

project, using *CEQuery*, to analyse all open-ended comments in the Course Experience Questionnaire between 2001 and 2004. The HEIP is administered by DEST, and its objective is to maintain and enhance innovation in, or the quality of, higher education in Australia.

UTS became the first Australian university to use the LibQual+ survey instrument to survey library users' requirements and perceptions of service. Developed and heavily used by academic and research organisations in the United States, the LibQual+ survey has significantly improved survey processes for the Library.

ENHANCING THE CURRICULUM

The following improvements were made to the University's programs:

- > The University developed the first three-year Bachelor of Midwifery course in New South Wales in response to the demand for midwives. The course will be offered to students in 2005.
- > UTS devised the first full Master's degree in Animation in Australia. The Master of Animation, jointly developed by the Faculties of Information Technology, Humanities and Social Studies, and Design, Architecture and Building, will be offered in 2005.

- > Jumbunna Indigenous House of Learning is involved in a collaboration – the first of its kind in Australia – that will assemble key experts to develop a trial online Australian Indigenous Studies subject for delivery to Indigenous as well as non-Indigenous students.
- > The Faculty of Engineering introduced a new major in Software Engineering to its Master of Engineering Studies to reflect the increasing need for higher skill levels for software engineers, especially those in management positions.
- > In 2004, Mirvac Corporation commenced a second intake of students into a tailored Graduate Diploma program administered by the Executive Development Unit, Faculty of Business. This sees selected Mirvac executives from all over Australia undertaking study in this unique initiative.

INNOVATIONS IN TEACHING AND LEARNING SUPPORT University Library

The University Library continued its commitment to keeping pace with student and community demand through several initiatives.

The UTS Information Literacy Framework was launched successfully in 2004, and over 12,000 students participated in

Design students Becky Cooper and Bridget Curren (pictured right), Jozette Hazzouri, (whose design is shown far right) and Monica Rouse exhibited at Mercedes Australian Fashion Week.



ENROLMENTS BY FACULTY 2002-04

	Undergraduate			Postgraduate			Total		
	2002	2003	2004	2002	2003	2004	2002	2003	2004
Business	5,036	4,899	4,955	3,171	3,605	3,877	8,207	8,504	8,832
Design, Architecture and Building	2,028	2,040	2,093	379	425	497	2,407	2,465	2,590
Education	1,016	942	937	1,101	1,169	1,216	2,117	2,111	2,153
Engineering	2,755	2,895	2,806	1,090	1,216	1,236	3,845	4,111	4,042
Humanities and Social Sciences	1,402	1,395	1,321	899	997	1,002	2,301	2,392	2,323
Information Technology	1,338	1,339	1,330	1,060	1,037	985	2,398	2,376	2,315
Law	1,567	1,465	874	794	1,027	562	2,361	2,492	1,436
Nursing, Midwifery and Health	801	813	1,418	537	572	1,006	1,338	1,385	2,424
Science	2,126	2,044	2,063	296	264	300	2,422	2,308	2,363
Other	195	878	2,065	27	31	44	222	909	2,109
Total	18,264	18,710	19,862	9,354	10,343	10,725	27,618	29,053	30,587

Current at 31 March 2004.

information skills training programs delivered by staff of the University Library. Designed to align with the standards set out in the Australian and New Zealand Information Literacy Framework (2004), the UTS framework offers staff and students opportunities to develop information retrieval and management skills, undertake quality research and to develop effective lifelong learning skills. The Library also worked in partnership with academic staff to ensure the development of information literacy for students in their subjects.

The Library also extended its opening hours, which became the second longest for a university library in Australia. It continued to improve the functionality of SuperSearch – a combined finding tool that searches across several databases, library catalogues and other information

resources – and improved access to personal borrowing information from both its catalogue and homepage.

For enhanced Library support for research staff and students, see Research and Development, page 19.

Information technology

Usage of UTSOnline continues to rise, and a survey conducted by the Institute for Interactive Media and Learning confirmed the high value that students place on this online learning resource. A major improvement was the implementation of a 'levels of use' policy, ensuring that both staff and students understand what levels of provision to expect and thereby increasing student satisfaction.

UTSOnline was included in the Student Satisfaction Survey in 2003 for the first time, rating in the top 10 for importance and second in the overall ranking for performance.

Major improvements were made to the UTS website and content management, leading to the adoption of the UTS Web Publishing policy, and cost savings and efficiencies in the management of the web as a teaching and learning resource.

UTS was a major sponsor of Web Essentials 2004, a two-day conference for web developers, designers and decision makers in the corporate, government, non-government organisation and education sectors. The aim of the conference was to promote web standards and improve website usability for teaching and learning purposes. Web Essentials featured three renowned international guest presenters – Dave Shea, Doug Bowman and Joe Clark – together with a range of Australian presenters.



Professor Archie Johnston, Dean of the Faculty of Engineering, who was named as one of the top 25 most influential engineers in Australia in the area of academia/research.

ENROLMENTS BY COURSE LEVEL 2000-04

	2000	2001	2002	2003	2004
Postgraduate	8,358	8,554	9,354	10,343	10,725
Undergraduate	18,849	19,051	18,264	18,710	19,862
Total	27,207	27,605	27,618	29,053	30,587

Current at 31 March 2004.

COMPLETIONS BY COURSE LEVEL 1999-2003

	1999	2000	2001	2002	2003
Higher Doctorate	0	0	1	0	0
PhD	57	61	80	83	79
Master's by Research	28	31	43	39	37
Master's by Coursework	1,450	1,587	1,682	1,912	2,425
Graduate Diplomas and Certificates	1,425	1,736	2,040	1,453	2,123
Bachelor's Pass and Honours	3,709	3,542	3,900	4,707	5,474
Sub-degree	21	20	11	2	59
Total	6,690	6,977	7,757	8,196	10,197

Current at 31 March 2004.

UTS Teaching and Learning Forum

This forum was a major event, providing an opportunity for UTS staff to share ideas and innovations in teaching and learning. The keynote speaker for the 2004 program was Dr Mary Taylor Huber, senior scholar at the Carnegie Foundation for Advancement of Teaching and Learning in the USA; 26 papers were presented by UTS staff.

Plagiarism resource kit

The Institute for Interactive Media and Learning produced a set of resources to guide faculties and staff in dealing with issues of plagiarism and cheating. The resource kit was distributed to all staff and has been used as the basis for a

series of initiatives in the faculties. Staff interest in and take-up of the resources has been extremely high.

AWARDS AND RECOGNITION

UTS teaching and learning continued to receive recognition in 2004 through a number of national awards.

In the Faculty of Engineering, Professor Archie Johnston, Dean, was named by Engineers Australia as one of the top 25 most influential engineers in Australia in the area of academia/research. Alicia Moerkerken, Structural Engineering graduate, won the inaugural National Association of Women in Construction Award recognising the achievement of a woman graduating in a construction-related field.

Joe Foxton, UTS graduate, with his 2004 Scientific and Technical Emmy for 'software for managing graphical assets for broadcast'.

Academy award winners for *Harvie Krumpet*, film producer and UTS graduate Melanie Coombs and Adam Elliot (director and writer). The award was for 2004 'Best animated short film'.



Engineering students were also successful at the Sydney Division Young Engineers of Australia awards.

Two former Law students, Rhys Bollen and Oliver Jones, won two of the nine Chevening Scholarships – the British government's scholarship scheme – awarded for Australia.

Faculty of Information Technology PhD student Samantha Harvey was awarded an IBM Australia Winter Internship to study at IBM Almaden Research Center in San Jose, California for three months.

Short animation film *Harvie Krumpet*, which was produced by UTS film production graduate Melanie Coombs, won the 2004 Academy Award for Best Short Animation Film.

UTS film students and graduates appeared in a number of categories as finalists for the 2004 Lexus IF Awards, which took place at Sydney's Luna Park. Andrew Kotatko, a Master of Media Arts and Production student, won the Gray & Perkins Lawyers IF Award for Best Short Film for *Everything Goes*. *Harvie Krumpet* won the Rising Sun Pictures IF Award

for Best Animation. The Kodak IF Award for Best Cinematography Film Production was won by graduate Robert Humphreys for his cinematography on *Somersault*, which also won Best Feature Film.

In other achievements, third-year visual design student Aina Kemi won the top prize of \$10,000 in the national Telstra Payphone Art competition that attracted 1,500 entries; and Janet Merewether, Doctor of Creative Arts student, was nominated for a 2004 Australian Film Industry (AFI) Award for Best Editing for her work on *Palermo – 'History' Standing Still*.

National demand for UTS teaching

In 2004, the Executive Development Unit in the Faculty of Business delivered in-house programs for The Independent Commission Against Corruption (ICAC), the Oracle Corporation, Australian Customs, Westpac Banking Corporation, HPM Industries, the Australasia International Education Group and Colliers.

The team from the Institute of Sustainable Futures that produced the multi-award winning *Your Home*



Professor David Barker, Dean, Faculty of Law, was appointed Chair of the Council of Australian Law Deans.

in 2003, developed a program of innovative, practice-based training for two of Australia's peak bodies representing builders – the Housing Industry Association and the Master Builder's Association.

External appointments

Three important positions within Australian legal education were occupied by UTS Faculty of Law members in 2004: Professor Michael Adams is the Chair of the Australasian Law Teachers' Association General Executive, Professor David Barker is the Chair of the Council of Australian Law Deans, and Elisabeth Hundt, a law student, was elected the President of the Australian Law Students' Association.

Associate Professor Gillian Leahy, Faculty of Humanities and Social Sciences, was elected Vice-President of a new national body, the Australian Screen Production Research Association.

Chancellor's list for most outstanding achievement in a PhD thesis

> Dr Annie Bolitho: Chancellor's Award, Doctor of Creative Arts, Humanities and Social Sciences
'New Dimensions in Water Conversation: an Inter-Animation of Writing and Water'

- > Dr Andrew Cashin: PhD, Nursing, Midwifery and Health, 'A Hermeneutic Phenomenological Study of the Lived Experience of Parenting a Child with Autism'
- > Dr Raymond Gordon: PhD, Business, 'The Constitution of Power in the New South Wales Police Service'
- > Dr Paul Magee: Doctor of Creative Arts, Humanities and Social Sciences, 'Hello, Ruel World'
- > Dr Katherine Nicoll: PhD, Education, 'Exploring Flexibility and Lifelong Learning: The Rhetorical Work of Policy Discourse'
- > Dr Harry Wilson: PhD, Science, 'Insect – and Vertebrate – Selective Neurotoxins from Australian Urodacid and Buthid Scorpion Venoms: Lead Compounds for Novel Biopesticides'

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Science Professor David Booth with two high school students on campus at UTS for a 'Secret Lives of Fishes' workshop, as part of the Siemens Science Experience. Run by the Siemens Science Schools Foundation, the event is designed to introduce students to science and technology.

University Medallists

for outstanding achievement in an undergraduate degree

Adison Adi-Wijaya	Bachelor of Engineering in Computer Systems Engineering, Diploma in Engineering Practice with First Class Honours
Jared Matthew Berghold	Bachelor of Engineering in Computer Systems Engineering, Bachelor of Arts in International Studies, Diploma in Engineering Practice with First Class Honours
Peter Anthony Brownlow	Bachelor of Science in Computing Science, Diploma in Information Technology Professional Practice with First Class Honours
Michael Allen Byrne	Bachelor of Science (Honours) in Mathematics with First Class Honours
Fabian Leopold Chessell	Bachelor of Information Technology with Distinction
Alison Jennifer Dunphy	Bachelor of Engineering in Civil and Environmental Engineering, Diploma in Engineering Practice with First Class Honours
Adam Martin Gall	Bachelor of Arts (Honours) in Communication with First Class Honours
Steven Graham Grosser	Bachelor of Nursing with Distinction
Ruth Winifred Guest	Bachelor of Science (Honours) in Applied Chemistry with First Class Honours
Ross Hill	Bachelor of Science (Honours) in Environmental Science with First Class Honours
Janette Valentina Kovacic	Bachelor of Laws with First Class Honours
Janette Valentina Kovacic	Bachelor of Business with Distinction
Howard Shih	Bachelor of Business with Distinction, Bachelor of Laws with First Class Honours
Bjorn Fredrik Soderstrom	Bachelor of Design in Industrial Design with First Class Honours
Alexia Anne Tribe	Bachelor of Arts in Communication (Margaret Trask Medal)
Rebecca Therese Watt	Bachelor of Science (Honours) in Applied Chemistry in Forensic Science with First Class Honours

THE UNIVERSITY'S COMMITMENT TO BUILD A STRONG NATIONAL AND GLOBAL RESEARCH PROFILE IN A NUMBER OF NICHE AREAS, WITH AN EMPHASIS ON COLLABORATIVE RESEARCH, WAS AGAIN EVIDENT IN 2004.

(RESEARCH & DEVELOPMENT)

The University's successful leadership of two Australian Research Council (ARC) Research Network applications reflects its growing reputation for collaborative research.

A key feature in 2004 was the University's outstanding success in Australian competitive grants, building further on the favourable trend that was evident in 2003. Success rates and funding levels continued to improve in the major Australian Research Council grant schemes.

UTS was also successful in winning a number of major contract research projects through competitive tendering processes during the year.

There was an upsurge in activity to commercialise the outcomes of UTS research, coupled with a strategy of more active management of the University's Intellectual Property portfolio that will bring economic and social benefits from its research. The number of Intellectual Property disclosures made, and provisional patents granted, increased by over 300 per cent on 2003 levels.

The research strengths program continued during 2004. The national and international standing of UTS Research Institutes continues to grow as the outcomes of their research are published and recognised.

The year 2004 represented the completion of the University's four-year strategic plan, which included the following objectives for research:

- > 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.

The UTS Strategic Plan, 2005–08, will continue to guide 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 will strengthen the quality assurance framework for research and develop research education programs with close links to industry, business and government.

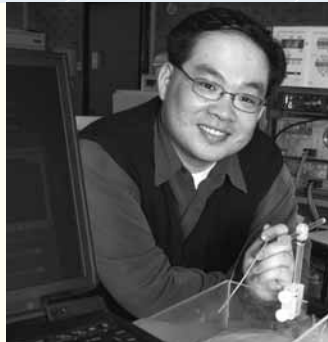
MAJOR GRANTS AND FUNDING HIGHLIGHTS

UTS continued its recent success in gaining nationally competitive grants, and has one of the highest success rates in Australia. In the funding announcements for 2005, UTS researchers won:

- > two National Health and Medical Research Council (NHMRC) Project Grants
- > twenty-seven ARC Discovery Project Grants

Research led by UTS engineers Dr Ananda Mohan Sanagavarapu and Research Associate Heng-Mao Chiu (pictured) to apply microwave energy to the treatment of heart rhythm disorders received a boost from the National Health and Medical Research Council.

Hypomon, developed by UTS Engineering, is a device that will give diabetics an alternative to traditional tests, such as blood-prick tests, for low blood sugar.



- > twelve Round 1 ARC Linkage Project Grants, and
- > one ARC Linkage Infrastructure and Equipment Grant.

Research Networks in the Faculty of Business and the Faculty of Science received a substantial boost from the ARC Research Network fund. UTS is the lead organisation in two, and participant in eight, of the 24 networks approved for funding.

The ARC Network for Parasitology will receive \$1.5 million over five years and will focus on and coordinate Australian parasitology research, assisting in the community's understanding of parasitology and biosecurity. It will also work with other countries to develop new technologies for the eradication of parasites.

The Financial Integrity Research Network will receive \$1.75 million over the next five years. The network's vision is to harness the strengths of Australia's finance, accounting and economics researchers into research that addresses issues concerning the integrity of the financial system. It will enable Australian research to match the scale and impact of research in other major international financial centres.

UTS will receive approximately eight per cent of the \$42 million Research Network fund, which has

been provided by the ARC and the National Health and Medical Research Council to foster collaboration among researchers at the forefront of their fields of expertise.

ENHANCING RESEARCH SUPPORT AND COMMUNICATION **University Library**

The launch of UTSePress – the Library's electronic publishing tool – signalled a new phase in the Library's ongoing pursuit to support research and scholarship by providing a means for UTS to use digital media for scholarly communication.

In July, the Scholars' Centre, located in the Blake Library (City campus), was officially opened. Specifically designed to enhance and complement scholarly research, the Centre is equipped with the facilities of an advanced academic research library.

In response to client needs, the UTS Library again expanded its online collection with recent additions such as full text Kluwer and Springer electronic journals. This year, the electronic book collection has grown to 109,000, inclusive of over 86,000 Chinese books.

The Library also continued its participation in the Australian Digital Theses Program, launched in 2003, and the numbers of digital UTS theses available in the online program is growing.

- > For international research performance, see the International Activities chapter, page 23.
- > For a full list of University Research Institutes, ARC Centres of Excellence, Key University Research Centres, Cooperative Research Centres and centres of enterprise, research and/or community service, see the Governance and Organisation chapter, page 53.



Krisanai Luesukprasert with his modular cane, winner of the 2004 National Australian Design Award – Dyson Student Award.

Dr Sabina Belli, Faculty of Science, winner of an Australian Museum Eureka Prize for her research on parasites.



In 2004, the Library experienced a dramatic increase in demand for EndNote training. EndNote is research software that assists in the effective management of research papers and references and the creation of correctly styled bibliographies.

RESEARCH COMMERCIALISATION

Pre-clinical trials are being carried out on a device called Hypomon, developed by UTS Engineering, which will give diabetics an alternative to traditional tests, such as blood-prick tests, for low blood sugar. Two hospitals, the Prince of Wales Hospital, Sydney, and the Princess Margaret Hospital, Perth, are currently running the trials. Trials will be expanded to Europe and the USA in 2005, and Hypomon is expected to become available in early 2006.

