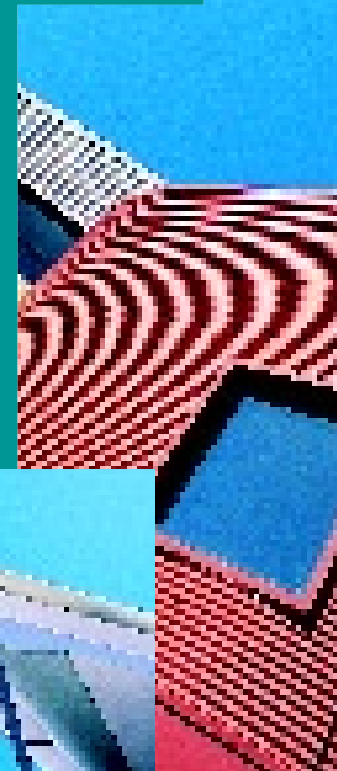
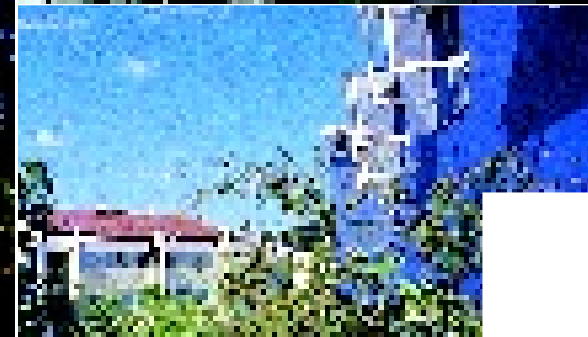
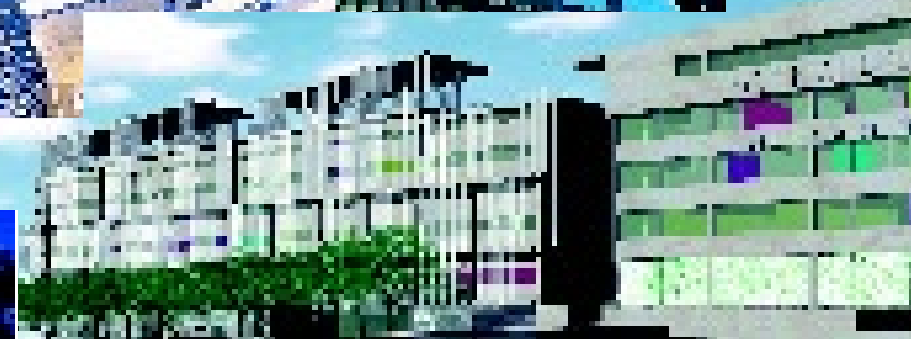
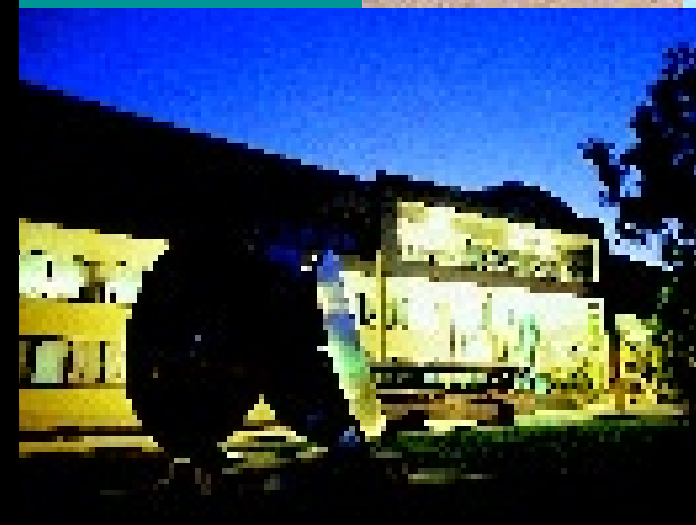


Griffith University Annual Report 1999

Annual Report

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GRIFFITH UNIVERSITY



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Communication Objectives

Griffith University's Annual Report for 1999 aims to fulfil a number of important communication objectives, including:

- meeting the University's statutory reporting requirements to the State Government
- highlighting the University's performance in line with the goals and objectives detailed in its five-year Strategic Plan 1999-2003
- underscoring the diversity and relevance of Griffith's achievements in the key areas of teaching and learning, research and research training, and community service
- demonstrating the University's effective management of significant public funds.

It is aimed at government, business and industry, the tertiary education sector, media, supporters and benefactors, along with the broader community.

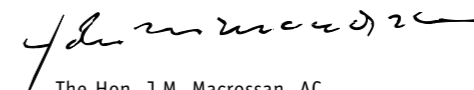
Copies of the 1999 Annual Report are available from Griffith University, Office of External Relations – telephone (07) 3875 5477.

Report of the Council of Griffith University 1999

Presented to Parliament by Command to the Hon. Dean Wells, MLA, Minister for Education.

I have the honour to present to you on behalf of the Council of Griffith University, the Annual Report for the University for 1999.

April, 2000



The Hon. J.M. Macrossan, AC
Chancellor

Highlights of the Year

- Griffith University closed the millennium by recording big increases in demand for student places. First preference figures released late 1999 for Year 2000 courses revealed an 8.9 percent rise, and overall preferences increased by 13 percent. More than 6,300 new students began undergraduate degrees in 1999.
- One of Australia's most extensive university scholarship programs, the Griffith 2000 Scholarships, was launched. The \$2 million program offers University-wide more than 180 undergraduate awards.
- Griffith was named Queensland's leading education exporter by winning the education category of the 1999 Premier of Queensland's Awards for Export Achievement. Griffith ranks number one in Queensland and number seven in Australia for on-campus international student enrolments.
- The Queensland Government announced funding of \$8 million for the proposed Centre for Biomolecular Science and Drug Discovery at the Gold Coast campus. The \$9 million facility will be dedicated to drug development and will rank as one of the nation's most advanced research centres.
- The University appointed Professor Mark von Itzstein as Director of the proposed Centre for Biomolecular Science and Drug Discovery. Professor von Itzstein, a Griffith graduate, won the 1996 Australia Prize for his internationally recognised work in developing anti-flu drugs.

- Research-based drug company Glaxo Wellcome provided \$1.5 million in funding to the Genomics Research Centre to further its vital work in isolating the genes responsible for migraine. As a leader in this field, the Centre enjoys international acclaim.
- A contract between the University and drug company AstraZeneca was extended until 2003. The \$37 million investment reflects the important work of Griffith researchers in the field of naturally produced drugs. Deputy Premier and Minister for Economic Development Jim Elder officially opened a new \$2.2 million research wing at the AstraZeneca R & D facility.
- Associate Professor Jeff Giddings was named one of Australia's two top legal educators at the prestigious 1999 Australian Awards for University Teaching.
- The inaugural Griffith Awards for Excellence in Teaching were awarded to recognise outstanding performances by educators and to continue to attract high-calibre teaching staff. Six academics each received \$5,000.
- Some \$16.6 million in new infrastructure was completed across the University, including the \$10 million Psychology Building and a \$2 million extension to the Information Services Building at Mt Gravatt campus, and a \$2.7 million Community Centre at the Nathan campus.

- Construction began on a \$9 million Multimedia Building at the Gold Coast campus and planning work continued on the relocation of the Queensland College of Art to South Bank in 2001.
- Griffith University was awarded the Key Centre for Ethics, Law, Justice and Governance, receiving \$360,000 a year in Federal Government funding for the next six years.
- Griffith won the 1999 National Public Sector Award for Marketing Excellence for an integrated campaign promoting the Gold Coast campus.
- For the fifth consecutive year, the School of Tourism and Hotel Management won the Industry Education category of the 1999 Queensland Tourism Awards.
- Griffith University won the education category of the 1999 Disability Access Awards.
- Griffith University was the fifth largest recipient of SPIRT grants in 1999, with a 61 percent increase over 1998. The number of grants rose from 13 to 21.

At a Glance

Operating revenue ('000)	1999	1998
Total	270 002	255 033
Federal Government Grants	124 080	127 999
HECS	59 986	53 117
State Government	4 427	455
Other Grants	11 910	10 441
Non-Government	17 870	16 812
Fees and Charges	51 729	46 209
Funded places		
Federal fully-subsidised places	15 989	15 341
Domestic fee-paying (PG and non-award)	524	469
International fee-paying	2,029	1,829
Student Numbers		
Total	22 728	21 633
Female	12 923	12 923
Male	9 805	9 805
Undergraduates	18 956	18 126
Higher degree - research	987	897
Higher degree - coursework	1 646	1 403
Other postgraduate	473	700
Other (ie non-award)	666	507
Total student load (EFTSU)	18 805	17 851
Staff Numbers		
Total	2,621	2,456
Academic	1,086	1,045
Non-academic	1,535	1,411

Campus Locations

Gold Coast: Parklands Drive, Southport Qld 9726
Phone (07) 5594 8811

Logan: University Drive, Meadowbrook Qld 4131
Phone (07) 3875 7700

Mt Gravatt: Messines Ridge Road, Mt Gravatt Qld 4122
Phone (07) 3875 7700

Nathan: Kessels Road, Nathan Qld 411
Phone (07) 3875 7700

Queensland College of Art: Clearview Terrace, Morningside Qld 4170
Phone (07) 3875 3112

Queensland Conservatorium: 16 Russell Street, South Bank Qld 4101
Phone (07) 3875 6287

Academic Divisions

- Arts
- Business
- Health
- Science

Vice-Chancellor's Review

Many people in the higher education sector lament that deregulation and highly constrained Commonwealth funding have heightened competitive pressures on public universities, forcing them to diversify their sources of funding and act as corporate entities in a competitive market. Others see these developments as long overdue and a source of relief for overburdened taxpayers.

The Australian Government's attitude towards higher education and university research, which still tends to view outlays as expenses rather than investments, is at variance with a number of other countries. A striking example is Ireland, the economic "tiger" of modern Europe, where higher education is free.

The leaked Cabinet submission and the white paper on research and research training indicate that the Commonwealth is placing even greater reliance on market forces. They foreshadow more pressure on universities to concentrate on identified areas of research strength, and to make their teaching and research "relevant" to the National Innovation Process, to the immediate demands of industry, and to the needs of the rural and regional communities they serve.

A key question now being debated is whether this trend threatens to weaken the research-teaching nexus, for long taken to be a hallmark of university education. It will be an unsatisfactory outcome for students in particular, and the community in general, if academics, faced with growing teaching loads and ever greater competition for research funding, can no longer dedicate time and energies to both key aspects of their profession.



Vice-Chancellor Professor L. Roy Webb

It will not do, however, to sit on our hands and await a change in policy. Rather we need to respond to these pressures by developing innovative structures and approaches that maintain the research-teaching nexus and position Griffith University to achieve its vision of being a multi-campus, learner-centred, research institution, and the university of choice for the 21st century.

Griffith has a firm basis on which to achieve its vision. It has a long-established commitment to community service and takes pride in the strength of its links with the community, industry and government. Griffith's six campuses are ideally located in the Brisbane – Gold Coast corridor and cater for nearly 23,000 students. They form the geographic basis for Griffith University to meet the higher education needs of the Gold Coast, Logan and Brisbane areas and to contribute to the cultural and economic life of these communities.

The growth of the Logan campus is exceeding projections while the Southport campus, which will house the University's new biotechnology research infrastructure, remains Griffith's fastest growing campus. The Gold Coast region is, nevertheless, still poorly served in the allocation of Commonwealth-funded student places and Griffith University, with the support of the local community and the Gold Coast City Council, is continuing a campaign to lobby Canberra for a substantial increase in student numbers.

Griffith University in 1999 extended its deserved international reputation for the high quality of its courses and its innovative approach to teaching. It was a pioneer in the development of multi-disciplinary courses and is now a leader in student-centred learning through flexible learning, which makes effective use of learning technologies while meeting critical quality factors.

Griffith's commitment to internationalisation earned it the Premier of Queensland's Award for Export Excellence in 1999. The University's international student population, nearly 3000, is drawn from more than 75 countries and every continent, and is the largest on-campus overseas enrolment in Queensland and the seventh in Australia.

As a research university, Griffith is recognised for its multi-disciplinary approach, its focus on outcomes and its strong industry links. These are widely recognised attributes of a 21st century university and they are the attributes the Commonwealth is seeking to encourage. Griffith is participating in seven new Cooperative Research Centres and its reputation for excellence has attracted internationally recognised researchers. They include Professor Mark von Itzstein, who will head the Centre for Biomolecular Science and Drug Discovery at the Gold Coast. Griffith's reputation has also drawn substantial investments from industry research partners, notably AstraZeneca and Glaxo Wellcome.

As a major higher education gateway to the Asia-Pacific, Griffith University enjoys the advantages flowing from its location on the Pacific Rim in Australia's most rapidly growing population region. Griffith's outstanding success in the past year at the institutional, team and individual levels was achieved by embracing diversity and nurturing innovation in its development of creative responses to local, national and global change. These characteristics augur well for the future.

A handwritten signature in black ink, appearing to read "L.R. Webb". The signature is fluid and cursive, written in a professional style.

L.R. Webb
Vice-Chancellor

Strategic Plan

In 1999, the University adopted a Strategic Plan for the new millennium. This plan will ensure that Griffith University continues to build on its achievements and established reputation as one of the most creative and influential universities in the Asia-Pacific region.

