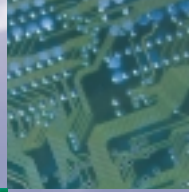
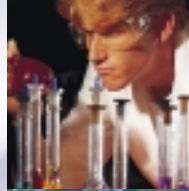




2000 Annual Report



Educating professionals



Creating and applying knowledge



Serving the community

University of South Australia

GPO Box 2471, Adelaide

South Australia 5001, Australia

Telephone: +61 8 8302 6611

Facsimile: +61 8 8302 0669

www.unisa.edu.au

Campuses

CITY WEST CAMPUS

70 North Terrace

Adelaide

South Australia 5000

CITY EAST CAMPUS

North Terrace

Adelaide

South Australia 5000

MAWSON LAKES CAMPUS

Mawson Lakes Boulevard

Mawson Lakes

South Australia 5095

MAGILL CAMPUS

St Bernards Road

Magill

South Australia 5072

UNDERDALE CAMPUS

Holbrooks Road

Underdale

South Australia 5032

WHYALLA CAMPUS

Nicolson Avenue

Whyalla Norrie

South Australia 5608

Telephone: +61 8 8647 6111

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IN LINE WITH INTERNATIONAL PRACTICE, THE UNIVERSITY OF SOUTH AUSTRALIA HAS CHANGED SOME OF ITS ACADEMIC TERMINOLOGY.

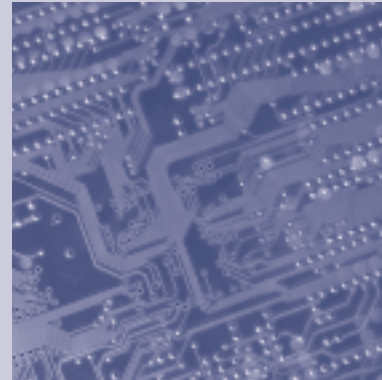
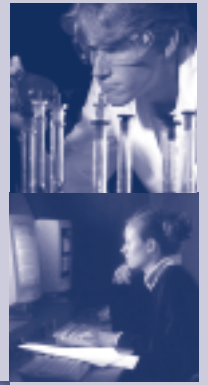
From 1 January 2001:

- Program replaces course
- Course replaces subject
- Unit replaces (credit) point

This publication reflects the new terminology.

Designed and produced by Marketing and Development Unit and Chancellery, May 2001.

MISSION To advance, disseminate and preserve knowledge through the provision of a teaching, learning and research environment which fosters excellence in scholarship, innovation and social responsibility.



STRATEGIC INTENT

Together we:

value quality, diversity, sustainability and equality; create, apply, and communicate knowledge which delivers economic and social benefits through action that is:

- intelligent in its use of new and emerging technologies
- innovative, collaborative and enterprising
- flexible, international and industry focused
- student centred, service oriented and multi disciplinary
- built upon our strengths.

1

GRADUATE QUALITIES

Our graduates:

- operate effectively with and upon a **body of knowledge** of sufficient depth to begin professional practice
- are prepared for **lifelong learning** in pursuit of personal development and excellence in professional practice
- are **effective problem solvers**, capable of applying logical, critical and creative thinking to a range of problems
- can work both **autonomously and collaboratively** as professionals
- are committed to **ethical action and social responsibility** as professionals and as citizens
- **communicate effectively** in professional practice and as members of the community
- demonstrate **international perspectives** as professionals and as citizens.



The University of South Australia works with industry and community partners to pursue common interests in developing a technologically advanced, sustainable, and ethical society. Our teaching and research together focus on professional careers in a modern economy, contribute actively to the economic and social development of our society and use new and emerging technologies intelligently.

Our founding Act requires the University to meet the educational needs of Australia's Indigenous peoples. This commitment has been integrated into a comprehensive approach to achieving educational equity for all sectors of society. The diversity of our student population, including a large number of international students, enhances learning for all. We intend to meet the needs of our students to gain flexible access to learning, particularly through the innovative use of information technologies. We have a clear view of the qualities we wish to see our graduates demonstrate as professionals and members of their communities.

Our success in a competitive and increasingly international environment is based on actively shaping our program profile, managing our research activities and pursuing mutually beneficial partnerships and alliances with other universities and organisations, locally and internationally. The University's programs are innovative and oriented to developing professionals, supported by consultation with community and professional associations. Our research is mainly applied, commonly involving industry partners, and aims to provide solutions to technological, economic and social problems.

Doing things well is important to us. We constantly strive to improve the quality of all our activities and recognise this means active pursuit of purposeful change.

The University will maintain its ability to adapt rapidly, seeking out new opportunities whenever they arise. Our development will be guided by our commitments to industry and community partnerships, equity, diversity and quality, and supported by decision making processes which are open and participative, engaging student representatives and staff in well-informed discussion of the University's environment, aspirations and achievements.

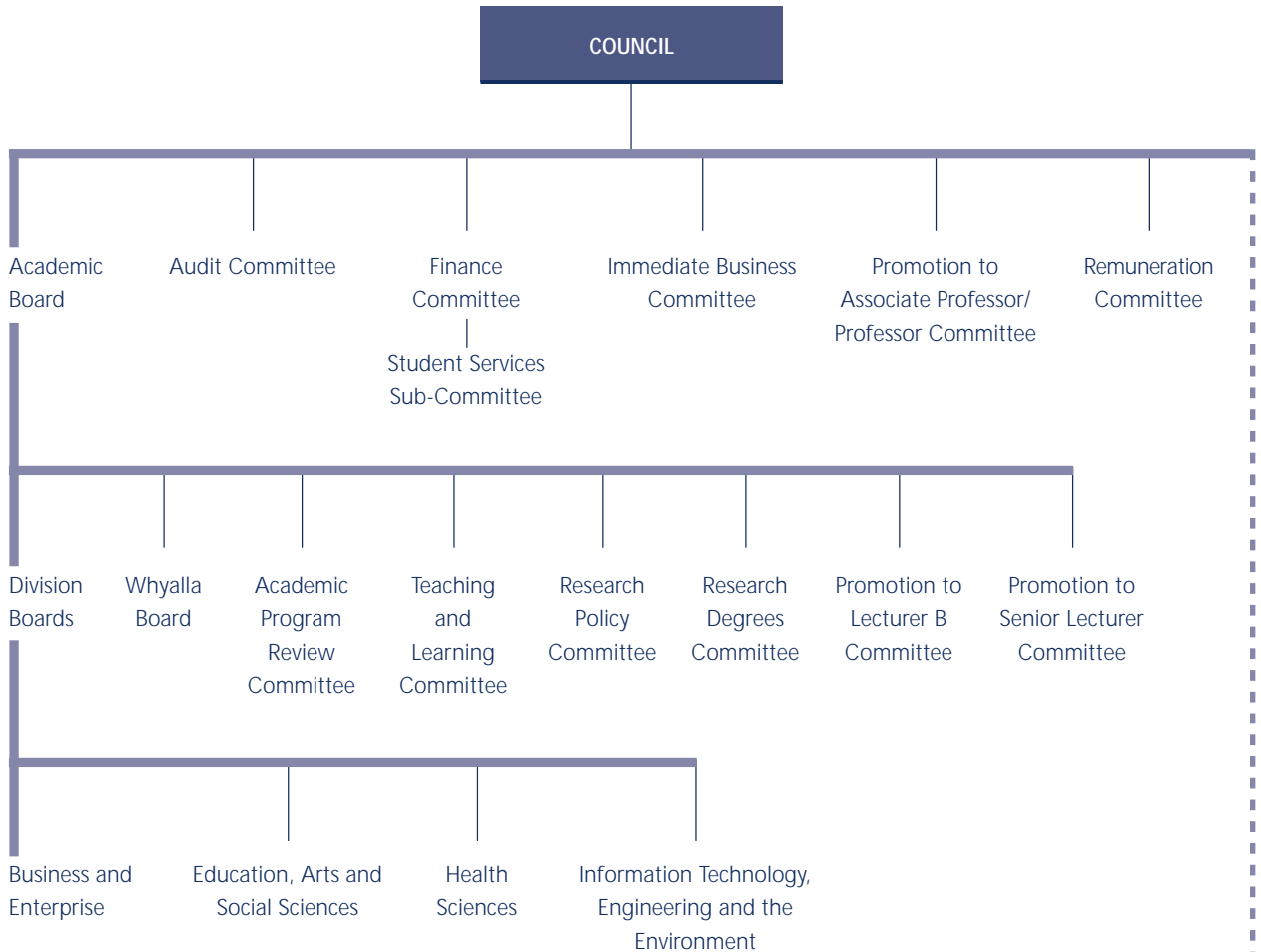




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COMMITTEES OF COUNCIL AND SUB-COMMITTEE STRUCTURE (DECEMBER 2000)



ESTABLISHED BY COUNCIL

- Academic Staff Appeals Committee
- General Staff Appeals Committee
- Student Assessment Appeals Committee
- Penalty Appeals Committee
- Misconduct Appeals Committee
- Joint Consultative Committee

OTHER ENTITIES ASSOCIATED WITH UNIVERSITY

- UniSA Foundation Inc
- ITEK Pty Ltd

University of South Australia Council

The Council is the governing body of the University and has as its principal responsibilities overseeing the management and development of the University, devising or approving strategic plans and major policies, and monitoring and reviewing the University's operations.

The University of South Australia Council met seven times from March to December 2000.

COUNCIL MEMBERS IN 2000

Chancellor

Mr David Klingberg

BTech (CivilEng), FTSE, FIEAust, FAusIMM, FAICD

Deputy Chancellor

Ms Dagmar Egen, FACS, AIMM, MAICD

Appointed Members

Dr Patricia Crook AO (appointed November 2000)

Ms Joy Gilbertson, BHIthAdmin, MBus

Ms Virginia Hickey, BA, LLB

Ms Jan Lowe, BA, DipEd

Mr Greg Mackie, BA(History) (appointed November 2000)

Ms Alice McCleary, BEc, FTIA, FICAA, FAICD

Mr Ian McLachlan, BEc, FICAA (appointed March 2000)

Ms Shirley Peisley AM

Dr Colin Perrott, BSc, PhD (resigned April 2000)

Mr Trevor Rose, MSc, Cert(MechEng) (resigned September 2000)

Mr Peter Smith, BEc, BAeroEng, FRIBA, FlnsAA

Mr Geoffrey J Spring, TCC, BA, MEd, FACE, FAIM, FACEA, FACEID

Student Representatives

Ms Ann Parker, BA(Hons)

Ms Penny Richards

Elected Academic Staff

Professor Ian Scarman, BEc(Hons), MEc, MBA

Dr Michael Venning, BSc(Hons), DipT, PhD

Elected General Staff

Dr Anna Ciccarelli, BA, DipEd, GradDipTESOL, MEd(Admin Management), DEd

Ms Adrienne Nieuwenhuis, BSc(Hons), MEdAdmin (resigned November 2000)

Ex Officio

Vice Chancellor and President

Professor Denise Bradley AO, BA, DipEd, GradDipLib, MSocAdmin, FACE

President of University of South Australia Students Association (USASA)

Mr John Olenich

Chair of Academic Board

Professor Claire Woods, BA(Hons), DipT, EdM, PhD, FRSA

Council Executive Officer

Ms Mary Taylor, JP

Chancellor's Report



The University of South Australia had a successful year in 2000, managing to meet the challenges of continuing uncertainty in the sector's external policy environment.

The consolidated result of \$2,400,000 exceeded projected expectations and resulted substantially from increases in overseas student revenues. 2000 saw the University experience significant growth in international student numbers, both onshore in Australia and offshore in various countries throughout the Asian region.

During the year a program to consolidate our campus infrastructure, *Blueprint 2005*, was announced. The plan outlines a capital investment program over five years which will see the University strengthen its position in an increasingly competitive, global higher education sector. The plan also necessitated a review of the carrying values of our properties to comply with applicable accounting standards. This resulted in a reduction in net assets of \$26 million which has been taken to the asset revaluation reserve.

Awards and successes which recognised the University's expertise in teaching and learning, research, innovation and community service were numerous throughout the year. The University won the South Australian Export Award for Education for the second consecutive year; a team from the School of Communication and Information Studies received the Prime Minister's Award for University Teacher of the Year and the Australian Award for University Teaching in Humanities and the Arts; and the University was successful in its bid for three Commonwealth Government Technology Diffusion Program grants, worth more than \$2.3 million.

2000 saw the University seal a relationship with one of the world's most prestigious education providers in the culinary arts, *Le Cordon Bleu*, to become the Asian regional provider of MBA programs in International Hospitality Management and International Hotel and Resort Management. During the year the University introduced several innovative programs, including a Masters degree in Wine Marketing and the Bachelor of Information Technology (e-commerce), was again involved as a sponsor of Adelaide Writers' Week, and launched the Centre for the Development of Entrepreneurs.

Council fulfilled a busy program during 2000. At its March meeting, Council received a report on the Medici project, which will result in significant improvements in administrative processes and service provision to students beyond the capabilities of the current student records system. In December, an update on the status of the project confirmed that implementation will be completed in 2001.

Members of Council, senior staff of the University and a large group of community members attended the Relationship Building and Management Workshop in March. The workshop

was designed to develop a shared understanding of the University's key relationships and to identify a strategy for developing an integrated and coherent approach to relationship building.

In June, Council extended the term of the contract of Vice Chancellor, Professor Denise Bradley AO, to 31 December 2006. Members of Council were unanimous in their view that the Vice Chancellor's vision and leadership was crucial to the positioning of the University as an innovative, internationally-focussed and successful organisation.

In July I visited Hong Kong, Kuala Lumpur and Singapore to present awards to recent graduates and to meet long standing alumni of the University. I was pleased, too, that The Right Honourable, Mr Alfred Huang, Lord Mayor of Adelaide, was guest speaker at the ceremonies in Singapore and Hong Kong. These occasions are very important, both to acknowledge our international alumni and to maintain established links. Similarly, my involvement with the Development Board, the University Foundation, Bequests Committee and the Hawke Centre enabled me to meet alumni and friends of the University not only in South Australia but nationally.

July also saw Council endorse a proposal to sign a Memorandum of Understanding between UniSA and Flinders University which will work to identify opportunities for service improvements and cost reductions between the two institutions. A joint Steering Committee has overall responsibility for the development of the project.

During the year I was appointed Chair of an education and innovation sub-committee of the Capital City Forum. The sub-committee was formed to comment on, propose initiatives and establish targets to benefit further from the educational groups operating within the Adelaide City Council area, universities, vocational education and schools. The subcommittee has reported its findings to the Forum and Cabinet.

Through presentations to Council during 2000, members reviewed a number of issues of importance to the University. Topics included Members Duties and Liabilities, the Ian Wark Research Institute and the extent of its research activities, Graduate Qualities, Internationalisation, the Corporate Plan 2000-2001 and the Enterprise Bargaining process.

The focus of fundraising activity during 2000 was undergraduate scholarships, with more than \$200,000 raised. A targeted approach to fundraising was made to industry and the corporate sector, resulting in seven new named scholarships. This approach was supported by the Development Board and, in particular, the Unifund/Scholarships Committee, chaired by Chris Michelmore.

As part of ongoing engagement with the community, the Development Board undertook a range of special events including the inaugural Chancellor's Challenge Golf Day held in November. I was delighted to take part in this event, with

Doctors and Emeritus Professors of the University

128 corporate and industry representatives in attendance. The Golf Day raised approximately \$15,000 for access scholarships for students from rural or isolated areas.

The University's Bequest Program is going from strength to strength and the Successful Ageing in Australia seminars continue to be very popular. Mr Norton Jackson, Chairman, Bequest Committee is the host for the seminars, which have provided invaluable introductions to supporters of the University.

A very pleasing event took place during the year when Council presented sponsorship packages to two UniSA students, Katrina Webb and Steven Porter, who were selected to compete in the 2000 Sydney Paralympic Games. Ms Webb competed in track and field and Mr Porter captained the Australian Wheelchair Rugby team.

The diversity and scope of projects undertaken throughout the University, and in conjunction with community partners, was again highlighted through the thirteen nominations received for the 2000 Chancellor's Awards for Community Service. The selection committee, which included community member of Council, Virginia Hickey, chose seven winners who shared funds totalling \$25,000.

During 2000, Council acknowledged the contributions of, and farewelled community members Dr Colin Perrott and Mr Trevor Rose. At its final meeting for the year in December, Council farewelled retiring members John Olenich, President of USASA, Penny Richards, Ann Parker, Professor Ian Scarman and Adrienne Nieuwenhuis, and thanked them for the expertise and guidance they had contributed to Council and its various committees, and to the governance of the University. We welcomed recently appointed members of Council, Dr Patricia Crook AO and Greg Mackie.

My sincere thanks go to the Deputy Chancellor, Dagmar Egen, for her considerable contribution to Council and to the University during the year. Thanks too, to Alice McCleary, chair of Audit Committee; Jan Lowe, chair of Senior Academic Promotions Committee and Student Appeals Committee; Professor Claire Woods, chair of Academic Board, and to all members of Council in 2000 for their commitment and expertise.