NATIONAL AWARDS AND RECOGNITION

UTS researchers won several prestigious awards for their innovations in 2004, including:

- > An Australian Museum Eureka Prize for Dr Sabina Belli, Faculty of Science, for outstanding curiosity-driven, Australian scientific research. The award was for her ground-breaking research into apicomplexan parasites, which may form the basis of developing new vaccines and drugs against diseases such as malaria and encephalitis.

Dr Anna Binnie, Faculty of Science, was a Eureka finalist, shortlisted for the Reed New Holland Science Book Prize for a work that unfolds the history of atomic energy and nuclear science in Australia.

- > The Engineers Australia Award for Excellence in Engineering Design for the VentrAssist artificial heart, developed by UTS researchers. It was also one of the designs to win a place in the 2004 Powerhouse Museum Selection.
- > The 2004 Bombay Sapphire Design Discovery Award, Australia's most prestigious design award, for Adam Goodrum, who teaches furniture design in the Faculty of Design, Architecture and Building.
- > The National Planning Institute Australia Award for Research and Scholarship for Helen Gilbert, Lecturer in Property in the Faculty of Design, Architecture and Building. Her project 'Contested Public Lands' examined the processes of government disposal of public lands.
- > The 2004 National Australian Design Award – Dyson Student Award for a multi-functional modular cane designed by Industrial Design graduand Krisanai Luesukprasert. UTS Design graduands Bartosz Milczarczyk and Manny Dickson were also



Two UTS designs were finalists in the 2004 National Australian Design Award – Dyson Student Award competition. Bartosz Milczarzyk's dual-appliance cooking station, and Manny Dickson's Hidro Chair, a non-powered mechanical wheelchair.

among the five New South Wales (NSW) finalists from a national list of ten.

- > The Australian Institute for Project Management NSW Chapter's Outstanding Student Medal for PhD student Joyce Adu, for her research on intercultural communication competence of Australia's project managers.
- > A Consensus Software Award and the prestigious Microsoft Realising Potential Award for leading software company Eagle Datamation, headed by PhD student Richard White from the Faculty of Information Technology.

SELECT RESEARCH ACTIVITIES AND OUTCOMES

- > Research conducted by Professor Judith Donoghue from the Faculty of Nursing, Midwifery and Health and a St George Hospital research team has provided a successful preventative intervention program to reduce falls in acute aged care hospital wards.
- > A UTS team, including members of the Faculties of Design, Architecture and Building, and Science, displayed a 'nanohouse' at the 'Houses of the Future' exhibition at the Sydney Opera House. The nanohouse was one of six cutting-edge homes built to celebrate the Year of the Built Environment.

- > Final-year Mechanical and Mechatronic Engineering student, Karthikeyan Selvarajan, researched and designed an assistive robotic walker that will provide safe access to almost all terrains and improve the user's strength and fitness.
- > 'Managers, Quality & Beliefs' surveyed middle managers from 21 large organisations that had implemented quality programs and confirmed that middle management plays a crucial role in the success of quality improvement activities throughout an organisation.
- > Researchers from the Faculty of Business are conducting a study of spectators' perceptions of security at the Athens Olympics. This study follows earlier research projects on the perception of risk related to terrorism at the 2002 FIFA World Cup and the 2003 Rugby World Cup.
- > Technology derived from the design of radar-avoiding aircraft is being used to detect the earliest signs of breast cancer, in pioneering UTS research conducted under the Key University Research Centre for Health Technologies.
- > Academics in the Faculty of Information Technology developed a new standard metamodel for software development methodologies, providing a comprehensive and organised

collection of concepts. The standard will enable method engineers to create comprehensive methodologies that fit particular project or corporate needs.

Sustainability research projects

- > The Institute for Sustainable Futures (ISF) worked collaboratively with Waverley Council to incorporate the principles of ecologically sustainable development (ESD) into Council's built form planning instruments.
- > The ISF's Best Practice Management of Domestic Wastewater project is a significant component of the Municipal Association of Victoria's Smart Septics program, a program aimed at providing a number of management tools and resources for local government.
- > The ISF wrote *Our Public Transport*, a report that sets out community views on the quality of public transport in NSW. The report was commissioned by the Labor Council of NSW and several transport unions following briefings the Institute gave them on the key issues and research findings relating to sustainable transport. The report informed the unions' response to the Ministerial Inquiry into Sustainable Transport in New South Wales.

UTS'S GOAL TO CREATE A UNIVERSITY THAT IS INTERNATIONALLY CONNECTED AND FOCUSED, WITH STRONG HIGH-QUALITY INTERNATIONAL PARTNERSHIPS, WAS STRENGTHENED WITH THE INTRODUCTION OF ITS INTERNATIONAL STRATEGY 2004-08.

(INTERNATIONAL ACTIVITIES)

In 2004, UTS was ranked in the top 200 universities worldwide in *The Times Higher Education Supplement* and, together with Melbourne University, it ranked highest in 'quality of undergraduate entry as measured by TER scores' in a ranking of the international standing of Australia's universities.

A new plan titled 'International UTS' was approved in 2004, as part of the University's continued response to changes in the wider environment that emphasise the need to internationalise ways in which academic activities are organised, undertaken and supported.

The International Strategy 2004-08, part of the International UTS plan, sets out six primary strategic goals:

- > to encourage staff and students to participate in the development of international communities of research and professional practice
- > to develop national and international renown for programs of teaching and learning that enable graduates to acquire knowledge and skills that assist them to live and work in a world of increased globalisation and cultural diversity
- > to make the University a preferred choice for students from various cultural backgrounds and international locations

- > to enhance administrative and support mechanisms that serve the needs of the University, staff and students operating in an international and culturally diverse environment, as well as from a variety of different backgrounds
- > to be internationally recognised as a leading Australian university, and
- > to generate funds from international sources to support the University's operations and development.

INTERNATIONALISING THE UTS COMMUNITY

Over 3,000 new international onshore students were admitted in 2004, contributing to an overall growth figure of 21 per cent for all enrolled international students. The increase in commencing students was higher than both the New South Wales and Australian average, with particular growth occurring in students from countries such as China, Chile, the Russian Federation and Vietnam.

A total of 262 Study Abroad students enrolled at UTS in 2004, an increase of 14 per cent from the previous year. It is difficult to track all outbound Study Abroad students (i.e. those who pay fees to study abroad, or for whom UTS pays fees), however, there were at least 164 such students in 2004.

The first students enrolled in the dual program of study in Engineering offered by UTS and the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM), Mexico, were welcomed in 2004.



UTS continues to expand its student exchange programs and has experienced particular growth in the number of outbound exchange students from UTS. In 2004, UTS sent 423 students to exchange partners, an increase of 13 per cent. There were 435 inbound exchange students from a range of partner universities – an increase of around six per cent from the previous year, and an overall result that balances inbound and outbound students. The most popular countries for student exchanges are Germany, France and the USA. In total, 587 UTS students spent a semester or a year studying overseas in 2004.

Over 250 international visitors, comprising academics, researchers, and representatives from the international offices of overseas universities, visited UTS in 2004 – representing 50 academic institutions.

International curriculum

The first cohort of students enrolled in the dual program of study comprising the Bachelor of Engineering Science from UTS and Bachelor of Engineering from the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM), Mexico, were welcomed in 2004. The dual program furthers the cooperation between UTS and ITESM, and offers the opportunity for ITESM engineering students in selected academic programs to spend one year studying engineering in Australia.

International scholarships

In 2004, UTS offered 12 scholarship places to Temporary Protection Visa (TPV) holders and seven were accepted. Two applicants received scholarships to study English for Academic Purposes at Insearch.

UTS also implemented a new assessment tool to benefit non-current school leaver TPV Scholarship and Special Admission – Refugee applicants who cannot provide documentation of previous education due to their refugee circumstances, or whose education prior to arriving in Australia does not meet UTS matriculation requirements.

UTS continued its delivery of training services to Australian Development Scholarship (ADS) students in 2004. These scholarships, funded by the Australian Agency for International Development (AusAID), enable students from selected developing countries to undertake post-secondary studies in Australia. Two UTS ADS students were awarded Australian Commonwealth Youth Leadership Awards, which offer young ADS students from eligible neighbouring Commonwealth countries opportunities to experience governance practice to prepare them for leadership roles in their home countries.

In 2004, UTS offered tuition fee scholarships for three students from Mexico through the Peace Scholarship Trust (PST). The PST was initiated by IDP Education Australia in 2001 in response to the terrorist attacks on New York and Washington.

RESEARCH

Infrastructure in Papua New Guinea (PNG) and the Solomon Islands

Electrical engineer Andrew Mears has been undertaking a range of activities concerned with poverty alleviation, rural energy and livelihoods in PNG. His main activity has been a study for the Energy Sector Management Assistance Program (ESMAP) of the World Bank, which involves a series of case studies to identify potential models for improving access to electricity in rural areas of Papua New Guinea. Andrew has also been involved in a World Bank scoping mission to the Solomon Islands to identify mechanisms to promote renewable energy and the livelihood benefits that arise from electricity. This work identified several key development opportunities.

Monitoring system in Laos

The Institute for Sustainable Futures undertook an evaluation of a pilot project implemented by the aid agency Adventist Development and Relief Agency Laos (ADRA Laos), trialing the Most Significant Change



The Hon. Sir Gerard Brennan, UTS Chancellor (back left), and Professor Hung Nguyen, Associate Dean (Research and Development), Faculty of Engineering (back centre), met with Vietnamese AusAid students who visited UTS in 2004.

(MSC) monitoring system. The MSC system was evaluated using focus group discussions and individual interviews with management staff in Vientiane and field staff in remote locations. The evaluation found that with a number of recommended refinements, the MSC system could be a useful tool to promote organisational learning and therefore development work.

Water demand management in Oman

The Institute for Sustainable Futures joined Geo Resources Consultancy to investigate water demand management options for the Salalah Region of the Sultanate of Oman. The study was commissioned in 2003 by the Ministry of Regional Municipalities, Environment and Water Resources, Sultanate of Oman.

Management of wastewater in the USA

The Institute for Sustainable Futures is part of a consortium that won the tender for a US \$245,000 project to develop a comprehensive handbook on technical and costing tools to improve the reliability of onsite systems for managers of decentralised wastewater systems. The partnership includes the Rocky Mountains Institute, Seattle Public Utilities and the international expert on decentralised wastewater, Dr George Tchobanoglous.

Major US research grant

Postdoctoral fellow Dr Nicholas Armstrong, from the Department of Applied Physics, received a major grant from the US Department of Commerce (National Institute for Standards and Technology) to further his research into theoretical and computational modelling of x-ray scattering from bulk and thin film materials.

Research partnerships

- > Research conducted by the Centre for Forensic Science together with colleagues from the Australian Federal Police and the Etablissement Cantonal d'Assurance, Switzerland, determined that forensic investigators should treat fresh or partially evaporated petrol as evidence.
- > A team of UTS science students and research supervisors were invited to conduct several research experiments as part of the Arkaroola expedition in the Australian outback, aimed at putting humans on Mars. The project, initiated by the National Aeronautics and Space Administration (NASA) and the International Mars Society, is to develop knowledge needed to prepare for human exploration of Mars.



International students at UTS: Kikising Salley (left) from Papua New Guinea, holder of an Australian Development Scholarship and studying the Master of Design; and Diego Valles (right) from Mexico, one of three recipients of the Peace Scholarship, offered for the first time in 2004. Valles is studying English at Insearch and plans to enrol in Engineering subjects in 2005.

TEACHING AND LEARNING

Executive Development in China and Papua New Guinea

The Executive Development Unit in the Faculty of Business developed and delivered a series of two, one-month business study tours for a total of seventy participants from the Bin Hai region of Tianjin, China. The Executive Development Unit also won a contract for the authorship of six MBA subjects for the University of Papua New Guinea.

Insearch Essex launch

Insearch opened Insearch Essex in partnership with the University of Essex in the United Kingdom. Modelled on the pioneering program established by Insearch as pathways to UTS, the Insearch Essex programs will provide international students with access to higher education at a well-ranked British university.

Partnership with University of Baghdad

Three senior Iraqi academics from the University of Baghdad (UB) signed a memorandum of understanding with UTS that will foster collaboration on research projects and researcher and student exchange. The delegates included Iraqi Academy of Science President, Professor Hussain Al-Shahristani; UB President Professor Mosa Jawad Al-Mosawe; and UB Dean of Engineering Professor Ali Al-Kiliddar.

Educational television series

A new television series complementing the *New Prepare for IELTS* texts, co-published by Insearch and the UTS International Office, was launched in 2004. The Australian Broadcasting Corporation (ABC) and Insearch have jointly developed a 26-series television program broadcast through the ABC Asia Pacific and reaching a potential audience of two billion. The series *Study English – IELTS Preparation* went to air in September 2004. The accompanying website has generated an enormous response, indicating the popularity of the series and the need for self-accessible IELTS preparation materials.

Teaching sustainability

The Institute for Sustainable Futures was invited to teach academics and practitioners from around the world at the International Water Demand Management conference held from May to June at the Dead Sea in Jordan.

BIO Conference

UTS had a strong presence at the 2004 BIO conference, which was held in San Francisco, USA. The annual BIO meeting is the largest biotechnology meeting in the world and attracts senior Australian academics, industry figures and politicians. Don Martin, Associate Professor in the Department of Health Sciences and the Institute for

Nanoscale Technology, was invited to organise and chair a panel session which comprised experts from Europe and the USA to discuss 'Making Biosystems talk to Microelectronics'.

Academy of Management Conference

UTS sent 15 academics from the Faculty of Business to the prestigious US-based Academy of Management Conference, seven of whom were classed as the cream of the crop as judged by the conference's triple-blind referee process.

AWARDS AND RECOGNITION

- > Insearch was again recognised in 2004 as the recipient of the 2004 Excellence in Exporting to China Award, one of the New South Wales Premier's Exporter of the Year Awards. The award recognises the significance and scope of Australia's education trade with China, and the importance of Insearch's role in establishing productive partnerships. This is Insearch's third accolade in as many years.
- > The Malaysia Australia Business Council awarded UTS the Small to Medium Enterprise of the Year Award for 2004, in recognition of the UTS Bachelor of Business program that is conducted in partnership with Taylor's College in Malaysia.

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UTS graduate student Anna Funder (right) was nominated for the prestigious Samuel Johnson literary prize for non-fiction for *Stasiland: stories from behind the Berlin Wall*.

- > A team from the Faculty of Business won Best Paper at the 1st International Conference on Enterprise Systems and Accounting 2004 in Greece. The paper was titled 'A new approach towards measuring the performance of enterprise systems'.
- > *A Heart Ripped Open*, a radio documentary feature researched and presented by Faculty of Humanities and Social Sciences Doctor of Creative Arts student Tatiana Pentes, was nominated as the Australian Broadcasting Corporation's single entry in the Prix Italia 2004. The Prix Italia is the oldest and most prestigious international radio, television and web competition.
- > Humanities and Social Sciences graduate Anna Funder was nominated for the prestigious Samuel Johnson literary prize for non-fiction for her first book *Stasiland: stories from behind the Berlin Wall*. Funder was shortlisted alongside Bill Bryson for the prize, which is the UK's most important non-fiction award. *Stasiland* explores the stories of people who rebelled against the secret police regime in East Germany and people who worked for it, both before and after the fall of the Berlin Wall in 1989.
- > The Faculty of Information Technology's Robot Soccer Team, UTS Unleashed!, achieved world champion status in 2004. The current Australian Robot Soccer Champions returned from the Robot Soccer World Cup in Lisbon with first place in the Soccer Challenges and second place in the Soccer.
- > Humanities and Social Sciences graduate Vicki Sugars directed the short film *Moustache*, which was part of the official selection for the Venice Film Festival.

The Robot Soccer Team, UTS Unleashed!, achieved world champion status in 2004.



OTHER INTERNATIONAL ACTIVITIES

Nursing summit to discuss the lessons of SARS

Chief nursing officers from South-East Asia, the Western Pacific and Australia gathered at UTS in April for a summit on infectious disease and the lessons to be learned from the 2003 outbreak of severe acute respiratory syndrome (SARS). Hosted by the Faculty of Nursing, Midwifery and Health, the three-day summit discussed the response to SARS in various countries and what was learned from the experience. The information gathered at the summit formed the basis of a report with recommendations presented to supporting bodies of the summit, which included the Western Pacific Region Office of the World Health Organisation and AusAID.

Humanitarian initiatives

A joint initiative between UTS's many clubs and societies raised money for Health, Education and Economic Development (HEED), one of the largest non-profit organisations in Bangladesh. Money raised through 'Back2School' will be primarily used to expand HEED's Women and Children's Education Program, which aims to increase the opportunities available to young girls and their mothers in the Dhaka slums.

Information Technology student Simon Malian formed the Malian Foundation, a non-profit public company that provides free software tools to other non-profit organisations around the world. In the eight months since it was formed, the Malian Foundation secured 420 clients in 55 countries throughout the world.

Athens Olympics

Twelve UTS athletes, managers and volunteers went to the Athens Olympics. The Athens Organising Committee (ATHOC) appointed three Greek students studying at UTS as ATHOC Competition Managers. UTS is also a partner in the Beijing-Sydney Institute for Sport Management in Beijing, which will conduct research and provide courses for sport managers involved in the Beijing 2008 Olympics.

UTS will also play a key role in a new International Centre of Excellence in Sports Science and Management to be established at Sydney's Olympic Park.

International alumni activities

The Alumni Office organised a diverse range of international activities in 2004 including: Annual Alumni Dinners in Singapore and Kuala Lumpur; a Hong Kong Alumni Dinner held jointly with Insearch; a IKAMA Vice-Chancellors reception hosted jointly with Insearch;

Inaugural Network functions for Thai Engineering Alumni and Thai Business Alumni in Bangkok; and an inaugural networking function for New York Alumni hosted by the Vice-Chancellor.