Vision

Griffith University, a multi-campus, learning-centred, research university, will be acknowledged as an outstanding university that combines the best university traditions and values with the innovation necessary for success. Ideally positioned for the 21st century in the fastest growing region in Australia, the University will build on its established reputation for responding creatively to local, national and global change by embracing diversity and nurturing innovation.

Values

In pursuit of our mission, the University values:

- rigorous standards of scholarship
- continuous quality improvement and accountability
- commitment to individual rights, ethical standards and social justice
- participatory decision making and problem solving
- lifelong learning and personal development
- contributing to a robust, equitable and environmentally sustainable Australia
- tolerance and understanding of diversity in society.

Mission

In the pursuit of excellence in teaching, research and community service, Griffith University is committed to:

- innovation
- bringing disciplines together
- internationalisation
- equity and social justice
- lifelong learning

for the enrichment of Queensland, Australia and the international community.

Senior Management Structure

Vice-Chancellor
Griffith Asia Pacific Council

Deputy Vice-Chancellor

Academic Policy and Planning
Quality, Teaching and Learning
Griffith Institute for Higher Education

Deputy Vice-Chancellor (Research)

Research Policy
Graduate Studies
Office for Research
Office of Technical Services

Pro Vice-Chancellor
(Arts, Mount Gravatt, Nathan)

Faculty of Arts

Faculty of Education

Queensland College of Art

Queensland Conservatorium

Centre for Applied Languages and Linguistics

Pro Vice-Chancellor
(Business, Equity, Logan)

Faculty of Commerce and Management

Faculty of International Business and Politics

Faculty of Law

Graduate School of Management

Gururri Centre

Centre for Business Education and Development

Pro Vice-Chancellor
(Health, Science, Gold Coast)

Faculty of Engineering

Faculty of Environmental Sciences

Faculty of Health Science

Faculty of Information and Communication Technology

Faculty of Nursing and Health

Faculty of Science

Pro Vice-Chancellor
(Information Services)

Griffith Flexible Learning Services

Information Technology Services

Library and Information Literacy Services

Pro Vice-Chancellor
(Administration)

Academic Administration

Griffith University International Centre

Legal Services

Office of Community Services

Office of External Relations

Office of Facilities Management

Office of Finance and Business Services

Office of Human Resource Management

Principal Officers

as at 31 December 1999

Chancellor

The Hon. John Macrossan
AC, BA LLB Hon LLD Qld, BCL Oxon

Deputy Chancellor

Norman Fussell
AAUQ, FASA, FCIS

Vice-Chancellor

Professor L. Roy Webb
OMRI, BCom Melb, PhD Lond, FASSA, FAIM

Deputy Vice-Chancellor

Professor William Lovegrove
BA, PhD Qld FAPsS

Deputy Vice-Chancellor (Research)

Professor Dennis Lincoln
BSc Nott, MA PhD Camb, DSc Brist, FRSE

Pro Vice-Chancellor (Arts, Mt Gravatt, Nathan)

Professor James Walter
MA LaT, BA PhD

Pro Vice-Chancellor (Business, Equity, Logan)

Professor Margaret Gardner
BEc PhD Syd

Pro Vice-Chancellor (Health, Science, Gold Coast)

Professor Max Standage
BSc PhD Otago, FAIP

Pro Vice-Chancellor (Administration)

A. Colin McAndrew
MA St And

Pro Vice-Chancellor (Information Services)

Janice Rickards
BSc Qld, Dip Lib NSW AALIA

Dean (Faculty of Arts)

Professor David Saunders
BA Oxon, DU Grenoble

Dean (Faculty of Commerce & Management)

Professor Peter Brosnan
MA Otago, PhD LaT

Dean (Faculty of Education)

Professor Marilyn McMeniman
BA DipED PhD Qld, MA Lond

Dean (Faculty of Engineering)

Professor H. Barry Harrison
BEng Melb, Dip Elec Eng Cane field

Dean (Faculty of Environmental Sciences)

Professor William Hogarth
BSc NSW, PhD N'cle (NSW), FIMA

Dean (Faculty of Health Sciences)

Professor John O'Gorman
BA PhD Qld, FAPsS

Acting Dean (Faculty of Information & Communication Technology)

Professor Rodney Topor
BSc Monash, PhD Edinburgh

Dean (Faculty of International Business & Politics)

Professor David Lim
BSoc Sci Birmingham, MA PhD Sussex

Dean (Faculty of Law)

Professor John Dewer
BCL, MA Oxon, Phd Griffith

Dean (Faculty of Nursing & Health)

Professor Anne McMurray
MEd PhD WAust

Dean (Faculty of Science)

Professor William McGillivray
BSc PhD Qld, FAIP

Provost and Director (Queensland College of Art)

Professor Mostyn Bramley-Moore
BA Syd, MFA Pratt Institute

Provost and Director (Queensland Conservatorium)

Professor Simone de Haan
MMus WAust

Director (Graduate School of Management)

Professor Greg Bamber
BSc Manc, PhD Heriot-Watt

Awards for Service

The services of seven outstanding leaders in their fields were recognised in 1999 with the presentation of Honorary Doctorates from Griffith University.



Yvonne Bain, AM
Educational Consultant



Alex Freeleagus, AO
Honorary Greek Consul
to Queensland



Clive Hildebrand
Business Leader



Michael Leunig
Cartoonist and 'Living Treasure'



Sir Frank Moore, AO
Tourism Industry Leader



Ruth Park, AM
Author



George Tintner
Conductor

University Council

as at 31 December 1999

In 1999, the Council of Griffith University held 10 meetings.

Chancellor

The Honourable John Macrossan, AC

Deputy Chancellor

Norman Fussell

Vice-Chancellor

Professor L. Roy Webb

Members appointed by the Governor in Council

Yvonne Bain AM

Norman Fussell

Sir Leo Hielscher DUniv

Henry Smerdon

Chief Judge Patricia Wolfe

The Director-General of Education or his Nominee

Debbie Best

Three Members who are members of the senior faculty staff of the University, elected by senior faculty staff

Margaret Buckridge

Professor George Kearney, AM

Professor Royce Sadler

One Member who is a member of the junior faculty staff of the University, elected by junior faculty staff

David Baker

One postgraduate student of the University, elected by postgraduate students

Lorna Collingridge

One full-time undergraduate student of the University, elected by full-time undergraduate students

Mia Kelly

One part-time undergraduate student of the University, elected by part-time undergraduate students

Sarah Chapman

Two Members of the general staff of the University, elected by general staff

Nikki Allen

Trevor Schramm

Three Members of Convocation, elected by Members of the Convocation Roll

Richard Howard

Bernadette Roberts

Helen Taylor

Two Members of the Advisory Council of the Gold Coast University College, elected by the Advisory Council

Bruce Cook

John Kearney, QC

Teaching & Learning

Goal:

As Australia's leading University in on-campus student-centred learning, committed to multi-disciplinary education and equity, Griffith will produce graduates with specific course-related expertise and high levels of generic skills to be leaders in the development of their communities.

Objectives:

- to achieve excellence in student-centred learning as measured by international standards, and to be known as leading innovators in teaching and learning
- to offer high quality, innovative, work-related courses
- to provide a learning environment which caters for all student needs
- to produce highly sought-after graduates with globally applicable skills for the international market.

1999 was a milestone year for Griffith University.

Griffith closed the millennium with an impressive increase in demand for student places. The number of first preferences for Year 2000 courses jumped 8.9 percent and in a continuing trend, many courses attracted some of the State's highest achievers. Griffith staff and students won an unprecedented number of awards for teaching and academic excellence; the University was named Queensland's leading education exporter; and it launched one of the most extensive university scholarship programs in Australia.

The Griffith 2000 Scholarships represent a \$2 million investment in the future of the University's graduates, and incorporate 180 different awards providing financial assistance and study incentives in recognition of academic excellence, sporting achievement and socioeconomic disadvantage.

While the scholarship program provides an important start to many promising careers, Griffith also reinforced its commitment to outstanding teaching with the first Griffith Awards for Excellence in Teaching.

Students, staff, employers of graduates and industry partners nominated award winners for their commitment and high teaching standards. Grants of \$5,000 were presented to Associate Professor Jeff Giddings, School of Law (Individual Teacher Award); Mary Keyes, School of Law (Beginning Teacher Award); Associate Professor Nick Knight, School of Modern Asian Studies (Honours and Postgraduate Supervision and Teaching Award); Martin Bridgestock, David Burch and John Forge, First-Year Science Technology and Society team (Team Teaching Award).

As well as distinguishing himself in these awards, Associate Professor Jeff Giddings was named one of Australia's top two law lecturers. Jeff was joint winner of the \$40,000 prize for law and legal studies at the prestigious 1999 Australian Awards for University Teaching. There were more than 100 nominations for the honour.

A strong demand

More than 6,300 new students enrolled in Griffith undergraduate degree courses in 1999. Strong demand for new courses reflected the quality and industry relevance of degrees in areas such as information technology, law, multimedia and education.

The five-year degree in physiotherapy filled its quota for 1999 from the top two percent of all QTAC applicants, while individual courses that performed strongly included the Bachelor of Arts – Logan (up 87 percent), the Bachelor of Arts – Gold Coast

(up 45 percent), Bachelor of Engineering in Microelectronic Engineering (up 39 percent), the Bachelor of Commerce in Retailing Management and the Bachelor of Engineering in Environmental Engineering (both up 36 percent).

As the year closed, the latest figures revealed an overall rise of 13 percent in preferences for Griffith's Year 2000 courses.

Despite these outcomes, for the first time in many years there were no new places allocated by the Federal Government.



1 Other GU Teaching Award winners: Mary Keyes, Nick Knight, Martin Bridgestock

2 Jeff Giddings, School of Law

3 International Business Cadetship winners: David Bridge, Belinda Finch and Angela O'Dea

The Gold Coast campus was forced to turn away almost as many students as it accepted (1,800) in 1999 because the region has Australia's lowest ratio of university places (13.3 places for every 1,000 residents by the year 2001 compared with the national average of 21.2). As a result, the University initiated and will vigorously continue a campaign for 3,000 more student places at the Gold Coast to ensure outstanding talent is not lost from the region. The campaign has the support of local business leaders and the Gold Coast City Council.

The \$38 million Logan campus experienced a 50 percent leap in new student numbers in the first semester compared with the same period in 1998. About 800 new students brought the total population to almost 1,200 in 16 degree programs (including three new courses).

International influences

Ranking number one in Queensland and number seven in Australia for international student enrolments, Griffith University led the way in the export of educational services in 1999 and contributed significantly to the global market for higher education. Overseas students from 70 countries comprised 13 percent of the University's enrolments (3,042), a significant increase over the previous year. Official recognition of this strong commitment to internationalisation was made at the 1999 Premier of Queensland's Awards for Export Achievement when Griffith was announced winner of education export. This category is judged on export achievement of services, facilities, expertise and curriculum.

Also of significance:

- Seventy Japanese students graduated with a Bachelor of Nursing at a ceremony on the Gold Coast. Since Griffith became the world's first foreign university to offer Japanese language nursing degrees in Japan, enrolments have increased to more than 400.
- Twenty-four Canadian students joined the University's custom-made Master of Teaching program. Previously a Graduate Diploma of Education course, the program was marketed heavily in Canada, offering overseas students an opportunity to experience a different lifestyle and culture.
- Fourteen overseas students sponsored by the Australian Agency for International Development (AusAID) joined the University in first semester. They were introduced to Australian customs through Griffith's Introductory Academic Program and enrolled in a wide range of courses ranging from hotel management to environmental science.
- The number of Griffith graduates across Australia and overseas rose to some 43,000 in 1999 following graduation ceremonies in Brisbane and at the Gold Coast.
- A lecturer from Shanghai Medical University, Dr Zhong Ruan, was the first recipient of the John Willett Scholarship. Dr Zhong Ruan is studying for an MBA at the Graduate School of Management. The scholarship, worth \$35,000, honours Griffith's foundation Vice-Chancellor and drew more than 100 applications from 12 countries.



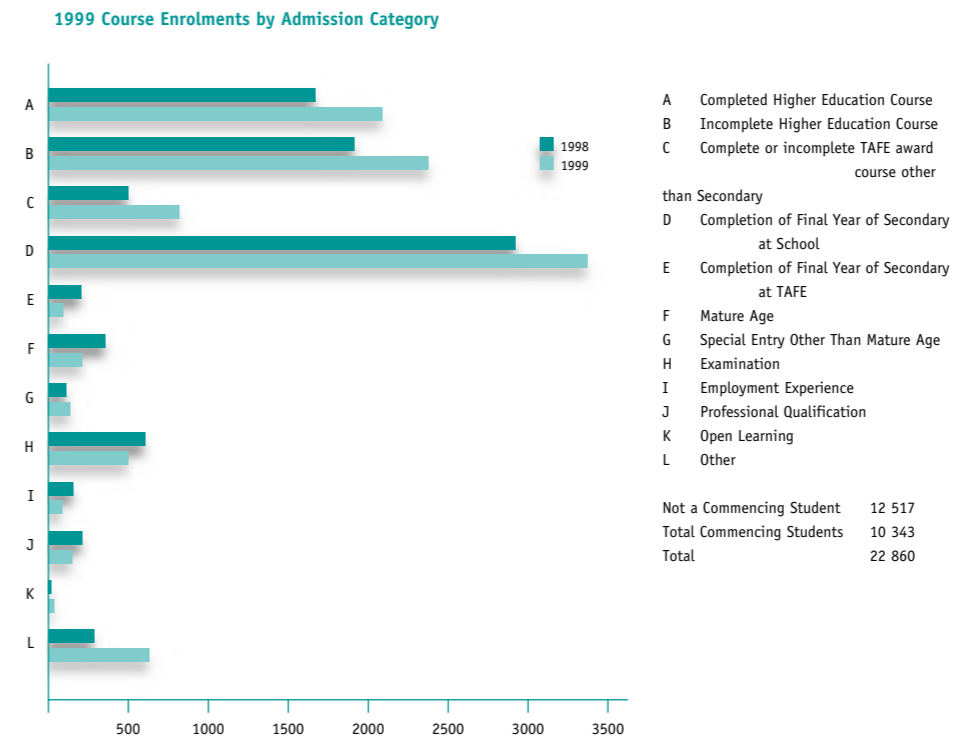
Marlene Le Brun (centre front) shooting her video series *A New Face of Lawyering*.