On behalf of the Council, I congratulate and thank Professor Denise Bradley AO, Vice Chancellor and President, and the University's Senior Management Group for their leadership during another very successful year for the University of South Australia.



Mr David Klingberg
Chancellor

The University conferred the award of Doctor of the University on five eminent Australians during 2000.

Richard Allert AM, FCA was recognised for his distinction as a business leader. In his capacity as Chairman, AustralAsia Railway Corporation and Director of businesses including Southcorp Ltd and FH Faulding & Co Ltd, Dr Allert continues to make important contributions to South Australia and its export efforts. He holds numerous influential positions in public companies with involvements in Australia and overseas, and serves on several government instrumentalities. Dr Allert is a Director of Coles Myer Ltd, FH Faulding & Co Ltd and is a Member of the National Gallery of Australia Council, Education Adelaide and the National Wine Centre.

Kym Bonython AC received the award in recognition of his major contribution and commitment to the promotion of Australian contemporary visual arts; as convenor and member of a broad range of boards and committees, including the Board of the SA Festival of Arts; author of several publications on modern painting and sculpture; and as a long-term supporter of the SA School of Art.

Lyndsay Connors, who chaired the Review of Public Schooling in Victoria, was honoured in recognition of her leadership in education. Then Director of Higher Education in the NSW Department of Education and Training, Dr Connors has served as an active member of the ACT Parents and Citizens' Association, a parent representative to the National Committee on English Teaching, a member of Women's Electoral Lobby, and a full-time member of the Commonwealth Schools Commission. She was the Deputy Chair of the Australian Broadcasting Corporation, Deputy Chair of the Board of the Open Learning Technology Corporation and a member of the Australian Children's Television Foundation. Throughout, Dr Connors has remained committed to the development and furthering of public education.

Patricia Crook AO, Managing Director of Dynek Pty Ltd, and Deputy Chair of the SA Chamber of Commerce, was honoured in recognition of her contribution and service to the University and to the general community. Dr Crook co-founded Dynek Pty Ltd in 1974 and has overseen its rise to a position of international leadership in the field of manufacturing surgical products. She has contributed substantially to the South Australian and Australian business community, and holds leading positions on government boards and business associations including SA Business Vision 2010, Austrade and the Australian Quality Council.

Malcolm Kinnaird AO, who holds influential positions in South Australian industry and business associations and makes numerous important contributions to the State, was recognised for his distinction as a business leader. His commitment to the business and engineering sectors and the wider community is long-standing. He was the founder of Kinnaird Hill de Rohan and Young (later to become Kinhill Pty Ltd), is currently Chairman of the Asia Pacific Transport Consortium, a representative on the APEC Business Advisory Council, and the Chairman of four company boards. Dr Kinnaird's commitment to the South Australian community, and particularly young people, is evidenced in part through his position as Chairman of the Young Endeavour Youth Scheme and his involvement in the Operation Flinders Foundation.

The title of Emeritus Professor was awarded to **Professor Henry d'Assumpcao AO** for his contributions to science and technology and for his extensive service to the University. Emeritus Professor d'Assumpcao is the former Director of the Cooperative Research Centre for Sensor Signal and Information Processing (CSSIP).

Vice Chancellor's Report



In 2000 the University began to reap the rewards of all the changes made since 1997 in academic and staffing profiles, in organisational structures and in administrative processes. The focus over that period was upon monitoring and improving performance in teaching, in research, and in service to students, as well as improving the University's financial position.

The annual review of 2000 saw substantial improvements in all these areas and allowed us to turn our attention to finetuning and consolidation, to addressing the culture of the University – its values, processes and unexamined assumptions. Encouragement of innovation and enterprise were acknowledged as critical to future success and initiatives to improve communication, provide more appropriate recognition and reward structures for staff, encourage participation and stimulate discussion about the current and future environment for universities were begun.

2000 was a year of achievements and none was more pleasing than that which reinforced UniSA's national reputation as a leader in quality teaching and learning. Our Professional Writing and Communication Teaching Team, from the Division of Education, Arts and Social Sciences, won the prestigious Prime Minister's Award for University Teacher of the Year as well as the Australian Award for University Teaching in Humanities and the Arts. All of us in the University were delighted at this outstanding achievement by Professor Claire Woods, Chair of the Academic Board and her colleagues – David Homer, Ruth Trigg, Mia Stephens, and Dr Paul Skrebels.

Our achievements in 2000 were not limited to teaching and learning. Three Technology Diffusion Program Grants (worth \$2.3 million) have supported establishment of alliances to assist manufacturers through use of intelligent technologies, best practice principles and education. For the second year in a row our international success was acknowledged when we won the South Australian Export Award for Education. 2000 also saw the University's Centre for Industrial and Applicable Mathematics, with industry partners Siemens Ltd and Industrial Control Technology, win the *Australian Technology Award for Excellence in the Development of Technology from the Government Sector*.

The University's plans for future growth and development, Blueprint 2005, were released in mid 2000. This announcement followed a year long process of consultation and discussion built upon the statement of strategic intent.

The five-year growth plan outlines a \$40 million capital improvement program across four metropolitan campuses, a dramatic increase in international activities, a growth in research and in commercialisation of intellectual property and a consolidation of key academic programs. It will strengthen the University's position in the increasingly competitive global higher education environment. To realise its ambitions, UniSA will act between 2001 and 2005 to ensure:

- the rapid integration of e-learning and e-business approaches
- improvement and rationalisation of physical facilities to ensure students are learning and staff are working in facilities which are equal to or better than those elsewhere
- the University's distinctive approach to research leads to a major increase in income derived from commercialisation of our intellectual property.

While Blueprint 2005 will strengthen our reputation as an internationally focused 'clicks and mortar' university, in 2000 the University continued to enhance its online environment. The Medici project was launched, a project destined to revolutionise services for students and ensure UniSA fulfils its e-business and e-learning goals for the future. The project involves the implementation of a sophisticated new student administration system that will enhance service delivery to students and support access to services worldwide. Medici is an integral part of UniSA's e-strategy which integrates an online teaching and learning environment with the administrative and commercial transactions operating in an electronic environment.

In May the University launched Learning Connection, a new and innovative approach to learning support. Learning Connection was developed to work beyond the usual concepts of student support by embracing a model that works with and through teaching staff to anticipate student needs. Students

SENIOR MANAGEMENT GROUP

VICE CHANCELLOR AND PRESIDENT

Professor Denise Bradley AO

BA, DipEd, GradDipLib, MSocAdmin, FACE

PRO VICE CHANCELLOR AND VICE PRESIDENT: ACCESS AND LEARNING SUPPORT

Professor Kym Adey,

DipT, BA, DipEd, MEd, PhD, FACE

PRO VICE CHANCELLOR AND VICE PRESIDENT: EQUITY AND DEVELOPMENT

Professor Eleanor Ramsay,

BA(Hons), DipEd, MA(Soc)

PRO VICE CHANCELLOR AND VICE PRESIDENT: RESEARCH AND INTERNATIONAL

Professor Ian Davey,

BA(Hons), DipEd, MA, PhD

EXECUTIVE DIRECTOR AND VICE PRESIDENT: RESOURCES

Ms Jan Connolly,

BEc, BSocAdmin

PRO VICE CHANCELLOR AND VICE PRESIDENT: BUSINESS AND ENTERPRISE

Professor Kevin O'Brien,

BEc(Hons), MSc(Econ), FCPA

PRO VICE CHANCELLOR AND VICE PRESIDENT: EDUCATION, ARTS AND SOCIAL SCIENCES

Professor Michael Rowan,

BA(Hons), DipEd, PhD

PRO VICE CHANCELLOR AND VICE PRESIDENT: HEALTH SCIENCES

Professor Ruth Grant,

DipPhysio, BPT, GradDipAdvManipTher(Hons),

MAppSc

PRO VICE CHANCELLOR AND VICE PRESIDENT: INFORMATION TECHNOLOGY, ENGINEERING AND THE ENVIRONMENT

Professor Robin King,

BEng, PhD, FIEAust, FIREE

can access a wide range of services online and enhance the service through accessing 'drop-in' sessions at their Learning Connection office on campus. The most pleasing aspect of this initiative is that it marks the beginning of a new era of collaboration between academic teaching staff and support areas which can only improve the quality and accessibility of students' learning experiences.

The University continues to address its social responsibilities. In 2000, it focused in particular on issues of national reconciliation, human rights and equity. In June, all six UniSA campuses installed lasting monuments to reconciliation. The 'reconciliation rocks' feature statements from the University and the Students Association affirming a commitment to reconciliation through education, respect and understanding. These were the views shared in the annual Hawke Lecture in November by Dr Mamphela Ramphele, South African civil rights leader and now Managing Director of the World Bank. At her address, held in the Adelaide Town Hall with around 1000 people present, she outlined her views about the critical importance of individuals as agents of change.

Ten years of envisaging and working to realise a university for the twenty first century finished at the end of the year 2000. The achievements of the year itself, outlined in this Annual Report, demonstrate that UniSA, a modern, flexible, values driven institution, is making a significant local and national contribution to scholarship, to the economy and to innovation.



Professor Denise Bradley AO
Vice Chancellor and President

UNIVERSITY STRUCTURE (DECEMBER 2000)



PRIORITIES FOR 2000 WERE:

- increasing the quality and flexibility of the learning environment
- implementing service improvements
- improving the University's financial position
- developing a culture of teaching excellence.

INCREASING THE QUALITY AND FLEXIBILITY OF THE LEARNING ENVIRONMENT

Implementation of UniSAnet, the University's online teaching and learning resource, was facilitated through the development of coordinated professional development programs for each division, conversion of print materials to online websites, and the targeted full-scale development of a number of online programs. In addition, the Library enhanced its IT facilities to meet the needs of UniSAnet and has further developed its electronic collections.

The University's Teaching and Learning Committee developed a continuing strategy for the implementation of the Qualities of a University of South Australia Graduate. A Recording of Achievement project against these qualities was trialled and will be implemented across the divisions in 2001. Statements detailing the graduate qualities were widely disseminated and publicised to students and employers, and a website and newsletter, *Quality Graduates*, developed.

The Information Technology framework was strengthened by the expansion and upgrade of computer pools and support, the continued improvement of web-based services for the delivery of information to staff (UniSAinfo) and students (LookUP), and by improved management of the use of IT resources by students (particularly Internet and printing services).

Student Support Services were redeveloped as Learning Connection. This now provides an extensive range of online, interactive support resources for students and staff, in addition to a range of on campus services.

IMPLEMENTING SERVICE IMPROVEMENTS

Cross-functional quality assurance and customer services initiatives were introduced across the University, including the Student Services Advisory Committee, Campus Central and the establishment of a joint University/USASA Student Services Subcommittee to facilitate cooperation in relation to service initiatives.

An improved framework for human resources (HR) management was implemented during 2000 as an outcome of the 1999 external review of human resources.

A new position, Co-ordinator: Organisational Learning, was established to coordinate information and knowledge flow about good practice, support divisions and portfolios as they develop practices which strengthen organisational learning, identify gaps and emerging needs, and provide advice to the Senior Management Group.

Development of the new student administration System, Medici, proceeded in 2000 with system and user acceptance testing planned for Semester 2, 2001. It is planned that all information about students re-enrolling or commencing in 2002 will be handled by Medici.

Performance management was implemented across the University, supported by training for all supervisors and University-wide measures to monitor and record the outcomes to ensure consistency.

IMPROVING THE UNIVERSITY'S FINANCIAL POSITION

At a time of declining public funding of universities and in order to maintain control of its own future, the University has continued to diversify its revenue base, further increasing the proportion of revenue derived from sources such as fee-paying students, contract research and consultancy, and expanding earnings from intellectual property rights in courseware and patents. Rewards and incentives which foster innovation and initiative are being incorporated into the budget model.

The University has had particular success with the continued increase in international student enrolments, both onshore and offshore, making it the leading institution in South Australia for the provision of international education. Significant future growth is planned, both onshore and offshore, including the diversification of markets.

Much of the success in diversifying the University's revenue sources can be attributed to the strengthening of Business Development services, including the appointment of International Business Development Officers.

Improvements in the management of the University's finances were also implemented, including the introduction of performance-based funding for a proportion of divisions' budgets, an improved costing framework for commercial activities, and a review of the costs of administrative functions which support teaching and research, including the exploration of shared services possibilities with Flinders University.

DEVELOPING A CULTURE OF TEACHING EXCELLENCE

Analysis of the University's first Student Experience Questionnaire (SEQ), undertaken towards the end of 1999, provided extensive data to inform decisions about programs and services. Issues identified by the survey have formed the basis of a comprehensive service strategy developed by the Student Services Advisory Committee.

A revised policy on quality assurance and improvement in courses and programs, and teaching arrangements, was developed for implementation in 2001, linking key aspects of the University's teaching and learning framework and establishing a system with which the University can assure its stakeholders of the quality of its programs.

University, Division, and School Teaching and Learning Committees are now functioning well. This network of committees has ensured the coordinated implementation of the University's teaching and learning framework, including the development of the new policy on quality assurance and improvement of programs and courses, the implementation of graduate qualities and the Recording of Achievement project.

Division of Business and Enterprise

PRIORITIES

Internationalisation remained a high priority for the Division in 2000, with onshore and offshore programs continuing to show healthy growth. The Division's activities have expanded from its traditional Asian markets into Europe and North America, led in particular by the success of the Doctor of Business Administration (DBA). The already successful offshore delivery of the Master of Business Administration (MBA) was complemented by the International MBA delivered in Chinese, and the PhD in Business and Management.

Increasing research output and the numbers of staff with doctorates remain priorities.

TEACHING AND LEARNING

- Preliminary results of the Course Experience Questionnaire (CEQ) and Student Experience Questionnaire (SEQ) show marked improvements in the Division's teaching and learning performance and reflect the implementation in 2000 of several successful strategies.
- Four core courses were redeveloped in collaboration with the Flexible Learning Centre.
- The School of Accounting and Information Systems worked with the Unaipon School to encourage Aboriginal students to undertake Commerce courses.
- Teaching and Learning seminars were presented to Division staff by international authorities.
- The Graduate Qualities Exemplars were presented in seminars to staff in each of the Division's Schools.
- The Division co-sponsored a conference on the teaching of economics with the University of Melbourne and the respected US publication, the *Journal of Economics Education*.

RESEARCH AND RESEARCH EDUCATION

- PhD completions were maintained, with 17 completions during 2000.
- Publications in books, journals and conferences by the Division reached the benchmarked performance level of one DETYA point per full-time equivalent (FTE) academic staff member.
- Research publication output from the Centre of Business Analysis and Research (CoBAR) continued to grow, exceeding that of all other research centres and institutes in the University.
- The successful incentive scheme promoting publication in refereed journals was modified to provide further encouragement for collaborative publication with overseas authors and industry partners.

- The Marketing Science Centre was a regular contributor to leading Australian journals. Links have also been forged with publications in the United Kingdom and Canada.
- The Division received its first Australian Research Council (ARC) Large Grant when Associate Professor Rhonda Sharp, School of International Business, was awarded \$112,000 with Associate Professor Ray Broomhill, University of Adelaide. The three year project will investigate the impact of economic restructuring on labour markets and households.
- Major Strategic Partnerships with Industry, Research and Training Grants (SPIRT) research grant funding was won by groups working in the areas of property and investment, and water law and policy.
- The Marketing Science Centre won an ARC International Research Exchange Grant to further develop links with London researchers.
- The Division was saddened by the sudden death in August of Dr Anne Hawke. Dr Hawke was Deputy Director of the Centre for Applied Economics and a noted contributor to public debate on economic and social issues. In her memory, the Division has established:
 - a best paper award, The Anne Hawke Prize, for the paper adjudged the best published in a refereed journal by a staff member of the Division (the inaugural prize was won by Professor Bill Becker)
 - The Anne Hawke Research Fellowship (co-funded by the Research and International Portfolio) located in the Centre for Applied Economics.



INTERNATIONAL STUDENTS*

- The Division had 3,329 international students in 2000, of whom 704 studied in Australia.
- Delivery of the International MBA in Chinese has commenced with students undertaking the program in Singapore, Hong Kong and Taipei. Agreements were signed for delivery in Nanchang, China in 2001.
- The Bachelor of Business delivered through Hong Kong Baptist University had 1,703 students and the Bachelor of Business Administration delivered in Singapore through Asia Pacific Management Centre had 320 students.

- The International MBA was delivered to 877 international students (828 offshore). The PhD in Business and Management had 154 international enrolments (149 offshore).
- The full-time International MBA was offered in Adelaide with intakes of students from France, Norway, India, Pakistan, Bangladesh, Thailand, Hong Kong and Indonesia.
- The DBA was delivered to 229 international students in Singapore, Hong Kong, Taipei, Bangkok and Shanghai. Delivery of the DBA will soon commence in Zurich.