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A number of off-shore Engineering graduates and their guests travelled to UTS from China, Hong Kong and Taiwan to attend the Spring 2004 Graduation Ceremony.

STUDENTS OF INTERNATIONAL STUDIES BY FACULTY 2000-04

	2000	2001	2002	2003	2004
Business	289	326	288	299	325
Design, Architecture and Building	91	107	109	124	136
Education	63	60	57	61	69
Engineering	73	71	67	60	58
Humanities and Social Sciences	231	250	302	341	333
Information Technology	70	65	40	43	38
Law	111	131	142	124	124
Nursing, Midwifery and Health	46	52	43	43	33
Science	44	52	100	111	119
Institute for International Studies	0	0	16	9	12
Total	1,018	1,114	1,164	1,215	1,247

Current at 31 March 2004.

INTERNATIONAL STUDENTS BY FACULTY 2000-04

	2000	2001	2002	2003	2004
Business	1,773	1,701	1,856	2,268	2,713
Design, Architecture and Building	160	221	238	326	335
Education	86	122	134	148	132
Engineering	329	405	531	945	950
Humanities and Social Sciences	71	104	155	237	203
Information Technology	318	487	582	648	646
Law	57	59	139	174	92
Nursing, Midwifery and Health	16	22	32	47	107
Science	60	91	83	124	162
Other	1	1	12	32	322
Total	2,871	3,213	3,762	4,949	5,662

Current at 31 March 2004.

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GROWTH IN INTERNATIONAL STUDENTS 2000-04

	2000	2001	2002	2003	2004
Undergraduate	1,332	1,635	1,912	2,552	2,989
Postgraduate	1,539	1,578	1,850	2,397	2,673
Total	2,871	3,213	3,762	4,949	5,662

Current at 31 March 2004.

EXCHANGE STUDENTS 1999-2004

	2000	2001	2002	2003	2004
Inbound	200	306	402	408	435
Outbound	83	219	317	372	423
Total	283	525	719	780	858

Current at 17 February 2005.

OUTBOUND STUDY ABROAD STUDENTS 2002-04

	2002	2003	2004
Fee-paying In-country Study places	122	147	164

UTS CONTINUES TO STRIVE TO DEVELOP A DYNAMIC LEARNING ENVIRONMENT THAT WILL SUPPORT STUDENTS TO ACHIEVE ACADEMIC EXCELLENCE WHILE DEVELOPING THEIR INTERPERSONAL, SOCIAL AND PROFESSIONAL SKILLS.

(STUDENT FOCUS)

For further information on Student Focus achievements, see Quality Assurance Projects in the Teaching and Learning chapter, page 10, and Research Support and Communication in the Research and Development chapter, page 19.

Building a dynamic learning environment is a challenging goal that requires ongoing collaboration between the academic program and the support services to ensure students receive timely, effective services that are delivered in a student-focused and seamless manner.

The University has made a strong commitment to create a dynamic learning environment and over the last four years has implemented the strategies of the Student Focus Plan. The objectives of the Plan were 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.

STUDENT ADMINISTRATION AND SERVICES

The successful completion of Stage 1 of the new Curriculum and Student System (CASS) in 2003 provided the University with the necessary technological infrastructure to develop the system's web functionality options, which support the delivery of online student self-management and self-enrolment services. During 2004, the online functionality of CASS was implemented at each stage of the annual student administration life cycle, which resulted in students being able to re-enrol, check their progression status, and register to attend their graduation ceremony via the web.

CASS has facilitated the streamlining of student administration processes across the University, and more importantly has provided students with the tools to self-manage the administrative components of their course. The next stage of the project will focus on refining and expanding the online and reporting functionalities of the system.

The OneStop Student Administration website was further developed to support the new online student administration services. Students can now access their personal and academic details, re-enrol, review their study plan, monitor their course



In 2004, the University continued to improve its facilities and services to enrich the everyday experience of students.

progression, and register to attend a graduation ceremony from one centralised online resource. UTS has also adopted email as an official communication media in support of its strategy to streamline the delivery of communication advices and services to students.

Work continued on improving the University's timetabling system to ensure that the necessary infrastructure was in place to support the full roll out of web enrolment to students for the 2005 academic year. The new policy and system will be reviewed and progressively refined during 2005.

STUDENT AMENITIES

New student-friendly spaces and facilities were constructed during 2004 as part of the University's ongoing strategy to improve student life and support academic needs. In line with this strategy a number of study areas were upgraded in Buildings 1 and 2 of the City campus, enabling students to have access to wireless internet connection and food and drink services 24 hours a day, seven days a week. The Blake Library, City campus, now provides a wireless internet connection. New leisure areas were also set up at the City campus, Haymarket and The Terraces nursing facility.

Work commenced on the redevelopment of the UTS Union's Broadway Fitness Centre, which is being undertaken as part of the major renovation of Building 4 at the City campus. The new centre, which is due to open in 2005, will be equipped with state of the art weight training equipment, a large cardio theatre and separate group exercise studios.

For more information on physical improvements to the University, see the UTS Management chapter, page 43.

Student accommodation

UTS Housing Services assumed responsibility for tenancing and managing the new student accommodation facility, which the University took ownership of in late 2003. The new apartment building – Gumal Ngurang – is one of three residential towers in the Australand's Quadrant development and represents a new benchmark in the provision of city-based student accommodation.

Multi-faith worship centre

In acknowledgement of the University's multicultural inclusive principles, a new multi-faith worship centre was established, which is open to people of all denominations. The new centre has facilitated the sharing of knowledge and understanding amongst staff and students of the various religions.

ENHANCED PERSONAL AND ACADEMIC SUPPORT FOR STUDENTS

Faculties and units continued to implement and refine initiatives to assist students, such as orientation camps, 'study success' orientation programs, student survival guides, careers services, essay and report writing workshops, online student networks and free language programs.

Equity and diversity

The online career information resource – Equity@Work – has proved beneficial in delivering more specific information and raising awareness of equal employment opportunities for all students, including students with a disability, Aboriginal and Torres Strait Islanders and women.

An area was established in the Blake Library, City campus, specifically designed to welcome Indigenous students and allow them to study and learn together and with other students, while drawing on Library resources and learning support. It is dedicated to the spirit of the UTS Statement on Reconciliation. Called Baya Ng'ara Nura, in the language of the Eora Nation, these words mean Place, Read, Listen, Hear and Think.

The provision of course material in alternative formats for students with print disabilities is a priority for UTS. As part of its regular review process



International students and Peer Networkers on stage with the Yidaki didge and dance group during the Official Welcome for the International Student Orientation Program.

A Peer Network Group in discussion.

of its Special Needs services, UTS Library and the Student Services Unit this year worked to develop a much improved service for students. Kurzweil 3000, Textaloud and Dragon Naturally Speaking are new technologies that allow users to input computer text or control applications by using voice commands instead of via the keyboard or mouse.

The Library has converted whole books, lecture notes, journal articles and course readers into formats compatible with assistive technologies such as Kurzweil, and developed a process through which protected web pages allow students access to their adapted material, on and off campus, at all times.

ENVIRONMENT, HEALTH, SAFETY AND SECURITY

An environment, health, safety and security program has been established to build students' awareness of the importance of environment health and safety (EHS) matters. EHS requirements are communicated in all general student orientation sessions and are a key focus in laboratories and workshop orientation programs. The faculties of Science; Engineering; Design, Architecture and Building; and Nursing, Midwifery and Health have continued to address EHS as a priority and have taken action to integrate EHS into the curriculum.

ENRICHED STUDENT LIFE

In 2004, the University promoted and supported student and campus life activities through individual and collaborative efforts by many areas of the University, including faculties, Student Services, the UTS Union and student groups.

Peer Network program

The UTS Peer Network program has facilitated the expansion of the University's student life program, providing many students with opportunities to interact and network with fellow students and academics. The two new multicultural activities – the Salad Bowl and Tandem – established by the Peer Network in 2003, continue to be well attended and have increased integration and collaboration between local and international students.

Resident Study Mentor program

In view of the high number of students moving into residential accommodation for the first time, a range of strategies were developed to assist students adjust to residential life. The pilot Resident Study Mentor program served to establish a culture that supported learning. The Residences' Ball and the Registrar's Cup, the latter being a sporting challenge between teams of residents, were successful in encouraging students to mix and form support networks and friendships.

Matt Bourne, President of the UTS Jets rugby league club, which won UTS Sports Club of the Year, with Vice-Chancellor Professor Ross Milbourne

UTS touch football winners Lauren Boyle, Sally Kierath, Sarah Whitterton and Rebecca Birch. Each was selected from the Australian Uni Games competition for the national Green and Gold team for 2005.



UTS Law moots

UTS Law students succeeded in winning three major moot (mock court case) competitions this year, believed to be a first for an Australian law school.

The wins include the International Maritime Moot Competition held in Singapore in July of this year, the Sir Harry Gibbs National Moot and the Stetson International Environmental Law Moot in the United States.

International debating competition

The UTS Debating Society hosted the 2004 Australs International Debating competition, which saw 120 teams from around the world competing in debates on a range of subjects.

Sport

In 2004, over 2,000 UTS students and graduates competed in approximately 50 sports offered by affiliated clubs of the University, and approximately 500 UTS students participated in the University Games competition.

At the Australian Uni Games held in Perth, UTS was represented by 172 students and achieved excellent results in netball, tennis and touch. UTS also performed well at the Eastern Uni Games in Wollongong, New South Wales, winning silver in men's basketball, men's and women's hockey and men's volleyball.

The rugby league club, the UTS Jets, won the Tertiary League Club Championships. The Jets' First Grade team won their grand final by 40 points. The Jets also embarked on a highly successful international tour, playing against teams in England, France and Japan. The team is now considered one of the most successful rugby league clubs in the University sector.

UTS also performed well in AFL football, triathlon, netball, martial arts, rock climbing, snow sports and rowing.

The UTS Union also coordinated a joint staff and student UTS City to Surf team, which saw over 225 students participate in this event. Over one hundred international students participated in this local Sydney tradition as part of the UTS team.

Sportsperson of the Year

UTS Rowing Club member Bo Hanson claimed the UTS Sportsperson of the Year award for the second time. Bo represented Australia at four Olympic Games, winning Bronze in the Men's 8 at Athens 2004. He is widely regarded as technically the best rower in Australia and is studying towards a Business degree at UTS.

Sportsperson of the Year

Bo Hanson

Sports Club of the Year

Rugby League

Sports Recognition Award

Marc Carroll - Volleyball

UTS Union Blues recipients

Tracey Green	Fencing
Bec Sanders	Hockey
Nik Trkulja	Tennis
Magda Rybicki	Volleyball
Michael Howard	Fencing

UTS Union Half Blues recipients

James Roff	Athletics
Jess Boyd	Athletics
Kate Debenham	Hockey
Jo Day	Netball
Kim Purcell	Netball
Katelyn Gray	Rowing
Sarah Murdoch	Rowing
Ryan Smith	Rugby League
Joel Attenborough	Rugby League
Scott Jones	Rugby Union
Belinda Olding	Snowboarding
Alice Bowen	Soccer
Anne Rutledge	Soccer
Jacky Wong	Table Tennis
Cassie Chan	Tennis
Ela Gayck	Tennis
Rebecca Birch	Touch
Laura Marvin	Touch
Sally Kierath	Touch
Kylie Mitchell	Volleyball
Kelly Miller	Waterpolo

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

(ENVIRONMENT & COMMUNITY)

ENVIRONMENT, HEALTH AND SAFETY (EHS)

The UTS EHS Advisory Committee continues to oversee the implementation of the University's EHS Strategic Plan. During 2004, the Committee implemented a number of pan-University initiatives that focused on personal safety and security, cash handling, emergency and crisis management and a new health and wellbeing program.

The practical application of risk management principles continued to be the main focus of EHS Branch activity. EHS risk management steps were integrated into cash handling procedures, the standard contracts used by the University and off-site work experience procedures for students.

The environment, health and safety management system requires every faculty and unit to establish, implement and monitor an EHS plan. The plans are structured around a list of compliance requirements driven by legislative obligations and policy driven outcomes at UTS. 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. This system has been in place for ten years and the online version is now well established.

UTS's workers' compensation premium for 2004 was significantly lower than the Industry Tariff Rate, which is a reflection on the effectiveness of the University's health and safety programs, claims management and return to work programs.

Emergency and crisis management

In 2004, the University established a Crisis Management Plan and trained a crisis management response team. The Crisis Management Plan was successfully tested this year in a desktop scenario session and a simulated exercise. Emergency management procedures and training material were also updated.

Personal Safety, Health and Wellness program

As part of an initiative to encourage health and wellness among staff and students, the University established a Wellness and Health Promotion website. The site links information on activities related to health and wellbeing. The University also worked closely with Sydney City Council and TAFE (Technical and Further Education) to improve pedestrian safety in the precinct.

(from left to right) Professor Phil Nyden, specialist on university–community collaborations and Director of the Loyola University’s Centre for Urban Research and Learning in Chicago, with Gwen Nyden, Professor of Sociology, Oakton University, Chicago, and Bruce Stewart, Chair of the Tribal Warrior’s Association.



ENVIRONMENTAL PERFORMANCE Commitment

The UTS approach to sustainability considers the impact (both positive and negative) of a decision in relation to the environment and 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.

In 2004, sustainability performance indicators were incorporated into the EHS Online Management System. The sustainability performance indicators will provide faculties and units with a range of tools and options for improving their environmental and social performance and compliance. A Sustainability Education Officer was also employed to assist in implementing sustainability practices across the University.

‘Greening the Campus’ program

The Greening the Campus program focuses on waste, energy and water reduction. The following initiatives were undertaken to reduce waste, and energy and water consumption:

Waste

The Information Technology Division (ITD) maintained its commitment to environmental sustainability through ensuring recycled toners were used in all printers. ITD also introduced duplex printing to all UTS General

Access Computing Facility printers, which has been well received by students and has reduced the amount of paper used.

The University has increased the recycling of paper products from an initial level in 2002 of five per cent of the waste stream to 25 per cent (by volume) in 2004. This initiative has reduced the volume of waste going to landfill (on an uncompacted basis) by approximately 1880 m³.

Energy

The University has taken direct action to reduce energy use by installing motion detectors, equipment timers, power factor correction equipment, high efficiency motors and energy efficient fluorescent light tubes. These installations are saving 253,847 kilowatts (kWh) per year, which reduces greenhouse gas emissions by 241 tonnes every year. UTS compares favourably with energy consumption benchmarks for other comparable Australian universities.

In 2004, the University replaced the central chiller plant, which delivers chilled water to the majority of the buildings on the City campus. The new chillers, coupled with high efficiency motors on the pumps and cooling towers, and an automated Building Management System, will ensure new levels of efficiency of the central plant. The estimated

- > For activities in the international community, see the International Activities chapter, pages 22–29.
- > For more information on achievements in equity and diversity, see Appendix D, page 65.

The UTS Women's Blue Stocking Choir sings at the 2004 Human Rights Awards.



energy saving is 1,071,428 kWh which reduces greenhouse gas emissions by 1,017 tonnes per year. At the development stage of the new air conditioning chiller plant, the University also made a conscious decision to phase out and dispose of 3,000 kilograms of refrigerant R12, an ozone depleting substance.

Water

In 2003, UTS consumed 191,000 kl of water. In 2004, despite an increase in occupancy and area, the consumption was down to 178,500 kl. This reflects a reduction in water consumption between the years 2003 and 2004 by seven per cent.

A number of water use limiting devices have proven successful, such as the use of aerators and restrictors on taps, dual flush toilet cisterns and water efficient appliances. The installation of new cooling towers in late 2004 with improved water management will help further reduce the consumption of water. The Science Building under construction also incorporates new technology in phasing out the use of water as a vacuum for laboratory purposes.

UTS has also consistently remained under the benchmark average in water use in the past, in comparison to other, similar Australian universities. With the many water management systems in place, this will continue to improve.

Campus development

The project to refurbish Building 4 (the Science Building) provides further opportunity for the integration of sustainability into major construction projects at UTS. Sustainability is considered at all stages of the project, from the initial planning, the demolition and construction, fittings and furniture, and finally the relocation and settling in of staff and students.

EQUITY, SOCIAL JUSTICE AND HUMAN RIGHTS

For further information on achievements in equity and diversity for staff and students, see Appendix D, page 65.

UTS Human Rights Awards

The UTS Human Rights Awards are held each year to celebrate and showcase the contributions of students and staff in relation to the advancement of human rights, equity and social justice. A number of UTS staff and students received awards for their commitment to international human rights in the areas of gender inequality, homelessness, poverty, Australian Indigenous issues and health care in remote areas.

20th anniversary of ATSI education

The Faculty of Education celebrated the 20th anniversary of its Aboriginal and Torres Strait Islander program at a two-day Indigenous education



Academics from the Faculty of Education and Jumbunna Indigenous House of Learning who celebrated a partnership with the Alexandria Park Community School (APCS) in Sydney's inner city.

Participants in the journalism workshops organised by UTS Shopfront and the United Muslim Women Association.

forum. Speakers shared educational experiences as part of a series of workshops and discussions involving students past and present, academic staff and Indigenous community leaders.

International scholarships and initiatives

See the International Activities chapter, pages 22–29.

UTS IN THE COMMUNITY UTS Shopfront

In total, the UTS Shopfront completed 40 community-based projects during 2004. A number of significant achievements are listed below.

- > UTS Shopfront and the United Muslim Women Association (MWA) organised a workshop on investigative journalism, as part of MWA's ongoing focus on developing leadership skills amongst young Muslim women. The workshop follows previous media training workshops developed with UTS Shopfront in 2001.
- > The Shopfront hosted a forum entitled 'Facing Fear: Community Anti-Racism Work after September 11, 2001' for people working with communities experiencing racism and anyone interested in anti-racist responses to the politics of fear.