Accolades

Staff and students drew a record number of accolades in 1999, including:

- Professor David Ingram and Elaine Wylie from the Centre for Applied Linguistics and Languages won a prestigious national grant for their innovative approach to teaching languages. The \$158,000 grant was the highest presented to a university by the Committee for University Teaching and Staff Development (CUTSD). The project matches students with volunteer native speakers in the community and sets tasks that effectively extend language skills.
- Committee for University Teaching and Staff Development (CUTSD) grants were also awarded to Professor John Bain from the School of Curriculum, Teaching and Learning, Dr Liisa Von Hellens from the School of Information Technology, Humanities Head of School Professor Mark Finnane and Associate Professor Wayne Hudson.
- Wendy Moyle of the School of Nursing won the University's inaugural \$4,500 Faculty of Health Teaching Award, presented for consistent and excellent teaching performance within the School.

- The Gold Coast Student Guild named the School of Tourism and Hotel Management's Dr David Kennedy the outstanding teacher at Griffith University Gold Coast campus.
- A video series, *A New Face of Lawyering*, won Foundation Deputy Dean of the Law Faculty, Associate Professor Marlene Le Brun, the honour of runner-up for Best TAFE and Vocational Teaching and Learning Package at the 1999 Australian Awards for Excellence in Educational Publishing. The videos promote the importance of interviewing skills in legal education.



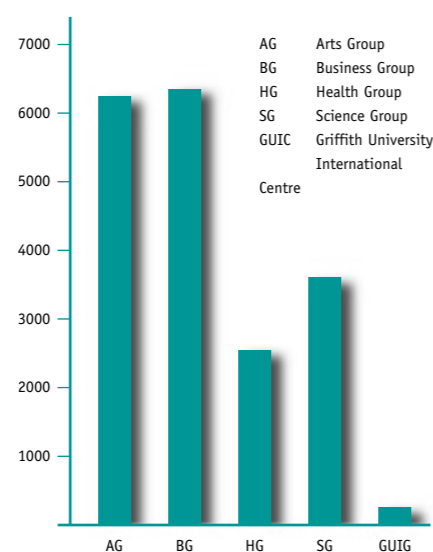
All Students by Domicile 1999

Australian Domicile			
Brisbane/Gold Coast Region			
Southern Suburbs		5 177	
Eastern Suburbs		2 282	
Western Suburbs		2 256	
Northern Suburbs		1 071	
South Coast		5 271	
		16 057	
Regional Queensland			
North Coast		1 312	
West Morton		614	
West Queensland		350	
North Queensland		333	
Central Queensland		224	
		2 833	
Subtotal Queensland			18 890
Subtotal other States			1 165
Unknown			2
Subtotal Australia			20 057

- Senior lecturer in the School of Accounting and Finance Dr Mike Dempsey won an \$18,000 teaching and learning grant to further his work in developing derivative securities and risk management. Colleague Natalie Gallery was awarded the \$5,000 Frank Burke Scholarship from the Australian Society of Certified Practising Accountants for her study on superannuation disclosures by public companies.
- A team of Griffith multimedia students was the only student group to win a commercial category of the 1999 Australian Interactive Multimedia Industry Association Awards. The team won Best Community Title Award for its *Between the Flags* water safety CD-Rom produced for Surf Life Saving Queensland.
- Griffith's School of Tourism and Hotel Management won the Industry Education category of the 1999 Queensland Tourism Awards for the fifth consecutive year. The School has Australia's largest proportion of international students studying tourism and hospitality management.
- Griffith graduates won three of four places offered under the Queensland Government's International Business Cadetship Scheme. David Bridge and Belinda Finch (Bachelor of International Business) and Angela O'Dea (Bachelor of Arts in Modern Asian Studies) took the opportunity to gain valuable work experience in the Government's Asian trade offices.

- Law students Tony Durkan and Vera Malesevic set a record when they represented Griffith to win the University's third consecutive annual Client Interviewing Competition. Griffith's hat trick was the first in the seven-year history of the competition. Vera also joined fellow student, Shiv Jhinku, to defeat the University of Queensland team in the State finals of the National Family Law Mooting competition.
- Queensland Conservatorium student William de Vos (Bachelor of Music) won a \$9,000 bursary to study for a year at New York State University's Purchase College under principal horn player with the New York Philharmonic Orchestra, Philip Myers. William was principal horn with the Queensland Youth Orchestra for five years and will study for a Master of Fine Arts degree.

Student Load by Academic Group, 1999



Woolworths managers studying the Certificate of Retail Management

- Queensland College of Art graduate Greg Thorpe won an international award for his stark images of Cambodian landmine victims. Greg, who also won a Bachelor Medal for the highest grades in his Bachelor of Photography degree course, took first place in the Photo Imaging Education Association's (PIEA) University – Single Image category.
- QCA student Cameron Stelzer was co-recipient of the Eddie Hopkins Memorial Drawing Prize for outstanding pen and watercolour drawings. The prize is part of Australia's most prestigious drawing competition, the Artistcare Student Drawing Prizes.

- Accounting student Sharlene Anderson spent three weeks working in Hong Kong after receiving one of nine overseas work experience placements offered by the Australian Society of Certified Practising Accountants. Sharlene was the only Queensland student selected.
- Ecotourism student Naomi Tanaka became the first non-native English speaker to be awarded the \$4,000 KM Hatano Scholarship. Naomi is from Japan and reviewed courses around the world before enrolling in Griffith's Bachelor of Science in Ecotourism.



RAAF Memorial Trust Scholarship winner, Tim Mavin



Queensland Student of the Year Alexandra Cowd
Photo courtesy of The Courier-Mail

- Sports Scholarship winner Jodi Mansfield (Bachelor of Business degree majoring in Sports Management) was selected for the Sydney 2000 Olympic diving squad following national representation at the World Cup, the International Grand Prix and the World University Games.
- Student Lee Coulter (Bachelor of Arts) won the inaugural Queensland Biennial Young Queensland Songwriter's Award for his song *Look Around You*. At 18, Lee has written more than 70 songs and his first CD released in 1998 sold out within three months.

- Queensland College of Art graduates Jason Hargreaves, Dominic Egan and Alice Addison joined the Australian Film, Television and Radio School in 1999, securing three of only 40 positions available. This was the first time that three students from the same class of any university were accepted in the highly competitive intake.
- Student Caleb James (Queensland Conservatorium) won five awards at the 14th Annual Sunnie Awards. He was named Songwriter of the Year and won Best Producer, Best Album, Best Alternative Album and Best New Talent (as producer of the band, Rhubarb).
- Student Nicole Mayer (Information Technology) won the highly sought-after Women in Information Technology 1999 Scholarship, one of three Griffith students shortlisted for the award.
- Student Timothy Mavin (Bachelor of Aviation) received the first \$2,500 RAAF Memorial Trust Scholarship, Queensland's largest aviation scholarship.

- Queensland College of Art Fine Art graduate David Sawtell added automotive imagination to the Brisbane International Motor Show when he was commissioned to create five topiary sculptures featuring 1,000 old exhaust pipes. Fellow graduate Chris Bartkus won the Show's car painting competition.

Endorsements

- Former Australian Governor-General Sir Zelman Cowen officially opened the first legal ethics workshop, which was held at Griffith before touring interstate universities. Conducted by Law Faculty Associate Professor Marlene Le Brun, the project was funded by a National Teaching Fellowship grant to better educate lawyers in legal ethics and professional responsibility.
- World expert in business management Professor Graham Winch accepted an invitation from the Graduate School of Management and Centre for Business Education and Development to host a two-day interactive seminar for businesspeople. The seminar addressed change management, business planning and the need to develop tailor-made management techniques.
- Vice-Chancellor Professor Roy Webb was appointed to head the State Government's review of accreditation and accountability of private schools in Queensland, in a move to improve procedures and the interface between the Education Department and the non-state education sector.
- The Sydney Organising Committee for the Olympic Games (SOCOG) engaged Griffith to assemble a Brisbane-based panel of interviewers to assess possible Olympic volunteers from Queensland. The 30 interviewers were mostly postgraduate human resource management and psychology students.

- Pharmaceutical company Beckton Dickenson sponsored a \$3,400 scholarship in recognition of the importance of the University's Graduate Certificate in Infection Control. The postgraduate program offered by the School of Public Health is nationally acknowledged to be at the cutting edge of the industry, especially at a time of concern about the exposure of health workers to blood-borne viruses such as AIDS and Hepatitis B and C.
- Retail chain Woolworths offered full scholarships to 20 of its managers to study Griffith's Certificate of Retail Management. The initiative reflects Griffith's flexible responses to industry needs and recognition of the program (developed in close consultation with the Retail Association of Queensland).
- Pro Vice-Chancellor (Business, Equity, Logan) Professor Margaret Gardner delivered Griffith's first professorial lecture for 1999. Her lecture, which examined industrial relations reform and followed her appointment as Chair of the State Government taskforce reviewing IR legislation, coincided with the presentation of new legislation to State Parliament.



Wendy Moyle, School of Nursing

First Bachelor of Aviation graduate, Isaac Barrell

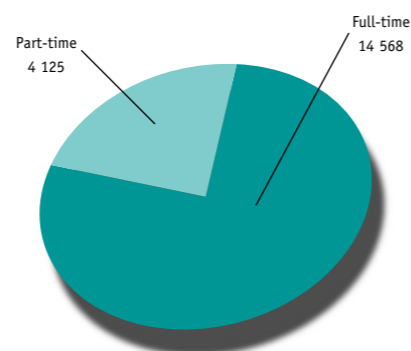
- Eight Griffith University academics were invited to deliver papers at the annual Council for Australian Tourism and Hospitality, a national forum for discussing key issues for the tourism and hospitality industries.
- Queensland Student of the Year Alexandra Cowd, of Marymount College at the Gold Coast, announced she would study at Griffith's Gold Coast campus in 2000, reinforcing GU as the first university choice of some of the State's top academic achievers.

Initiatives

- Griffith announced the new cross-campus School of Management. Focusing on the interface between management, information and people, the new school amalgamates the School of Information Systems and Management Science, the School of Management, and the School of Organisational Behaviour and Human Resource Management as part of a cross-disciplinary approach to learning.

- To mark the 10th anniversary of the University's School of International Business, five prospective students from regional Queensland each received a Griffith International Business Scholarship. Griffith was the first Australian university to offer studies in business, economic and political relations with an international perspective.

Enrolments by Bachelor's Degree Program 1999



- The University continued to expand its presence in Asia with the introduction of the first Australian art college course in China. Thirteen students from China's top art education institute, the Central Academy of Fine Art in Beijing, graduated with a Master of Arts in Visual Arts (Photography) offered by the Queensland College of Art. Another three students completed their Graduate Diplomas.
- Education lecturer Associate Professor Brendan Bartlett developed a progressive teaching program, Learning Made Easy, in conjunction with teachers from Ipswich Grammar School. The program helps students to develop insights into learning, and was purchased by a delegation from the USA after significant international interest.

- Queensland's first postgraduate course in health services management was introduced to fill a gap in the State's health care system. The Masters degree helps health services managers stay abreast of issues (such as the need for financially viable public health schemes) which are forcing major changes within their profession.
- Griffith maintained its tradition of offering courses for emerging employment areas, and bringing complementary disciplines together, in 1999. A total of 26 new bachelor degrees and 51 postgraduate courses were introduced, in fields as diverse as multimedia, teaching, specialist nursing, international business and industrial relations.

- The Logan campus introduced the CITTIE-project (Computing and Information Technology Training and Instruction Environment). Using a \$5,500 server donated by COMPAQ, it provides elements of a virtual business environment designed to educate Internet computing students about electronic trading.
- The Gold Coast campus produced its first graduates of the combined Bachelor of Exercise Science/Bachelor of Business degree to meet the increasing need for a balanced teaching approach to sports management.
- Student Isaac Barrell became the first graduate of the Bachelor of Aviation degree course developed between British Aerospace and Griffith and introduced last year at Tamworth in NSW.
- Griffith hosted its first Postgraduate Expo in 1999 (at Brisbane City Hall and the Gold Coast campus) to showcase its 200-plus postgraduate degree courses to prospective students.
- School of Arts students developed a 40-page website to support a unique primary school bilingual education program in which both hearing and hearing-impaired students study together using English and AUSLAN (Australia's official sign language).
- The Office of Technical Services extended comprehensive safety courses to all postgraduate students using laboratories. The courses cover areas such as general health and safety practices; chemical, radiation and biological safety; four-wheel driving and boating safety; and animal handling.