- The School of International Business hosted a study tour of 30 students and four academic staff of the University of Chulalongkorn, Thailand, and 15 students and three group leaders from the University of Economics, Vienna, Austria.
- Professor Mike Burns developed links with Business Schools in Asia, Europe and North America. These strengthen the Division's leadership in the area of international student exchanges.

(* Figures at 31 August 2000)

SIGNIFICANT COLLABORATION WITH INDUSTRY AND COMMUNITY PARTNERS

- The National Institute for Manufacturing Management, SMARTLINK, was established jointly with the Division of Information Technology, Engineering and the Environment with a \$1.3 million Technology Diffusion Program Grant

from the Federal Government. SMARTLINK will increase the management capability of small and medium sized enterprises in Australia's manufacturing sector.

- The Division, in conjunction with the South Australian Tourism Commission, became a member of the Cooperative Research Centre for Sustainable Tourism.
- The Marketing Science Centre undertook research projects for clients in Australia, New Zealand, Europe and Asia, generating more than \$1 million in contract research.
- Five *Business in Transition* courses were run in regional South Australia with the support of the Department of Employment, Workplace Relations and Small Business.
- Collaboration with the SA Centre for Manufacturing resulted in a series of seminars entitled *Marketing in the Manufacturing Sector*.
- The Strategic Partnerships program of the International Graduate School of Management (IGSM) completed negotiations to deliver public sector management training in collaboration with Open Learning Australia.
- A major consultancy gathering data for a national survey on arts training was completed for Arts SA by the Arts and Cultural Management Program.

2000 INITIATIVES

- The Division has undertaken an extensive review of its administrative and academic structures. The School Administration Review was implemented and the International Activities Coordinating Group has reviewed relationship and project management for offshore programs.
- Strategic planning was strengthened by the formation of the Divisional Advisory Committee, consisting of leading representatives of business, community and the professions.
- The School of Accounting and Information Systems appointed William E Anschutz OAM as inaugural Executive in Residence.
- The Recording of Achievement project, involving 350 students, was trialled in the School of International Business. The project provides graduates with a portfolio for employment applications and demonstrates their achievement of the University's seven graduate qualities.
- The School of Accounting and Information Systems established a Masters of Accountancy to enable non-accounting graduates to obtain professional qualifications.
- The Master of Business (Arts and Cultural Management) was developed, while a limited Graduate Diploma is now being delivered online.
- The School of Marketing established the Food and Lifestyle Research Group.

Division of Education, Arts and Social Sciences

PRIORITIES

The main priorities in 2000 for the Division were to:

- improve the quality of teaching and learning and graduate satisfaction
- increase demand for low demand programs
- develop and increase the number of programs and courses available through flexible and online delivery
- encourage and support development of curricula with increased Indigenous knowledge and perspectives and increase the number of Indigenous students
- increase the number of international students and, more broadly, international activities and capacity across the Division
- enhance the development of collaborative research with industry partners
- attract and support research degree students and increase the number of research degree completions.

TEACHING AND LEARNING

- The Professional Writing and Communication Teaching Team from the School of Communication and Information Studies (Professor Claire Woods, David Homer, Ruth Trigg, Mia Stephens and Dr Paul Skrebels) shared the Prime Minister's Award for University Teacher of the Year. The Team also won the Australian Award for University Teaching in Humanities and the Arts.
- Associate Professor Martin Nakata from the Aboriginal Research Institute (ARI) was successful in a submission for funds from the DETYA Higher Education Innovation Program. The submission was for a project over two years – *The Indigenous On-line Interface: Guidelines for effective on-line learning design*.
- The School of International Studies was successful in its bid for a grant from the Cassamarca Foundation in Italy, providing funds for the establishment of a Lectureship in Italian Studies over three years.
- Courses available online were increased significantly to provide students with more flexible study options.
- The development of further double degree programs provide students with opportunities to develop their knowledge and expertise across areas.
- Magnet (www.magnet.unisa.edu.au), a student designed and developed web-based magazine, demonstrates the best work of staff and students in the School of Communication and Information Studies.

RESEARCH AND RESEARCH EDUCATION

- Research degree enrolments increased satisfactorily to 162.25 EFTSU. During 2000 there were 11 PhD completions (compared to seven in 1999), and ten Masters by research completions (compared to three in 1999).
- The research degrees project in Nova Scotia, Canada continued to grow. There are now 20 enrolments in PhDs and ten in the professional doctorate.
- The ARI hosted the Second National Indigenous Researchers' Forum at the University's Underdale Campus in September. The Forum enables Indigenous researchers from around the country to meet annually to discuss key research issues as they relate to Indigenous people and their communities.
- The ARI, which was awarded Centre of Excellence status and funding for three years by DETYA in 1997, was allocated additional funding for a further year by DETYA. The ARI was one of six Indigenous Higher Education Centres of Excellence designated by DETYA.
- The University was successful in its bid for the editorship of the refereed research journal, *The Australian Educational Researcher (AER)*. The AER is one of the most prestigious educational journals in Australia and is the publication arm of the Australian Association for Educational Research. The editorial team comprises: Professor Jane Kenway (editor), Associate Professor Barbara Comber, Dr Rosie Le Cornu, Dr Helen Nixon, Associate Professor Martin Nakata, Associate Professor Alan Reid and Associate Professor Pat Thomson.

INTERNATIONAL STUDENTS

- The appointment in late 1999 of a Business Development Manager: International for the Division aided Divisional strategies for increasing the number of new international student enrolments both onshore and offshore. In 2000 onshore enrolments increased by 28% and offshore enrolments by 58%.
- Offshore programs for the Division are now being conducted in Malaysia, Singapore and Hong Kong, and are planned to be delivered in Mauritius in 2001 and Norway in 2002.

SIGNIFICANT COLLABORATION WITH INDUSTRY AND COMMUNITY PARTNERS

- The de Lissa Institute of Early Childhood and Family Studies hosted a visit by delegates from UNICEF, Mauritius and the Mauritius Institute of Education. The delivery of de Lissa's early childhood programs in Mauritius was explored and the visit culminated in the signing of a Memorandum of Understanding between the University and the Institute.



- A Memorandum of Understanding was signed between the Centre for Applied Behavioural Science and the Federal Railroad Administration, United States Department of Transportation. The parties will work together in cooperative activities in relation to shiftwork, workload and fatigue research in the rail industry.
- Associate Professor Mary Ann Bin-Sallik, Dean: College of Indigenous Education and Research and Deirdre Tedmanson, Unaipon School, secured a collaborative industry research project with the Department of Human Services Metropolitan Division over three years entitled *Professional Development Training for Managers and Directors of Indigenous Organisations – Towards Best Practice in Aboriginal Management Development*.
- A Commonwealth Indigenous Education Agreement was signed between the University and DETYA for the A_nTEP program. The agreement, for 'away from base activities', will assist A_nTEP to deliver teacher training and A_nangu Education Worker training for A_nangu students living in the A_nangu Pitjantjatjara Lands and the Maralinga Tjarutja Lands.
- Consolidation of close links between the Department of Education, Training and Employment and the Unaipon School resulted in the signing of a new three year agreement to provide additional funding to support the delivery of remote area teacher education to A_nangu through the A_nTEP program.
- The School of Social Work and Social Policy and the Women's and Children's Hospital signed an agreement for a three year partnership in teaching and research between the School and Women's Health Statewide.
- A partnership agreement to deliver training in cultural diversity and cultural competence was signed between the School of Social Work and Social Policy, the Department of Human Services and the Migrant Health Services.

2000 INITIATIVES

Initiatives included:

- upgrading of School administration in the Division's ten Schools to improve support for and facilitation of the Schools' core activities by establishing the new role of School Administrator
- strengthening commitment to Indigenous education by: establishing the new role of Business Development Manager (Indigenous Marketing and Liaison) to focus recruitment of Indigenous students into the Division's programs and assist in strengthening communication with Indigenous communities; developing sub-quotas for Indigenous students within each School; developing a model for the University to Indigenise the curricula; reviewing programs to identify inclusion of a compulsory Indigenous course; and identifying a staff member in each School responsible for Indigenous students and liaison with the Aboriginal Islander Support Unit
- internationalising the content of existing programs
- allocation of \$24,500 for scholarships to assist local students to take up exchange opportunities overseas
- funding a Scoping Project to identify English language issues and resources in the Division
- the Employment Trends Project within the School of Social Work and Social Policy, an exemplar initiative funded by the Division to improve understandings about job markets and as a means of increasing advice from and interaction with employers.

PRIORITIES

The Division's priorities in 2000 were to:

- maintain and improve the quality of teaching and learning
- increase the flexibility of program and course offerings
- increase the number of international students both onshore and offshore
- replace costly items of equipment that support its teaching and research programs
- increase non-DETYA income.

TEACHING AND LEARNING

- Results of the University's inaugural Student Experience Questionnaire identified that students from the Division of Health Sciences were the most satisfied students in the University in terms of their overall experiences at the University and with the quality of their teaching.
- Four teams of staff completed exemplar projects on graduate qualities. Reports of these projects were presented at a Division seminar in November 2000 and were included in a resource booklet that was distributed to staff to promote further embedding of graduate qualities in the Division's programs.
- Over 100 academic staff attended a series of Division Teaching and Learning Workshops focusing on experiential learning, information technology and assessment.
- The Office of the Dean: Teaching and Learning worked closely with the Aboriginal and Islander Support Unit at Port Lincoln to develop strategies for improving the success rate of Indigenous students studying externally.
- There was a significant increase in the cut-off score for enrolments into the Bachelor of Nursing in 2000 – an average increase of 13% from 1999.
- The Graduate Diploma and Master of Medical Sonography was accredited for the maximum period of five years by the Australasian Sonographers Accreditation Registry. The programs were recognised by this body and by the profession generally as the top external programs nationally.

RESEARCH AND RESEARCH EDUCATION

- The Division maintained its excellent performance in attracting funds in collaboration with industry, including major national competitive granting schemes.
- Major research funding was won under the Commonwealth Government's Shared Health Care program by the South Australian Centre for Rural and Remote Health (SACRRH) in collaboration with many chronic disease foundations in South Australia.
- Proposals for two new Graduate Certificates, in Research Methodologies and in Supervisory Practices, gained

approval and funding in 2000 for development in 2001 and implementation in 2002.

- 2000 saw the implementation of a Structured Program of Educational Resources for Research Students (SPERRS) – a Division-wide structured program for the support of research students and supervisors which will be available online from 2001.
- The Cooperative Research Centre (CRC) for Water Quality and Treatment received a seven year grant for \$16.7 million from the Federal Government. The CRC is a joint venture between 30 participants from industry, research and governments from every State and Territory in Australia. Participants will contribute \$65 million in cash and other support over the CRC's seven year life, resulting in a total budget of \$81.7 million. Associate Professor Dennis Mulcahy is the CRC's Education and Training Program Coordinator.
- The School of Occupational Therapy established a Driver Assessment Rehabilitation Service aimed at supporting independence in transport. The Service assists people affected by illness, injury or disability to become more independent in their ability to travel.

INTERNATIONAL STUDENTS

- The first intake of 51 students into the Bachelor of Nursing (International), in collaboration with Yayasan Pelajaran Mara Institute of Professional and Continuing Education (YPM InPACE), Malaysia, commenced in April 2000. This online conversion degree has attracted significant interest from students and the Ministry of Health in Malaysia. Programs in other health science disciplines which may be offered in collaboration with YPM InPACE are now being considered.
- Final approval was received from the Malaysian Minister of Education for the offering of the Bachelor of Pharmacy with Sepang Institute of Technology from 1 January 2001.
- A conversion program into the postgraduate programs in Clinical Pharmacy commenced at JSS College of Pharmacy, India.
- A contract is currently being prepared for a collaborative short program in Physiotherapy with Sri Ramachandra Medical College and Research Institute, India.
- Discussions are progressing with the National University of Singapore for a student exchange program in the areas of Pharmacy, Biomedical Sciences and Food Technology.
- The School of Nursing and Midwifery received study abroad students from Agder, Vestfold and Oslo University Colleges in Norway in 2000.
- 16 students from India began a bridging program in the School of Physiotherapy in October 2000 prior to commencing the Master of Orthopaedics and Manual

Therapy in 2001. A second group of students from India completed the Master of Musculoskeletal Physiotherapy in 2000.

SIGNIFICANT COLLABORATION WITH INDUSTRY AND COMMUNITY PARTNERS

- A Memorandum of Understanding was signed between the Division and the Aged Care and Housing (ACH) Group. Collaboration between ACH Group and the Division includes the provision of a physiotherapy and podiatry community clinic at Glenelg for older persons, and a joint Seniors Grant application with the Driver Assessment and Rehabilitation Service.
- The School of Pharmacy and Medical Sciences received funding of \$40,000 per year for three years from ASCRibe, a computer software company from Manchester UK, to support a dual appointment in Pharmacy Informatics with the Women's and Children's Hospital. This collaborative arrangement is an Australian first.
- The Driver Assessment and Rehabilitation Service (DARS), located in the School of Occupational Therapy, received sponsorship from the RAA of \$40,000 per annum for the next three years. During this period, the DARS will act as the RAA's primary community focus agency.
- The SA Centre for Rural and Remote Health (SACRRH) won the National Prescribing Service tender to "Develop, maintain and support an interactive, web-based prescribing curriculum for senior medical students" for all Australian Medical Schools. The grant of \$245,000 over two years is a collaborative bid between SACRRH, UniSA, University of Adelaide and Flinders University.
- \$500,000 in bequest intentions for Health Sciences Scholarships was confirmed by the University Foundation.
- The Hong Kong Physiotherapy Association invited the Pro Vice Chancellor: Health Sciences to be the Honorary Adviser to the Association – the first time the invitation was extended to someone outside Hong Kong.
- The Torrens and Patawalonga Catchment Water Management Boards engaged the Mosquito Research Laboratory on a \$35,000 grant to study constructed wetlands in the Adelaide metropolitan area.

- A joint exercise with the Rural Training Unit of the University of Tasmania and the School of Physiotherapy resulted in the Health Research Methods and Biostatistics component of the Allied Health Professional Certificate for rural students being presented to Tasmanian students for the first time in 2000.

2000 INITIATIVES

- The South Australian Centre for Rural and Remote Health (SACRRH) was officially opened in Whyalla on 19 January. SACRRH is a cooperative venture between UniSA, The University of Adelaide and the Commonwealth Department of Health and Aged Care.
- An external Review of Clinical Education Funding in the Division was conducted in March by Professor Judith Kinnear, Deputy Vice Chancellor, University of Sydney. The report and recommendations were clear in their support for the continuation of the clinical funding to the Division. Recommendations from the Review are being implemented in 2001.
- A Review of Division and School Administration was undertaken to assess the effectiveness of current administrative arrangements and to identify expectations about future services. Key recommendations from the Review will be implemented in 2001.
- The School of Occupational Therapy moved into refurbished premises in the Bonython Jubilee Building in January.
- The new Shimadzu Radiography Suite in the School of Medical Radiation was opened in July. The Suite comprises four new x-ray installations provided by Shimadzu Medical Systems.
- A two-day strategic planning workshop for Division Executive was held in July which resulted in key strategic directions and alliances being identified for the Division for the period 2000–2002.
- Space restrictions on City East Campus, particularly in the School of Pharmacy and Medical Sciences, were addressed with refurbishments planned to enhance its usage in the short term and a proposed new building detailed in UniSA's Blueprint 2005 to commence construction in 2002.



Division of Information Technology, Engineering and the Environment

PRIORITIES

A major priority in 2000 for the Division was to finalise the restructuring of the engineering disciplines. The three new schools: Advanced Manufacturing and Mechanical Engineering; Electrical and Information Engineering; and Geoscience, Minerals and Civil Engineering, commenced operation in Semester 1, 2001.

The preparation and submission of programs for review and reaccreditation featured significantly during the year. Teams from the Institution of Engineers, Australia and the Australian Computer Society awarded ongoing accreditation to all first degree programs in engineering and computing, and the Master of Information Technology.

A further priority was to develop new offshore programs. The following programs were approved to commence operation from the latter part of 2000: Master of Advanced Manufacturing Technology and PhD program in Manufacturing Management and Technology in Taiwan; Bachelor of Engineering and PhD programs in Mechanical and Manufacturing Engineering in Singapore; Bachelor of Engineering programs in Electrical and Information Engineering in Malaysia; and Bachelor of Computing (e-commerce) in Hong Kong.

TEACHING AND LEARNING

- The School of Environmental and Recreation Management introduced a new program, Bachelor of Applied Science (Biodiversity, Environmental and Park Management).
- A Learning Styles project, supported by a University Teaching Grant, is being undertaken in the engineering schools. The project aims to improve student satisfaction with teaching and learning by recognising the variety of learning styles and extending teaching, learning and assessment strategies.
- The Division hosted a visit by Katherine Sanders, University of Wisconsin, who conducted a workshop entitled Creating a Collaborative Learning Environment. The interest generated by the workshop has prompted the development of a pilot program for collaborative staff development within UniSA based on the program and materials being used at Wisconsin.