- > The Shopfront was awarded an Australian–American Fulbright Scholarship for Professor Philip Nyden from Loyola University in Chicago to visit Australia. Professor Nyden is the Director of Loyola's Centre for Urban Research and Learning, and is a well-known specialist on university–community collaborations.

Other Shopfront projects included: research on offshore mining in Papua New Guinea for the Mineral Policy Institute; a youth television program for Granville Youth and Community Recreation Centre; research and coordination for a film festival for the Day of Elimination of Violence Against Women; the design of play modules for the waiting room of Sydney Children's Hospital; and public relations and research and evaluation for Bookfeast, a festival about children's books and reading.

Other community partnerships and projects

- > A new partnership was formed between the Faculty of Education and Alexandria Park Community School (APCS) in Sydney's inner city to foster a culture of learning among students, parents and the community to secure better long-term educational outcomes for Indigenous students. The Memorandum of Understanding



UTS was once again involved in Science in the City (SiTC), the largest Science Week event in NSW, held at the Australian Museum.

has already resulted in student placements, pathways for APCS graduates, and research projects on the access to and take-up of technology among Indigenous school students.

- > Staff from UTS Jumbunna Indigenous House of Learning worked with community groups and individuals, assisting them to make submissions to a Parliamentary Inquiry into issues involving the Sydney suburbs of Redfern and Waterloo, and providing assistance throughout the Inquiry hearings process.
- > The NEON Festival, a collaboration between Jumbunna Indigenous House of Learning, Alexandria Park Community School and Redfern Centrelink was launched in Redfern. The aim of the festival is to offer insight into the range of available career opportunities for Indigenous Australians. It is hoped that the festival will be an annual event.
- > The Centre for Popular Education in the Faculty of Education launched a program called 'the Mount Druitt Community Leadership project' that aims to foster community pride and participation among marginalised groups and curb crime. The project will include workshops on better education provision, and developing skills for

organising community events, celebrations and safe street programs.

- > The Faculty of Education's Centre for Research Education in the Arts' Community Music Therapy Project, part of the national 'Music, Play for Life' campaign, began with 'Drumming for Wellness', the first of a series of music-making courses to be held at Kuring-gai.

UTS community events and seminars

- > UTS Law students hosted the Australian Law Students' Association Conference (ALSA) for the first time. The conference was preceded by the Annual Australian Legal Education Forum, which was attended by the Honourable Philip Ruddock, the Federal Attorney General.
- > The UTS Library's Markets Forum again contributed a program of innovative, challenging and controversial presentations to the UTS and wider community. Prominent speakers presented on topics ranging from whistleblowing, libraries, literacy and empowerment, leadership, libraries in civil society and freedom of the press.
- > UTS was again an executive partner in Science in the City (SiTC), the largest Science Week event in

Queensland education administrator Catherine O'Sullivan presents her take on sparking students' interest in science and technology at the Faculty of Engineering's Zunz Lectures in 2004.

UTS held its annual Women in Engineering Hands On Day, which brought together students in years 9 to 12 from schools across Sydney, the Central Coast and Illawarra.



New South Wales (NSW). SiTC is a collaborative event held at the Australian Museum as part of National Science Week.

- > The Faculty of Engineering sponsored the Engineering Excellence Awards, the premier engineering awards in Australia, run by Engineers Australia.

RECOGNITION FOR COMMUNITY SERVICE

The work of UTS academics and students was recognised in the 2004 Australia Day honours list.

Professor Lesley Barclay, Director of the Centre for Family Health and Midwifery in the Faculty of Nursing, Midwifery and Health, was named an Officer of the Order of Australia (AO) for her service to nursing, particularly in the fields of midwifery and child health, in Australia and internationally. Part-time lecturer in the Faculty of Education, Jennifer Jones, was awarded a Medal of the Order of Australia (OAM) for service to chemistry education.

Nursing graduate Sarah Dunbar was named Young Australian of the Year for New South Wales for her years of international volunteer work to help the disadvantaged and suffering.

Information Technology student Michelle Wong was named by the National Council of Women

of NSW among its Australia Day Awards recipients for her academic achievements and efforts promoting information technology to female high school students through the Sydney Women in Engineering and IT (SWEIT) Speakers Program.

(UTS MANAGEMENT)

UNIVERSITY GOVERNANCE

The higher education sector underwent a major reform in 2003, which resulted in the Commonwealth government passing the *Higher Education Support Act 2003*. This new legislation includes a provision for the Commonwealth's basic grant to UTS to be increased by 2.5 per cent if the University meets the requirements of the National Governance Protocols, which include requirements for:

- > legislation of the University's objective and functions
- > Council's adoption of a statement of primary responsibilities
- > Council's composition and membership including, the size of Council, balance of internal and external members, the skill and expertise of Council members, dealing with conflicts of interest, protection for members, members' duties, members' induction and professional development, member nomination procedures, and term limits
- > Council's assessment of its performance
- > codification and publication of University grievance procedures
- > Annual Report content requirements
- > requirements for the governance of University controlled and part-owned entities.

UTS undertook an audit of its compliance against the National Governance Protocols in June 2004, which confirmed that the University was compliant with most protocols. Proposals were also developed for areas where the University could increase its level of compliance, which were subsequently approved by Council for implementation. The University submitted its compliance report to the Department of Education, Science and Training (DEST) by the statutory deadline of 31 August, 2004.

The Minister for Education, Science and Training approved the 2.5 per cent Commonwealth Grant Scheme (CGS) funding increase for UTS on the understanding that the University achieves full compliance in 2005.

University of Technology, Sydney Act

During 2004, the NSW Government introduced amendments to the legislation of NSW universities to reflect the requirements of the National Governance Protocols. The *University Legislation Amendment Bill 2004* received assent on 21 December 2004. The amended *University of Technology, Sydney Act* (UTS Act) requires Council to make consequent changes to the University By-law with regard to the number of members of Council and the method of appointment for some categories of members.

The amendments to the UTS Act took effect from the date of assent. Transitional arrangements provide for all current members to continue to the end of their current terms in equivalent membership categories with the exception of the Members of Parliament whose membership of the Council ceased on 21 December 2004.

Under the provisions of the amended UTS Act and related Council decisions, the future composition of the UTS Council will be:

- > three official members – Chancellor, Vice-Chancellor and Chair of Academic Board
- > six external persons appointed by the Minister, up to two of whom, on the recommendation of the Council, may be members of the NSW Parliament
- > six external persons appointed by Council, at least two of whom shall be members of Convocation
- > two elected members of academic staff
- > one elected member of non-academic staff
- > one elected undergraduate student
- > one elected postgraduate student.

UTS Certified Agreements

The University established a series of staff consultative committees in 2003 to review its existing certified agreements. UTS has new certified agreements in place, which DEST advised are compliant with the requirement for inclusion of a clause related to the University offering Australian Workplace Agreements.

ORGANISATIONAL DEVELOPMENT Executive restructure

In response to the higher education sector changes, UTS adopted a new executive structure in late 2003 that came into effect in March 2004. The new structure established two new executive positions: Pro-Vice-Chancellor (International) and Executive Director (Organisational Support). The introduction of the Pro-Vice-Chancellor (International) portfolio is crucial, as UTS moves to strengthen its global role and explores opportunities for strategic programs and alliances. The Executive Director (Organisational Support) will head essential services, including marketing and communications, information technology and human resources, that will increase in importance as the University moves into the more competitive environment established by the Commonwealth government.

Appointments/resignations

Professor David Goodman, Director of the UTS Institute for International Studies, was appointed Pro-Vice-Chancellor (International); the Director of the University's Information Technology Division, Anne Dwyer, was appointed Executive Director (Organisational Support); and Professor Sue Rowley, previously the Executive Director, Humanities and Creative Arts at the Australian Research Council, joined UTS in June as Pro-Vice-Chancellor (Research). Professor Jill McKeough was appointed as Dean, Faculty of Law; Professor Shirley Alexander as Dean, Faculty of Education; Professor Theo van Leeuwen as Dean, Faculty of Humanities and Social Sciences; John Hartigan as Director, UTS Legal Office; Blair McRae as Commercial Director; and Martin Hanlon as Director, Planning and Quality Unit.

Resignations were received from Ms Thea Seabrook, Director, Student Administration Unit; Mr Allan North, Director of Finance; and Mr Geoff Scott, Director, Planning and Quality.

Finance and human resources information systems

The UTS Information Technology Strategic Plan identified the need to replace the University's existing human resources, payroll and financial systems in order to improve the effectiveness of processes and

management of data, reduce associated costs and risks, and to support the future growth of the University. A joint Finance/Human Resources project team implemented the new Oracle system, which was launched in January 2004 with the deployment of the Oracle Financials iExpenses and iProcurement modules. The Human Resource and Payroll system was deployed in the final quarter of 2004.

Staff development

The Building Capability project was established in 2003 to give additional support to linking the development of staff and organisational capabilities. 2004 was the final year of the project during which a number of major projects were completed, namely:

- > The Changing Work Project, which involved research on the work realities of new academic staff and the use of these results to improve University policy and processes.
- > The Project Management@UTS Program, which focused on the development of employee skills and knowledge through workshops, Community of Interest meetings and access to just-in-time resources provided through the UTS Projects website. A total of 317 staff from across the University attended at least one of the PM@UTS Learning Program workshops conducted during 2004.

- > The Financial Skills Development Program was developed in partnership between the Financial Services Unit, Staff Development and the Faculty of Business' School of Accounting, to enhance the financial capabilities of staff at UTS. A total of 156 staff from across the University participated in this program during 2004.

Quality Management Framework

The development and promotion of the UTS Quality Management Framework also occurred in 2004. Central to the framework is the 'Plan Do Review Improve' (PDRI) cycle, which informs the University's review of its policy management framework and is embedded within the University's performance review and development processes.

RISK MANAGEMENT

UTS has adopted a risk management model that seeks to identify, assess and manage risks so as to eliminate or minimise the impact of adverse incidents. In 2004, the University focused on implementing its risk management policy and establishing practices for emergency and crisis management.

Risk management principles have been embedded into the approval process for funded and non-funded research, staff and student travel, all stages of major construction projects, all information technology

projects and 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, facilities and human resources. The University also considers risk management in its strategic planning and review processes.

PHYSICAL ENVIRONMENT IMPROVEMENTS

Campus Development Plan: 2005–20

The University continues to refine and implement its Campus Development Plan, which was established after an intensive consultation process across the UTS community and with key precinct neighbours, so as to ensure it remains closely aligned to the University's Strategic Plan 2005–08.

Science project

UTS commenced the consolidation of the Faculty of Science to a single campus, and construction work has started on the substantial refurbishment and extension of the current science building (Building 4). The works will be undertaken in a series of stages with the first new laboratories ready for use in 2005. The new facility will contain a series of modern, multifunctional laboratories for teaching

undergraduate students, new research laboratories and offices and accommodation for the Research Institutes.

Other developments

The University continues to increase the provision of computer resources for students. New computer facilities have been developed in Building 2, the University Library at City campus and the Faculty of Business.

The School of Leisure, Sport and Tourism's human performance research laboratory at Kuring-gai campus was enlarged to accommodate a better range of equipment and cater for larger class numbers. The expansion and refurbishment of the existing postgraduate research centres was also completed.

The classroom maintenance and upgrade program across the City campus gathered momentum with 55 classrooms upgraded this year. This program is addressing issues identified by a classroom condition audit in 2003.

A new multi-faith centre has been established for the City campus. A Chaplain's area and three generic spaces of varying capacity were created to cater for the various denominational demands.

The University is undertaking major maintenance works on the built environment. A project is underway to upgrade the water chillers, cooling towers and associated plant equipment that supports the air conditioning system in Buildings 1 and 2. Emergency and exit light systems are also being upgraded to ensure compliance with the Building Code of Australia.

(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 2004 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 Reports, including the Notes, and the Independent Audit Report. The Budgeted Financial Reports are on pages 47–49.

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 20 management centres, including 10 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 2004 VERSUS ACTUAL FOR THE UNIVERSITY

Operating result

The difference between actual and budgeted operating revenue, \$7.5 million, is due to higher than expected revenues from fees and charges, mainly international and postgraduate students and investment income. This has been offset by a reduction in Commonwealth Government grant payments arising from a change in the payment schedule by the Department of Education, Science and Training (DEST) and less than expected other income. The increase between the actual and budgeted operating expenses of \$21.9 million is due to a number of reasons; depreciation has increased as a result of the revaluation of the University's buildings. Employee benefits and on costs have increased as a direct result of staff growth and negotiated enterprise agreement pay rate increases. Other expense increases relate to international recruitment agents' fees, scholarship and fee waiver costs, expensing of electronic library subscriptions and collaborative research project contributions to other institutions. The net result is a decreased operating result against budget (\$16.3 million).

Statement of financial position

The increase in net assets (\$56.0 million) is mainly the result of an increase in managed investments (\$13.5 million), an increase in non-current assets (\$19.9 million), less than expected drawdown on loan facilities (\$29.3 million) and a decrease in provisions (\$2.7 million), offset by an increase in payables (\$9.6 million).

Loan facilities are in place to fund major capital works identified in the Capital Plan for 2004 and beyond. The decrease to the budgeted provisions are due to the movement in the deferred government superannuation contributions offset by increases in employee leave related provisions. 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 ratio is 1.8:1 compared with the budgeted ratio of 2.1:1.

Statement of cash flows

The increase in cash inflows from operating activities results mainly from increases in fees and charges, investment income and Commonwealth payments. The increase in cash outflows from operating activities is mainly the result of an increase in salary and associated expenses offset by less than budgeted outflow on borrowing costs. Payments for purchase of land, building and plant are less than budgeted mainly due to the deferral of capital projects.

COMPARISON OF 2004 AND 2003 UNIVERSITY ACTUAL RESULTS Operating result

The University returned an operating result of a deficit of \$12.3 million for 2004 compared to \$9.0 million (surplus) in 2003.

Revenue

Operating revenue has increased by 8.0 per cent to \$336.0 million (2003 \$311.1 million) (excluding deferred government superannuation benefit of \$6.5 million (deficit) 2004, \$13.5 million 2003). The major increases have been in fees and charges (\$16.1 million) primarily from international and postgraduate students and other revenue sources, mainly commercial property rentals (\$3.5 million).

Expenditure

Operating expenses (excluding deferred government superannuation benefit of \$4.6 million (deficit) 2004, \$11.5 million 2003) have risen by 14.7 per cent to \$346.4 million. The increase is primarily due to salary costs associated with an increase in staff numbers to match growth in EFTSU and pay

risers negotiated in the recent enterprise agreements, depreciation costs and other expenses. Depreciation and amortisation charges increased by \$7.5 million from 2003. Buildings and infrastructure depreciation increased by \$3.0 million, as the result of a reassessment of the useful lives of all building infrastructures and revaluation of all buildings at October 2004. 2004 operating expenses include \$3.3 million of depreciation for the Library collection, now capitalised and not previously depreciated (2003 treatment offset this). Other expenses increased mainly as a result of increased expenditure on travel, fees and subscription costs and software maintenance.

Statement of financial position

Net assets have increased by \$7.8 million from 2003. This change is primarily attributable to an increase in non-current assets, specifically the acquisition of the Dairy Farmers site and revaluation of all buildings and property offset by the decrease in investment holdings. 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 \$131.0 million, a decrease of \$6.5 million, and current receivables and other current financial assets have decreased by \$5.4 million.

Non-current liabilities have decreased from 2003, offset by an increase in current liabilities. Non-current interest-bearing liabilities have decreased as a result of loan repayments whilst current interest-bearing liabilities grew as a result of an increase in finance leasing. Provisions, mainly the deferred government superannuation contributions, have decreased by \$4.5 million, offset by an increase in leave-related provisions of \$3.5 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 3.1:1 in 2003 to 1.8:1 in 2004.

Statement of cash flows

Cash at the end of the period has decreased by approximately \$0.3 million. Major changes in operating inflows include fees and charges (\$23.6 million) and investment income (\$1.7 million).

Major changes to operating outflows include an increase in salaries and associated costs (\$27.0 million) and an increase in borrowing costs (\$1.8 million). Cash flows from investing activities include an increase in the sale of investment securities (net \$41.2 million) and an increase in payments for land, building

and equipment (\$7.0 million). Cash flows from financing activities include loan repayments of \$2.4 million.

INDEPENDENT AUDIT REPORT

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

INVESTMENT MANAGEMENT PERFORMANCE

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

At the end of 2004, a total of \$43.5 million (2003 \$79.4 million) was invested in fixed-interest and short-term cash facilities. A total of \$38.8 million (89.18 per cent) was held in short-term investments (cash, bank bills, negotiable certificates of deposit), while a total of \$4.7 million (10.82 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 NSW 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 2004 are given below:

Annual return	University return	MIML benchmark	NSW TCorp benchmark
2004	5.68%	5.82%	5.55%
Since inception	6.05%	6.08%	5.71%

In 2004, the University's investment portfolio under-performed the MIML benchmark by 0.14 per cent and under-performed the NSW TCorp benchmark by 0.13 per cent. The fund has delivered an average 6.05 per cent per annum return since inception.

INSURANCE REPORT

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 assists 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 Annual Report's Financial Statements booklet.