International Student Enrolments by Domicile 1999

	Male	Female	Total		Male	Female	Total
Asia				Europe			
Bangladesh	19	3	22	Austria	1	-	1
Brunei	4	2	6	Belgium	1	1	2
Burma	1	-	1	Czechoslovakia	-	2	2
China	51	60	111	Finland	1	-	1
Hong Kong	93	81	174	France	5	3	8
India	188	27	215	Germany - West	5	4	9
Indonesia	63	59	122	Greece	1	1	2
Japan	64	89	153	Hungary	-	1	1
Korea - South	106	85	191	Ireland	-	2	2
Laos	1	-	1	Italy	2	-	2
Macau	3	1	4	Netherlands	-	1	1
Malaysia	67	60	127	Norway	158	176	334
Pakistan	28	4	32	Other European	1	1	2
Singapore	47	48	95	Poland	1	-	1
Sri Lanka	9	5	14	Portugal	-	1	1
Taiwan	105	201	306	Sweden	99	105	204
Thailand	48	47	95	Switzerland	1	2	3
Vietnam	9	4	13	U.K (& Nth Ireland)	8	5	13
Asia Total	906	776	1 682	U.S.S.R	2	6	8
Middle East				Europe Total	286	311	597
Iran	3	1	4	Pacific Ocean Countries			
Turkey	5	-	5	Fiji	6	8	14
United Arab Em	-	1	1	Nauru	-	1	1
Middle East Total	8	2	10	New Caledonia	5	4	9
Other Asia/Middle East	6	3	9	New Zealand	-	1	1
Africa				Other Pacific	3	-	3
Kenya	11	10	21	Papua New Guinea	10	13	23
Malawi	1	-	1	Philippines	6	3	9
Mauritania	1	-	1	Solomon Islands	2	-	2
Other African	6	4	10	Tonga	2	-	2
South Africa	5	1	6	Vanuatu	-	4	4
Tanzania	2	3	5	West Samoa	-	2	2
Uganda	-	1	1	Pacific Ocean Countries Total	34	36	70
Africa Total	51	54	105	Atlantic & Indian Ocean Countries	9	9	18
Americas				Not Listed	7	2	9
Argentina	2	-	2	Total	1 333	1 212	2 545
Brazil	4	4	8				
Canada	21	23	44				
Other South America	1	-	1				
U.S.A	23	27	50				
Americas Total	51	54	105				

Research & Research Training

Goal:

To be a University where research underpins and informs the education of its students, where research training is of the highest quality, and where research outputs significantly impact upon Australia and the international community.

Objectives:

- to encourage the achievement of nationally recognised research excellence across all sectors of the University
- to increase the number of internationally recognised centres of research excellence
- to increase the University's impact in research higher degree training
- to increase the impact of research outputs for the benefit of the external community and the University.

Griffith University's reputation as one of the nation's leading research institutions was cemented in 1999 with the approval of \$8 million in state funding for a major biomolecular science centre at the Gold Coast campus.

In a further coup, the University announced world-recognised researcher and winner of the 1996 Australia Prize, Professor Mark von Itzstein, would direct the Centre for Biomolecular Science and Drug Discovery.

The \$13 million centre will be dedicated to drug development and will rank as one of Australia's most advanced scientific research facilities.

In addition to helping achieve Queensland's 'smart State' objectives, the new facility is expected to generate some \$32 million for the local economy over the next seven years. Professor von Itzstein's appointment supports Griffith's impressive research capability in the area of biotechnology. Professor von Itzstein was awarded the Australia Prize for his work in developing anti-flu drugs, and his cutting edge approach to pharmaceutical development is world renowned. As Director of the Centre, he will lead a research team to investigate new drugs to treat some of the world's most prevalent diseases, including tuberculosis, cancer and malaria.

The establishment of the Centre will complement other major research efforts at Griffith's Genomics Research Centre, the AstraZeneca R & D Research Institute, and eight Cooperative Research Centres.

The Genomics Research Centre, also located at the Gold Coast campus, is a world leader in genetic research. In 1999 it received \$1.5 million from drug company Glaxo Wellcome to help isolate the genes responsible for migraine. The funding follows the Centre's discovery in 1998 of the genes responsible for this debilitating condition.

Other projects initiated during the year included research into a possible link between vitamin D and prostate cancer (following an earlier discovery of a link between vitamin D and breast cancer) and a nationwide study of twins in order to identify common genes behind a range of disorders.

The AstraZeneca R & D, in conjunction with international drug company AstraZeneca, is leading Australia in the screening of native flora for compounds that may have potential for pharmaceutical development. This vital work was acknowledged in 1999 with the opening of a \$2.2 million research wing and the \$37 million extension of the Griffith-AstraZeneca contract until 2003.



1

1 Heading researcher, Professor Mark von Itzstein



2

2 Deputy Premier Jim Elder at the opening of the \$2.2 m AstraZeneca research facility



3 Professor Bill Lovegrove (right) and Gold Coast Mayor Gary Baidon at the launch of the Centre for Coastal Management



4

4 Dr Sharon Dawe's research linked binge drinking and eating in young women

In 1999, Griffith was awarded partnerships in six Cooperative Research Centres (CRC). They are the CRC for Catchment Hydrology, CRC for Freshwater Ecology, CRC for Tropical Rainforest Ecology and Management, CRC for Enterprise Distributed Systems Technology, CRC for Microtechnology, and the CRC for Coastal Zone, Estuary and Waterway Management.

The University was also awarded one of eight Key Centres for Teaching and Research—the Key Centre for Ethics, Law, Justice and Governance—with Federal funding of \$360,000 a year for the next six years.

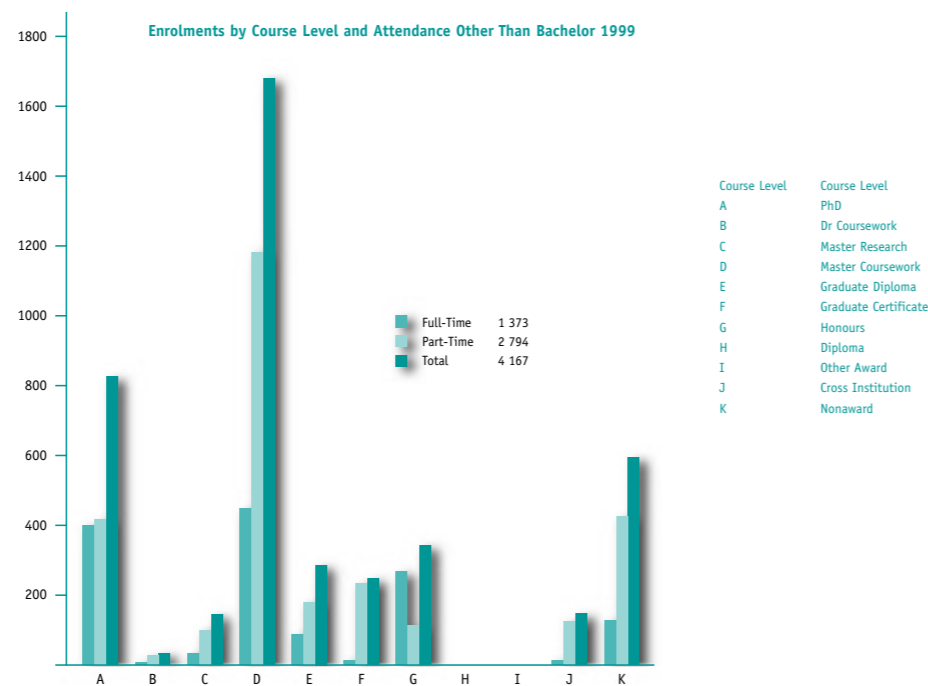
In a research alliance with Gold Coast City Council, the Griffith Centre for Coastal Management was established to pool expertise, especially from Griffith's environmental sciences and engineering researchers. While both organisations have collaborated in the past, the Council's funding of \$130,000 a year for five years formalises the partnership and is expected to place the region at the forefront of coastal management research.

Following its establishment in 1998, the Griffith Medical Research Institute continued to profile the worth of its six existing centres, and to foster the development of further areas of excellence. The umbrella organisation incorporates the Genomics Research Centre, AstraZeneca & Rotary Centre for Cardiovascular Research, Centre for Biomolecular Science and Drug Discovery, Centre for Molecular Neurobiology, and the Centre for Molecular Development Biology.

Research Grants

Griffith's research outcomes and expertise continues to draw recognition in the form of major grants.

In terms of new Australian Research Council (ARC), Strategic Partnerships with Industry – Research and Training (SPIRT), Research Infrastructure Equipment and Facilities (RIEF), and National Health and Medical Research Council (NHMRC) grants, Griffith remains the number two university in Queensland.



Anthony Walsh

Jolon Faichney

Dust storm

Mamoud Azimi, from the School of Biomolecular and Biomedical Science eyes a 5cm rose bush with a match-head size bloom

Griffith University was the fifth largest recipient of SPIRT grants nationally in 1999, with a 61 percent increase over 1998. The number of grants awarded rose from 13 to 21.

Recognition of Griffith's outstanding research capability is also reflected in the following awards:

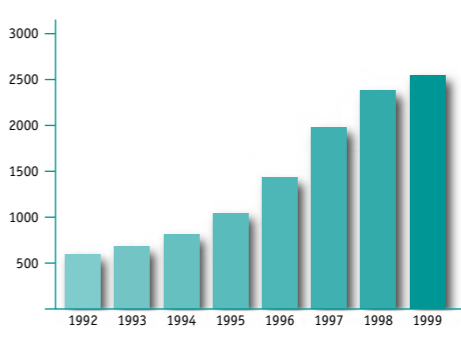
- Senior Lecturer in the School of Accounting and Finance, Associate Professor Chris Guilding, won a \$20,000 CRC research grant for his study *An Investigation of the Relative Sophistication of Capital Budgeting in the Australian Hotel and Leisure Industries.*
- Associate Professor in Biomedical and Biomolecular Science Dr Rod Drew received the 1999 Graham Gregory Award for Excellence in Horticultural Research. Dr Drew has worked in the papaw industry for the past 15 years developing disease-resistant fruit.

Leadership in research

Griffith provided outstanding leadership in several areas of research in 1999.

During the year, the University was granted a United States patent for the design of a mobile telephone antenna that reduces possible harmful electromagnetic radiation. The device was developed by the School of Microelectronic Engineering, and is expected to capture a share of the \$2.5 billion a year antenna market over the next five years.

Fee Paying Overseas Students 1992-1999



Researchers Jolon Faichney and Ruben Gonzalez brought hand-held video communications a step closer to reality by integrating face-to-face videoconferencing into palm-size computers. Several major telecommunications companies have expressed interest in the software that enables Windows CE-based, handheld computers to receive audio and video signals and to transmit audio.

Two discoveries by Griffith biology researchers were noted by the scientific world in 1999. A new species of fish in Moreton Bay was found following a world-first study of saltmarsh areas. The Fisheries Research and Development Corporation sponsored the project by marine biologist Dr Rod Connolly and Honours student Bonnie Thomas.

A study of frogs led to the discovery of two remnant populations of the rare and endangered Fleay's Barred River Frog in the Mount Barney region of the Gold Coast hinterland. Further research hopes to help conserve the species by determining the risks to their survival.

Griffith also led research in the following areas:

- One of the world's largest community surveys into suicide prevention formed the first stage of a two-year program by Griffith's Australian Institute of Suicide Research and Prevention. The program is part of a major World Health Organisation (WHO) project to introduce effective suicide prevention strategies.

- In November, Logan campus hosted international and national delegates to the human resource management conference, Organisations Looking Ahead: Challenges and Directions, a two-day forum to discuss motivation, training, workplace bullying, downsizing, industrial relations and a host of other challenges to building a productive workforce.
- Professor in Criminology and Criminal Justice, Ross Homel, was a guest speaker at the 23rd National Symposium on Crime to outline early, effective crime intervention programs. Professor Homel's research has found that premature birth, peer rejection, bullying and divorce are among key risk factors associated with criminal behaviour. His findings formed the basis of a Federal Government report titled *Pathway to Prevention*, which examined early intervention approaches to reduce crime.
- During the year, Griffith announced its co-sponsorship of the 15th International Symposium on the Forensic Sciences to be staged in Queensland in 2000. The forum will draw more than 400 Australian and overseas scientists to discuss the latest developments in forensic science for criminal investigation.
- Collecting valuable data on surf rips and the movement of sand along Gold Coast beaches was the goal of an extensive, world-first research project conducted by the Gold Coast City Council and environmental engineering PhD student Anthony Walsh. Anthony supervised the

capture of more than one million video images to allow close-up examination of the effects of wave, wind and tidal action and to assist in formulating strategies to sustain the beaches.

- Researchers at the School of Biomolecular and Biomedical Science investigated the role of the environment and nutrition in flowering plants, producing a 5cm high micro-propagated rose bush with match-head size blooms. The study involved manipulating various factors to control and synchronise flowering.

Researchers at the School of Applied Psychology developed two practical self-help video-based programs. One is designed to help people stay in happy partnerships and the other supports women with breast or gynaecological cancer. Both programs comprise a video, self-help book and telephone-based education service.

- The Centre for Tourism and Hotel Management Research began a study to assess the impact of recent catastrophes (such as the Port Arthur massacre and Katherine floods) on Australia's tourism industry and to develop contingency plans for the future.
- As a founding partner in the CRC for Sustainable Tourism, Griffith University began a major project to identify economically sustainable tourism options for the Gold Coast. The Gold Coast Visioning Project is funded by the CRC for Sustainable Tourism, the Gold Coast City Council and local industry.



School of Applied Psychology researcher, Jenn Scott developed the self-help Cancare video

Research results

- A Griffith research team found massive storms up to 1km high and 9km wide in Central Australia are lowering the level of the continent by blowing huge tracts of dust into the Pacific Ocean. The team is examining ways to stabilise the flood plains of the Diamantina to help curtail the problem.