- A Managing Students at Risk group was established to identify and manage students facing study problems and associated difficulties.
- Dr Belinda Chiera became the first female PhD graduate from the School of Mathematics.

RESEARCH AND RESEARCH EDUCATION

- The Transport Systems Centre won an Australian Research Council (ARC) Large Grant for a project modelling chaotic, bi-directional, mixed-user road traffic systems. Six SPIRT grants were won by research staff in Computer and Information Science, Transport, and Electrical and Information Engineering for projects ranging from security architecture for mobile e-commerce to the derivation of urban drive cycles for analysis of air quality and greenhouse gas emissions from road traffic. The Division was also successful in obtaining a grant under the International Research Exchange Scheme, six ATN Small Grants and three UniSA Collaborative Research Grants.
- 60 academics and researchers attended a Division Research Planning Day. As the Division now comprises seven schools and seven research centres, the event provided an opportunity for an exchange of ideas and experiences, as well as a forum for determining future research directions. Division-wide activities were planned in areas related to early career researchers, structured programs for postgraduate students, and overall research strategies to build on the success of grant winners in 2000.
- In conjunction with the City of Salisbury, two schools are undertaking an inter-disciplinary research project on the management of street trees. The project will provide guidelines for local government authorities on selection of suitable tree species for the urban landscape. School of Geoscience, Minerals and Civil Engineering staff members are monitoring the influence of tree species on sub-soil moisture regimes and soil movements, while personnel from the School of Environmental and Recreation Management are examining the water potential of the trees and their contribution to biodiversity.
- Minelab Electronics Pty Ltd established two PhD scholarships to support study in the area of vehicle detection and advanced traffic control systems.



INTERNATIONAL STUDENTS

- The total number of overseas students enrolled in the Division in Semester 1, 2000 increased by 15% on 1999.
- The delivery of offshore programs in Hong Kong, Taiwan, China and Singapore is generating a growing number of offshore students in the computing, mathematics and engineering disciplines. The Division anticipates a further significant increase as a consequence of newly developed programs.
- The Thailand Australia Science and Engineering Assistance Project (TASEAP), which allows Thai academics to visit to upgrade their knowledge and skills in curriculum, laboratories, research, systems and teaching methods, has enabled several groups of Thai academics to visit during the year.
- Arrangements were made with Malaysia to grant Advanced Standing to Malaysian tertiary students to allow them to articulate into the Division's programs.

SIGNIFICANT COLLABORATION WITH INDUSTRY AND COMMUNITY PARTNERS

- In an important alliance for Australian manufacturers, three key areas of the University were granted Commonwealth Government Technology Diffusion Program grants in 2000. The three grants will lead to diffusion of the University's technological capabilities to manufacturers around Australia in areas ranging from management, polymer and composites technologies and the applications of mathematics to manufacturing issues. His Excellency The Governor attended a function at Mawson Lakes to celebrate this achievement.

The Division is involved in all three grants through the Division's Centre for Industrial and Applicable Mathematics which won one of the grants, and through the School of Advanced Manufacturing and Mechanical Engineering which is collaborating in the other two grants with the Division of Business and Enterprise and the Ian Wark Research Institute.

- The School of Electrical and Information Engineering, in partnership with the Japan Society of Applied Electromagnetism and Mechanics, organised and conducted the first Joint Japanese-Australian seminar on Applications of Electromagnetic Phenomena in Electrical and Mechanical Systems. The seminar, held in Adelaide, was the first to be conducted outside of Japan or Europe.

2000 INITIATIVES

- To celebrate the 30th anniversary of Mawson Lakes Campus (formerly known as The Levels), the main lecture theatre at the campus was renamed in honour of Professor E W Mills to recognise his contribution to the establishment of the campus. Professor Mills was the former Director of the South Australian Institute of Technology.
- A position was created for a woman academic staff representative on the Division Executive management committee with the aim of improving the committee's gender balance and ensuring more equitable consideration of all staff concerns in the planning and management of the Division.
- A Family and Friends orientation event was held on the weekend prior to orientation to give the families of country students the opportunity to view the campus and its facilities. The initiative was highly successful and the event will be an integral part of orientation activities in the future.

PRIORITIES

The Campus made significant progress in its major priorities during 2000. Performance in gaining research funding was particularly successful, and included the funding of collaborative projects across campus groups (including the South Australian Centre for Rural and Remote Health, SACRRH), across city-based schools (eg Psychology), and with industry partners including Dairy SA, the Salvation Army and the Department of Correctional Services.

Priority was also given to the development of innovative entry programs. The Whyalla Campus Select program for students from regional schools was introduced, and successful applicants have demonstrated outstanding academic performance during the year. An innovative entry program involving the recognition of AQF qualifications for entry into the Graduate Certificate of Management has received very favourable support from national rural industry training authorities and the National Farmers Federation. It is anticipated that this will be introduced in 2001.

TEACHING AND LEARNING

- The Bachelor of Nursing off campus program, delivered in collaboration with the South East Institute of TAFE, received recognition for its achievements in two DETYA funded projects. The program will graduate its first eight students in 2001.
- The Social Work and Social Policy group revised its core curriculum in 2000. A major outcome was the introduction of a Whyalla-based third and fourth year specialisation in Rural and Regional Human Service/Social Work. These arrangements will enable students located in regional areas to continue or upgrade their social work/human service qualifications.

RESEARCH AND RESEARCH EDUCATION

- The Campus has proposed a regionally focused, Whyalla-based Rural Research Partnership comprising the Centre for Rural and Remote Area Studies, Work and Stress/Rural Work Research Unit and the SACRRH. The partnership offers expertise in Rural Health, Rural Social and Community Development, and Rural Work.
- The Whyalla PhD program has enrolled 10.5 equivalent full-time students. Five have received either Australian Postgraduate Awards Program (APA) or University PhD scholarships. The Campus anticipates having its first PhD graduate in early 2001.

- The Campus was successful in gaining nationally competitive grants from the Rural Industries Research and Development Corporation, an ARC Large Grant (in collaboration with the School of Psychology), two ARC SPIRT Grants, a Federal Research and Development for Rural and Regional Australia Grant, and a UniSA Collaborative Research Grant.

SIGNIFICANT COLLABORATION WITH INDUSTRY AND COMMUNITY PARTNERS

- The Whyalla e-Commerce Centre was established on Campus. This is a collaborative venture with the Whyalla Chamber of Commerce, the Whyalla Economic Development Board, SACRRH, and the Campus, and is funded by a Networking the Nation Grant to provide e-commerce, business to business (B 2 B) training, and facilities to local businesses and the wider community.
- Campus staff are active members of a number of regional development bodies, including Whyalla Economic Development Board, Upper Spencer Gulf Common Purpose Group, Broken Hill Social Development Advisory Committee, South East Training Association, Spencer Gulf Enterprise and Vocational Education Management Committee.

2000 INITIATIVES

Initiatives included:

- off campus delivery of all three years of the Bachelor of Nursing through a collaborative arrangement with the South East Institute of TAFE
- off campus delivery of Rural Social Work to students in South Australia and central Queensland
- development of the *Journal of Rural Psychology* (online) and the *Journal of Rural Social Work*
- joint sponsorship with Austrade of International Business Week in regional South Australia
- the Campus acting as conference organiser and sponsor of the Fourth Conference for Regional Australia
- the delivery of a Business and Communication and Media students Work Seminar.

PRIORITIES

The University's research emphasises the creation and application of knowledge in collaboration with industry, government and professional partners. UniSA has a reputation for being a national leader in collaborative research with around 70% of the University's research income coming from industry, compared with the average for Australian universities of some 51%.

Part of this success is due to the deliberate strategy of selectively funding high achieving research concentrations while also developing programs to broaden the research culture. The University's Research and Research Education Management Plan is under constant revision to ensure that strategies remain on target. Researchers are rewarded for international and industry collaboration.

Research highlights in 2000 included:

- three grants under the Technology Diffusion Program to assist technology and knowledge transfer in manufacturing management, polymer composites and mathematics
- two national awards recognising the University's research collaboration with industry
- an extension of funding to the Aboriginal Research Institute under DETYA's Indigenous Higher Education Centres of Excellence Program
- the University's becoming a member in the Cooperative Research Centre for Sustainable Tourism.

Within the University, the Research Policy Committee awarded research centre status to the Centre for Biomolecular Studies, bringing the number of internally funded research concentrations to 21 – two research institutes and 19 research centres.

INSTITUTE FOR TELECOMMUNICATIONS RESEARCH (ITR)

- The University is the major partner in the Cooperative Research Centre for Satellite Systems(CRCSS), the first project of which is to build and launch a Low Earth Orbiting satellite, FedSat, which will conduct experiments in communication, space science, remote sensing and engineering research, as well as education and training. FedSat is due to be launched in late 2001, to commemorate the Centenary of Federation, and the ITR

is a key player in the development, launch and tracking of the first Australian satellite to be launched in more than 30 years. The ground station will be located at the ITR at Mawson Lakes Campus.

- One of the most interesting and challenging projects undertaken during 2000 was a high speed turbo-coded satellite modem. This work was undertaken by the ITR in conjunction with DSpace for the INTELSAT organisation. Turbo coding was invented in the mid 1990s and employs iterative approaches which achieve significant performance improvements over previous channel coding methods – in fact, it is now possible to reduce the bit error rate in a noisy communication channel to almost the theoretical minimum. This project, together with a number of other contracts for overseas organisations such as INMARSAT, have resulted in the ITR being recognised as one of the world's leading centres for turbo coding theory and implementation.
- The ITR continued to play a significant role in the Cooperative Research Centre for Satellite Systems during 2000. The ITR directs the Centre's Communication Program which covers a wide range of topics including new transmission techniques, earth terminals for small-satellite systems, advanced radio frequency subsystems, and network architectures and protocols for satellite-based services. An excellent example of international collaboration was achieved when an agreement was signed in November between the Centre and the Korean Advanced Institute for Science and Technology (KAIST). Under this agreement, the ITR will provide a copy of the FedSat Communications Payload to KAIST for use of the next Korean small satellite (to be called 'K4'). This agreement will allow both the Centre and KAIST to share Communications Payloads on FedSat and K4, thereby significantly increasing the range of possible applications.
- One of the most significant events for the ITR during 2000 was the retirement of its founding Director, Professor Michael Miller. Professor Miller played a dominant role in the growth and success of the ITR since its inception as a fledgling group of researchers in the early 1980s. He will be missed, both by the ITR, and for his numerous contributions to University management over this period. Associate Professor Bill Cowley is now Acting Director of the ITR.

IAN WARK RESEARCH INSTITUTE (IWRI)

- The IWRI is an internationally recognised and highly successful research institute, occupying a unique research area in Australia. It became home to the Special Research Centre (SRC) for Particle and Material Interfaces in January 2000. The mission of the SRC is to perform world-class research in the science of particle and material interfaces, with technology transfer to industry. The science of particle and material interfaces – how the surfaces of different materials interact with each other – is important in biology, medical applications, repairing environmental problems, as well as mineral processing, food, pharmaceutical, electronic and surface coating industries.

The first 12 months of the SRC involved a major recruitment exercise, bringing the best available scientific specialists from several countries to Adelaide to work in six programs spanning a broad range of industry sectors. International visiting fellows and IWRI staff lecturing overseas assisted in building global links.

- The IWRI is the National Coordinator for a Technology Diffusion Program (TDP) in Polymer Composites. Other partners include the Composites Institute of Australia, the Fibre Composites Design and Development Group and the University of Southern Queensland. The TDP will promote national awareness throughout the industry of the importance of polymer composite materials and their applications.

This TDP coincides with a joint initiative to build a Polymer Composites Training Facility at Mawson Lakes. With financial support from the SA Government, the Northern Adelaide Development Board and major collaborative partners, Schefenacker, Bridgestone TG and Clipsal, the facility will house over \$2 million of specialised plastics and polymer composites training equipment.

2000 INITIATIVES

- During 2000 a new internal Collaborative Research Grants Scheme was introduced to foster more multi disciplinary research.
- The Research and Research Education Management Plan was reviewed during 2000 in the light of new requirements contained in the Federal Government's White Paper *Knowledge and Innovation*.
- An increased emphasis on the role of innovation in research and research education led to the University collaborating with other members of the Australian Technology Network to commence a series of online modules providing generic skills development to research students. A pilot of one

module on entrepreneurship to 20 students in the University's research institutes and centres was well received.

- Further refinements to the University's intranet-based project management system have resulted in favourable audits and continuation of ISO 9001 accreditation.

RESEARCH INSTITUTES

Ian Wark Research Institute

Institute for Telecommunications Research

RESEARCH CENTRES

Aboriginal Research Institute

Advanced Computing Research Centre

Agricultural Machinery Research and Design Centre

Centre for Advanced Manufacturing Research

Centre for Allied Health Research

Centre for Applied Behavioural Science

Centre for Biomolecular Studies

Centre of Business Analysis and Research

Centre for Industrial and Applicable Mathematics

Centre for Pharmaceutical Research

Centre for Research in Education, Equity and Work

Centre for Research into Nursing and Health Care

Centre for Studies in Literacy, Policy and Learning Cultures

Marketing Science Centre

Quality Use of Medicines and Pharmacy Research Centre

Research Centre for Gender Studies

Sustainable Energy Centre

Systems Engineering and Evaluation Centre

Transport Systems Centre

and the Bob Hawke Prime Ministerial Centre



Resources

CUSTOMER FOCUS

- Quality assurance and customer service approaches for Campus Services, Student Accommodation, Site Services, Document Services, Security, Grounds and Mechanical Engineering were expanded to provide improved services to students and staff.
- Campus Advisory and Campus Management Groups met regularly to develop a shared vision and plan for asset planning and improve campus services of metropolitan campuses.
- Student loan procedures were reviewed to enable a smoother and more controlled loan process.
- An agreement was completed with UniSA's Students Association, USASA, for a one-stop-shop service facility at Mawson Lakes Campus, including bar, cafeteria, bookshop and vending services.
- Continuous improvements were made in the services provided by Campus Central, including the implementation of a 'seamless counter' approach to services for 2001.

STRATEGIC FOCUS

- A costing methodology trial was completed and guidelines were produced for activity based costing practices to be implemented in 2001.
- A review of the budget model in 2000 improved the financial management reporting within the University and enabled more informed strategic decision making, including a five year focus to accommodate the Capital Plan.
- As part of the University's Blueprint 2005, a long-term asset management plan was approved, proposing \$64 million in capital investment over the next five years and a move of academic activities from Underdale Campus.
- The University joined the Commonwealth Greenhouse Challenge Program to reduce greenhouse emissions.
- An initiative commenced to explore shared service administrative arrangements with Flinders University.

- An Organisational Learning approach was adopted to strengthen staff development and learning, identify gaps and emerging training needs, and provide support to operational and strategic areas of the University.

SUPPORT FOR THE UNIVERSITY'S CORE FUNCTIONS

A number of activities were implemented during 2000 to support teaching and learning, research and research education, collaboration with industry, and community service. These included:

- a review of teaching spaces
- commitment to refurbish all teaching spaces on a five year cycle and provide regular upgrades to audio visual teaching equipment
- commencement of a series of Contextual Awareness Seminars promoting management level discussion on central issues facing the University
- adoption of a University-wide Occupational Health Safety and Welfare action plan
- successful implementation of the Goods and Services Tax (GST) and Y2K plans
- consolidation of general purpose computer pools at City East and Mawson Lakes campuses, improved access for students with disabilities, and upgrading of wiring to offices and teaching spaces, inter-campus data links and network switches
- expansion of the University space utilisation program
- finalisation of an agreement to provide expanded student accommodation in the City of Adelaide.



PRIORITIES

The University established five priorities for improving teaching and learning in 2000:

- improving student satisfaction with teaching and learning
- focusing on teaching, learning and assessment in developing graduate qualities
- developing processes and resources for online teaching and learning
- internationalisation of courses and programs
- information literacy as a foundation for teaching and learning.

MAJOR ACHIEVEMENTS

Achievements against the five teaching and learning priorities were significant:

Student satisfaction

The 2000 Graduate Careers Council of Australia Course Experience Questionnaire (CEQ) results indicate that the percentage of UniSA graduates who agreed that they had experienced good teaching in their course had increased 5 per cent since 1998 and 3 per cent since 1999, an increase higher than the national rate. Overall satisfaction of graduates with their university experience has increased at UniSA by 4 per cent 1998-2000 (double the national rate).

The Student Services Advisory Committee, with membership from all divisions, administrative units and the Students Association, analysed results of the first University Student Experience Questionnaire (SEQ), identified key priorities for service improvement initiatives, developed a student service strategy to be reviewed annually, and instigated a range of projects to improve students' experience of University life thereby providing a comprehensive and coordinated response to student feedback.