BUDGETED OPERATING RESULT

FOR THE YEAR ENDED 31 DECEMBER 2005

	University			
	Actual	Budget	Variance	Budget
	2004	2004	2004	2005
	\$'000	\$'000	\$'000	\$'000
OPERATING REVENUE				
Commonwealth Government financial assistance				
Commonwealth Government grants	111,550	113,155	(1,605)	118,528
HECS				
> Student contributions	16,710	15,318	1,392	17,950
> Commonwealth payments	44,497	48,996	(4,499)	53,875
Commonwealth loan programs	20,418	16,000	4,418	17,000
State Government financial assistance	2,498	3,249	(751)	3,755
Fees and charges	102,211	94,163	8,048	108,951
Investment income	5,051	2,000	3,051	1,853
Royalties, trademarks and licenses	68	60	8	60
Consultancies and contract research	7,691	8,094	(403)	7,704
Other revenue	25,324	27,480	(2,156)	30,604
Total operating revenue	336,018	328,515	7,503	360,280
OPERATING EXPENSES				
Employee benefits and on costs	211,387	203,092	8,295	225,015
Depreciation and amortisation	31,071	27,967	3,104	37,800
Repairs and maintenance	6,755	7,857	(1,102)	6,748
Borrowing cost expense	4,728	6,175	(1,447)	7,545
Bad and doubtful debts	745	400	345	600
Other	91,715	78,990	12,725	72,472
Total operating expenses	346,401	324,481	21,920	350,180
Operating result excluding deferred superannuation	(10,383)	4,034	(14,417)	10,100
Superannuation				
> Deferred government contributions	(6,453)	15,000	(21,453)	15,000
> Deferred employee benefits for superannuation	(4,581)	15,000	(19,581)	15,000
Operating result	(12,255)	4,034	(16,289)	10,100

BUDGETED STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2005

	Actual 2004 \$'000	University		Budget 2005 \$'000
		Budget 2004 \$'000	Variance 2004 \$'000	
Current assets				
Cash	1,619	1,666	(47)	846
Receivables	11,093	12,767	(1,674)	23,549
Other financial assets	43,520	30,000	13,520	38,000
Other non-financial assets	12,096	11,096	1,000	13,263
Total current assets	68,328	55,529	12,799	75,658
Non-current assets				
Receivables	130,961	133,944	(2,983)	137,413
Property, plant and equipment	751,396	728,548	22,848	800,942
Total non-current assets	882,357	862,492	19,865	938,355
Total assets	950,685	918,021	32,664	1,014,013
Current liabilities				
Payables	15,416	6,041	9,375	10,859
Interest-bearing liabilities	3,342	0	3,342	0
Provisions	11,793	9,259	2,534	16,663
Other	7,144	11,036	(3,892)	12,754
Total current liabilities	37,695	26,336	11,359	40,276
Non-current liabilities				
Interest-bearing liabilities	70,208	99,500	(29,292)	131,124
Provisions	164,631	170,003	(5,372)	169,610
Total non-current liabilities	234,839	269,503	(34,664)	300,734
Total liabilities	272,534	295,839	(23,305)	341,010
Net assets	678,151	622,182	55,969	673,003
EQUITY				
Reserves	296,290	222,751	73,539	276,240
Accumulated funds	381,861	399,431	(17,570)	396,763
Total equity	678,151	622,182	55,969	673,003

BUDGETED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2005

	University			
	Actual 2004 \$'000 Inflows (Outflows)	Budget 2004 \$'000 Inflows (Outflows)	Variance 2004 \$'000 Inflows (Outflows)	Budget 2005 \$'000 Inflows (Outflows)
CASH FLOWS FROM OPERATING ACTIVITIES				
Inflows				
Commonwealth Government				
>Teaching and learning	82,917	113,155	(30,238)	89,763
>HECS and other loans	62,852	48,996	13,856	70,875
>Scholarships	2,097	0	2,097	2,497
>DEST research	14,154	0	14,154	15,081
>ARC grant – Discovery	2,790	0	2,790	3,738
>ARC grant – Linkages	5,091	0	5,091	5,607
>Other Commonwealth	5,346	0	5,346	4,339
State Government	2,498	3,249	(751)	3,755
HECS student payments	16,710	15,318	1,392	17,950
Receipts from student fees and other customers	148,537	145,797	2,740	139,697
Investment income	5,164	2,000	3,164	1,853
	348,156	328,515	19,641	355,155
Outflows				
Salaries and associated costs	(313,084)	(287,340)	(25,744)	(305,210)
Borrowing costs	(4,733)	(6,175)	1,442	(7,545)
	(317,817)	(293,515)	(24,302)	(312,755)
Net cash from operating activities	30,339	35,000	(4,661)	42,400
CASH FLOWS FROM INVESTING ACTIVITIES				
Inflows				
Proceeds from sale of investment securities	225,000	219,000	6,000	0
Proceeds from sale of assets	35	0	35	0
	225,035	219,000	6,035	0
Outflows				
Payments for investment securities and shares	(189,098)	(180,500)	(8,598)	0
Purchase of shares	0	0	0	0
Payments for purchase of land, buildings, plant and equipment	(64,161)	(105,181)	41,020	(102,937)
	(253,259)	(285,681)	32,422	(102,937)
Net cash used by investing activities	(28,224)	(66,681)	38,457	(102,937)
CASH FLOWS FROM FINANCING ACTIVITIES				
Inflows				
Proceeds from loan	0	30,000	(30,000)	60,000
Outflows				
Repayment of loan	(2,395)	0	(2,395)	(906)
Net cash used by financing activities	(2,395)	30,000	(32,395)	59,094
Net increase/(decrease) in cash held	(280)	(1,681)	1,401	(1,443)
Cash at 1 January	1,899	3,347	(1,448)	2,289
Cash at 31 December	1,619	1,666	(47)	846

[GOVERNANCE & ORGANISATION]

THE COUNCIL OF THE UNIVERSITY, 2004

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 14 December 2004)

Professor Vicki Sara, BA(Hons), PhD (Syd), DOC (Karolinska Institute), HonDSc (USQ), HonDSc (VU), FAAS, FAATSE
(15 December 2004 to 14 December 2008)

Deputy Chancellor

Kenneth J Rennie, AM, FCA; Executive Consultant, Ernst & Young; Director, Insearch Limited
(9 December 2002 to 8 December 2004 and 9 December 2004 to 8 December 2006)

Pro-Chancellors

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 and 13 December 2004 to 12 December 2006)

Warwick Watkins, MNatRes (UNE), ISMP; AMP (Harvard); Director General, NSW Department of Lands, Surveyor General of NSW; Registrar General of NSW; Chair, Australian and New Zealand Land Information Council; Deputy Chair, Land and Water Australia Research and Development Corporation; Deputy Chair, CSIRO Water for a Healthy Country Advisory Council; Member, Australian Land and Water Audit Advisory Council
(6 August 2003 to 11 December 2004 and 13 December 2004 to 12 December 2006)

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)

Dianne Leckie, BBus (KCAE), MEcon (Macq), FCPA, MAICD; Consultant
(7 February 2002 to 31 October 2002 and 1 November 2002 to 31 October 2006)

Kenneth J Rennie, AM, FCA; Executive Consultant, Ernst & Young; Director, Insearch Limited
(1 November 1998 to 31 October 2002 and 1 November 2002 to 31 October 2006)

The Hon Ian F Sheppard, AO, QC, LLB (Syd), HonMA (KCAE); former Judge of Supreme Court of New South Wales, the Federal Court of Australia, and Arbitrator of the Fiji Court of Appeal
(1990 to 31 October 1994, 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, NSW Department of Lands, Surveyor General of NSW; Registrar General of NSW; Chair, Australian and New Zealand Land Information Council; Deputy Chair, Land and Water Australia Research and Development Corporation; Deputy Chair, CSIRO Water for a Healthy Country Advisory Council; Member, Australian Land and Water Audit Advisory Council
(1 November 2002 to 31 October 2006)

Dr Katherine Woodthorpe, BSc(Hons) (UMIST, UK), PhD (Leicester, UK), FAICD; advisor in commercialisation of technology; Chairman, Cooperative Research Centre for Antarctic Climate and Ecosystems; Director, Australian Cancer Technologies Ltd; Director, Environmental Biotechnology Cooperative Research Centre; Director, Insearch Ltd; Director, Ventracor Ltd; Director, Warren

Centre (University of Sydney)
(1 December 2003 to 31 October 2006)

Parliamentary members

One member of the Legislative Council of New South Wales

The Hon. Eric Roozendaal, BA (Macq), LLB (UNSW); MLC
(from 29 June 2004)

One member of the Legislative Assembly of New South Wales

Anthony (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, FAICD; Chair, NSW & ACT Vice-Chancellors' Committee

Chair of Academic Board

Professor Anthony Baker, BSc(Hons), PhD (UNSW), FRACI, FAICD; Professor of Chemistry, Faculty of Science; Chair of NSW & ACT Committee of Chairs of Academic Boards and Senates; Member, Board of Studies NSW; Member, Higher Education Advisory Committee, NSW Department of Education and Training
(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 to 31 October 2002, and 1 November 2002 to 31 October 2004)

Eva Cox, AO, BA(Hons) (UNSW); Senior Lecturer, Faculty of Humanities and Social Sciences, UTS
(1 November 2004 to 31 October 2006)

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, 1 November 2002 to 31 October 2004 and 1 November 2004 to 31 October 2006)

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)

Christopher Cahill, GradDipInformationSystems (CSU); Director, Information Technology Division, UTS
(1 November 2004 to 31 October 2006)

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)

Rebekah Doran, enrolled BA (Social Inquiry) LLB (UTS)
(1 November 2004 to 31 October 2006)

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)

Peter Brady, BE (Civil), DipEngPrac (UTS), MIEAust, APESMA; enrolled in PhD (Engineering) (UTS)
(1 November 2004 to 31 October 2006)

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, Advisory Board of UTS Key University Research Centre for Innovative Collaborations, Alliances and Networks; Board Member, Civil Aviation Safety Authority; Director, The State Library of New South Wales Foundation; Australian Institute of Company Directors Council; Auditor, Australian Universities Quality Agency; Australian Universities Teaching Committee, Business Education Steering Committee Member
(14 April 2003 to 31 October 2006)

Secretary to Council

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

COUNCIL ATTENDANCES 2004

	Attendance	Possible attendance
Professor A Baker	10	10
Emeritus Professor S Bakoss	10	10
Professor L Behrendt	9	10
P Brady (from November 2004)	2	2
The Hon Sir F G Brennan, AC, KBE	10	10
Associate Professor D Brown	5	8
The Hon A Burke, MLC (to June 2004)	1	5
C Cahill (from November 2004)	2	2
M Cornelius, AM	10	10
E Cox, AO (from November 2004)	2	2
R Doran (from November 2004)	1	2
C E Grady	10	10
P L Healy	10	10
M Humphreys	10	10
D Leckie	10	10
Dr V Levy	10	10
Professor R Milbourne	10	10
N Parekh (to May 2004)	0	4
K J Rennie, AM	10	10
A Robinson (to October 2004)	8	8
The Hon E Roozendaal, MLC (replaced Hon A Burke August 2004)	2	5
The Hon I F Sheppard, AO, QC	7	10
A Somani (elected to replace N Parekh June-October)	3	4
A P Stewart, MP	5	10
W Watkins	8	10
G Williams (to October 2004)	8	8
Dr K Woodthorpe	9	10

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)
(to 14 December 2004)

Professor Vicki Sara, BA(Hons), PhD (Syd), DOC (Karolinska Institute), HonDSc (USQ), HonDSc (VU), FAAS, FAATSE
(from 15 December 2004)

Deputy Chancellor

K J Rennie, AM, FCA

Vice-Chancellor and President

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

Deputy Vice-Chancellor and Vice-President

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

Pro-Vice-Chancellor and Vice-President

(Teaching and Learning)

Professor R Johnstone, BA (N'cle), PhD (Camb)

Pro-Vice-Chancellor and Vice-President

(Research)

Professor S Rowley, BA, DipEd (Monash), BCA, PhD (W'gong), FAICD

Pro-Vice-Chancellor and Vice-President

(International)

Professor D Goodman, BA (Manc), DipEcon (Peking), PhD (Lond)

Chief Financial Officer

K McCarthy, BCom (UNSW), ICAA

Registrar

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

Executive Director (Organisational Support)

A Dwyer, BBus (CSturt)

DEANS

Business

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

Design, Architecture and Building

Professor D Luscombe, BSc, BArch, MArch, PhD (UNSW)

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 Science

Professor J Kirk, BA, DipEd (Syd), MLitt (UNE), MA (Lib) (CCA), MInfSc, FALIA, ARMA
(to 30 September 2004)

Associate Professor G Walker, BA, DipEd (UNSW), GradDipCommM, MAdmin (KCAE), PhD (UNSW), FPRIA (Acting, from 1 October 2004)

Information Technology

Professor Tharam Dillon, BE, PhD (Monash), FIEAust

Law

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

Nursing, Midwifery and Health

Professor Jill F White, RN, RGON (NZ), CM, AssocDipNEd (Cumb), BEd (SCAE), MEd (Syd), FRCNA, FCN (NSW), FCN (Aotearoa)

Science

Professor John Rice, BSc, PhD (UNSW)

University Graduate School

Professor M C Tennant, BA(Hons), DipEd (Syd), PhD (Macq)

FACULTIES AND ACADEMIC UNITS

In 2004, UTS undertook its teaching and research programs through nine faculties – some of which are organised into schools or departments – and the University Graduate School, the English Language Study Skills Assistance (ELSSA) Centre, and Jumbunna Indigenous House of Learning.

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

Other academic units

- > University Graduate School
- > English Language Study Skills Assistance (ELSSA) Centre
- > Jumbunna Indigenous House of Learning

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 Interactive Media and Learning
- > Institute for International Studies
- > Institute for Sustainable Futures

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

- > Centre for Health Economics Research and Evaluation (CHERE)
- > Key University Research Centre for Built Infrastructure Research
- > Key University Research Centre for Corporate Governance
- > Key University Research Centre for Cultural Studies – Trans/forming Cultures
- > Key University Research Centre for Health Technologies
- > Key University Research Centre for Innovative Collaborations, Alliances and Networks (ICAN Research)
- > Key University Research Centre for Organisational, Vocational and Adult Learning (OVAL Research)

- > Key University Research Centre: Quantitative Finance Research Centre

Cooperative Research Centres

- > Cooperative Research Centre for Enterprise Distributed Systems Technology (DSTC Pty Ltd)
- > Cooperative Research Centre for Satellite Systems
- > Cooperative Research Centre for Technology Enabled Capital Markets
- > Sustainable Tourism Cooperative Research Centre

ARC Centres of Excellence

- > ARC Centre of Excellence for Autonomous Systems
- > ARC Centre of Excellence for Ultrahigh-bandwidth Devices for Optical Systems

Centres of enterprise, research and/or community service

- > The Australasian Legal Information Institute (AustLII)
 - > The Australian Centre for Cooperative Research and Development
 - > Australian Centre for Event Management
 - > Australian Centre for Independent Journalism
 - > Australian Centre for Olympic Studies
 - > Australian Centre for Public Communication
 - > Australian Centre for Public History
 - > Centre for Australian Community Organisations and Management
 - > Centre for e-Business and Knowledge Management
 - > Centre for Ecotoxicology
 - > Centre for Electrical Machines and Power Electronics
 - > Centre for Forensic Science
 - > Centre for Health Services Management
 - > Centre for Language and Literacy
 - > Centre for Local Government
 - > Centre for Midwifery and Family Health
 - > Centre for New Writing
 - > Centre for Object Technology Applications and Research
 - > Centre for Popular Education
 - > Centre for Research and Education in the Arts
 - > Complex Systems Research Centre
 - > National Centre for Groundwater Management
 - > UTS Community Law and Legal Research Centre
 - > UTS Training and Development Services
- Other organisations**
- > Australian Technology Park Innovations Pty Ltd (ATPi)
 - > APACE Village First Electrification Group

ADMINISTRATIVE STRUCTURE 2004

Heading the administrative structure in 2004 was the senior management team consisting of the Vice-Chancellor and President and his direct reports: the Deputy Vice-Chancellor and Vice-President, Chief Financial Officer, Pro-Vice-Chancellor and Vice-President (Research), Pro-Vice-Chancellor and Vice-President (Teaching and Learning), Pro-Vice-Chancellor and Vice-President (International), Registrar, and Executive Director (Organisational Support).

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.

Deputy Vice-Chancellor and Vice-President

Professor Peter Booth, the Deputy Vice-Chancellor and Vice-President, 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 Jumbunna Indigenous House of Learning, 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 and Vice-President (International)

Professor David S G Goodman, the Pro-Vice-Chancellor (International), reports to the Vice-Chancellor and is responsible for the development of all international activities within the University from curriculum, to student recruitment, to offshore programs, to the university's international relations. The International Office, Institute for International Studies and UTS Offshore all report to the Pro-Vice-Chancellor (International).

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

Professor Sue Rowley, Pro-Vice-Chancellor (Research), is accountable to the Vice-Chancellor for research policy development and general oversight of the University's research activities, postgraduate education, industry liaison, intellectual property and commercialisation. Reporting to the Pro-Vice-Chancellor (Research) are the Directors of the Research and Commercialisation Office, the University Graduate School and the four University Research Institutes

Pro-Vice-Chancellor and Vice-President (Teaching and Learning)

Professor Richard Johnstone, the Pro-Vice-Chancellor (Teaching and Learning), 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 teaching quality across the University. Reporting to the Pro-Vice-Chancellor (Teaching and Learning) are the University Librarian; UTS Shopfront; Student Ombud; and Directors of the Institute for Interactive Media and Learning and English Language Study Skills Assistance Centre.

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 all aspects of the financial management and facilities management of the University and the commercial aspects of all significant arrangements and transactions entered into by the University. The Chief Financial Officer has responsibility for the development and implementation of the University's financial plan and campus development plan. Reporting to the Chief Financial Officer are the Directors of Financial Services, Facilities Management and Commercial Services.

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. He also has overall senior executive responsibility for the good management of the University Legal Service and the Internal Audit Unit. The Registrar has executive accountability for those elements of the UTS Strategic Plan 2005-08 which relate to student services and student administration. He is also responsible for the project to progressively extend and fine tune the functionality of the 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, UTS Legal Service and Internal Audit.