Dr Rod Connolly and student Bonnie Thomas in a Moreton Bay saltmarsh



Professor in Criminology and Criminal Justice, Ross Homel, uncovered risk factors linked to criminal behaviour

- A survey of Brisbane high school students by a School of Applied Psychology research team found that the number of young women who drink alcohol at hazardous levels is increasing together with the incidence of eating disorders. The research will continue in a three-year project to further investigate the link between binge drinking and eating.

- The Cooperative Research Centre for Sustainable Tourism, which last year established a major national research program to support the development of wildlife tourism, found that Australia was not capitalising on its unique fauna and flora. The research also found considerable potential for wildlife tourism to contribute to the conservation of wildlife species.

- In a study examining the effects of equal employment opportunity law and practice, a team from the School of Industrial Relations found that workplaces with good records on workplace equity also benefited from increased productivity.
- A link between a woman's career success and increased risk of heart attack was the outcome of a study by Griffith researcher Geoff Carter. He found that women who were successful in their work tended to have higher levels of the hormone, cortisol, in the blood, a cause of hypertension and increased weight gain.
- One of the few studies into women's soccer injuries was carried out by graduate Kathleen Lilly as part of her Masters thesis with the School of Physiotherapy and Exercise Science. The research found that when training time doubled, injury rates dropped by half, confirming that injury is not dictated by gender. The research was carried out in conjunction with the Queensland Academy of Sport and is expected to help monitor injuries in the sport.
- A survey by the Australian Key Centre for Cultural and Media Policy found that Australian students tend to be more skilled in the use of information technology than their teachers, especially female primary school teachers over the age of 50.

Community Service

Goal:

To develop further the strong sense of commitment in the University to our communities, through sustained levels of interaction, and to be recognised as an integral part of those communities through contributions to their cultural, social and business development.

Objectives:

- to demonstrate commitment to the diverse communities with which the University interacts by recognising and responding to their needs
- to enhance the University's performance as a community reference centre of expertise, advice and informed opinion
- to contribute actively to public debate and policy development
- to support and promote the social, cultural and economic development of the University's communities
- to contribute to the activities and development of professional associations linked to the University's profile.



1 PNG artist Daniel Waswas, one of five QCA-sponsored artists in Brisbane for the Asia Pacific Triennial
 2 A young student at GU's Excellence Expo
 3 Professor Charles Sampford of the Key Centre for Law, Justice and Governance assisted Federal Police and military in East Timor
 4 Dr Nigel Krauth led the GU team in the Great Debate
 5 Who stole the Mayor's Malibu? – Lecturer Ruben Meerman with part of the evidence in the scientific mystery

Academics from the Key Centre for Ethics, Law, Justice and Governance lent their expertise during the year to help the Australian Federal Police and Australian military devise peacekeeping strategies for use in East Timor. The peace gaming exercise initiated by Griffith was used to prepare officers for a range of scenarios they could expect while working in East Timor.

World environmental expert, Dr Bart Ostro (Chief of the Air Pollution Epidemiology Unit, Environmental Protection Agency, California, USA) was keynote speaker at a free public seminar held jointly by the School of Public Health and community organisations to discuss the health and economic costs of air pollution. Griffith also organised presentations to business and special interest groups by Indonesian Ambassador to Australia Sastrohandoyo Wiryono and United States Ambassador Genta Hawkins Holmes.

The most comprehensive database of contemporary Australian art dating from 1975 was launched on-line by Griffith Artworks during the year. Drawn from the University's extensive art collection and using Internet technology, the 1,400 image project was funded by Arts Queensland and the University's Office of Planning and Quality.

Griffith University continued to develop strong links with community and professional groups in 1999 to fulfill its commitment to provide greater community access to its facilities and share its wealth of expertise.

In an Australian first, remote communities received free on-line legal advice under a service piloted by the Griffith Law School. Established with a \$400,000 Federal Government grant, the service is staffed by final year law students who provide supervised legal advice via email and telephone to people living in areas of Queensland where affordable legal services are not available.

Other initiatives:

- The Queensland College of Art sponsored five artists from Sri Lanka, New Caledonia, Papua New Guinea and India to visit Brisbane during the Asia Pacific Triennial and conduct workshops with primary and high school students. Ten Griffith students assisted in the workshops, helping artists and students to cross cultural borders and exchange creative ideas.
- During National Science Week in May, Griffith opened its high-tech laboratories to Queensland seniors, hosted a science fiction movie festival, introduced school children to intelligent microelectronic systems (robots), and escorted walking groups into the Toohey Forest to identify plants with pharmaceutical development potential. Some 5,000 Gold Coast students also enjoyed *Who Stole the Mayor's New Malibu?*, a fun educational activity organised by School of Applied Sciences lecturer Ruben Meerman to test students' forensic science and maths skills.
- Teachers from St Hilda's School at the Gold Coast began a 12-month multimedia course specifically designed for them by Griffith's Schools of Education and Information Technology. The course aims to help teachers make greater use of multimedia and the Internet in the classroom.
- In a joint project by economics senior lecturer Dr Ross Guest and the Queensland Economics Teachers' Association, Griffith held its first university economics workshop. About 100 Gold Coast Year 12 students attended the event to hear about current economic and business issues including the GST, the economic impact of the Indy Grand Prix, and the Asian financial crisis.

- Graduate Chris Lane (Bachelor of Health Science and Master of Information Technology) developed Australia's first coast cam website. The live Coastal Watch site is linked to cameras overlooking select Gold Coast beaches, allowing surfers, lifesavers and emergency personnel to remotely view coastal conditions from their computer screens. As well as obvious benefits for rescue workers, the website has attracted substantial commercial interest.
- Griffith's *Tokyo Vogue* exhibition featuring creations by 1999 Australian Designer of the Year, Akira Isogawa, attracted about 20,000 visitors to the Brisbane City Gallery. The exhibition highlighted the Japanese influence in Australian and international fashion trends in recent decades.
- The Law Faculty hosted a reception for the Family Law Council, providing an informal opportunity for Council members to meet some of Queensland's leading family law professionals.
- Queensland College of Art students took their artistic and musical talents to the city in April, entertaining the public and showcasing performing and visual arts in several prominent public sites.

- Queensland's first Bachelor of Popular Music, the Young Conservatorium Choral Program and a new music scholarship sponsored by the *Gold Coast Bulletin* were launched at the Gold Coast in 1999. The Young Conservatorium Choral Program allows school-aged students to learn through the study and performance of choral music.
- With funding of \$10,000, the Queensland Conservatorium announced the launch in 2000 of a sponsored choral program to provide valuable grounding for young Sunshine Coast singers who hope to pursue careers in music.
- Griffith sponsored the Queensland Biennial's *Rock on the Back of a Truck* in which emerging local bands were trucked through regional areas to present a series of concerts and musical workshops.

- The School of Arts and Gold Coast City Council jointly sponsored a new concept in mobile entertainment as part of the 1999 Schoolies Festival. The Lounge took advantage of the wealth of student talent in acting, stand-up comedy and performance poetry, and set the stage for unplugged music and live entertainment in the heart of Surfers Paradise each night of the Festival.
- Griffith's inaugural Great Debate, *Gold Coast – Gold or Glitter?*, provided an evening of fun and helped to raise money for the Australian Paralympians. The town and gown debate was contested by Gold Coast business people and Griffith academic staff, with the town team victorious.
- Griffith students gave young patients at the Gold Coast Hospital a brighter outlook with a series of murals created in the children's ward. Another community art project, the *Face of Nursing* mural, was unveiled at the Hospital on International Nurses Day. It was painted by fine arts student Kel Foley.
- Helping people expand their musical appreciation was the aim of *Music Under the Microscope*, a joint project by the Queensland Conservatorium and community radio station 4MBS Classic FM. The project, which won a \$7,000 Griffith University Community Service Project grant, comprised a series of classes, student performances and an educational kit.

Welcoming the world

Several hands-on initiatives were held during the year to increase awareness of Griffith University courses.

In July, Griffith's annual Open Day attracted thousands of visitors to all six campuses. Among the wide range of activities was the 10th annual Excellence Expo, which involved about 50 schools throughout south-east Queensland. The Expo is an annual competition where primary and secondary schools submit projects or displays following an arts, business, health, science or general theme.

The Gold Coast campus hosted its fourth annual Unireach On Campus Experience, a program which demystifies tertiary education for Year 12 students. Students from 10 schools toured University facilities and received practical advice on courses, enrolling and managing finances.

The Queensland College of Art held its first computer-aided design competition for high school students in 1999. More than 30 students participated in the categories of graphic design, architectural design, three-dimensional design and junior graphic design.

Smaller school projects included a one-day workshop by the School of Microelectronic Engineering to give James Nash State High School students an insight into the world of robotics, and a visit to Woodhill State School by Griffith's Greenhouse Lab to teach students about alternative energy resources.

As part of the annual Siemen's Science Experience held each January, hundreds of year 10 students from around Queensland had the chance to find out about possible careers in science, visiting GU labs, working with its scientists and performing experiments.

The fourth annual School's Out – Engineering's In activity days on both the Nathan and Gold Coast campuses drew 280 Year 10, 11 and 12 students. Many country students were able to attend, thanks to bursaries funded by a GU Quality Grant.



Tokyo Vogue exhibition curator, art lecturer Bonnie English



Images of GU Open Day, 1999

Staff

Goal:

To provide a positive and rewarding work environment that assists individual staff members to develop their careers while enhancing the growth and prosperity of the University.

Objectives:

- to maintain and enhance a rewarding work environment
- to attract, develop and retain highly qualified staff who are able to contribute to the goals of the University
- to provide all staff with a healthy and safe workplace.

As one of the nation's leading teaching and research institutions, Griffith attracts and retains high-calibre academic and general staff. To ensure this continues, key staff-focused activities in 1999 aimed to improve customer service and the University's work environment.

Griffith developed its *Making Griffith a Great Place to Work* strategy. Focus groups and interviews sought staff feedback on a wide range of workplace issues, with the information used to develop a plan to better manage and develop people.



Ken Horrigan

Mostyn Bramley-Moore

A 12-member staff team was formed to develop the *Focus on Service* project, a practical resource kit for general staff that builds on Griffith's high level of customer service and ensures consistent quality service for both internal and external clients. Strategies developed included improved training and recruitment, communication protocols, and a comprehensive referral contact list and improvement request system.

The third round of enterprise bargaining began in 1999, with negotiations continuing into 2000. The continued lack of adequate supplementation of university salaries by the Federal Government made it a difficult round in which to reach agreement. However, there was a cooperative approach between staff, unions and management while working through the issues. An initial two percent increase, backdated to July 1, 1999, was paid in December.

The health and safety of staff, students and visitors to GU campuses was a focus area in 1999. More than 90 percent of items identified in the Health and Safety Management Plan were completed, with the balance well advanced. There was an increase in the number of near misses and hazards reported, vital if serious injury or illness is to be prevented. The number of Nominated First Aid Officers rose to 70 and prominent new H&S Contact Boards were installed in all buildings.

As well, GU's WHSO (Workplace Health and Safety Officers) Network compiled a central manual, a web page, and distributed a tool kit to all Heads of School to assist them to manage the health and safety of their staff.

Key Appointments

- Janice Rickards was appointed Pro Vice-Chancellor (Information Services). Ms Rickards has more than 20 years' experience as a librarian, including more than seven years with Griffith University.
- Professor Mostyn Bramley-Moore was appointed Provost and Director of the Queensland College of Art. Educated at the University of Sydney and the Pratt Institute in New York, Professor Bramley-Moore has been artist in residence in Paris and Scotland and his work enjoys an international reputation.
- Director and Provost of the Queensland Conservatorium Professor Simone de Haan was appointed artistic director of the first Queensland Biennial in July 1999. Following its inaugural success, the state-wide festival is expected to grow in stature as a major celebration of quality music.
- Professor Mark von Itzstein was appointed Director of the Centre for Biomolecular Science and Drug Discovery proposed for the Gold Coast campus. Professor von Itzstein won the prestigious Australia Prize in 1996.
- Professor Margaret Gardner was appointed to the boards of the Queensland Biennial and the Brisbane Cityworks.
- Professor John Dewar was appointed Dean of the Griffith Law School.

Other initiatives:

- Staff attended the Leadership 1999 Program presented by the Griffith Institute for Higher Education. Four keynote presentations were made, including *Strategies for Success in the Changing Higher Education Environment*, and *Leadership in Research*. Workshops and panel sessions for heads of school were held in conjunction with the presentations.
- The University's HRM department completely overhauled the staff induction process in 1999. The program now includes a web page to enable new staff to learn about GU at their own pace and a one-day bus tour called *Discovering Griffith ... on the Move*, which showcases Griffith's six campuses, services, facilities and objectives.
- Council endorsed the University's new policy, *Work for Outside Bodies*, which recognises the benefits for both staff and the University in encouraging staff to carry out specific work for outside organisations.

- Director of the Centre for Tourism and Hotel Management Research, Professor Bill Faulkner, was elected to the Board of the Gold Coast Tourism Bureau as its first academic appointment.
- Griffith University International Centre Manager for International Projects, Alan Atwell, was elected President of the Australia Indonesia Business Council.
- Queensland Arts Minister Matt Foley appointed cyberstudies lecturer at the School of Arts, Komminos Zervos, to the Cultural Advisory Panel and the Writing Peer Assessment Panel. Both panels advise the Minister.
- Alison Sharpe, previously the Human Resources Director for Yeovil Corporation in England, was appointed Deputy Director of the Human Resource Management team.
- Ken Horrigan was appointed Senior Human Resource Adviser (Workplace Health and Safety). Mr Horrigan was previously the Queensland and National Service Manager of the National Safety Council of Australia.