Graduate qualities

A graduate qualities framework guides all teaching, learning and assessment activities, and the Flexible Learning Centre offers many resources such as learning and teaching guides, support materials for students, and a website. 11 exemplar projects were completed across the divisions in 2000 to act as a resource bank for seeding future implementation.

The student Recording of Achievement (RoA) project enables students to record their achievements against the seven graduate qualities. It was piloted in the School of International Business; was taken up in every division for 2001; and was welcomed by prospective employers and professional placement agencies.

Online teaching and learning

The University's online teaching and learning environment built on UniSAnet has continued to grow rapidly. By late 2000, 848 courses had enhanced online learning resources, comprising 1782 online learning guides, 1736 discussion groups and 466 quizzes. A major support for online learning was the University Library's investment in virtual library services.

The University became a foundation member of the Global University Alliance, an online consortium of ten universities from six countries. UniSA's first course offerings for GUA in Educational Computing and Business Management went online in September 2000 with enrolments of 25 students, mostly from South Asia.

Internationalisation

Indicators to guide implementation and evaluation of the graduate quality relating to internationalisation, structural options and teaching strategies for introducing an international perspective into course design, and guides to assist staff working with students from other cultures were incorporated into the online resources in Learning Connection.

The Library enhanced access to library resources for overseas students and offered training in use of databases and research tools in Singapore, Hong Kong and Thailand.

Information literacy

Information literacy is an essential aspect of lifelong learning, and one of the graduate qualities identified by UniSA. QILLL – Quality Information for Life Long Learning – a database developed during 2000, is structured around the characteristics of a lifelong learner, and is available 24 hours a day on Learning Connection. QILLL provides online resources and exemplars that support teachers and students in developing these skills.

The Library initiated and organised a national Council of Australian University Librarians workshop to review US Information Literacy standards for higher education. This established the Australian and New Zealand Institute for Information Literacy, for which UniSA Library will provide leadership for its first three years.

SUPPORT UNITS

Teaching and learning is directly assisted by the work of the four support units in the Access and Learning Support Portfolio.

LIBRARY

- The Library provided additional library resources including access to a large number of full text electronic journals.
- An integrated authentication system for on campus, remote and offshore students was implemented to provide access to databases without the need to know passwords.
- The Magill Campus Library was extended and refurbished.

The Library is named for author and educator Colin Thiele AC, former Principal of Wattle Park Teachers College and an honorary Doctor of the University, and was opened on Mr Thiele's 80th birthday.

- The Aboriginal and Islander Reading Room in the Library at City West was renamed the Lewis O'Brien Room in honour of Lewis O'Brien, a Kurna elder who was responsible for a reading room at Underdale Campus.
- UniSA, Adelaide and Flinders University libraries reviewed potential replacements for the Dynix system. The selection process was completed in late 2000 and negotiations with the preferred supplier are underway for implementation in 2002.

FLEXIBLE LEARNING CENTRE (FLC)

With support from the Information Technology Services Unit (ITSU), the FLC developed online innovations to strengthen evaluation and encourage quality improvement in teaching and learning, including:

- online tools to assist in the evaluation of teaching and student experience – TellUS, the Course Evaluation Instrument and the Student Experience Questionnaire
- AssignIT for online submission and return of assignments (developed in collaboration with ITSU and the Division of Business and Enterprise)
- Transcript2 software for the Recording of Achievement project.

The FLC also:

- established KnowledgeSouth Pty Ltd to commercialise the intellectual property of UniSAnet
- hosted a successful international conference, *Distance Education: An Open Question?*
- launched Learning Connection, a reengineered provision of learning resources for staff and students, as a mainstream activity on each campus and online. The site was widely recognised as a best practice exemplar of online service provision. A substantial portion of the site was provided to all students on the CD-ROM 'Get Connected' for the start of 2001
- built Teaching and Learning web pages within the University's website
- prepared a comprehensive induction framework for all staff for implementation in 2001.

REGISTRY

The Registry is the joint sponsor, with the Information Technology Services Unit, of Medici, the new PeopleSoft student administration system. During 2000, members of the Medici team documented and analysed all activities, policies and processes that will be affected by the introduction during 2001

of the new system, streamlining many, and making the necessary adjustments to others to ensure fit with the technical requirements of the new software while ensuring maximum improvements in service to students.

Registry also:

- oversaw the introduction of a new policy on quality assurance in courses and programs
- developed revised guidelines for program approval and review, including development of offshore programs
- reviewed academic policy and procedures to ensure that the policies are clear and simple, support flexible program delivery and have an appropriate customer focus
- provided online access through LookUP for students to change their personal details.

INFORMATION TECHNOLOGY SERVICES UNIT (ITSU)

2000 began with an absence of Y2K problems, justifying the careful preparation for this eventuality which the Unit had overseen.

Major activities in 2000 included:

- upgrading the university network environment with particular attention being given to teaching spaces, off campus research areas and student accommodation
- establishing more new Computer Barns, walk-up computer facilities and consolidating General Purpose Computer Pools on all campuses, providing a significant increase in the availability of computer access points for students
- establishing an Internet Quota Management System for students. This was successful in providing more equitable access to Internet services for students and in reducing inappropriate use of Internet resources
- upgrading the University's financial and accounting software to accommodate the software required for GST compliance
- developing an integrated system for tracking employment of casual staff
- introducing new versions of UniSAinfo and LookUP to continue the provision of access to timely information for staff and students whether on or off campus
- developing a comprehensive set of Policies, Procedures and Guidelines for the use of IT
- establishing a major new computer environment (a Sun E10000) for the implementation of the PeopleSoft Student Administration package
- working with AARNet Pty Ltd to facilitate the establishment of AARNet as a carrier, providing more flexibility in the provision of access to networked services for staff, students and cooperative ventures
- taking part in the Voice over IP trial which has the potential to save significant money in the provision of interstate telephone services.

International

INTERNATIONAL

International student numbers increased significantly during 2000, both onshore in Australia and offshore in various countries throughout the Asian region. The University now provides educational services to students across a broadening range of its academic profile in countries including Singapore, Malaysia, Hong Kong, Taiwan and Thailand. In 2000, over 4000 international students learnt wherever in the world they lived and worked. A further 1500 international students studied at the University's campuses in South Australia.

The University adopted the OECD Institutional Management in Higher Education quality assurance protocol and undertook an audit of international activity. The audit was led by Professor Leo West, former Pro Vice Chancellor (International) at Monash University, and an international authority in quality assurance in international activities. The audit report was generally positive about the University's international activities. It recommended greater emphasis on professional development for staff and greater effort to gain systematic feedback on programs from students studying offshore.

International initiatives at the University of South Australia are built on a foundation of institutional links, exchange of staff and students, and collaboration in published research. The University has institutional links with some 75 international universities in 27 countries. The University's international scholarship scheme assists students to gain cross-cultural understanding through study in other countries. In 2000, a record number of South Australian students took advantage of the international exchange program to undertake part of their studies in partner institutions. Indeed, there has been a marked increase in the number of students studying overseas as part of their undergraduate degree since 1995 when seven students undertook an International Exchange Program. 95 students from UniSA studied in 12 different countries in 2000, and 72 students came to UniSA from all parts of the world.

MAJOR ACHIEVEMENTS

- For the second consecutive year the University won the education category of the South Australian Export Awards. The award recognised the significant increase in international students enrolled in UniSA's programs and the University's commitment to the e-world.
- The University launched its new International Student Information System (ISIS) in mid 2000. The new web-based student records system is designed to assist with the efficient handling and tracking of international student applications.
- The University's offshore graduations, held in Hong Kong, Singapore and Kuala Lumpur, were well attended. Occasional addresses were delivered by The Right Honourable Mr Alfred Huang, Lord Mayor of Adelaide, and Dr B C Tan, Consultant for the Kumpulan Emas Group. Each graduation was followed by a gathering of University alumni, part of the continuing development of UniSA's offshore alumni chapters.
- The Division of Health Sciences won the Export Development and Import Replacement Award for 2000 from the Australian Health Industry Inc. The award recognises the growth and quality of the Division's international activities in income generation and value adding for South Australia.



PRIORITIES

UniSA continues to be a leader in the achievement of sustainable equality of educational opportunity and outcomes for its students, and employment for its staff. The University supports and encourages a diverse workforce and has an energetic, whole-of-institution approach to improving the participation and success of students from groups in the Australian community which have not benefited equally from higher education.

Priorities for the medium term are:

- access, participation, success, and retention of Indigenous staff and students
- access, participation, success, and retention of low socioeconomic status students over 25 years of age
- access and participation of students from rural and isolated areas, and low socioeconomic status students under 25 years of age
- success for students from a non-English speaking background as well as all male students of low socioeconomic status
- access for women in engineering.

MAJOR ACHIEVEMENTS

- During 2000 procedures were implemented to embed responsibility and accountability for equity more deeply and effectively. Equity principles and procedures are embedded in mainstream quality improvement and assurance systems, in teaching and learning, research, consultancy, and community service policies and practice. Equity data is monitored and analysed at program, school, division, and university level through the use of equity software.
- A wider range of workshops was offered in the Women and Leadership program, attracting a greater number of participants. During the second half of 2000 a series of workshops on aspects of diversity was developed and made available to all staff, focusing on cultural and linguistic diversity, sexuality and cultural awareness.
- The USANET Special Access Scheme was expanded to include rural TAFE Institutes and schools in neighbouring states. In 2000 the first intake from rural TAFE Institutes secured limited enrolments. However, a marketing strategy

specifically targeting TAFE students was implemented during 2000 and is expected to be reflected in the 2001 intake.

- A Business Development Manager: Indigenous Education and Marketing was appointed during 2000 in the Division of Education, Arts and Social Sciences. This position works to build relationships with the local Indigenous community, secondary schools and TAFE, to develop research consultancy opportunities, and to establish appropriate benchmarks.
- In 1999, government funding received by the Aboriginal Research Institute (as a designated Indigenous Higher Education Centre) enabled the appointment of two Indigenous administrative staff to the Institute.
- A wide range of Indigenous courses were incorporated into academic programs across the University as either core courses within awards or as electives.

AREAS OF IMPROVEMENT

- UniSA continues to perform well against national averages on most equity performance indicators particularly for under 25 year old low socioeconomic status and isolated students.

Improvements occurred in the following areas:

- continued increases in access for low SES students, for both under 25 year olds and those aged 25 years and over (maintenance of the access rate for under 25 year old low socioeconomic status students is attributed to the ongoing effectiveness of the USANET Special Access Scheme)
- increases in access and participation of Women in Non Traditional areas of study (WINS), indicating a positive result for UniSA outreach programs in these areas
- increases in access for students from a non-English speaking background following a decline in 1999
- improvements in success and retention rates for students with a disability, indicating the effectiveness of the support services available to these students
- overall, a slight increase from 1999 in the proportion of students in the University with at least one equity characteristic.

INTRODUCTION

Fostering innovation, building intellectual capital, using knowledge more intelligently and encouraging an internal culture that embraces change are vital elements of the University's strategy for building its reputation as a distinctive, internationally competitive institution. Recognising this, the University identified organisational culture and climate as priority areas for analysis and action in 2000.

STAFF ATTITUDE SURVEY

A comprehensive survey of staff attitudes in 1999 proved helpful in identifying perceptions of where the University was performing well – a safe and harassment free working environment, and where improvement was required – in strengthening mechanisms for communication with employees, acknowledging staff achievement and determining appropriate rewards.

The response to the Survey involved consultation and development of improvement plans at all levels of the institution, including a University-wide improvement strategy.

SUPPORTING AND DEVELOPING PERFORMANCE

Effective management of work and building on the knowledge, skills and talents of staff were identified as priorities for further action. To support this in 2000, the University:

- committed significant resources to a comprehensive Performance Management scheme for all staff
- initiated an extensive review and restructuring of its Human Resources Management practices, services and support structures, with a stronger focus on workforce planning, remuneration strategy, management and client support
- developed a new position, of Co-ordinator: Organisational Learning, with responsibilities for working with all areas of the University to coordinate information and knowledge flow about good practice; support academic and administrative units develop practices which strengthen organisational learning; identify gaps and emerging needs; and advise the Senior Management Group on how these might be addressed
- introduced a revised framework for induction to the University of new staff, and developed a new mentoring and leadership program for senior staff and middle managers for introduction in 2001
- managed a number of activities focused on service and quality improvement, which included projects aimed at:
 - establishing new work roles and practices for School Administrators
 - working with staff to determine how implementation of a new Student Administration System will assist in positioning the University to meet future demands using new technologies.

ENHANCING KNOWLEDGE TRANSFER AND COMMUNICATION

External advice on improving communication flow and refining knowledge management practices was sought. The subsequent report identified a series of issues that have informed the draft of an Organisational Learning strategy and Marketing and Development Unit activities aimed at improving communication within the institution. As part of this process, the Marketing and Development Unit commenced a review of all of its internal communication tools, including examining a shift from print based media to more electronic forms of communication.

A series of Contextual Awareness Seminars was introduced for senior staff to explore emerging issues and opportunities in the context of their impact on the University. The program was well received and will be expanded in 2001.

The important role of planning in enhancing communication on the University's current plans and future directions was acknowledged by the Corporate Planning Group which initiated a review to determine how the University's approach to planning could become more participative, reflective, and linked to the outcomes of the staff survey and Statement of Strategic Intent.

RECOGNITION AND REWARD

The University finalised a new Enterprise Bargaining Agreement that included a nationally benchmarked salary increase for all staff. Among new initiatives were provisions – *Care of Dependent Children* and *Care for Immediate Family Members*, designed to enhance workplace flexibility and help staff to be more productive while carrying family responsibilities.

A comprehensive review of academic staff promotions was concluded mid-year while Senior Management Group initiated a major re-assessment of University policies governing remuneration and reward for activities undertaken by staff in the performance of their duties.

The University introduced two new awards, aimed at recognising and celebrating a significant set of staff achievements:

- The Vice Chancellor's Award for Innovation, modelled on the Australian Technology Awards
- Staff Service Awards for ten and 25 years service to the institution.

CONCLUSION

Accompanied by strategies, detailed in the Corporate Plan and Blueprint 2005, to improve the quality of institution's physical amenities and built environment, the University has taken a number of significant steps in 2000 towards developing the form of organisational culture we will require to sustain and foster an innovative, distinctive and internationally competitive workforce.

DIVISION OF BUSINESS AND ENTERPRISE

- The Working Links program continued its success with seven free lectures presented to alumni and members of industry.
- The Division sponsored the South Australian section of Australian Business Week, giving students insight into leadership and effective team work skills and the basics of business, including financial planning, human resources and information technology skills.
- The School of Accounting and Information Systems produced IT Network Newsletters which were distributed to 250 members and secondary schools across the State.
- The Division supported the Students in Free Enterprise scheme.
- The School of Accounting and Information Systems hosted rural secondary students and involved them in electronic discussions using the School's EPICentre meeting room.
- The Division hosted a delegation of Chinese accountancy educators looking at models for distance education.
- The Division was the lead sponsor for International Business Week 2000. The week consisted of 25 events targeting businesses interested in exporting.
- Year 12 Business Day assisted students with their studies in Economics, Accounting and Information Technology Systems.
- Associate Professor Jennifer McKay, a Member of the Board of Directors of the Mt Lofty Ranges Catchment program and part-time Commissioner (Water Resources) of the Environment, Resources and Development Court SA, gave evidence to the Senate Select Committee on Water Issues in the River Murray.
- Associate Professor Rhonda Sharp was invited to participate in the Commonwealth Secretariat, the International Development Research Centre and the United Nations Development Fund for Women Inter-Agency Workshop on New Directions in Integrating Gender into Government Budgets in Paris in January 2001.
- At the invitation of the World Bank, Professor Mike Burns spent two weeks as an International Adviser to Gadjah Mada University, Yogyakarta, Indonesia. During his stay he gave a public lecture and held a series of seminars and workshops.
- James Juniper attended a SACOSS meeting on the Federal Budget, and attended the State Budget Lock-up on behalf of the UTLC. Mr Juniper also liaised with the UTLC and SACOSS about the SA Government's Employment Strategy Task-Force Report.
- Researchers in the Centre for Applied Economics influenced the findings of the Productivity Commission's Inquiry into Australia's Gambling Industries. The Centre was able to

show that the cost-benefit balance from gambling is negative for the Australian community.

- The Centre of Business Analysis and Research has helped shape legislative change in accountability for resident funded retirement villages in South Australia.
- Using extensive data sets across many markets and product categories, the Marketing Science Centre is developing general marketing principles about buyer behaviour and the effect of marketing activity. Government and industry are using these insights to deliver more effective benefits to consumers.