Executive Director (Organisational Support)

Anne Dwyer, the Executive Director (Organisation Support), is accountable to the Vice-Chancellor for supporting and building UTS's profile and brand in the community, shaping and developing a high performance organisation culture and organisational and technological capability. Reporting to the Executive Director (Organisation Support) are the Directors of the Human Resources Unit, Information Technology Division, and Marketing and Communication Unit.

FUNCTIONS OF COUNCIL BOARDS AND COMMITTEES IN 2004

Council committees

The Council was assisted in 2004 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** advises Council on all matters relating to the University's commercial activity under the UTS Act, including policy and governance frameworks.

The **Equity Reference Group** annually previews the UTS equity and diversity program, reviews the University's past program performance, and reports to Council on these and 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** advises Council on matters relating to University governance, in particular on the planning and development of Council's skills, knowledge and experience, and on the University Act, By-law and Rules.

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

The **Staff Matters Committee** (new body in 2004) considers matters of University policy relating to human resources, and provides advice to Council, the Vice-Chancellor and staff representatives concerning the strategic development of human resources within the University.

The **Student Matters Committee** 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 2004, these included: Academic Administration; Appeals; Courses Accreditation; Executive; the Faculty Boards; Teaching and Learning; Research Students; Research Students Advisory; University Graduate School Board; the Board of Studies for Aboriginal Education; the Board of Studies of the Institute for International Studies; and the Board of Studies of the Institute for Sustainable Futures.

Vice-Chancellor's Committees

There are several committees reporting via the Executive to the Vice-Chancellor. In 2004, 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 2004

Audit and Review Committee

Chair – an external member, who may be a member of Council, but not of the Finance Committee, appointed for expertise
W Watkins

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
M 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
K J Rennie
W Watkins
Dr K Woodthorpe

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
A M Payne

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
J Gear

Student representative of equity target group: Australian Indigenous people
Vacant

Student representative of equity target group: people of NESB
M Sumera

Student representative of equity target group: people with disabilities
A Spies

Student representative of equity target group: gay and lesbian people
C Gregory

President, Students' Association or nominee
R Doran

President, UTS Union or nominee
J Delaney

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
Vacant

One academic staff member of Council
P L Healy

The non-academic staff member of Council
A Robinson (to 31 October 2004)
C Cahill (from 1 November 2004)

A student member of Council
G Williams (to 31 October 2004)
P Brady (from 1 November 2004)

Governance Committee (to November 2004)

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
J Hartigan

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

Governance Committee (from December 2004)

Chancellor (Chair)
Professor V Sara

Vice-Chancellor
Professor R Milbourne

Two members external to the University (who may also be members of Council) with particular skills and experience in governance matters, appointed by Council
To be advised

Registrar
Dr J FitzGerald

The Committee may co-opt one additional member from within or without the University who has legal expertise
To be advised

Director, Governance Support Unit
D Pacey

University Solicitor
J Hartigan

The Committee may request, via the Vice-Chancellor, the attendance of other officers of the University, either as a standing arrangement or for the purpose of considering specific items of business
To be advised

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

Vice-Chancellor or a Pro-Vice-Chancellor
Professor R Johnstone

Three external members of Council
L Behrendt
Dr V Levy
W Watkins

One academic staff member of Council
Associate Professor D Brown

Chair, Academic Board
Professor A Baker

Registrar
Dr J M FitzGerald

Staff Matters Committee

Two external members of Council appointed by Council
Emeritus Professor S Bakoss (Chair)
M Humphries (Deputy Chair)

Deputy Vice-Chancellor or nominee
Professor Richard Johnstone
J Gilmore (Alternate)

Executive Director (Organisational Support)
A Dwyer

Two members with expertise in human resource matters (one of whom is external to the University) and not already members appointed by Council
R Worthington
A M Payne

One academic staff member of Council
P Healy (to 31 October 2004)
E Cox (from 1 November 2004)

One non-academic staff member of Council
A Robinson (to 31 October 2004)
C Cahill (from 1 November 2004)

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
A Somani (to 31 October 2004)
G Williams (to 31 October 2004)
R Doran (from 1 November 2004)

President, Students' Association or nominee
R Doran

Overseas Students Officer of the Students' Association
A Sharaf

President, UTS Union or nominee
V Gour

Student representative of the UTS Union clubs
S Koutoulas

A UTS student elected by and from the UTS students resident in University accommodation
M Daniel

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

[APPENDICES]

APPENDIX A1

RESEARCH FUNDING

External funding (provisional)

	\$
National competitive grants	
Commonwealth schemes	9,028,982
Non-Commonwealth schemes	343,927
Subtotal	9,372,909
Other public sector	
Local Government (competitive and non-competitive)	369,062
State Government (competitive and non competitive)	2,213,137
Commonwealth Government (other than above)	1,212,407
Subtotal	3,794,606
Industry and other funding for research	
Australian	3,318,790
International	952,448
Subtotal	4,271,238
Other Australian Research Council grants	
LIEF grants	1,465,679
Subtotal	1,465,679
Cooperatives Research Centres	
Funding from Commonwealth grants	556,948
Subtotal	556,948
DEST annual allocations	
Institutional Grants Scheme	3,864,921
National Priority Reserve Funds	0
Research Infrastructure Block Grant	1,419,071
Subtotal	5,283,992
Total external research funds received	24,745,372

Budgeted Allocation of 2004 IGS, RIBG, and UTS Initiatives Funds

	\$
Cooperative Research Centres/ Centres of Excellence	445,000
Early Career Researcher Grants	200,000
Research Excellence Grants	323,000
UTS Incentive Grants	286,000
Industry Link Seeding Grants	350,000
Technology Seed Fund	200,000
Postgraduate Scholarships	50,000
University Research Strengths	800,000
Research Development Team	675,000
Research Readers and Professors	340,000
Postdoctoral Fellowship	318,000
Research Fellowships	163,045
PVC Contingency Fund	15,000
Faculty Dividends	145,000
Ethics and Biosafety	990,000
Database Initiatives	17,000
Research Promotion	40,000
Commercialisation of Research	50,000
Strategic Initiatives	200,000
Research Infrastructure Projects	970,000
Research and Development Office Support	1,124,000
Research and Development Office Support	293,246
Total budgeted allocations	7,994,291

APPENDIX A2

UTS EARLY CAREER RESEARCHER GRANTS

Dr Christopher Bajada, Business, \$20,000

The underground economy and its business cycle properties

Dr Cathy Cole, Humanities and Social Sciences, \$13,000

Beyond Khe San

Dr Philip Doble, Science, \$20,000

Improved methods for the analysis of explosives to minimise the potential use of explosives in Australia

Dr Yingjie Guo, Institute for International Studies, \$20,000

Openness in China under the World Trade Organization (WTO): the case of Dingzhou

Dr Grant Hose, Science, \$20,000

Water quality protection for groundwater ecosystems

Dr Mao L Huang, Information Technology, \$20,000

Information visualisation of associated data attributes

Dr Judy Johnston, Business, \$12,000

Strategic role of small and medium enterprises (SMEs) in collaborations directed towards local economic and social developments

Dr Brendan Kelaher, Science, \$20,000

Trophic cascades in Australian seagrasses: linking nutrients to survival and growth of commercially-important fish

Dr Hai Yan [Helen] Lu, Information Technology, \$20,000

Soft computing and application for unit commitment in electric power system

Dr Gordon Menzies, Business, \$18,000

Inferential expectations (threshold beliefs modelled as statistical inference)

Dr Brad R Murray, Science, \$20,000

Establishing a scientifically-based framework for predicting invasive plant species

Dr Najah Nassif, Science, \$20,000

Functional consequences of PTEN gene mutations in colorectal cancer

Ms Kaye Remington, Design, Architecture and Building, \$20,000

Project sponsorship for internal infrastructure projects: determining characteristics

Dr Scott Smith, Engineering, \$20,000

Strengthening of structurally deficient reinforced concrete slabs with fibre reinforced polymer (FRP) composites

Dr Ilaria Vanni, Institute for International Studies, \$20,000

Art and social change in Italy, 1994-2004

Dr Cynthia Changxin Wang, Design, Architecture and Building, \$20,000

A knowledge management model for developing an advanced management information system in building construction

Dr Guangquan Zhang, Information Technology, \$20,000

Extending bilevel decision making to handle fuzziness in objectives and preferences

APPENDIX A3

UTS INCENTIVE GRANTS

Dr Nicholas Armstrong, Science \$30,000

Nanoparticle structure and the performance of a new class of energy efficient windows and skylights

Associate Professor Besim Ben-Nissan, Mr Adriyan Milev, Science, \$20,000

Chemistry, synthesis and morphology of bone-like hydroxyapatite

Professor Sam Blay, Law, \$20,000

Interception of asylum-seekers at sea: Australia's rights and responsibilities

Professor Lynn Chenoweth, 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 Tharam Dillon, Information Technology, \$30,000

An XML-enabled association rule framework

Professor Ernest Edmonds, Information Technology, \$30,000

Creative interaction environments

Dr Tony George, Dr Peter Jones, Science, \$30,000

Stepping-stones to new generation medical technologies: computational modelling and analysis of ABC transporters

Dr Tony Mitchell, Dr Sarina Pearson, Humanities and Social Sciences, \$20,000

Indigenising hip hop in Australasia

Professor Hung Nguyen, Professor Ashley Craig, Engineering and Science, \$20,000

Hands-free technology and shared control strategies to provide mobility assistance for elderly and disabled people

Professor Eckhard Platen, Professor Alexander Novikov, Dr Erik Schlogl, Business, \$20,000

A new approach to managing risk in financial markets

Professor Ann Simpson, Science, \$30,000

Efficient transduction of primary hepatocytes with the human insulin gene

Professor Ann Simpson, Science, \$30,000

Mechanisms underlying glucose-stimulated insulin secretion in genetically engineered human liver cells

Dr Peter Watterson, Engineering, \$30,000

Optimal transcutaneous energy transmission system (TETS) for an implanted artificial heart

Dr Jian Guo (Joe) Zhu, Dr Zhi Wei Lin, Engineering, \$20,000

Characterisation and modelling of magnetic properties of nano structured magnetic materials

APPENDIX A4

UTS INDUSTRY LINK SEEDING RESEARCH GRANTS

Professor Tharam Dillon, Professor Andrew Mowbray,

Dr Robert Steele, Information Technology and Law, \$20,000

An ontology driven framework for legal software

Dr Valerie Gay, Dr Andrew Simmonds, Information Technology, \$15,000

Enhancing quality of service of multimedia communications and interactions over the internet

Professor Ross Gibson, Adjunct Professor John Galloway, Professor Liz Jacka, Humanities and Social Sciences, \$19,952

'Outside the box', scenarios for Australian television in 2015

Dr Siegfried Gudergan, Business, \$20,000

The effects of customer club structure on club performance: a preliminary study to develop and validate scales

Professor Brian Henderson-Sellers, Science, \$14,000

Applying method engineering techniques to the construction of agile methodologies – pilot project

Dr Brendan Kelaher, Associate Professor David Booth \$19,708

The impacts of nutrient enrichment and blue swimmer crabs on seagrass growth and survival in the Hawkesbury River estuary

Associate Professor Richard Lim, Science, \$19,724

Assessing the endocrine disrupting capacity of treated sewage effluent using the estrogen receptor competitive binding assay

Dr Phillip Maynard, Professor Claude Roux, Associate Professor Michael Dawson, Science, \$20,000

Novel procedures for the forensic analysis of trace evidence

Dr Noel Merrick, Dr D Yates, Centre for National Ground Water Management, \$19,821

Investigating the effectiveness of a new soil drainage and irrigation technology: capiphon drainage belt

Associate Professor Peter Ralph, Dr Cate McInnis-Ng, Science, \$19,548

Seagrass tolerance of oil spills – scaling and modelling pollution impacts

Professor Claude Roux, Mr Simon Walsh, Associate Professor Michael Dawson, Science, \$19,878

Evaluating the role and impact of forensic DNA profiling in the criminal justice system

Dr Robert Steele, Professor Tharam Dillon, Information Technology, \$20,000

Ontology-based enhancement of corporate tourism systems: pilot project

Dr David Waller, Dr Paul Wang, Business, \$20,000

Rainmaking: the re-analysis of data from cloud-seeding experiments in the 1960-70s

Associate Professor Nong Zhang, Engineering, \$20,000

Dynamic characteristics of hydraulically interconnected kinetic suspension systems

APPENDIX A5

UTS RESEARCHER EXCELLENCE GRANTS

Dr Ara Asatryan, Science, \$20,000

Photon conductance in photonic crystal devices

Dr James A Athanasou, Education, \$12,000

Improving the accuracy of self-rated abilities for vocational and employment purposes

Dr Sabina Belli, Science, \$20,000

Is catalase a molecular scavenger in the life-cycle of the chicken parasite, eimeria maximum?

Associate Professor David Booth, Science, \$20,000

Reproductive asynchrony across 23 degrees of latitude in a coral-reef fish: mechanisms and consequences

Professor Ashley Craig, Science, \$18,000

Improving the capability of the mind switch control system for the severely disabled

Professor Derek Eamus, Science, \$20,000

Control of water loss from two native eucalyptus species from different habitats

Dr Saroj Lal, Science, \$20,000

Comparing the efficacy of neural network techniques and spectral analysis for detecting fatigue from the EEG of professional drivers: optimising a countermeasure algorithm

Associate Professor Graham M Nicholson, Science, \$20,000

Target characterisation and pharamacophore mapping of novel insecticidal neurotoxins

Professor Alexander Novikov, Science, \$20,000

Analysis of boundary functionals of stochastic processes

Dr Matthew Phillips, Science, \$20,000

Synthesis and in-situ post processing studies of sulphide non-particles containing rare earth ions

Professor Bijan Samali, Engineering, \$20,000

Investigation of appropriate technology to improve the seismic resistance of mudbrick housing

Professor Saravanamuthu Vigneswaran, Engineering, \$20,000

A novel household treatment system for arsenic removal from water

Dr Isa Yunusa, Science, \$20,000

Rotation systems to restore soil health and hydrologic balance in agricultural landscapes

Professor Chengqi Zhang, Information Technology, \$18,000

Quality data identification for multiple-data-source mining

Dr Shichao Zhang, Information Technology, \$18,000

Mining association rules with database-independent minimum-support

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

Centre for Built Infrastructure

Centre for Corporate Governance

Centre for Communication and Culture

Centre for Health Economics Research and Evaluation

Centre for Health Technologies

Centre for Innovative Collaborations, Alliances and Networks

Centre for Organisational, Vocational and Adult Learning

Centre 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
FTE staff (continuing and fixed term)			
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
31.12.04	808.6	1,214.8	2,023.2
Casual staff			
31.12.01	400.0	150.5	550.5
31.12.02	397.0	161.8	558.8
31.12.03	308.8	202.0	510.8
31.12.04 ¹	370.3	220.4	590.7
Actual persons (continuing and fixed term staff only)²			
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
31.12.04	846.0	1,303.0	2,149.0

¹ These figures are estimates only.

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

UTS has experienced a sterling growth in staff since 2000 due to increasing student numbers and the demand for specialist jobs in an increasingly computerised environment.

Profile of academic staff by classification

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

	31.12.02	31.12.03	31.12.04
Professor	11.0	9.3	9.3
Associate Professor	11.8	11.0	10.9
Senior Lecturer	37.6	38.6	35.1
Lecturer	33.0	33.6	35.3
Associate Lecturer	6.6	7.5	7.4

These figures exclude casual academic staff.

With the retirement of the large cohort of academics recruited in the 1970's, the proportion of senior lecturers is decreasing and the proportion of lecturers increasing.

Positions advertised

	2002	2003	2004
Professor	4	3	4
Associate Professor	0	2	9
Senior Lecturer	30	14	17
Lecturer	53	59	29
Associate Lecturer	13	26	10
Support staff total	236	235	169
Total	336	339	238

Levels of recruitment in 2004 fell significantly (except at Professorial level) compared with 2002 and 2003, suggesting the growth in staff numbers will slow.

Staff turnover

In the 12 months ending 31.12.04, the staff turnover rate (due to resignations) decreased from 7.6% to 7.0%.

Occupational Health and Safety workers' compensation statistics

Number of claims	64
Total gross incurred cost	\$574,086
Average cost per claim	\$8,970
Premium cost	\$1,670,371

The premium as a percentage of salary is 0.72%.

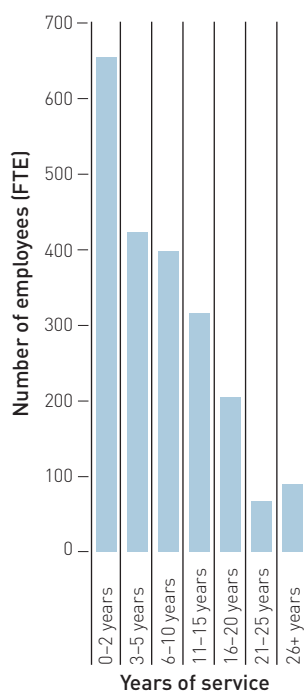
Professional Experience Programs (PEPs)

Number of academic staff proceeding on a PEP during 2004

	Male	Female	Total
Professor	6	1	7
Associate Professor	8	6	14
Senior Lecturer	24	19	43
Lecturer	19	24	43
Associate Lecturer	0	0	0
Total	57	50	107

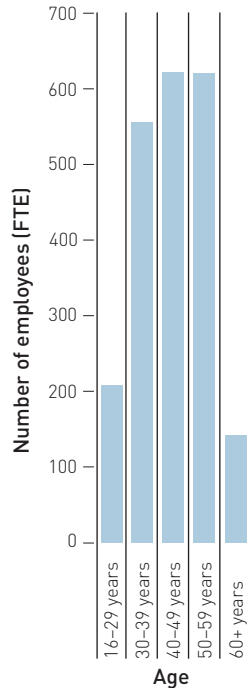
During 2004, 107 academic staff undertook a Professional Experience Program, an increase of eight over the 2003 figure. There was also an increase in the percentage of females undertaking PEP, from 38% of staff on PEP in 2003 to 47% in 2004.