John Dewar



Janice Rickards



Simone de Haan

Equity

Goal:

To secure equity and social justice through providing a University environment that encourages excellence through diversity.

Objectives:

- to ensure that the profile and involvement of staff and students reflect the diversity of the Australian community
- to provide a learning and work environment that is free from discrimination and harassment and sensitive to cultural difference
- to encourage development of research, curricula, policy and practice that positively supports equity and diversity.



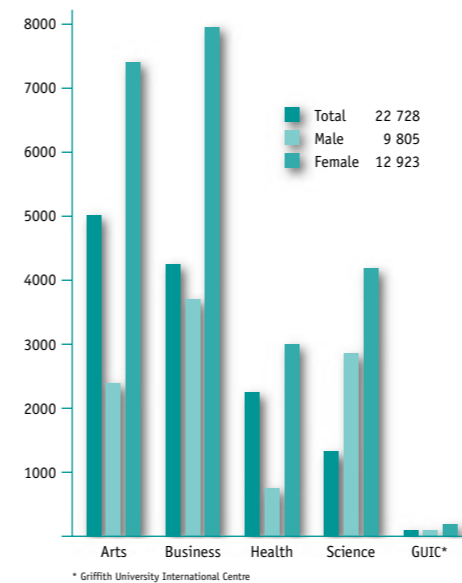
Early admissions student at Logan campus, Danielle Gee

Gumurri Centre director, Boni Robertson

Master of Special Education student, Mrs Carol Allen-Ankins, 71

Venerable Master Chin Kung, leader of the Amitabha Buddhist Society in Singapore, at the Multi-Faith Centre ground-breaking ceremony

Enrolments by Gender 1999



In 1999, Griffith University built on its strong foundation of equitable access to education and employment opportunities.

The proportion of Indigenous people, female general staff and people from non-English speaking backgrounds employed during the year exceeded targets set by the University's Equal Opportunities Plan 1996-2001.

In addition, Griffith awarded merit-based scholarships to 65 students from disadvantaged backgrounds, and 21.1 percent of students to Logan campus gained entry via the Early Admission Scheme (which provides assistance to students on the basis of commitment and motivation rather than standard competitive entry requirements).

Griffith's School of Information Technology introduced a new \$5,000 scholarship to encourage more women to take up a career in information technology (women comprise only 20 percent of the total number of students studying IT).

Academic Staff (FTE) by Classification 1997 to 1999

Classification	1997			1998			1999		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Vice-Chancellor	-	1	1	-	1	1	-	1	1
Deputy Vice-Chancellor	-	2	2	-	1	1	-	2	2
Pro Vice-Chancellor	1	3	4	1	3	4	1	2	3
Professor	11	61	72	8	66	74	9	60	69
Associate Professor	10	57	67	13	61	74	14	56	70
Senior Lecturer	53	159	212	59	139	198	80	162	242
Lecturer	172	271	443	177	257	434	166	243	409
Below Lecturer	157	114	271	142	117	259	166	124	290
Total	404	668	1 072	400	645	1 045	436	650	1 086

Highlighting that age is no barrier to higher education, Carol Allen-Ankins, 71, became the oldest woman to enrol in a Griffith degree. Mrs Allen-Ankins has been a missionary for the past 12 years and enrolled in the Master of Special Education course to help further her teaching career at the Yanbian University of Science and Technology in China.

Aileen Moreton-Robinson became Griffith's first Indigenous Australian PhD recipient. Ms Moreton-Robinson, 42, spent almost three years working on her thesis titled *Talkin' Up to the White Woman: Indigenous Women and Feminism in Australia*.

Other initiatives:

- In a program to prevent and resolve problems in the workplace, information sessions for staff were held on the University's harassment and discrimination policy. Griffith has a network of more than 50 trained contact officers, conciliators and investigators who assist staff and managers to ensure that all staff receive fair and equitable treatment.
- Griffith University won the education category of the 1999 Disability Access Awards.

- Part-time care was introduced as a new service at the Boronia Child Care Centre at Nathan campus to meet the needs of staff, students and the community.

- The University Council approved a *Children on Campus* policy. The policy outlines Griffith's approach to ensuring that students, staff and visitors are not unfairly disadvantaged because of their parental responsibilities, while at the same time protecting the work and study environment of others.

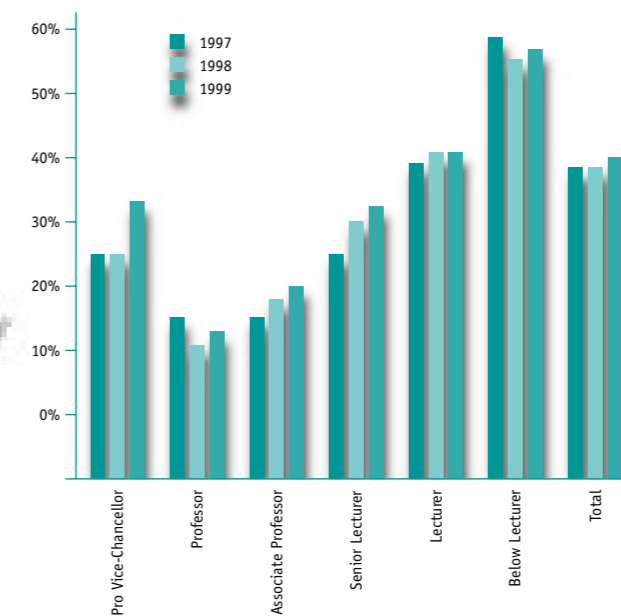
- The Queensland Conservatorium hosted the Federal Government's first National Harmony Day at South Bank in March to encourage people to share and celebrate their racial, religious, social and cultural differences.
- A ground-breaking ceremony attended by religious leaders from throughout Australia and overseas was held at the proposed site of Australia's first multi-faith centre at Nathan campus. Significant donations included \$150,000 from the Foguangshan Buddhist Order and \$100,000 from the Amitabha Buddhist Society, with total donations of \$271,490 to date. The centre aims to unite religious leaders to address issues such as world peace and reconciliation.

- The University's Gurrrii Centre, and the Centre for Crime Policy and Public Safety, worked closely with the Queensland Department of Corrections to develop the State's first culturally sensitive Indigenous sex offenders program. This joint project aims to reduce the recidivist rate and promote healthier communities.



An artist's impression of the Griffith EcoCentre, under construction at the Nathan Campus on the edge of Toohey Forest

Proportions of Women Academics by Level 1997 to 1999



All Staff (FTE) by Classification and Gender 1999

Level	Female	Male	Total
Academic			
Vice-Chancellor	-	1	1
Deputy Vice-Chancellor	-	2	2
Pro Vice-Chancellor (Research)	1	2	3
Professor	9	60	69
Associate Professor	14	56	70
Senior Lecturer	80	162	242
Lecturer	166	243	409
Below Lecturer	166	124	290
Academic Total	436	650	1 086
Non-Academic			
Above HEW Level 10	5	12	17
HEW Level 10	16	20	36
HEW Level 1	12	3	15
HEW Level 2	20	20	40
HEW Level 3	183	69	252
HEW Level 4	198	58	256
HEW Level 5	156	126	282
HEW Level 6	106	70	176
HEW Level 7	64	63	127
HEW Level 8	34	33	67
HEW Level 9	14	17	31
Below HEW Level 1	17	1	18
Other	138	80	218
Non-Academic Total	963	572	1 535
Total Sum of FTE	1 399	1 222	2 621

Resources

Goal:

To maximise resources available for teaching and research, the University seeks to increase income from sources other than the DETYA operating grant and to focus on the most efficient and effective delivery of services.

The physical signs of growth were evident at all six University campuses in 1999.

Major construction at the Gold Coast campus continued, building on a \$50 million expansion of facilities in recent years. Work on the state-of-the-art multimedia building progressed in readiness for its opening in 2000.

The \$9 million facility to be shared by information technology, arts and the Queensland Conservatorium is expected to set new standards in communications. It will incorporate leading edge IT research labs, digital and audio editing suites, extensive multimedia facilities and an incubator for start-up IT companies and software developers.

Construction also began on a new \$5.6 million science building to be used by students studying environmental and applied science, physiotherapy and exercise science, and health science.

The opening of a \$700,000 leaning centre within the health building provided students with access to 90 computers with Internet and CD-ROM, linked seminar and tutorial areas with video and computer facilities, and areas designed for small group projects, private student use and discussion sessions.

Most significantly, plans for a major Centre for Biomolecular Science and Drug Discovery were announced for the Gold Coast. The proposed \$9 million centre will be dedicated to drug development and will rank as one of the State's most advanced scientific research facilities. Work will begin on the Centre in 2000.

After winning a Commendation from the Royal Australian Institute of Architects (Queensland Chapter) for stage one and showcasing flexible learning in its masterplan, Logan campus continued to expand in 1999. A flexible learning services print materials distribution centre opened, along with a new operations area for UniPrint, a student bar in Community House and three on-campus commercial outlets.

At Mt Gravatt campus, the \$10 million psychology building was completed, along with a \$2 million extension and refurbishment of the information services (INS) building. Work also began on a new road linking the Mt Gravatt Bus Station to the centre of the campus.

Improved infrastructure underpinned research activity at the AstraZeneca R & D at Nathan. The opening of a \$2.2 million wing coincided with the announcement that Griffith and pharmaceutical partner AstraZeneca would extend their contract until June 2003. The wing houses the robotic high throughput screening facility used extensively in the collaborative research.

A new \$2.8 million community centre opened at Nathan campus to provide more on-campus retail space and modern offices for Griffith Sport, the Student Representative Council, and the Griffith University Postgraduate Students Association.

Adding to the long list of student facilities, a second sports oval was begun and the Nathan Sports Centre was refurbished and expanded at a cost of \$1.25 million. The Centre features a weight training area, more cardiovascular equipment, an aerobics/martial arts room with sprung floor, and refurbished squash courts and change



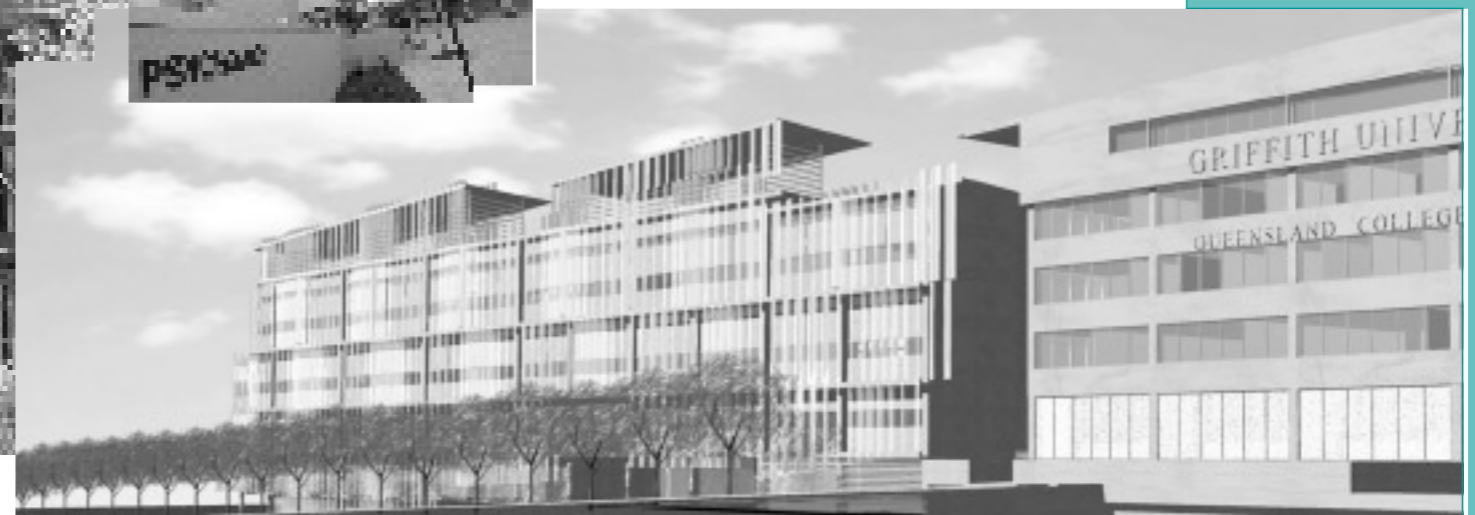
Multimedia IT building in progress at Gold Coast campus

facilities.

Construction of the Griffith Ecocentre will begin in February 2000, after tenders were awarded in December 1999. Staffing of the multi-million dollar centre will be funded by Education Queensland, CS Energy and the Brisbane City Council. Ecocentre features will include a facility to inspect



New psychology building at Mt Gravatt campus



Drawing for Queensland College of Art, South Bank

underground soil and tree root profiles.

Activity to lift Griffith University's profile at South Bank, Brisbane's near-city cultural precinct, gained momentum.

The Queensland College of Art will relocate from Morningside to South Bank late 2001. Griffith announced that Baulderstone Hornibrook was the preferred project manager, and Bligh Voller Nield (in association with Donovan Hill) architects.

The 14,500sq m site includes the former South Bank House and a new studio building at the southern end of South Bank Parklands. It will incorporate teaching and research space, specialist workshops, the Liveworm design studio and a dedicated art gallery.