DIVISION OF EDUCATION, ARTS AND SOCIAL SCIENCES

- Staff from the three Education Schools and the School of International Studies, in partnership with teachers from the Council of Educational Associations of South Australia (CEASA), were responsible for writing the Birth to Year 12 curriculum for South Australia. The South Australian Curriculum Standards and Accountability (SACSA) project was co-directed by Associate Professors Alan Reid, Dean of Education and Angela Scarino, Head, School of International Studies.
- The School of Education (Magill) conducted a four week intensive training program for 18 teacher educators from the Philippines, Customised Teacher Training in Flexible Delivery (Basic Education), as part of the Philippine-Australia Short Term Training project funded by AusAID via SAGRIC.
- The College of Indigenous Education and Research's Ninth Aboriginal Summer School for Excellence in Science and Technology (ASSETS) took place at Prince Alfred College from 13-20 January. The theme for 2000 was Sports Science and Medicine. 31 Indigenous students from across the country took part in this successful, national summer school to expose Indigenous students to the possibility of university study.
- Unaipon School Adjunct Lecturer, Bill Edwards, was presented with a Certificate of Appreciation by the Premier at a reception in Parliament House. The reception was held to mark the 25th Anniversary of the Interpreting and Translating Centre of the Office of Multicultural and International Affairs. Mr Edwards has interpreted in Pitjantjatjara for the Centre since 1981.
- Professor Marjory Ebbeck, de Lissa School of Early Childhood Education, completed a two week consultancy for UNICEF, Mauritius which involved the evaluation of a teacher education course.
- A key finding in research sponsored by the National Heart Foundation of Australia at the Hawke Institute was that reputation is a powerful lever in advocating for better corporate citizenship.

DIVISION OF HEALTH SCIENCES

- Dr Nicholas Proctor (Nursing and Midwifery) was chosen as an Olympic torch bearer for his work in community mental health nursing education in the wake of the Kosovo crisis – in particular, his research and education on the impact of the events in the Balkans on local lives in Australia.
- Staff from the School of Physical Education, Exercise and Sport Studies were responsible for the development and implementation of three of the four projects in this year's Aboriginal Summer School for Excellence in Science and Technology (ASSETS).
- The School of Occupational Therapy was invited to undertake an evaluation of the Parenting SA program for the Office of Children and Family.
- Staff from Podiatry and Nursing and Midwifery, together with the Royal District Nursing Society, trialled a monthly podiatry clinic for the general public at Underdale. The service benefited people living in the vicinity of Underdale Campus and provided a new avenue for student placements.
- Dr Mary Magarey was appointed as consultant physiotherapist to the South Australian Softball Association High Performance Academy.
- In collaboration with the Outdoor Educators' Association of SA, staff from the School of Physical Education, Exercise and Sport Studies conducted a regional outdoor education symposium at Port Augusta, the first initiative of this kind for over 15 years.
- Activities of the Podiatry program, as part of its rural community outreach program for 2000, included:
 - staff and students attending the Lucindale Field Day and conducting foot health advice sessions in support of local podiatrists. Over 2,500 people passed through the display over the two days of the Field Days. The Division is investigating linking in more strategically to the country Field Days which offer some significant potential in attracting students from rural and remote areas in this State
 - clinical support visits to Whyalla, Port Augusta and the Riverland involving Podiatry clinical specialists and final year students
 - podiatry staff and third year students undertaking three successful rural support and education programs in the Riverland, the South East and Eyre Peninsula. Staff and students undertook community screening programs, community and practitioner education sessions, and provided clinical support to local podiatrists.
- 2000 marked the tenth year that school children aged between five and 12 years have attended the nursing skills laboratories on City East and Underdale campuses. During this period over 2000 children have taken part in health assessment and health awareness activities.
- Associate Professor Andrew Gilbert, Pharmacy and Medical Sciences, undertook a successful trial involving pharmacists conducting home visits to 1000 patients.
- The School of Physiotherapy was involved in providing physiotherapy services to ten African teams in Adelaide for Pre-Olympic Training Camps.
- Occupational Therapy students Lucy Haas, Amy Longbottom and Debbie Minchinton undertook research into the relevance of playground equipment for children with autism. Their 200 page report, which lists South Australia's best playgrounds, will be useful for parents, local councils and playground designers.
- A 'Kids Take Care of Medicine' program was run by the School of Pharmacy and Medical Sciences' Rural Pharmacy Practice, for primary school children on the far West Coast. The program, devised by the Pharmaceutical Society of Australia, teaches children about the safe use of over-the-counter and prescription medicines.
- UniSA showcased the expertise of its staff in diverse areas by providing free 'Successful Ageing Seminars' (sponsored by National Pharmacies) to the community on quality of life issues. Although the seminars were designed around the needs of retirees or people approaching retirement, they also attracted carers, health professionals, teachers and students. Topics covered during 2000 included food technology, podiatry and physiotherapy, medicines and sleep with more than 1000 people attending seminars during the year. For the first time, a seminar was conducted in Whyalla.
- Studies by researchers in sports science show that increased funding has improved elite sports performances, as demonstrated at the Sydney Olympics, but that international success has not encouraged the rest of the Australian population out of their armchairs.
- Using research findings on adolescent spinal posture, the Centre for Allied Health Research developed a revolutionary new backpack in conjunction with Spartan School Supplies and the Australian Physiotherapy Association.
- The Centre for Pharmaceutical Research continues to make advances in understanding the factors that affect the absorption, metabolism and excretion of medicinal drugs and other chemicals.



DIVISION OF INFORMATION TECHNOLOGY, ENGINEERING AND THE ENVIRONMENT

- 24 Environmental and Recreation Management students volunteered their time at Belair National Park during the April 2000 Parks Festival. The students developed and worked on educational stations along a 5 kilometre walk and interacted with the public. The event raised money for the National Parks Foundation Endangered Species Program.
- With support from the Elizabeth City Centre, the Division organised 'Street Science', a highly successful event as part of National Science Week. A variety of activities took place at Mawson Lakes Campus and Elizabeth City Centre. Hundreds of school children and the general public were introduced to the world of science and technology through participation in lively demonstrations, exhibits and talks on topics ranging from reptiles to rocks to robots.



- 2000 provided an outstanding opportunity for students and staff of the School of Environmental and Recreation Management to apply their knowledge and skills as volunteers at the Olympic and Paralympic Games in Sydney.
- The School of Geoscience, Minerals and Civil Engineering conducted a successful engineering work experience program for secondary school students. 79 students were involved during the year and it is planned to expand the program to include other schools within the Division.
- The Division continued its free public lecture series. Topics were *Who can shape today's intelligent technologies into tomorrow's system?* by Professor Stephen Cook; *The intelligent use of materials for intelligent technologies* by

Professor Roger Horn; *Intelligent decision making: a Mathematical perspective* by Professor Jerzy Filar; and *Leadership in the Technological Age* by Professor Grier Lin.

- The Agricultural Machinery Research and Design Centre, with support from industry partners, has developed a machine to deep rip compacted sub-soils between rows of vines to a depth greater than current equipment allows so as to improve vineyard water use efficiency, nutrient uptake, grape quality and yield.
- The Transport Systems Centre continues to play a key role in road safety research and has expanded its research activities to include older drivers.
- Through the Defence Science and Technology Organisation (DSTO) Centre of Expertise agreement, researchers in the Systems Engineering and Evaluation Centre are improving the methods used for Defence strategic planning, capability development and systems engineering.

WHYALLA

- International Business Week moved to the Spencer region in 2000 through a collaborative arrangement between the Division of Business and Enterprise, Austrade and Whyalla Campus. The two very successful seminars about exporting for local business people received national media coverage.
- The Whyalla University of the Third Age group continues to use the Campus' resources and facilities. Courses have included Consumer Law, European History, and intensive training in information technology through the Campus-based Whyalla e-Commerce Centre.
- The Whyalla Chamber of Commerce holds its regular meetings in the Campus Business Centre.
- Whyalla Campus hosted the first workshop of the Upper Spencer Gulf Resources Sector Cluster. This was the first time that representatives of business, education and economic development organisations, and federal, state and local government from across northern South Australia had met to develop collaborative action to address persistent economic decline affecting the whole Upper Spencer Gulf Region by positioning the region to be a supplier to the growing global resources sector. Leaders from over 50 businesses and institutions across the region participated.

UNIVERSITY-WIDE

- The SACE (South Australian Certificate of Education) in Space program will offer three traineeships to students from Northern Adelaide secondary schools. The successful students will be enrolled at their school and will spend one day per week at the Institute of Telecommunications Research (ITR), with accreditation into their SACE as the free choice courses. These students will start university study with academic prerequisites and practical experience.
- UniSA provides scholarships to students who are disadvantaged financially or by location. \$215,000 was raised for scholarships during 2000. During 2001,

15 transition grants will be awarded to first year students disadvantaged by their socioeconomic backgrounds, to reduce the barrier of up-front costs associated with their transition to university.

- The Sustainable Energy Centre is developing a simple way of evaluating and reducing energy consumption and greenhouse gas emissions in the housing sector. Mawson Lakes is being used as the suburb for trialling and validating this methodology. The project partners are the Australian Greenhouse Office, ETSA Utilities, Australian Gas Light, Origin Energy and the Office of Energy Policy.
- Members of the Golden Key International Honour Society took part in a number of community service activities, several in collaboration with the other two South Australian universities, including St Vincent De Paul Badge Day, Daffodil Day for the Anti-Cancer Foundation, Plant a Tree, Walk for the Cure, and the Smith Family's Gift of Giving campaign.
- The 2000 Annual Hawke Lecture attracted record numbers, with around 1000 people attending to hear Managing Director of the World Bank Group, Dr Mamphela Ramphele, speak on human development. The event promoted UniSA and was supported by the City of Adelaide. The lecture is accessible nationwide through the ABC website.
- Approximately 120 people attended the Clare Burton Memorial Lecture, presented by Dr Jocelyne Scutt, with Lindy Powell and Professor Mary Ann Bin-Sallik providing responses to the lecture. The formal part of the evening was concluded with a performance by the University Women's Choir.
- Nearly 60 people attended the inaugural Clare Burton memorial Benefit Dinner addressed by Francis Magill, the SA Telstra Business Woman of the Year.

THE ART MUSEUM

The Art Museum made an energetic contribution to public awareness of the University's important community cultural role in 2000 – a year characterised by growing visitations to Art Museum exhibitions and an increasing general interest in its wide range of activities. Many references to Art Museum exhibitions emerged in scholarly journals and publications, most notably a long list of achievements acknowledged in the Art Gallery of South Australia's *Chemistry* catalogue, a project which evaluated the past decade's prime influences in South Australian visual arts. Art Museum exhibitions featured regularly in the ABC's *Snapshots*, *Arts Today* and *The Arts Show* programs.

The Art Museum's 2000 program opened with the ambitious exhibition *Monument to a Lost Civilization* by internationally celebrated and renowned artists, Ilya and Emilia Kabakov, artists whose vision persisted under the challenging restraints of the Soviet cultural system.

Guest curator Dr Noris Ioannou provided a special highlight with two exhibitions exploring the development of South Australian ceramics. The concurrent exhibitions – *Place and Identity: Contemporary South Australian Ceramists at the Millennial Edge* and *Clay Heritage: Lyons and Chamberlain Collections* drew attention respectively to the rich and vibrant diversity of contemporary ceramic practice in this state, and to two very important research collections recently gifted to the University of South Australia Art Collection – the Dr R J Lyons Collection of South Australian Ceramics, and the Dr David Chamberlain Collection of Ceramics.

Projects with an international dimension included *What John Berger Saw*, which presented work by artists (including UniSA alumni Paul Hoban) influenced by the acclaimed English writer and theorist John Berger. In a timely examination of republican issues, *The New Republics* exhibition from the London Arts Board explored the relationship fostered by Great Britain with the great landmass states of Australia, Canada and South Africa, countries which share a common legacy of British colonization. *25 Songs on 25 Lines of Words on Art Statement for Seven Voices and Dance*, an installation by artist Joe Felber (in collaboration with dancer/choreographer Lucy Guerin and composer Elliott Gyger), was an extraordinary multimedia 'experiential' work.

The Art Museum has presented a School of Art *Masters exhibition* every year since 1992, but the gallery's much higher profile and position on North Terrace now guarantees visibility and the potential for rapid professional recognition.

The 2000 program concluded with *Remove...*, a 'big picture' exhibition comprising five prominent expatriate and resident South Australian artists.

THE SAMSTAG PROGRAM

The University awarded an increased number of Anne and Gordon Samstag International Visual Arts Scholarships in November. The ten recipient artists from around Australia will share up to A\$1 million for study overseas commencing in 2001, confirming the in-perpetuity Samstag Scholarship's reputation as the richest research and development award of its kind offered in Australia.

The 2000 *Millennial* Samstag Scholars are Christine Collins (NSW), Shaun Gladwell (NSW), Glenys Hodgeman (SA), Anne Kay (NSW), Fassih Keiso (VIC), Archie Moore (QLD), Rea (NSW), John Spiteri (NSW), Linda Marrinon (VIC) and Paul White (NSW).

Each artist will receive a 12 month living allowance stipend of US\$26,000, and travel expenses and the cost of institutional study fees, commonly in excess of US\$20,000 per year at American university art schools, a popular destination for Samstag artists.

Awards and Achievements

CHANCELLOR'S AWARDS FOR COMMUNITY SERVICE

- University of South Australia's Project Team for the South Australian Curriculum, Standards and Accountability (SACSA) Framework in partnership with The Council of Education Associations of SA Inc, DETE, Catholic Education Office, SA Independent Schools Board Inc.

The team was co-directed by Associate Professors Alan Reid and Angela Scarino with team members Jenny Barnett, Carol Biddiss, Elaine Butler, Mike Chartres, Jim Dellit, Associate Professor Lindsay Fitzclarence, Associate Professor Judith Gill, Associate Professor John Holmes, Stephen Keirl, David Lloyd, Denise MacGregor, Associate Professor Carolyn Mathews, Kathy Paige, Greg Restall, Deborah Sayers, Michele Simons, Dr Karen Starr, Associate Professor Pat Thomson, Christine Welsh, Bill Lucas from the School of Education (Underdale); Margaret Calder, Rosemary Sandstrom, Lynette Tonkin, Bruce White, Yvonne Zeegers from the School of Education (Magill); Valerie Aloa, Anne Carrington, Glenn Cupit, Professor Marjory Ebbeck, Trevor Feder, Professor Philip Gammage, Elspeth Harley, Susan Krieg, Dr Sharon Russo, Professor Wendy Schiller, Dr Angela Steinberner, Pamela Winter from the de Lissa Institute of Early Childhood and Family Studies; Andrew Scrimgeour from the School of International Studies; Associate Professor Martin Nakata and Vicky Nakata from the Aboriginal Research Institute; David Homer from the School of Communication and Information Studies; and Graham Dodd from the School of Physical Education, Exercise and Sport Studies.

- Paul Arbon, School of Nursing and Midwifery, in partnership with St John Ambulance Australia.
- Professor Freda Briggs, de Lissa Institute of Early Childhood and Family Studies.
- SA Centre for Rural and Remote Health in partnership with University of Adelaide Faculty of Health Sciences, Whyalla GP Collaboration, Booleroo Centre Hospital Board and community partners, Coober Pedy Hospital Board, Coober Pedy Council, Mount Gambier Hospital Board, DHS, Pika Wiya Aboriginal Health Service.

Team members were Professor David Wilkinson, Dr Gary Misan, Dr Brian Symon, Colin Weetra, Ian Blue and Jeff Fuller, SA Centre for Rural and Remote Health.

- Hanrahan Community Tapestry Project in partnership with State Library of South Australia, City of West Torrens, Thebarton Branch Library, Handspinners & Weavers Guild of SA Inc.

Team members were Kay Lawrence and Dr Catherine Speck, SA School of Art and Research Centre for Gender Studies; Elizabeth Ho and Louise Barnes, The Hawke Centre; and trainees Kirsty Darlaston and Karen Russell.

- Media Trio (Media Commentators)
Recipients were Associate Professor Rick Sarre, School of International Business; Associate Professor Kevin Norton, Centre for Research in Education and Sport Science; and Jackie Cook, School of Communication and Information Studies.
- School of Nursing and Midwifery Nursing Laboratory Technical Staff (Special Commendation)
Team members were Mary Cailotto, Louise Tunbridge and Anne Rogers, School of Nursing and Midwifery.

VICE CHANCELLOR'S AWARDS FOR GENERAL STAFF EXCELLENCE

In 2000 the winning teams were:

- Open Day Committee*
Team members were Tracy McCabe, Jenni Jobbins, Patricia Zoia, Gary Frost, Shona Hughes, Sue Jenkin, Emma Laurence, Sandy Todd, Dianne van Eck, Julie Charbonneau, Kolynda Maguire, Dawn Walker, David Walters, Stephanie Roberts, Adrienne Nieuwenhuis and Adele Scott.
- Street Science Planning Team*
General staff team members were Frank Pellas, Cheryl Barnett, Carolyn Bellamy, Moira Lawler and Gary Frost.
- Flexible Learning Centre (FLC) Online Services Team*
Team members were Dale Wache, Steve Sara and Quang-Dat Pham.