Length of service profile



As at 31.12.04, the largest group of staff in terms of service is those with two years' service or less. Staff with 10 years service or more have been declining.

Age profile



UTS's workforce is middle aged, with a large proportion of staff aged 50-59, approaching retirement.

APPENDIX B2

EEO STATISTICS

Table 1

Representation of women staff at UTS: March 2003 and March 2004

	Total staff		Women	
	2003	2004	2003	2004
Academic staff	805	864	320 (40%)	341 (39%)
Support staff	1,248	1,309	699 (56%)	730 (56%)
Total	2,053	2,173	1,019 (50%)	1,071 (49%)

Table 2

Representation of women academic staff within levels: March 2003 and March 2004

	Total staff		Women	
	2003	2004	2003	2004
Associate Lecturer	67	77	38 (57%)	33 (43%)
Lecturer	284	309	134 (47%)	149 (48%)
Senior Lecturer	283	301	104 (37%)	114 (38%)
Associate Professor	90	91	26 (29%)	26 (29%)
Professor	81	86	18 (22%)	19 (22%)
Total	805	864	320 (40%)	341 (39%)

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 2003 and March 2004

	Total respondents		Respondents from minority groups	
	2003	2004	2003	2004
Associate Lecturer	60	58	25 (42%)	22 (38%)
Lecturer	256	266	59 (23%)	65 (24%)
Senior Lecturer	261	272	68 (26%)	71 (26%)
Associate Professor	84	86	16 (19%)	18 (21%)
Professor	74	76	12 (16%)	18 (24%)
Total	735	758	180 (24%)	194 (26%)

Table 4

Representation of respondent academic staff within levels identifying as having a disability: March 2003 and March 2004

	Total respondents		Respondent staff identifying as having a disability	
	2003	2004	2003	2004
Associate Lecturer	60	58	2 (3%)	3 (5%)
Lecturer	256	266	17 (7%)	26 (10%)
Senior Lecturer	261	272	21 (8%)	33 (12%)
Associate Professor	84	86	5 (6%)	8 (9%)
Professor	74	76	6 (8%)	6 (8%)
Total	735	758	51 (7%)	76 (10%)

Table 5

Representation of Indigenous Australian academic staff respondents: March 2003 and March 2004

	Total respondents		Indigenous Australian respondents	
	2003	2004	2003	2004
	735	758	11 (1.5%)	11 (1.5%)

Table 6
Representation of women support staff within levels:
March 2003 and March 2004

	Total staff		Women	
	2003	2004	2003	2004
Level 1	2	2	1 (50%)	0 (0%)
Level 2	19	17	9 (47%)	7 (4%)
Level 3	76	68	45 (59%)	40 (59%)
Level 4	148	137	94 (64%)	86 (63%)
Level 5	259	282	180 (69%)	189 (67%)
Level 6	245	262	152 (62%)	164 (63%)
Level 7	199	208	100 (50%)	102 (49%)
Level 8	141	141	59 (42%)	68 (48%)
Level 9	70	90	27 (39%)	38 (42%)
Level 10	89	102	32 (36%)	36 (35%)
Total	1,248	1,309	699 (56%)	730 (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 2003
and March 2004

	Total respondents		Respondents from minority groups	
	2003	2004	2003	2004
Level 1	2	1	0 (0%)	0 (0%)
Level 2	18	13	7 (39%)	3 (23%)
Level 3	69	55	24 (35%)	14 (25%)
Level 4	130	107	39 (30%)	30 (28%)
Level 5	236	226	76 (32%)	77 (34%)
Level 6	218	215	64 (29%)	64 (30%)
Level 7	182	181	55 (30%)	53 (29%)
Level 8	126	116	31 (25%)	30 (26%)
Level 9	68	73	10 (15%)	18 (25%)
Level 10	87	92	16 (18%)	12 (13%)
Total	1,136	1,079	322 (28%)	301 (28%)

Table 8
Representation of respondent support staff within
levels identifying as having a disability: March 2003
and March 2004

	Total respondents		Respondent staff identifying as having a disability	
	2003	2004	2003	2004
Level 1	2	1	1 (50%)	0 (0%)
Level 2	18	13	5 (28%)	5 (38%)
Level 3	69	55	9 (13%)	6 (11%)
Level 4	130	107	21 (16%)	16 (15%)
Level 5	236	226	17 (7%)	21 (9%)
Level 6	218	215	25 (11%)	24 (11%)
Level 7	182	181	19 (10%)	19 (10%)
Level 8	126	116	10 (8%)	7 (6%)
Level 9	68	73	8 (12%)	8 (11%)
Level 10	87	92	9 (10%)	8 (9%)
Total	1,136	1,079	124 (11%)	114 (11%)

Table 9
Representation of Indigenous Australian support staff
respondents: March 2003 and March 2004

	Total respondents		Indigenous Australian respondents	
	2003	2004	2003	2004
	1,136	1,079	13 (1.1%)	11 (1.0%)

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.

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 2004

To Lecturer, effective 2 July 2004

Ms Madhu Goyal, Information Technology
 Mr Qiang Wu, Information Technology
 Ms Naomi Stead, Design, Architecture and Building
 Mr Simon Walsh, Science
 Dr Catherine Cole, Humanities and Social Sciences
 Dr Jingqing Yang, Institute for International Studies
 Ms Louise Greentree, Law
 Mr David Hipsley, Law
 Ms Leanne Houston, Law
 Mr Yega Muthu, Law
 Ms Michelle Sanson, Law

To Senior Lecturer, effective 2 July 2004

Dr Susan Hood, Education
 Dr Dikai Liu, Engineering
 Ms Leena Thomas, Design, Architecture and Building
 Mr Mark Roxburgh, Design, Architecture and Building
 Dr Narelle Smith, Science
 Dr Philip Doble, Science
 Dr Maja Mikula, Institute for International Studies
 Dr Yixu Lu, Institute for International Studies
 Dr Yingjie Guo, Institute for International Studies
 Dr Suzanne Benn, Business
 Dr Madeleine King, Business
 Dr Kylie Redfern, Business
 Mr Ian McDonnell, Business
 Ms Jennifer Burn, Law
 Dr Stan Palassis, Law
 Ms Suzanne Rochester, 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 12 March 2004

Professor Doan Hoang, Information Technology
 Professor Jenny Onyx, Business
 Professor Claude Roux, Science
 Professor Greg Skilbeck, Science
 Professor Joe Zhu, Engineering

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 2004, there were four individual awards.

Dr Ray Gordon, School of Management, Faculty of Business

Dr Gordon became a full-time academic only five years ago after a number of years of industry experience. He has twice been rated the number one teacher (out of more than 150 lecturers including adjunct staff) by the students in the Graduate School of Business. Dr Gordon uses three main methods to evaluate his teaching performance – first, the dynamics of his class; second, informal student interviews; and third, formal surveys conducted by the University. Both students and colleagues are well aware of his mastery in course design, innovative teaching techniques, research and publications in the area of curriculum design and assessments, his teaching and supervision of research students and, of course, his face to face teaching performance. A student's response to the survey question 'What are this staff member's strengths in teaching?' was 'Attention to education rather than just information'.

Dr Stephen Teo, School of Management, Faculty of Business

Since his arrival at UTS in 1998, Dr Teo has built an excellent reputation in innovative teaching and curriculum development in the area of human resource management. His leadership has led to the current suite of successful human resource programs at undergraduate and postgraduate levels in the School of Management. He has also played a significant role in the MBA (Mandarin International) program. Dr Teo is widely known and appreciated for his energy and his commitment to high quality teaching. His students describe him as 'a dynamic, inspirational teacher, who imparts knowledge with great passion and flair'.

Ms Heidi Norman, Jumbunna Indigenous House of Learning and Ms Penny O'Donnell, Faculty of Humanities and Social Sciences

Ms Norman and Ms O'Donnell have worked tirelessly establishing the subject Reconciliation Studies. This subject seeks to engage Indigenous and non-Indigenous staff and students in the on-going development of research and discussion on the future of race relations in Australia. The subject provides an opportunity for UTS students, regardless of their field of study, to engage with an issue of vital importance to both their professional formation and the future of Australian society. The subject, designed by Ms Norman and Ms O'Donnell, arouses students' curiosity, interest and creative endeavour. The supportive environment in which students explore new and challenging ideas is central to the success of the subject and reflects very positively on the teaching team. Ms Norman and Ms O'Donnell have set a very high benchmark for education of topical, highly relevant and sensitive historical and cultural issues for students at UTS.

APPENDIX C

(i) 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).

(ii) 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

EQUITY AND DIVERSITY ACHIEVEMENTS

All staff

- > The University is currently developing a new Strategic Plan 2005–08. An Equity Enabling Plan is also being developed that will link the Strategic Plan with key equity plans and programs, and include quality assurance measures for review and improvements in the equity program.
- > Two research reports were published in 2004: *Research Issues for Women at UTS* and *Issues for Women in Non-Traditional Fields of Employment at UTS*. These reports have significant policy recommendations impacting on women and are the culmination of two years of data gathering (quantitative and qualitative) across the University.
- > The UTS Disability Action Plan 2003–07 was officially launched by Mr Graeme Innes, Deputy Disability Discrimination Commissioner, Human Rights and Equal Opportunity Commission. The Plan continues to build on the achievements and successes of the UTS Disability Action Plan 1997–2001.
- > Implementation of the Women@UTS Program continued throughout 2004, with 20 activities held about a wide range of issues for women. The Women@UTS Program focused on particular developmental needs/interests identified by women staff, including issues for Early Career Researchers, women in non-traditional fields of employment, and women based on satellite campuses.
- > An Indigenous Staff Network was established in 2004 to provide networking and professional development opportunities for Indigenous staff. The Indigenous Women's Network was also re-established.
- > The University adopted Enterprise Agreements that provided significant improvements in conditions and workplace flexibility for staff with carers' responsibilities, including increased paid maternity leave to 26 weeks and the establishment of a Primary Carers Development and Return to Work Fund.

UTS continued to proactively implement the Wingara Strategy and the Work Placement Scheme for people with disabilities.

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

- > Develop and implement the new Equity Enabling Plan and Quality Assurance Framework.
- > Implement equity-related outcomes of the new Enterprise Agreements.

- > Continue to implement and develop the UTS Diversity Employment Strategy, including pro-actively supporting recruitment and career progression for women, Indigenous people, people with a disability, and people from language backgrounds other than English.
- > Implement strategies to increase the representation of EEO groups in senior academic and administrative positions.
- > Implement the recommendations in the *Research Issues for Women at UTS* report and *Report on Women in Non-Traditional Fields of Employment at UTS*.

Indigenous staff

Wingara Indigenous Employment and Professional Development Strategy 2003–06

Indigenous employment is a priority area in the University's EEO program. UTS has a partnership in place with the Department of Employment and Workplace Relations (DEWR), and has made a commitment through its Wingara Strategy to employ 16 Indigenous Australians by mid-2005.

Elsa Dixon Program

In 2004, UTS secured funding for two positions under the Elsa Dixon Graduate Work Experience program. One position is as a Research Assistant in the UTS Careers Service with responsibilities including data collection, a needs analysis of graduate Indigenous students, data entry and web-search, with the aim to set up appropriate Indigenous employment networks for Indigenous graduate students seeking employment. The second placement is with the UTS Library, undertaking various duties.

Indigenous Staff Network

An Indigenous Staff Network was established under the auspices of the Equity and Diversity Unit and the Jumbunna Indigenous House of Learning. The University has made a commitment in the new Enterprise Agreements adopted in 2004 to support this network and to implement other professional development strategies for Indigenous staff. The Indigenous Women's Network has also recently been re-established, and further meetings and activities are planned.

Indigenous Leadership Workshop

An Indigenous Leadership Workshop was held over two days in April 2004, attended by seven Indigenous UTS staff. A number of community members also attended, sponsored by the University. This workshop was conducted by two visiting Native American women from the REACH (Respecting Ethnic and Cultural Heritage) Centre, based in Seattle, USA. Participants developed their skills in the following areas:

- > Leadership Development and Motivation
- > Systems Change and Strategic Thinking and Planning
- > Creating Culturally Competent Learning and Working Spaces
- > Decision-Making and Problem Solving Skill Development
- > Lateral Thinking

National Reconciliation Week

UTS marked National Reconciliation Week with a program of activities including a luncheon for Elders from the Redfern/La Perouse community and an installation in the UTS Gallery by Micky Durrng, *A Sacred Place*, curated by Djon Mundine.

UTS Reconciliation Working Party

The UTS Reconciliation Working Party completed a review of the implementation of the UTS Reconciliation Statement, and reported to the Vice-Chancellor on progress. An updated Reconciliation Statement will be formally adopted in 2005, reflecting the University's ongoing commitment in this area.

Key strategies 2005

- > Continue to implement the Wingara Strategy.
- > Seek further funding under the Elsa Dixon Graduate Work Experience Program.
- > Coordinate developmental activities for Indigenous employees through the Indigenous Staff Network.
- > Provide pre-employment training for community members interested in working at UTS.
- > Implement recommendations arising from the new UTS Reconciliation Statement.

UTS Disability Action Plan

Launch and celebration of key achievements of the UTS Disability Action Plan

UTS celebrated progress in implementing its Disability Action Plan 2003–07 at a function held in October. Graeme Innes, Deputy Disability Discrimination Commissioner, Human Rights and Equal Opportunity Commission, was the guest speaker.

Work Training Placements

UTS continues to put considerable effort into the provision of Work Training Placements for people with disabilities. In 2004, UTS forged a partnership with CRS Australia whereby a CRS representative is now based at UTS one day per week to secure placements of up to 12 weeks for work-ready clients. The aim of these placements is to provide people with disabilities with competency-based work experience and a current referee in order to make them more competitive when paid positions arise. The CRS Australia Aboriginal Employment Officer works closely with UTS as part of this strategy to source work-ready Indigenous people with disabilities for vacancies and placements at UTS.

'One-in-Five': Disability and Inclusive Academic Practice at UTS

Review of the UTS Disability Action Plan identified that UTS teaching staff would benefit from the provision of practical advice on how to address real issues that arise in relation to students with a disability. A three-hour module is now being offered to academic staff across the University and involves expert input, information sharing, discussion, case studies and guest speakers. 115 staff attended sessions across a number of faculties in 2004.

DAP Committee and Working Groups

A UTS Equity and Diversity Unit Project Officer continues to coordinate the implementation of the Disability Action Plan (DAP) under the guidance of the DAP Committee (DAPC). Working Groups have progressed issues around Teaching and Learning, Library, DAP Communication, and access to the built environment.

Provision of Accessible Formats

Sustained efforts over the past two years have achieved improvements in effective delivery of course materials to students with print disabilities in a timely manner. Priority was given to this area in response to the National Forum on Accessible Tertiary Materials convened by the Human Rights and Equal Opportunity Commission (HREOC) in 2002.

Accessible Environments

The Accessible Environments Advisory Group (AEAG) continues as an effective mechanism to address issues of physical access to the built environment at UTS. Highlights of the year include the design of a prototype accessible science bench, and completion of remedial access work related to the 2002 access audit of Broadway and Haymarket, City campus. The University continues to monitor and improve access as opportunities arise.

Auslan (Australian Sign Language) Course

As part of its commitment to disability awareness-raising, the Equity and Diversity Unit coordinates annual Auslan courses for staff and students. The course covers an introduction to hearing impairment, deaf culture, and basic Australian Sign language – 22 participants attended.

Vice-Chancellor's Workplace Disability Fund

Funding was available in 2004 to provide workplace adjustments through the Vice-Chancellor's Workplace Disability Fund for staff.

Key strategies 2005

- > Continue to implement the UTS Disability Action Plan 2003–07.
- > Provide employment opportunities for people with a disability.
- > 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

Women@UTS Professional Development and Community Building Initiative

The Women@UTS program is designed to build organisational capability and a stronger sense of community for all women employed at UTS. Values include inclusiveness, diversity, development of formal and informal communication channels, flexibility in program offerings and collaboration between women.

Approximately 500 female staff attended Women@UTS activities in 2004. Activities included:

- > sponsored tables for International Women's Day celebrations
- > guest speakers: international, national, and from within the UTS community
- > career development for support staff women
- > the revitalisation of the Indigenous Women's Network
- > Women's Business@UTS – a forum for Indigenous and non-Indigenous women

- > mentoring for academic promotion
- > community building activities, including the Active Women at UTS Group and the Blue Stocking Choir.

Springboard Career Development Program

The Springboard Program was conducted for the first time at UTS this year, with 24 women starting and completing the program. The program, targeting women in non-managerial roles, involved three days' attendance over a three-month period.

ATN WEXDEV (Women's Executive Development) Program

The WEXDEV program, targeting women in senior positions employed in the five Australian Technology Universities, completed another successful year. Activities included:

- > The Clare Burton Memorial Lecture, *Law stories and life stories: Aboriginal women, the law and Australian society*, was presented in every state and in the ACT by Professor Larissa Behrendt, Professor of Law and Indigenous Studies and Director of the UTS Jumbunna Indigenous House of Learning.
- > ATN WEXDEV and the UTS School of Management organised a conference, *Senior women executives and the cultures of management*, held in Sydney in November. 170 participants attended, from universities, public and private sector organisations. The conference built on a major research project undertaken by ATN WEXDEV.
- > Professor Peter Frost, University of British Columbia, gave a guest lecture on *Toxic emotions at work*.
- > A workshop on academic leadership for women was hosted by Royal Melbourne Institute of Technology, with a follow-up workshop held at UTS later in the year.