At the northern end of the Parklands, the Queensland Conservatorium was given a new and impressive public entrance with a wide sweeping staircase from Russell Street, along with easier access from nearby carparks.

Technology

The University continued to maximise the use of communications technology to efficiently manage its resources and assets, and expand its delivery of flexible learning. This strong focus on technology also gave Griffith the distinction of being one of the first sites in the world to deliver videoconferencing across a standard data network.

Installation of the million-dollar facility began in 1999 with completion due in 2000. The system will run on Griffith's existing internal high-speed network, eliminating external call costs when communicating across campuses.

The University signed a contract with PeopleSoft on 30 June to implement the New Age Business Systems project designed to integrate its finance, HR, and payroll systems to improve business services and support to the University. A special implementation team is working to bring the system on line progressively from 1 July 2000.

Strategic Alliances & Partnerships

Goal:

The University will continue to enhance the quality and range of its work by building strong networks, both on-shore and off-shore.

Griffith University strengthened its substantial education, research, industry and professional networks in 1999 by actively building partnerships with a wide range of external associates.

Internationally, Griffith has 96 exchange agreements with other universities, and in 1999, established nine new formal links.

These agreements facilitate student and staff exchanges, as well as research collaboration. The overseas institutions signed in 1999 are:

- Central Academy of Fine Arts, Beijing, China
- Hochschule fur Musik, Koln, Germany
- Libera Università di Lingue e Comunicazione IULM, Italy
- Michigan State University, USA
- National Sun Yat-Sen University, Taiwan
- Oxford Brookes University, England
- Stamford International College, Thailand
- Shenzhen Public Administrative Institute, China
- Shanghai University of Finance and Technology, China.

In research and commercial applications, the University's association with the world's second largest investor in pharmaceutical research and development, AstraZeneca, is widely recognised in Australia as one of the finest between a university and a private company. In this effective partnership, academia, government and private enterprise work together to investigate

and develop discoveries and take them to the marketplace.

During the year, the University's contract with AstraZeneca was extended until June 2003. This represented a \$37 million commitment to the partnership and recognition of the important achievements to date in the area of naturally produced drugs.

An alliance between the University and Gold Coast City Council led to the establishment of the Griffith Centre for Coastal Management. Situated at the Gold Coast campus, this centre of excellence will draw on the expertise of Griffith researchers and should cement Griffith's reputation at the forefront of research in this area.

An incubator concept incorporated in the new \$9 million multimedia building at the Gold Coast campus is a further example of successful partnering with the business sector. This concept will provide fledgling companies direct access to technology, staff expertise and student assistance.

In teaching and learning, the University continued to foster strong links with the private sector to provide benefits for both students and business.

Under Griffith's Mentoring Program in 1999, some 200 University alumni and industry leaders volunteered their expertise to act as mentors to final-year students in a range of subjects. Together with other programs, such as the long running Industrial Affiliates Program within the School of Microelectronic Engineering, the support of these professionals contributes to students' career development and emphasises work experience as an integral part of the learning

process.

A cooperative project involving the Queensland Department of Corrections, the University's Centre for Crime Policy and Public Safety, and the Gumurrii Centre illustrates strategic alliances formed in 1999 to provide direct benefits to the community. The project team was formed to produce the State's first culturally sensitive sex offenders' program for Indigenous people.

Building partnerships

Other alliances include:

- Software company Mincom increased its graduate intake program (with most graduates from Griffith) in a scheme designed to foster the growth of Queensland's information technology industry. Under the program, graduates spend six months with a mentor and periods of intense training and assessment.

- Marine biologist Dr Rod Connolly and honours student Bonnie Thomas were sponsored by the Fisheries Research and Development Corporation to conduct the world's first study of saltmarsh areas. The research led to the discovery of a new species of fish in Moreton Bay.

- Head of the School of Environmental Engineering, Associate Professor Rodger Tomlinson, was part of a consultancy team engaged by Noosa Shire Council to investigate options to resolve major erosion and sand loss from Noosa Beach.

- The University, in conjunction with Main Roads Queensland, analysed the content of rainfall runoff from the Pacific Highway near Yatala to establish the degree of pollution being carried from Queensland's major road system into local waterways.

- A research project conducted by the University and Gold Coast Hospital is expected to lead to improved post-operative care for older patients who have hip replacement surgery. The project was funded by the Queensland Nursing Council to identify issues of concern to patients once they return home from hospital.

- Griffith joined forces with the Gold Coast Hospital to establish and fund Queensland's first Chair of Nursing. Professor Marianne Wallis was appointed to the Chair to lead collaborative research and teaching projects between GU and the hospital. She will focus on developing an on-going program of clinical nursing and interdisciplinary research to ensure patients receive the best care possible in hospital and once they return to the community.

- While visiting Queensland in June, the Princess of Thailand and scientist, Princess Chulabhorn Mahidol, inspected facilities at the University's AstraZeneca R & D and the Genomics Research Centre. Discussions held during the visit explored possible collaborative research between the University and the Princess' own research facility, the Chulabhorn Research Institute.

- Master of Information Technology students Suren Tippireddy and James Searle developed a native plant database for Gold Coast-based bushland regenerators, Gecko Regen. The user-friendly system allows the company to carry out information searches quickly and easily, providing them with a list of plants to suit specific environmental regions, soil types and climatic conditions.

- BHP, Telstra, the Department of Defence, Logan City Council and Ernst & Young were among the 33 private and public sector organisations to take part in Griffith's inaugural Careers Fair in March. The Fair was a major success, with more than 2,000 students seeking career information from participants.

- Two Griffith graduates were selected to participate in the Australian Youth Ambassadors for Development program. Ben Dierikx (Bachelor of Arts in Modern Asian Studies) began a year-long assignment in Thailand with the Family Planning and Population Division of the Department of Health, while Wendy Stewart (PhD student with the School of Film, Media and Cultural Studies) embarked on a six-month residency with Thailand's Stamford International College.

- Indonesian Ambassador to Australia Sastrohandoyo Wiryo presented a lecture *Indonesia on the Eve of its Elections* at a function hosted at the University by the Griffith Asia Pacific Council and the Australian Institute of International Affairs. About 200 business people, academics and government representatives attended.

- United States Ambassador to Australia Genta Hawkins Holmes also visited Griffith. She was guest speaker at a Committee for Economic Development of Australia forum held at the Gold Coast campus to discuss tourism and other economic issues. Griffith has more than 100 American students and an international reputation as a centre for tourism research.

- The Vice-Chancellor's Gold Coast Business Advisory Group, comprising local business people, held its first full year of meetings. The group provides strategic advice about ways in which the Gold Coast campus can best service the local community.



1 Griffith PhD student Wendy Stewart was selected to take part in the Australian Youth Ambassadors for Development program

2 Princess Chulabhorn Mahidol of Thailand

3 Deputy Vice-Chancellor Bill Lovegrove (right) with students at the first Careers Fair

Promoting & Marketing the University

Goal:

A key element of the successful achievement of the Strategic Plan will be effective promotion and marketing of the expertise and other resources of the University, emphasising the strengths of each campus and the University as a whole.

Griffith University's promotion and marketing of courses, research expertise and facilities was given fresh energy and emphasis in 1999.

Cinema, direct mail, careers and tertiary education fairs, school visits, and more focused print and radio advertising were used to promote undergraduate degree courses. The outcomes were tangible – a 13 percent rise in overall preferences for year 2000 courses.

A major television campaign, combined with the first postgraduate expo held in Queensland, produced results in this area, with postgraduate enrolments up almost 10 percent for 2000.

Other key achievements included:

- Griffith won the Queensland division of the prestigious 1999 National Public Sector Award for Marketing Excellence for its 1998 integrated marketing campaign promoting the Gold Coast campus. The campaign successfully raised public awareness of the campus and new courses, attracted a record number of students, and filled all courses.



A scene from Griffith's successful cinema campaign

- A Griffith radio commercial titled *Leaving Home* and promoting the Law School won a silver award in the Miscellaneous Category of the annual Golden Stylus Awards. The awards are presented by the Federation of Australian Radio Broadcasters and judged by some of Australia's leading creative directors.
- The University's *The Way To Go* brochure, which gave a creative overview of courses, resources and career opportunities, was distributed to 250,000 homes throughout south-east Queensland and resulted in hundreds of inquiries.
- Griffith's school liaison activities were incorporated into External Relations to provide a stronger focus to the University's student recruitment activities, and to provide increased efficiencies and improved coordination.
- Griffith won three national Serif awards for excellence and innovation in communication. The *Griffith Gazette*, revamped early 1999, took gold in the newsletters category; the Gold Coast marketing campaign silver in the marketing section; and the 1999 edition of Griffith's corporate brochure won bronze in the graphic design category.

Financial Summary

Overall Result

The University continues to hold a sound financial position in the context of decreasing government funding and increasing cost pressures, while growth in student load is reaching a plateau. The financial results still reflect this growth, particularly with respect to an increased investment in capital assets.

Griffith achieved a net surplus before abnormal items of \$15.67m in 1999 (\$17.38m in 1998) from a revenue base of \$270m (\$255m in 1998).

Abnormal items in 1998 reflect depreciation of \$5.2m of non-current assets removed from the asset register. This occurred as a result of an increase in the capitalisation threshold from \$500 to \$2000.

Net assets increased from \$548.4m in 1998 to \$616.9m in 1999. This increase is attributable to land, buildings and infrastructure being valued upwards by \$24.7m, \$21.2m and \$6.6m respectively and the continuing capital development program with the construction of buildings at the Gold Coast, Mt Gravatt and Nathan campuses.

The current ratio of assets to liabilities has remained steady for 1999 at 2.52 (2.53 in 1998).

Overall the University has maintained a sound liquidity position and a strong financial position. This will assist the University to manage in an environment of tight Federal funding and increased pressure on financial resources to support growth in student numbers and increases in operating costs.

Student Load (EFTSU) by Host Element 1999

Host Element	Total
Arts Group	
Faculty of Arts	823
School of Arts	466
School of Film, Media & Cultural Studies	250
School of Humanities	84
School of Criminology & Criminal Justice	408
School of Languages & Linguistics	240
School of Theology	12
Centre for Applied Linguistics & Languages	6
Faculty of Education	2 384
Griffith Institute of Higher Education	14
School of Cognition, Language & Special Education	47
School of Curriculum, Teaching & Learning	9
School of Education & Professional Studies	27
School of Vocational, Technology & Arts Education	21
Queensland College of Art	852
Queensland Conservatorium	613
Arts Group Total	6 254
Business Group	
Faculty of Commerce & Management	2 465
School of Accounting & Finance	87
School of Accounting, Banking & Finance	97
School of Applied Psychology (Business)	305
School of Industrial Relations	10
School of Information Systems & Management Science	56
School of Leisure Studies	399
School of Management	264
School of Marketing	151
School of Marketing & Management	91
School of Organisational Behaviour & HRN	33
School of Tourism & Hotel Management	471
Graduate School of Management	204
School of Law	647
School of Economics	15
School of International Business	656
School of Asian & International Studies	284
School of Politics & Public Policy	99
Business Group Total	6 332
Health Group	
School of Applied Psychology (Health)	492
School of Physiotherapy & Exercise Science	339
School of Health Sciences	315
School of Human Services	225
School of Nursing	1 015
School of Public Health	108
Health Group Total	2 493
Science Group	
School of Engineering	216
School of Microelectronic Engineering	376
Australian School of Environmental Studies	456
School of Environmental & Applied Science	250
School of Environmental Engineering	267
School of Environmental Planning	120
School of Computing & Information Technology	740
School of Information Technology	380
Faculty of Science	287
School of Aviation	89
School of Biomolecular & Biomedical Science	297
School of Applied mathematics & Statistics	44
School of Science	69
Science Group Total	3 591
University Administration	
Griffith University International Centre	134
Total	18 805

Sources of Operating Revenue

The Federal Government continued to provide the majority of the University's operating revenue. Direct grants of \$124.0m (\$128.0m in 1998) and payments through the Higher Education Contribution Scheme of \$60.0m (\$53.1m in 1998) accounted for 68% (71% in 1998) of total operating revenue. Of the direct Federal grants \$108.4m (\$108.7m in 1998) was received for core operating purposes.

Consistent with previous years' performances, the University has reported an increase in overall revenue derived from non-government sources. A total of \$77.4m (\$69.8m in 1998) was earned from non-government sources in 1999 with the most significant growth relating to income from fee-paying students (\$32.84m in 1999, \$27.9m in 1998) and earnings from consultancies and industry/other grants (\$11.86m in 1999, \$9.87m in 1998).

Fee income is the largest single source of non-government revenue for the University and it has achieved consistent and significant growth in this area. Revenue from Other Grants, particularly research grants and contracts, is also providing an increasing proportion of total operating revenue. A breakdown of the sources of operating revenue follows:

Sources of Operating Revenue 1998 to 1999

	1999		1998	
	m\$	%	m\$	%
Federal Government	184.0	68.1	181.1	71.0
State Government	4.4	1.6	0.4	0.2
Other Grants				
Govt	4.1	1.5	3.7	1.5
Non-Gov	7.8	2.9	6.7	2.6
Total	11.9	4.4	10.4	4.1
Non-Government	69.7	25.9	63.1	24.7
Total	270.0	100.0	255.0	100.0

Capital Funding

The University continued to invest significant resources in the capital development program, under which \$97m has been committed to the expansion of buildings and infrastructure to 2001. Of this \$5.1m is to be expended on the Logan campus, \$30m on the Gold Coast campus, \$17.5m on the Mt Gravatt and Nathan campuses and \$32m on the Queensland College of Art at South Bank, in addition to \$12m on University-wide projects such as upgrading the PABX and other electronic infrastructure.