Individual winners were:

- Lachlan Murdoch, Senior Information Analyst, Planning Unit.
- Deborah Sayers, Secretary to the Dean of Education and Dean of Research Degrees, Education, Arts and Social Sciences Division Office.
- Stephen 'Rocky' Stone, Manager: Services and Systems, Information Technology Services.

2000 SUPPORTED ACADEMIC TEACHER AWARD RECIPIENTS

- Division of Education, Arts and Social Sciences*
David Badenoch, Education (Magill)
Penny Taylor, Unaipon
Denise MacGregor, Education (Underdale)
Dr Geraldine Bloustien, Communication and Information Studies
- Division of Health Sciences*
Dr Raj Thalluri, Pharmacy and Medicinal Sciences
Dr Diana Quinn, Pharmacy and Medicinal Sciences
Carol Grech, Nursing
Susan Gilbert-Hunt, Occupational Therapy
Associate Professor Karen Grimmer, Allied Health Research

- Associate Professor Marie Williams, Physiotherapy
- Frances Blaney, Physiotherapy
- Robyne Garrett, Physical Education, Exercise and Sport Studies
- Scott Polley, Physical Education, Exercise and Sport Studies
- *Division of Business and Enterprise*
- John Medlin, Accounting and Information Systems
- Stan Astachnowicz, Accounting and Information Systems
- Rowena Holloway, Marketing
- Peter Rossini, International Business
- Shirley Chappel, International Business
- Siddhartha Kapoor, International Business
- Associate Professor Rick Sarre, International Business
- *Division of Information Technology, Engineering and the Environment*
- Professor Andrew Nafalski, Electrical and Information Engineering
- Delene Weber, Environment and Recreation Management
- Peter Murphy, Advanced Manufacturing and Mechanical Engineering
- Peter Pudney, Industrial and Applicable Mathematics
- Dr S Mahfuz Aziz, Electrical and Information Engineering
- Dr Brian Roberts, GeoScience and Mineral Engineering

USASA POSTGRADUATE EXCELLENCE AWARDS

The inaugural USASA Postgraduate Excellence Awards presentation was held on 20 November. The Excellence Awards were initiated by USASA Postgraduate Department to give higher degree students the opportunity to nominate staff for excellence in supervision leadership, lecturing and support, and to ensure that the achievement of excellence by staff is recognised within the University.

Winners in 2000 were:

- Lecturer of the Year: Dr Eimear Muir-Cochrane, School of Nursing and Midwifery
- Staff Support Person of the Year: Ann Mather, Liaison Librarian, Underdale Campus
- Supervisor of the Year: Professor Donald Langmead, Louis Laybourne-Smith School of Architecture and Design
- Postgraduate Representative's Award: Professor Roger Horn, Ian Wark Research Institute.

2000 UNIVERSITY TEACHING GRANTS RECIPIENTS

In 2000, four University Teaching Grants of \$40,000 each were made for the following projects:

- David Hands, Julie Mills: *Improving student satisfaction with teaching and learning across the three Schools of Engineering.*

- Associate Professor Esther May, Dr Eimear Muir-Cochrane, Dr Bernard Hughes, Trish McLaine: *Structured program of educational resources for research students (SPERRS).*
- David Gillham, Professor Julianne Cheek, Associate Professor Roger Windle, Mary Russell, Susan Gilbert-Hunt, David Adams, Irene Doskatsch: *WorkWise – an online teaching and learning resource that facilitates the development and application of information literacy in a virtual healthcare environment.*
- Associate Professor Martin Shanahan: *Implementing and embedding an approach to students that responds to variation in student learning.*

OTHER AWARDS AND ACHIEVEMENTS

- Luke Faulkner was awarded a travel scholarship by the Foundation for Australian Manufacturing Education (FAME) to travel to the United Kingdom where he will visit a number of key universities.
- The University, through the College of Indigenous Education and Research, together with the Royal Melbourne Institute of Technology and University of Queensland, won the ATSI tender for the Regional Meeting for the United Nations World Conference on Racism, Racial Discrimination, Xenophobia and Related Intolerance, in Sydney in February 2001.
- Professor Alison Mackinnon, Director: Hawke Institute, was awarded the title Doctor Honoris Causa by the University of Umea, Sweden, for her contribution to 'gender and education, especially higher education in a historical context'.
- Adam Fletcher was awarded the Network Ten/*Advertiser* Young Achiever of the Year award for his research in work fatigue.
- Professor Freda Briggs, de Lissa Institute of Early Childhood and Family Studies, was named the Senior Australian of the Year Award and noted as "an Australian of exceptional achievement who has made a significant contribution to the welfare of our nation, presents a significant positive image of senior citizenship and is an outstanding role model to the Australian community".
- The Australian Association for Research in Education awarded its Outstanding Thesis Award 2000 to Associate Professor Pat Thomson, key researcher in the Centre for Studies in Literacy, Policy and Learning Cultures. Dr Helen Nixon, also a key researcher in the Centre, received a special commendation for her thesis.
- SA School of Art academic staff member Fiona Hall had her work included in the National Gallery of Australia's exhibition *Federation*.
- *Chemistry*, a major exhibition of work by South Australian artists 1990 to 2000, purchased by the Art Gallery of South

- Australia, included works by 11 current SA School of Art staff and one student.
- Glenys Hodgeman, a Bachelor of Visual Communications student in the SA School of Art, was awarded a Samstag International Visual Arts Scholarship.
 - The Helpmann Academy Graduating Student's Exhibition Prize was awarded to Louise Flaherty, a Bachelor of Visual Communications graduate from the SA School of Art.
 - Elke Doust, a second year interior design student from the Louis Laybourne-Smith School of Architecture and Design, won the prestigious Design Institute of Australia 2000 Australasian Interior Design Student Award.
 - The Division of Health Sciences was awarded the Export Development and Import Replacement Award for 2000 by the Australian Health Industry Inc. The award recognises the growth and quality of the Division's international activities in income generation and value adding for South Australia. Professor Ruth Grant accepted the award on behalf of the Division from His Excellency The Governor.
 - Dr Ross McKinnon, Pharmacy and Medical Sciences, was awarded a Young Tall Poppy Award for his outstanding research achievements. He has also been accepted into the Governor's Leadership Foundation program commencing in February 2001.
 - Professor Lloyd Sansom, Head of Pharmacy and Medical Sciences, was awarded the prestigious 2000 Merck Sharp and Dohme (Australia) Medal for Pharmacy Practice in recognition of his outstanding contribution to the Practice of Pharmacy in Australia. He also received the prestigious Distinguished Service Medallion from the Pharmacy Guild of Australia in recognition of his significant contribution to the Pharmacy Guild of Australia and for having provided significant service to members of the profession of pharmacy.
 - Professor David Wilkinson, SA Centre for Rural and Remote Health, was awarded the Eminent Scientist of the Year 1999 award by the International Research Promotion Council (Asia-Pacific Chapter) for his published work on the *Impact of district health sector reform on tuberculosis control strategies in the developed world*. He was also awarded Membership of the Faculty of Public Health Medicine of the Royal College of Physicians of London for "distinguished service to the field of public health medicine".
 - Professor Ruth Grant was awarded Honoured Membership of the Manipulative Physiotherapists Association of Australia (MPAA) – one of only seven persons to be recognised in this way by the MPAA.
 - Katrina Webb, a final year Physiotherapy student, won three medals at the 2000 Paralympic Games – a silver medal in both the 100m and 400m athletics and a bronze medal in the 200m. Katrina received a \$3,000 sponsorship from UniSA for travel and living expenses involved in attending the Paralympic Games in Sydney.
 - Sharon Yap, a fourth year Bachelor of Pharmacy student, won the Australia Malaysia Business Council (SA) Inc Merdeka Award 2000 for UniSA.
 - Andrea Bialocerkowski, a PhD student in the School of Physiotherapy, won the United Airlines Science and Technology Award 2000, sponsored by Chief Executive Women Inc.
 - Helen Slater, School of Physiotherapy, was awarded an Association of Commonwealth Universities Titular Fellowship to support her study in pain sciences at the University of Manitoba, Canada.
 - Susan Dwyer, School of Nursing and Midwifery, won the Premier's Nursing Scholarship.
 - Four undergraduate students won Rural Health Education Scholarships.
 - Jill Barclay, School of Nursing and Midwifery, won the Aerospace Medical Association Award – the M Tinkler Award, for a significant contribution to aeromedical evacuation.
 - The Scheduling and Control Group from the Centre for Industrial and Applied Mathematics, School of Mathematics, together with Siemens Limited and Industrial Control Technology, won the Australian Technology Award for Excellence in the Development of Technology from the Government Sector. The award was for the development of the Siemens Metromiser® – a driver advice unit for installation on metropolitan trains to minimise fuel consumption and improve timekeeping.
 - The Metromiser® train control system received an Honourable Mention in the Business Higher Education Round Table (BHERT) Awards.
 - The School of Geoscience, Minerals and Civil Engineering was part of a consortium awarded a grant under the Federal Government's Science Lectureships Initiative scheme. The consortium's project, with the support of the Minerals Council of Australia, aims to develop a network of universities that will provide world-class courses in mining, metallurgy and geoscience on a national basis. It will seek to build collaborative working relationships between universities, and between industry and academia to ensure that educational offerings match industry needs.
 - The Urban Water Resources Centre was awarded a grant from the Department of Environment and Heritage (through the Catchment Management Subsidy Scheme) to investigate the application of porous pavements as a tool for managing stormwater quality and quantity at the source.

- David Bruce, School of Geoinformatics, Planning and Building, was one of only 16 successful applicants from around Australia invited to present a paper to the Fresh Science symposium in Melbourne held as part of National Science Week. His topic was *NASA's Radars: Their Application to Australia's Salinity Problem*.
- The Human Resources Unit won the Human Resources Best Practice Study 2000 award from HRM Consulting for its contribution to people management in the area of flexible work practices.
- The draft report of the Double Degrees Evaluations and Investigations Program (EIP) funded research project was submitted to DETYA. The report provides analysis of access and participation patterns across the sector in combined programs for all equity groups during the period 1997-1999, with particular emphasis on gender in areas of study in which women continue to be a minority.
- Yuri Obst, a PhD student, won the inaugural Eureka Prize for Engineering Innovation. Awarded by the Institution of Engineers Australia, the prize acknowledges Mr Obst's development of a continuous self-cleaning water filter, invaluable to the Australian dried fruits and foods industry, which is now finding application in a range of other industries. Through UniSA's business incubator, ITEK Pty Ltd, Mr Obst has established an SA-based manufacture and supply business, Baleen Filters Pty Ltd.
- The Services Unit was a State Finalist in the 2000 Australian Customer Services Awards.
- UniSA ranked number two (of 21 participating universities) in University of New South Wales' University Risk Management Benchmarking exercise in 2000.
- The success of the University's goal to foster and reward excellence in teaching was nationally recognised in December when the Professional Writing and Communication Teaching Team in the Division of Education, Arts and Social Sciences was named joint winner of the Prime Minister's Award, the overall winner from all categories in the Australian Teaching Awards administered by the Australian Universities Teaching Committee.
- Matthew Kneen, Library Assistant trainee at Magill with the SA Government Youth Training Scheme for Young People with a Disability, was a runner-up in the Employee of the Year category in Disability Action's Employee and Employer of the Year Awards for 2000, presented by His Excellency The Governor, at Government House. The University received one of only two 'Outstanding Achievement – Employer' awards.

SENIOR APPOINTMENTS AND PROMOTIONS

The following senior appointments and promotions were approved by Council during the 2000 round:

Associate Professor

Dr Maureen Dollard
Dr Martin Shanahan
Dr Judith Gill
Dr Phillip Pendleton
Dr Ieva Stupans
Dr Karen Grimmer
Dr Byron Sharp
Dr Jacques (Jack) Metzger

Associate Research Professor

Dr Daniel Fornasiero
Dr Andrea Gerson

Professor

Associate Professor Phil Howlett

Research Grants

AUSTRALIAN RESEARCH COUNCIL LARGE RESEARCH GRANTS

Dr L Bryant: *Body politics, intimacy and work: Gender relations among young farming couples*. (2001–2002 \$75,000)

*Mr P Cormack, Professor B Green, Dr J Reid: *Schooling Australia: A curriculum history of English teaching, teacher and public schooling – from federation to World War 2*. (2001–2003 \$115,280) (*Administered via the University of New England)

Professor A Winefield, Associate Professor M Dollard, Dr J Metzger: *Unemployment, underemployment, alienation, social exclusion, and mental health in young people: A longitudinal investigation of South Australian school leavers*. (2001–2003 \$145,100)

Professor MAP Taylor: *Modelling of chaotic, bi-directional, mixed-user road traffic systems*. (2001–2003 \$197,997)

RESEARCH FELLOWSHIPS SCHEME

Dr MC Barnes: *The mechanism of thin film formation using the charged cluster model*. (2001–2003 \$179,766)

STRATEGIC PARTNERSHIPS WITH INDUSTRY, RESEARCH AND TRAINING GRANTS (SPIRT)

Professor M Lewis, Mr P Rossini: *Incentives for low cost private rental investment*. (2001 \$20,860) Industry partner: Department of Human Services, Shelter SA, Upmarket Software Services.

Associate Professor J McKay, Dr H Bjornlund: *Elements of the next generation of water market policies which are socially equitable and ecologically sustainable within rural communities*. (2001–2003 \$156,236) Industry partner: Goulburn-Murray Water et al.

*Dr M Peters, Dr A Ross-Smith, Mr S Davey, Ms M Murray: *Women executives in Australian organisations: An investigation of their role in the transformation and maintenance of managerial cultures*. (2001–2002 \$112,860) Industry partner: Equal Opportunity in Public Employment WA, NSW Premier's Department, QLD Public Service Commissioner, SA Public Service Commissioner, Westpac Banking Corporation. (*Administered by the University of Technology, Sydney)

Professor J Cheek, Dr J Jones, Ms A Ballantyne: *Making choices: how older people living in independent living units decide to enter the acute care system*. (2001–2002 \$69,000) Industry partner: Aged Care and Housing Group Inc.

Professor M Schrefl, Associate Professor J Warren: *Workflow modelling of coordinated inter-health provider care plans*. (2001–2003 \$66,876) Industry partner: SA Department of Human Services.

Dr C Stekete: *A security architecture for mobile e-commerce*. (2001–2003 \$66,876) Industry partner: Motorola Australia.

Professor M Taylor, Dr R Zito, Mr M Shelton: *Derivation of urban drive cycles for analysis of air quality and greenhouse gas emissions from road traffic*. (2001–2002 \$97,860) Industry partner: Transport SA.

Dr B Thomas, Dr J Fricker: *Interactive 3D Visualisation of modification of facial features*. (2001–2003 \$159,360) Industry partner: Dr John P Fricker.

Associate Professor J Matisons: *Developing new silicon materials through condensation polymerisation*. (2001–2003 \$357,583) Industry partner: Dow Corning Australia.

Dr G Morris, Dr L Britcher, Mr M De Vos: *Titania pigment surface modification for improved plastics dispersion and opacity*. (2001–2002 \$108,200) Industry partner: Tiwest Joint Venture.

Professor J Ralston, Professor J Franzidis, Mr L Fisher: *Particle and frother interactions in flotation froths*. (2001–2003 \$307,986) Industry partner: AMIRA.

Professor R Smart, Dr M Zbik, Dr G Morris, Mr M Coghill, Dr S Buckingham: *Optimising aggregate structure for effective mine tailings dewatering and disposal*. (2001–2003 \$130,914) Industry partner: Rio Tinto Research and Technology Development.

Associate Professor M Dollard: *Modelling work stress in dairy farmers and trialling supportive interventions in the context of economic upheaval from price deregulation*. (2001–2003 \$66,876) Industry partner: Dairy SA Regional Development Program.