Report on Women in Non-Traditional Fields of Employment at UTS

Women are not evenly represented in employment across the University, and are particularly under-represented in the following work areas: the Facilities Management Unit (14% of staff are women), the Faculty of Engineering (14%), the Construction Management Program (20%), the School of Accounting (20%), the Department of Applied Physics (20%), the Department of Chemical, Materials and Forensic Sciences (23%), the Faculty of Information Technology (23%), the School of Finance and Economics (24%), and the Information Technology Division (40%).

UTS has developed an Action Plan for Women in Non-Traditional Fields of Employment, outlining strategies to increase the representation of women and to improve other outcomes for women across these non-traditional work areas.

Research Issues for Women at UTS Report

This Report, launched in December 2004, identified a number of issues impacting upon women's research participation:

- > The need for greater institutional flexibility in work practices for staff with family responsibilities and the impact this has on research time and career progression.

- > The impact of issues limiting research time: teaching loads, large class sizes, student support/pastoral care and associated administrative demands (including publicity and community service obligations).
- > The need for increased opportunities for professional networking for women in research.
- > The need for value and recognition of the contribution of women in research.

UTS has developed an Action Plan to address the key issues identified in this report.

Indigenous Women’s Network

In 2004, the UTS Indigenous Women’s Network has been re-established under the auspices of the Women@UTS Program. The Program also includes Women’s Business@UTS sessions which aim to build links between Indigenous and non-Indigenous women at UTS.

Key strategies for 2005

Continue to implement professional development and community building initiatives through the Women@UTS Program. Priority areas for 2005 will include:

- > Implementing recommendations of the *Research Issues for Women at UTS and Women in Non-Traditional Fields of Employment at UTS* reports.
- > Developing stronger networks between Indigenous women and between Indigenous and non-Indigenous women for greater collaboration and understanding.
- > Designing a career development program tailored for non-managerial support staff women working in the tertiary sector.
- > Implementing a structured support and mentoring program for Early Career Researchers in conjunction with the UTS Research and Commercialisation Office.
- > Developing stronger precinct links in Sydney city between senior UTS women and women working in similar positions at the ABC, Powerhouse Museum and Sydney Institute of Technology.
- > Undertaking research on the achievements of the Women@UTS Project 2002–05 and presenting the findings to the international community.
- > Continuing to showcase achievements of UTS women to the broader UTS community.
- > Continuing to invite guest speakers to address female staff on relevant issues.

Ethnic Affairs Priorities Statement

All UTS staff and students benefit from developing their understanding of different cultures and perspectives to enable them to live and work as professionals in a diverse and increasingly globalised society. UTS is committed to valuing and developing a culturally diverse university that engages with and is reflective of the broader community.

- > UTS adopted a Statement of International Purpose outlining its commitment to engage intellectually, professionally and culturally with peoples and countries to advance collaboratively to academic,

educational and wider social ends. The Statement has a strong focus on preparing graduates of the University to live, work and contribute to a world of social and cultural diversity.

- > Eight UTS staff participated in Skillmax programs run by the NSW Adult Migrant English Service.
- > The Faculty of Nursing, Midwifery and Health held two cultural awareness sessions for staff.
- > UTS held a number of Indigenous cultural activities, Reconciliation events, lectures and training activities that 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 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.

Key strategies for 2005

- > Review and update the UTS Ethnic Affairs Priority Statement.
- > Expand the membership of the Diversity Network.
- > Implement training in effective customer service in a diverse environment for staff who work in student liaison roles.
- > Continue to coordinate participation in the Skillmax program for staff who wish to develop their professional English skills for the workplace.
- > Continue to raise awareness of cultural diversity issues and to implement policies, programs and activities to promote an inclusive environment at UTS.

Student equity

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 encourage the acceptance and valuing of diversity within its student population
- > provide a supportive and open organisational culture in which all students are able to develop to their full potential.

More detailed information on student equity group profiles and strategies for specific equity target groups is contained in the UTS Equity Update 2004, available from the Equity and Diversity Unit.

Student Equity Strategy 2005–08

UTS developed a comprehensive five-year Student

Equity Strategy covering the following key areas:

1. Outreach
 - (a) Schools/community partnerships
 - (b) UTS Marketing
2. Admission
 - (a) Educational Access Schemes
 - (b) Alternative pathways for non-current school leavers
 - (c) UTS selection criteria
3. Progress and Success
 - (a) Personal support
 - (b) Financial support
 - (c) Learning support
 - (d) Inclusive curriculum
4. Inclusive community
 - (a) Inclusive environments
 - (b) Staying connected

TPV Fee Exemption Scholarship Scheme

This scheme provides fee-free places to holders of temporary protection visas (TPVs) who would otherwise be required to pay international student rates. In 2004, six faculties offered 12 places, with seven offers accepted. Two applicants received scholarships at Insearch to study English for Academic Purposes.

Commonwealth Learning Scholarships

UTS has been instrumental in the development of a centralised UAC (Universities Admission Centre) application process for the assessment of Commonwealth Learning Scholarships. In 2005, UTS will trial the application form and assessment guidelines, which will be implemented state-wide in 2006.

Refugee Academic Skills Assessment

In 2004, UTS implemented a new assessment tool to benefit non-current school leaver TPV Scholarship and Special Admission-Refugee applicants who cannot provide documentation of previous education due to their refugee circumstances, or whose education prior to arriving in Australia does not meet UTS matriculation requirements and they can demonstrate good reason for not acquiring an Australian matriculation qualification. The Assessment, conducted by the ELSSA Centre and faculties, is available to a small group of people who hold Australian humanitarian visas and whose disadvantage precludes them from demonstrating academic ability under existing UTS selection criteria.

Priorities for 2005

- > Implementation of the new Student Equity Strategy 2005-09, with a focus on the development of new outreach initiatives and equity scholarships.
- > Ongoing implementation of core programs and services including:
 - the inpUTS Educational Access and Special Admissions Schemes
 - services for students with a disability and low-income students, provided by the Special Needs and Financial Assistance Branch
 - the wide range of programs provided by the English Language and Study Skills Assistance

Centre that improve outcomes for students from non-English-speaking backgrounds, mature age students, and students who have experienced educational disadvantage

- initiatives coordinated by the Women in Engineering Unit to promote women's participation in non-traditional fields of study
- scholarships, grants and loans to low-income and educationally disadvantaged students
- TPV scholarships and refugee academic skills assessment.

APPENDIX E

(i) LAND REGISTER

Property/Building Number	Campus	Use	Building / Infrastructure \$'000	Land \$'000
Broadway Building 1 (Tower)	City	Educational	84,375	
Broadway Building 2 (Annex to Tower)	City	Educational	28,290	
Broadway Building 3 (Bon Marche)	City	Educational	1,577	
Broadway Building 4	City	Educational	8,581	
Broadway The Terraces (9-13 Broadway)	City	Educational	637	
Broadway The Loft	City	Educational	384	
Broadway Building 6 (Harris Street Building)	City	Educational	46,115	
Broadway land value subtotal				82,885
Gumal Ngurang Student Housing (Australand)	City	Student Housing	22,562	14,625
Haymarket	City	Educational	53,495	40,414
Blackfriars	City	Educational/Childcare	2,559	7,545
Bulga Ngurra Student Housing	City	Student Housing	4,974	3,280
Geegal Student Housing	City	Student Housing	3,395	2,070
Fairfax Site (Building 10)	City	Educational/Commercial	94,619	33,365
Kuring-gai campus	Kuring-gai	Educational	41,568	36,348
Dunbar Building	St Leonards	Educational	7,128	3,447
Gore Hill Research Laboratories	St Leonards	Educational	395	
Biology Annex	St Leonards	Educational	257	
Clinical Studies Building	St Leonards	Educational	1,986	
Centenary Lecture Theatre	St Leonards	Educational	577	
Yarrowood Conference and Research Centre	Yarrowood	Educational	354	2,104
Stroud Research Field Station	Stroud	Research Station	65	105
24 Point Street (Vice-Chancellor's Residence)	Pyrmont	Housing	2,288	
14 Ultimo Road (Dairy Farmers)	City	Commercial	540	11,445
Total			406,721	237,633

Notes:

Values are based on carrying amounts as at 31.12.04. A full valuation was carried out by Colliers International Consultancy and Valuation Pty Ltd on 1 October 2004.

14 Ultimo Road (Dairy Farmers) was purchased on 12.7.04.

Magic Pudding Child Care Building was demolished in 2004, as part of the Broadway Building 4, Science Project:

Magic Pudding Child Care Centre	City	Child Care	286
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(ii) WORKS IN PROGRESS AND COMPLETED 2004

	\$'000
Faculty of Science and Research Institutes (in progress)	107,985
Upgrade central plant Building 1 (in progress)	4,332
Maintenance to general teaching space - City campus	955
Replacement of roof waterproof membrane Buildings 1 and 2	780
Upgrade of emergency and exit lighting systems (in progress)	600
Accommodation for Governance Support Unit	555
Upgrade of Postgraduate classrooms, Haymarket, City campus	495
Computer laboratories	465
Upgrade of laboratories for Biotechnology	304
Multi-faith centre	325
Office accommodation for new staff	280
Additional accommodation for Nursing Midwifery and Health	250
Additional storage space for Library	250
Additional accommodation for Humanities and Social Sciences	212
Expansion of Postgraduate Research Centre for Engineering	218
Replacement of carpets in public corridors in Building 2	200

APPENDIX F

CONSULTANTS

The University paid \$12.059 million for external consulting services in 2004, of which \$3.26 million was for capital works. A total of \$3.029 million was paid for consultancies individually costing less than \$30,000.

Payments in excess of \$30,000 totalled \$9,029,841.50 and are listed below.

		\$
A C Nielsen Australia Pty Ltd	Research	40,035.00
A E Watkins	Public relations	54,726.23
Advance Building Approvals Pty Ltd	Engineering	44,880.00
Ahathinking	Staff development	34,780.00
Anstad Pty Ltd	Course development	42,500.00
Aon Risk Services Australia Limited	Insurance	301,000.00
APP Corporation Pty Ltd	Project management	553,718.82
Arup	Engineering	610,273.42
Ayers Management Pty Ltd	Human resources	56,404.73
Barnum Group Design	Design	90,300.00
Beyond Sirius Communications	Course development	46,375.00
Clarkson Business Services	Course development	118,309.45
Class Software	Information technology	91,950.00
Colin Biggers & Paisley	Legal	89,157.51
Colin Wood And Associates Pty Ltd	Course development	35,740.00
Colliers International Consultancy and Valuation Pty Ltd	Property valuation	155,200.00
CRI Project Management Pty Ltd	Property rezoning	441,522.73
Crown Equipment P/L	Equipment	44,216.00
Curtin University Of Technology	Research	47,818.18
Davenport's Consulting Pty Ltd	Human resources	43,500.00
Designinc Sydney Pty Ltd	Architects	686,273.18
E-Contract	Human resources	34,233.76
Emery Vincent Design	Design	50,213.76
Ernst & Young	Audit	50,000.00
G B Consultants Pty Ltd	Information technology	112,338.47
GHD Pty Ltd	Architects	110,897.88
Grant Samuel Property Pty Ltd	Project management	37,177.27
Hassan Abbas	Research	37,089.12
Hirst Architects Pty Ltd	Architects	120,450.00
Hobsons Australia Pty Ltd	Marketing	114,867.20
Infohrm Pty Ltd	Information technology	35,000.00
Integ Communication Solutions Pty Ltd	Information technology	43,200.00
Integreat Consulting Engineers Pty Ltd	Engineering	37,530.00
Keysoft Pty Ltd	Information technology	35,040.00
Laeta Pty Ltd	Research	40,000.00
Linda Hopkins & Associates	Course development	38,350.00
Lockenet	Information technology	43,800.36
Lorimer Investments Pty Ltd	Information technology	79,800.00
Lynn Thomson	Information technology	57,362.54
Mallesons Stephen Jaques	Legal	36,559.52
Marsh Pty Ltd	Crisis management	48,600.00
Medici Capital Pty Ltd	Research	79,500.00
Michael Collins & Associates Pty Ltd	Property	31,074.54
Michael Page International	Human resources	70,323.50
Oakton Services Ptd Ltd	Information technology	103,092.50
Oracle Corporation Australia Pty Ltd	Information technology	2,422,155.20
Page Kirkland Partnership	Cost planners	231,730.75
Pleass Associates Pty Ltd	Information technology	38,600.00
Rajula Pty Ltd	Course development	35,931.50
Researchmaster Pty Ltd	Information technology	44,028.17
Sara International Pty Ltd	Information technology	45,830.00
Sixty40 Pty Ltd	Information technology	31,277.28
SLG Consulting Pty Ltd	Information technology	138,300.00
Solid Support Pty Ltd	Information technology	56,800.10

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		\$
Sommerson Communications Pty Ltd	Research	65,136.36
Sound Base	Enterprise development	82,650.77
Technology One Limited	Information technology	128,793.28
Tera-Tex Pty Ltd	Information technology	36,400.00
The Rawlinsons Group Pty Ltd	Cost planners	62,110.00
The University of New South Wales	Research	99,204.54
Tony Webb	Research	66,301.81
University of Sydney	Research	101,451.52
Vensys Australia	Information technology	62,685.00
Waterman AHW Pty Ltd	Engineering	173,820.00
Wood Fibre Technologies & Marketing Pty Ltd	Research	31,454.55
		9,029,841.50

APPENDIX G

OVERSEAS TRAVEL

The University paid \$5.98 million for staff overseas travel in 2004. 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

In 2004, the University produced a range of publications giving details of courses, research and other services.

A selection of these official publications is listed below. Many of the publications are free of charge and those interested in obtaining copies should contact the appropriate section of the University at PO Box 123, Broadway, Sydney NSW 2007, telephone (02) 9514 2000.

Faculties and other units of the University also produce a range of publications. Contact them directly for details.

Some of the following are also published on the University's website: www.uts.edu.au

- > *UTS Calendar* (one volume) and faculty/institute handbooks (10 volumes)
Published annually by the Governance Support Unit, Registrar's Division.
- > *UTS Annual Report*
Published annually by the Governance Support Unit, Registrar's Division.
- > *Undergraduate Careers and Courses Guide*
Published annually by the 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.
- > *U*: a magazine of the University
Published fortnightly throughout the academic year by the Marketing and Communication Unit.
- > *Facts & Figures*
Published annually by the Marketing and Communication Unit.
- > *International Undergraduate Student Prospectus*
International Postgraduate Student Prospectus
International Student Life Magazine
Study Abroad Prospectus
Published by International Programs, the Governance Support Unit and the Marketing and Communication Unit.

APPENDIX J

LEGISLATIVE CHANGES

In relation to the operation of the University in 2004, the following legislation was introduced or amended:

Commonwealth legislation

- > *Workplace Relations Amendment (Prohibition of Compulsory Union Fees) Act 2003*
- > *Copyright Amendment (Parallel Importation) Act 2003*
- > *Intellectual Property Laws Amendment Act 2003*
- > *Energy Grants (Credits) Scheme Act 2003*
- > *Energy Grants (Credits) Scheme (Consequential Amendments) Act 2003*
- > *Higher Education Legislation Amendment Act 2003*
- > *Education for Overseas Students (Registration Charges) Amendment Act 2003*
- > *Vocational Education and Training Funding Amendment Act 2003*
- > *Sex Discrimination Amendment (Pregnancy and Work) Act 2003*
- > *Workplace Relations Amendment (Fair Termination) Act 2003*
- > *Communications Legislation Amendment Act (No. 3) 2003*
- > *Telecommunications Interception and Other Legislation Amendment Act 2003*
- > *Communications Legislation Amendment Act (No. 1) 2003*
- > *Spam Act 2003*
- > *Spam (Consequential Amendments) Act 2003*
- > *Trade Practices Legislation Amendment Act 2003*
- > *Designs Act 2003*
- > *Designs (Consequential Amendments) Act 2003*
- > *Higher Education Support Act 2003*
- > *Higher Education Support (Transitional Provisions and Consequential Amendments) Act 2003.*

State of New South Wales legislation

- > *Education Amendment (Computing Skills) Act 2003*
- > *Fair Trading Amendment Act 2003*
- > *Gene Technology (GM Crop Moratorium) Act 2003*
- > *Gene Technology (New South Wales) Act 2003*
- > *Human Cloning and Other Prohibited Practices Act 2003*
- > *Human Tissue and Anatomy Legislation Amendment Act 2003*
- > *Nurses Amendment Act 2003*
- > *Occupational Health and Safety Amendment (Dangerous Goods) Act 2003*
- > *Occupational Health and Safety Amendment (Prosecutions) Act 2003*
- > *Research Involving Human Embryos (New South Wales) Act 2003.*

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.

On 1 September 2004, the *Health Records and Information Privacy Act 2002* (NSW) came into effect. The Act requires the University to comply with 15 health principles and to amend its Privacy Management Plan to reflect the new legislative requirements.

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	2003	2004
Number of requests	5	7
Brought forward from 2001	-	-
Personal/other	3/2	6/1
Formal	4	1
Informal	1	6
Completed	4	6
Granted in full	-	3
Granted in part	4	4
Formal consultations	2	-
Costs of processing	\$2,400	\$3,660
Fees received	\$120	\$30
Discount allowed	-	-
Completed in:		
0-21 days	3	4
22-35 days	2	3
Processed in:		
0-10 hours	3	4
11-20 hours	2	3
21-40 hours	3	4
Over 40 hours	1 ¹	-
Internal reviews	-	-

¹ 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.hru.uts.edu.au/manual/7leg/7_3.pdf

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