INTERNATIONAL RESEARCH EXCHANGE (IREX) SCHEME

Associate Professor V Gaitsgory, Professor J Filar, Professor P Howlett, Associate Professor CE Pearce; Overseas researchers: Dr E Altman, Dr JB Lasserre: *Singular perturbations in Markov decision processes and mathematical programming problems*. (2001–2003 \$25,500)

Dr A Grant; Overseas researchers: Professor CB Schlegel, Professor ML Honig: *Algorithms for third generation mobile communications*. (2001 \$14,600)

INDIGENOUS RESEARCHER DEVELOPMENT SCHEME

Associate Professor M Nakata: *Curriculum frameworks and learning pathways for Indigenous students.* (2001 \$34,333)

NATIONAL HEALTH AND MEDICAL RESEARCH COUNCIL

Associate Professor A Evans, Professor R National, Dr R Milne: *Drug interactions involving complementary medicines: effects of phytoestrogenic isoflavones.* (2001–2003 \$195,000)

ATN SMALL RESEARCH GRANTS (FORMERLY ARC SMALL RESEARCH)

Professor R Crotty: *A socio-historical study of Roman Christianity in the first four centuries CE.* (2001 \$11,323)

Associate Professor J Gill, Dr S Howard: *Calling Australia Home: Children's understanding of national identity and place.* (2001 \$14,000)

Dr C Speck: *Defining Nations: The two world wars through the eyes of women artists in Australia, Britain and New Zealand.* (2001 \$14,900)

Dr H Nixon: *Electronic writing in the middle years literacy/English curriculum.* (\$9,662)

Associate Professor W Cowley, Dr A Grant: *Low density parity check codes for high speed communications.* (2001 \$19,477)

Dr F Bruno: *Investigation into an energy storage system for space heating and cooling using latent heat storage fibre boards.* (2001 \$17,381)

Dr T Petit: *The ecology and conservation of the nationally endangered orchid *Calandenia behrii*.* (2001 \$17,600)

Dr D Davey: *Ultrasonic influences on the stripping potentiometry of complex metal ions in aqueous solution.* (2001 \$18,243)

Professor J Billington: *Modelling and initial analysis of the Internet Open Trading protocol.* (2001 \$19,477)

Associate Professor A Woods: *Characterisation of endothelin and receptors in tumour-associated vascular endothelial cells.* (2001 \$16,065)

Dr B Roberts: *Creating stable transcription factors by decreasing their susceptibility to rapid degradation.* (2001 \$17,757)

Dr K Tuck: *Identification of the metabolites of hydroxytyrosol and tyrosol following their oral and IV administration to rats.* (2001 \$16,902)

Professor A Bretag, Dr B Hughes, Dr G Rychkov: *Towards chloride channel purification and a rational treatment of myotonic muscle stiffness disease.* (2001 \$16,740)

Dr L Barnes, Associate Professor T Rudge, Ms M Heartfield: *Mental illness and substance abuse disorder: Is "dual diagnosis" a useful term and, if so, useful for whom?* (2001 \$7,200)

UNISA COLLABORATIVE RESEARCH GRANTS SCHEME

Associate Professor J Matisons, Professor G Lin: *Developing Thermoplastic Elastomer Properties to substitute vulcanising rubbers in high pressure and/or temperature applications.* (2001 \$40,000)

Dr C Prestidge, Professor R Nation, Dr W Skinner, Associate Professor A Evans: *Interfacial processes for Pharmaceutical nano-delivery.* (2001 \$50,000)

Associate Professor J Warren, Associate Professor K Grimmer: *Internet whiteboards for Care partnerships and coordination.* (2001 \$40,000)

Dr J Woolley, Dr E May: *Being safe, mobile and older: Licence holding mobility and public policy issues in South Australia.* (2001 \$50,000)

Associate Professor B Cheers, Professor D Wilkinson, Dr P Mohr: *Community strength and well-being in rural South Australian communities.* (2001 \$40,000)

AUSINDUSTRY R&D START GRANTS

Ian Wark Research Institute, Dominant Chemicals: *Gelling of Laundry Products.* (\$255,000)

Dr J Desbiolles, Mr B O'Callaghan: *Research, Development & Commercialisation of a Mechanised Sprayer Unit for Oil Palm plantations in Malaysia.* Industry partner: Enviromist Industries Pty Ltd, Berri SA.

Dr J Desbiolles, Mr A Burge: *R&D of a Hydra Unit Vine Canopy Sprayer.* Industry partner: Research & Development Engineers Pty Ltd, Adelaide (\$200,000+ project, Graduate Grant of \$100,000)

R&D START (GRADUATE BASED) GRANT

Professor M Miller (Supervisor): *Mathematical Mode: Non-GMO Grain Logistics System – Agpura Pty Ltd.* Industry partner: Agpura Pty Ltd. (\$75,000 to Agpura Pty Ltd / \$10,000 to UniSA)



FINANCIAL STATEMENTS

OPERATING STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2000

	CONSOLIDATED		UNIVERSITY	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
Operating revenue				
Commonwealth government grants	105 792	105 729	105 792	105 729
Higher Education Contribution Scheme:				
• Student contributions	8 451	8 212	8 451	8 212
• Commonwealth contributions	52 085	49 898	52 085	49 898
South Australian government grants	2 276	2 502	2 276	2 502
Commonwealth superannuation supplementation	17 437	19 127	17 437	19 127
Fees and charges	40 483	31 215	40 344	31 176
Investment income	2 813	2 086	2 883	2 007
Royalties, trademarks and licenses	158	254	158	254
Contract research and consultancy	17 166	16 255	12 246	11 496
Other revenue	3 723	3 852	3 520	3 664
SUB TOTAL	250 384	239 130	245 192	234 065
Deferred government superannuation contributions	(23 600)	15 600	(23 600)	15 600
TOTAL OPERATING REVENUE	226 784	254 730	221 592	249 665
Operating expenses				
Employee benefits	161 244	150 553	158 746	147 883
Depreciation and amortisation	19 251	21 712	19 215	21 601
Borrowing costs	2 679	3 009	2 563	2 993
Net losses from sale of assets	1 389	–	1 433	–
Bad and doubtful debts	197	(56)	197	(56)
Other	63 246	62 586	61 444	60 803
SUB TOTAL	248 006	237 804	243 598	233 224
Deferred employee benefits for superannuation	(23 600)	15 600	(23 600)	15 600
TOTAL OPERATING EXPENSES	224 406	253 404	219 998	248 824
OPERATING RESULT	2 378	1 326	1 594	841
Add accumulated funds at beginning of year	355 666	354 340	353 190	352 349
ACCUMULATED FUNDS AT END OF YEAR	358 044	355 666	354 784	353 190

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2000

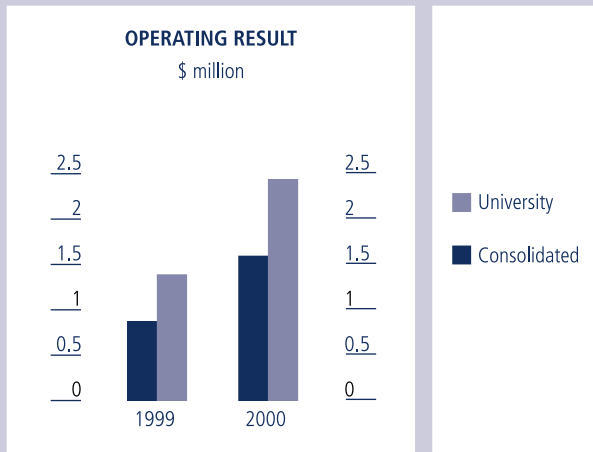
	CONSOLIDATED		UNIVERSITY	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
Current assets				
Cash	2 353	2 236	2 115	1 276
Receivables	10 236	7 305	9 399	6 402
Investments	46 395	38 138	45 389	37 838
Other	23 768	22 263	23 765	22 220
TOTAL CURRENT ASSETS	82 752	69 942	80 688	67 736
Non-current assets				
Investments	6 826	5 601	6 529	5 667
Property, plant and equipment	412 044	443 636	411 687	443 318
Other	238 500	262 900	238 500	262 900
TOTAL NON-CURRENT ASSETS	657 370	712 137	656 716	711 885
TOTAL ASSETS	740 122	782 079	737 384	779 621
Current liabilities				
Revenue in advance	17 896	16 436	17 703	16 313
Creditors	11 816	10 651	11 349	10 051
Borrowings	5 113	5 056	5 113	5 056
Accrued liabilities	15 219	13 094	15 039	13 019
Other	23 507	21 252	24 869	22 068
TOTAL CURRENT LIABILITIES	73 551	66 489	74 073	66 507
Non-current liabilities				
Borrowings	15 050	20 106	15 050	20 106
Accrued liabilities	20 740	16 711	20 740	16 711
Other	238 500	262 900	238 500	262 900
TOTAL NON-CURRENT LIABILITIES	274 290	299 717	274 290	299 717
TOTAL LIABILITIES	347 841	366 206	348 363	366 224
NET ASSETS	392 281	415 873	389 021	413 397
Equity				
Asset revaluation reserve	34 237	60 207	34 237	60 207
Accumulated results of operations	358 044	355 666	354 784	353 190
TOTAL EQUITY	392 281	415 873	389 021	413 397

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2000

	CONSOLIDATED		UNIVERSITY	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
	inflows (outflows)	inflows (outflows)	inflows (outflows)	inflows (outflows)
Cash flows from Operating Activities				
Inflows:				
Grant revenue:				
Commonwealth government grants	126 167	117 816	126 167	117 816
South Australian government grants	2 274	2 484	2 274	2 484
Higher Education Contribution Scheme:				
Student payments	8 451	8 212	8 451	8 212
Higher Education Trust Fund	51 334	50 279	51 334	50 279
Interest and investment earnings	2 765	1 728	2 883	1 650
Fees and charges and other	60 857	56 077	55 820	50 674
Outflows:				
Staff salaries	(116 819)	(111 057)	(114 278)	(108 602)
Staff salary related expenditure	(41 061)	(43 625)	(40 426)	(42 380)
Interest and other expenditure of finance paid	(2 884)	(2 878)	(2 768)	(2 878)
Other	(63 966)	(64 841)	(62 710)	(63 225)
NET CASH PROVIDED BY OPERATING ACTIVITIES	27 118	14 195	26 747	14 030
Cash flows from Investing Activities				
Inflows:				
Proceeds from sale of property, plant and equipment	1 595	1 296	1 522	1 193
Outflows:				
Investment	(1 000)	(440)	(735)	(440)
Payments for property plant and equipment	(13 766)	(13 215)	(13 571)	(12 990)
NET CASH USED IN INVESTING ACTIVITIES	(13 171)	(12 359)	(12 784)	(12 237)
Cash flows from financing activities				
Outflows:				
Repayment of borrowings	(5 000)	(5 065)	(5 000)	(5 056)
NET CASH USED IN FINANCING ACTIVITIES	(5 000)	(5 065)	(5 000)	(5 056)
Net increase/(decrease) in cash held	8 947	(3 229)	8 963	(3 263)
Cash at beginning of reporting period	39 685	42 914	38 425	41 688
CASH AT END OF REPORTING PERIOD	48 632	39 685	47 388	38 425

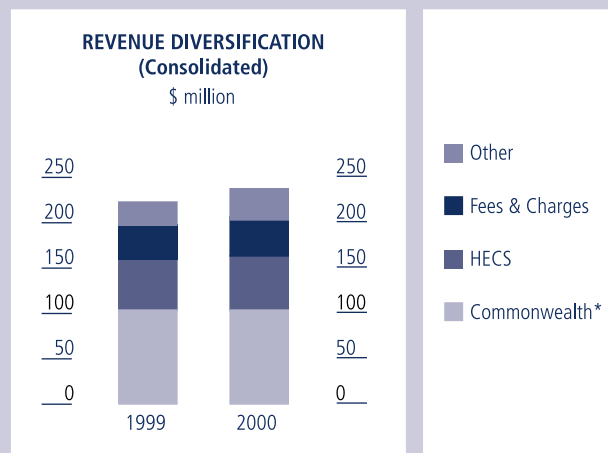
Operating Result

The University achieved a positive operating result for 2000 of \$1.6 million (\$2.4 million consolidated). The result was higher than for 1999, partly as a result of increased revenue from fees and charges and decreased depreciation charges. The graph below shows the operating results for 1999 and 2000.



Revenue Diversification

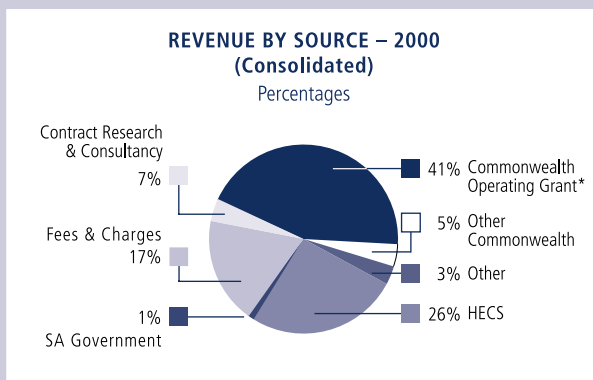
The University has diversified its revenue sources over the past few years. The University is now more international and derives a smaller proportion of its overall revenue from the Commonwealth. The increase in non-Commonwealth sources of funding between 1999 and 2000 can be seen in the graph below.



Revenue

Sources of Revenue

The graph below depicts the major sources of funding to the University in 2000. Commonwealth government funding accounts for 46% of revenue and SA government funding 1%, with the remainder from private sources.



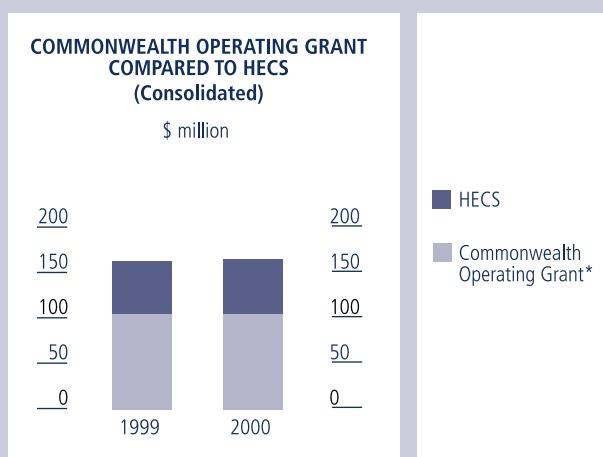
* Excludes Commonwealth deferred superannuation contributions and supplementary funding in relation to the SA superannuation scheme.

* Excludes Commonwealth deferred superannuation contributions and supplementary funding in relation to the SA superannuation scheme.

Commonwealth Funding for Teaching and Research Education

The teaching and research education of Australian students is increasingly reliant on HECS contributions from students rather than the Commonwealth operating grant.

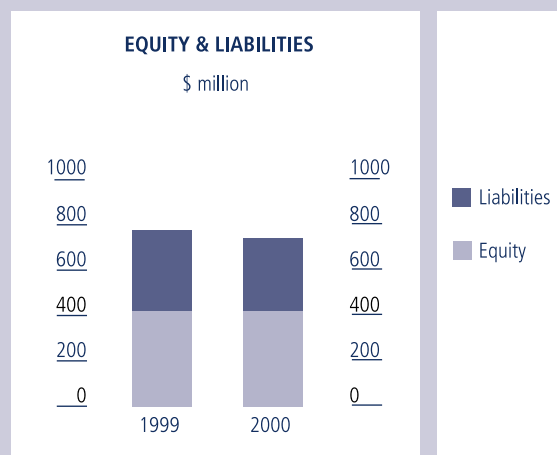
The graph below shows the contributions from students and the Commonwealth in 1999 and 2000.



* Excludes Commonwealth deferred superannuation contributions and supplementary funding in relation to the SA superannuation scheme.

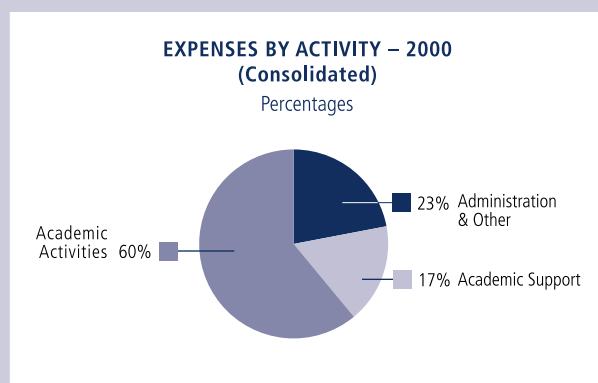
Financial Position

The graph below depicts how total University assets are funded by liabilities and equity as at 31 December 1999 and 2000.



Expenses

The graph below shows expenses by major activity in 2000. Academic activities (ie teaching and research) account for 60% of expenses.



University of South Australia in Brief 2000

ALL STAFF AND STUDENT NUMBERS AS AT 31 MARCH 2000

	FEMALE	MALE	TOTAL
ENROLMENTS			
Total number of students			
Higher degree – research	395	500	895
Higher degree – coursework	1051	1082	2133
Other postgraduate	1054	630	1684
Undergraduate	12985	8097	21082
Cross-institution and non-award	268	183	451
GRAND TOTAL	15753	10492	26245
Total number of international students			
Offshore	1819	1242	3061
Onshore	672	701	1373
GRAND TOTAL	2491	1943	4434
GRADUATES			
Total graduations in 2000			
Higher degree – research	34	52	86
Higher degree – coursework	325	323	648
Other postgraduate	457	318	775
Undergraduate	2413	1487	3900
GRAND TOTAL	3229	2180	5409
FULL AND FRACTIONAL TIME STAFF (Full-time equivalent)			
Total staff			
Academic – teaching only and teaching & research	287	360	647
Academic – research only	50	80	130
Academic – other function	9	15	24
Non-academic	651	422	1073
GRAND TOTAL	996	877	1873
ACADEMIC UNITS			
Divisions			4
Schools			31
Research Centres			19
Research Institutes			2



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