The University received \$8.8m in 1999 as Federal Government capital roll-in funding, \$4.75m from the State Government for capital purposes, and allocated \$4.02m from overseas student fee income for capital purposes. Also, \$5.7m was received from the Federal Capital Development Pool in 1999.

A total of \$24.7m was expended in 1999 on capital projects. Major capital works and upgrading of infrastructure on all campuses are continuing.

Investments

The University maintained an effective investment portfolio throughout 1999, utilising an average balance of \$64m for investment. Interest income remained steady at \$3.0m (\$3.0m in 1998), due to poor interest rate markets. The University has continued with its accelerated capital program. As a result, it is anticipated that funds available for investment will decrease in 2000 as more financial resources are devoted to programming the capital works.

New Developments

For the second year running, school and administrative element business plans were developed and presented to the Vice-Chancellor's Planning Advisory Group for consideration during the 2000-2002 budget planning and resource allocation process. However, given the uncertainties surrounding the funding arrangements for Research and Research Training over the triennium arising out of the Research White Paper, the University has opted to allocate the DETYA Operating Grant for the year 2000 only, as an interim budget, in place of the normal triennial budget. Further budget work will be undertaken in the first half of 2000 with a view to submitting a triennial budget for 2001-2003 to Council in mid 2000.

The University will continue with an accelerated capital development program over the triennium with the focus on the Queensland College of Arts, the Gold Coast, Logan and Mt Gravatt campuses.

Future Directions

1999 is the last year, under the present Federal Government policies, in which there are growth intake places funded from the Operating Grant. Based on this, the University received 95 additional new places in 1999 and no growth intakes in 2000 and 2001. While the University's Operating Grant funded target load will increase from 15,910 EFTSU in 1999 to 16,350 EFTSU in 2002, this is due to pipeline of growth in previous years. The increase in total load over the next triennium is only 2%, compared with a growth of approximately 20% over the period 1994-1999. The Federal funded student places are therefore expected to stabilise in 2002 under current policies.

There is still considerable uncertainty about key aspects of Federal Government policy for higher education. The Government has issued a white paper on research and research training, indicating major changes in the way funding will be allocated. The extent to which the University may gain or lose funds, or find increased restrictions on the use of existing funds is not clear at this stage. Changes flowing from the new Federal Government policies are likely to take effect, in a phased manner, from 2001 onwards.

The cessation of growth coupled with uncertainties with respect to Federal Government policy on higher education, presents a major challenge for the University after more than a decade of rapid and significant growth. Together with the intensification of other budget pressures such as unfunded salary increases through successive enterprise bargaining agreements, increases in building operating costs, corporate information systems and electronic infrastructure, this will require major readjustments in the University's operations.

Student Load by Funding Source (EFTSU) 1997 to 1999

	1997	1998	1999
Federal Government	15 324	15 354	15 989
Overseas Fee Paying Students	1 633	1 829	2 029
Other	405	668	786
Total	17 362	17 851	18 804

The implementation of Australian Tax Office (ATO) compliant processes and systems to accommodate a New Tax System (Goods & Services Tax – GST) as of 1 July 2000 is a major challenge facing all organisations, including Griffith. Considerable changes to systems and processes are planned in 2000 including user awareness training to cope with this change.

At the same time, the University's major corporate information systems (Student, Finance, and HR) are all due for replacement. In response, the New Age Business Services (NABS) project was initiated in 1999. After an extensive evaluation process, the PeopleSoft suite of integrated Finance, Human Resources/ Payroll and Student systems were chosen. Detailed design and implementation work has commenced with Andersen Consulting as the Implementation Partner.

The various modules of the system will be implemented progressively over an 18-month period, starting with the first phase of the finance system in July 2000 and culminating with the implementation of the final phase of the student system by the end of 2001. One of the main attributes of this new system will be the innovative use of Web and Workflow technology, enhancing the quality of services to end users. The University cannot escape significant costs in this area if it is to have good quality information systems underpinning its operations.

The development of flexible delivery products has heightened the need for the establishment of Learning Centres and increased investment in electronic infrastructure. In 1999, a modest expansion to the Capital Development Plan was made to encompass expenditure plans for electronic infrastructure. Such a plan will consider requirements in flexible learning, investment in information and communication technology and other equipment in addition to land and buildings.

Also, the implementation of an expanded Capital Development Program including electronic infrastructure, utilising cash reserves and liquid cash balances as internal sources of loan capital, will lead to more limited levels of working capital being available for daily operations in 2000. This will necessitate the development of daily treasury management functions to minimise disruption to operations.

All of this undoubtedly will require the University to carefully assess its resource allocation priorities and manage finances with even greater care and professionalism.

Whistleblowers

The Whistleblowers Protection Act 1994 was proclaimed on 16 December 1994. The Act requires the University to report annually, as an inclusion in the Annual Report, on the number of disclosures made in accordance with the Act and the number of disclosures verified.

There were no disclosures made in accordance with the Whistleblowers Protection Act 1994 during the reporting period.

Functions & Constitution

Enabling Legislation Griffith University is constituted under the GRIFFITH UNIVERSITY ACT 1971 as a body corporate, and as such has perpetual succession and a common seal.

Powers and Functions

The Act provides for a broad range of powers and functions, including the following specific provisions.

5. Functions of the University

- 1** The functions of the University shall, within the limits of its resources, include the following:
 - a** to encourage and provide facilities for study and research generally
 - b** to provide educational facilities at university standard for people seeking the benefits of such facilities who, being eligible, are permitted by the University to use such facilities
 - c** to provide facilities for the welfare of staff and students
 - d** to establish such facilities as the University deems desirable for providing courses of study or instruction at such levels of attainment as the Council deems proper to meet the special needs of the community
 - e** to disseminate knowledge and to promote scholarship otherwise than as elsewhere in the subsection provided
 - f** subject to the Statutes, to award and confer degrees, diplomas and other awards
 - g** to aid by research and other appropriate means the advancement and development of knowledge and the practical application of knowledge to government, industry, commerce and the community
 - h** to exploit commercially, for the benefit of the University, any facility or resource of the University including any study, research or knowledge, or the practical application thereof, developed by or belonging, whether alone or in

conjunction with any other person or body, to the University.

17. Powers of Council

Subject to this Act and the Statutes, the Council:

- a** shall have full power and authority to appoint and dismiss members of the faculty or general staff and other officers and employees of the University
- b** subject to paragraph (c) of this section shall have the entire management and control of the affairs, concerns and property of the University in such manner as appears to it best calculated to promote the interests and purposes of the University
- c** shall have the entire management and control of the finances of the University.

The Griffith University Act also makes provision for the establishment of University Colleges and, to date, three Colleges have been established as part of the University: the Gold Coast University College, the Queensland Conservatorium and the Queensland College of Art. An Advisory Council is constituted for each College which may, subject to the Act (s.25):

- a** exercise and perform such powers, authorities, duties and functions as may be prescribed by Statute;
- b** exercise and perform such of the powers, authorities, duties and functions conferred or imposed on the Council by Section 24 of this Act as are delegated from time to time to the Advisory Council by the Council.

Structure & Organisation

Membership and Appointment Criteria

The names, appointment criteria and terms of the appointment of the University's governing body, the Council, are outlined in the section on the Council (see page 11).

Report on Overseas Travel

Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding
<u>School/Element Accounting and Finance</u>										<u>School/Element Australian School of Environmental Studies</u>									
R Alagian	7	US	Conference	GU						M Ahern	5	PNG	Presentation	GU	C Rose	72	US	Conference/Research	GU
M Dempsey	25	US	Conference/Research	GU	<u>School/Element Applied Science</u>					A Arthington	6	Taiwan	Conference	GU	R G Vickerman	8	PNG	Research	GU
C Guilding	8	Europe	Conference	GU	R Buckley	83	US, Asia, NZ	Conference/Research	GU	S Bunn	7	Europe	Research	GU	G Wardell-Johnson	8	US	Conference	GU
Z Hoque	13	Asia	Conference	GU	K Catterall	15	NZ	Conference	GU	Z Cao	14	Asia	Conference	GU	M Winning	16	NZ	Research	GU
M Hovey	3	Malaysia	Conference	GU	K Morris	15	NZ	Conference	GU	A Chase	40	South Africa	Research	GU	Z Xu	25	Asia	Research	GU
J Oliga	8	PNG	Conference	GU	J Warnken	59	Europe	Research	GU	L Chase	28	South Africa	Research	GU	<u>School/Element Australian Software Quality Institute</u>				
L Mia	49	Europe, Asia	Conference/Research	GU	Zhao	11	China	Conference	GU	J Chaseling	103	Europe	Conference/OSPRO	GU/Other Source	B Hodgen	15	US, South America	Conference/Research	GU
T Naughton	13	Europe	Conference	GU	<u>School/Element Arts</u>					A Clarke	30	PNG	Research	GU	P Leone	19	Europe	Conference	GU
N Subramaniam	6	Malaysia	Research	GU	T Brady	20	US	Conference/Research	GU	A R Clarke	16	Vanuatu	Conferences	GU	T Rout	32	US, France, South America	Conference/Meetings/Research	GU
<u>School/Element Accounting Banking and Finance</u>					S Breen	20	US	Research	GU	P Dale	15	US	Conference	GU	A Tuffley	7	France	Meeting	GU
A Hodgson	219	US	OSPRO	GU	N Krauth	18	US	Conference/Research	GU	P Dayananda	6	UK	Conference	GU	<u>School/Element Aviation</u>				
E Iselin	23	Europe, US, Asia	Conferences/Meetings	GU	J Mandalios	120	Europe	OSPRO	GU	R Drew	43	China, PNG	Research	GU/Other Source	P Bates	46	US, Europe, China	Conference/Meetings/Other	GU/Own Funds
C Lambert	18	US, UK	Conferences	GU/Own Funds	S Sharp	49	Jakarta	Conference/Research	GU	S Ellaway	3	PNG	Marketing	GU	<u>School/Element Biomolecular and Biomedical Science</u>				
D Park	5	NZ	Research	GU	P Wise	9	NZ	Conference	GU	J Ferreira	29	South Africa	Conference/Research	GU	S Ashmore	37	Fiji, US	Research/OSPRO	GU
P Rajapakse	57	Europe, Asia	Conferences	GU	<u>School/Element Asian and International Studies</u>					J Fien	74	China, UK, US, Europe, Manilla	Conferences/Research/Meetings	GU	F Clarke	15	Canada, India	Conference/Project	GU
D Sharma	10	US	Conference	GU	C Mackerras	20	China	Research	GU	A Gabric	5	Europe	Conference	GU	R Drew	9	US	Conference	GU
<u>School/Element Applied Psychology (Business)</u>					S Morgan	14	Europe	Conference/Research	GU	A Goodman-Jones	32	Asia	Project	GU	J Leah	213	US	OSPRO	GU
P Barrett	29	Europe	Conference	GU	<u>School/Element Asia Pacific Council</u>					D Heck	63	South Africa, NZ, Korea, China	Conferences/Meetings	GU	A Mackay-Sim	22	US, China	Research	GU/Own Funds
B Drury	21	Europe	Research	GU	D Fortuna Anwan	4	NZ	Conference	GU	B Hogarth	3	China	Meeting	GU	B Patel	100	India, Europe, UK, US	Conferences/Research/Project	GU
M Garnett	28	Europe	Conference	GU	<u>School/Element Australian Centre for Asian Spatial Information and Analysis Network</u>					I P Hoppe	48	Europe	Research	GU	A Trezise	45	India	Research	GU
T J Hine	77	Canada	OSPRO	GU	L Crissman	31	US	Conference/Research	GU	K Hulsman	75	India	Research	GU	<u>School/Element Centre for Applied Linguistics and Languages</u>				
A Kelly	16	UK	Conference/Research	GU	<u>School/Element Australian Institute for Suicide Research and Prevention</u>					M Kennard	11	South Africa	Research	GU	J Collyer	9	China	Conference	GU
D Nesdale	23	Asia, UK	Conference	GU	D De Leo	84	Europe, Canada	Conferences/Research	GU/Own Funds	R Kitching	27	China, PNG	Research	GU	P Giles	5	China	Marketing	Other Source
R Roberts	16	US	Conference	GU	<u>School/Element Australian Key Centre for Cultural and Media Policy</u>					J Mather	7	US	Conference	GU	D Ingram	25	Malayasia, Asia, China	Conference/Research	GU
<u>School/Element Applied Psychology (Health)</u>					T O'Regan	14	Europe, Indonesia	Conferences	GU/Other Source	N Mathers	93	China	Research	GU	E Wylie	29	Japan, Asia	Conference/Marketing	GU/Own Funds
H Chipuer	6	US	Conference	GU	C Sampford	25	US	Conference/Research	GU	P McConvell	74	UK	Conference/Research	GU	H Mackay	4	China	Conference	GU
C Clarke	5	US	Conference	GU	J Thomas	17	Europe	Conference	GU	G McTainsh	11	South Africa	Special Duties	Other Source	M Main	3	Asia	Marketing	GU
M Dadds	11	Spain	Conference/Research	GU	H Whitton	11	South Africa	Conference	GU	T D Mosisch	7	Europe	Conference	GU/Own Funds	S O'Neill	10	China	Professional Development	GU/Own Funds
K Halford	27	Canada, US	Conference/Research	GU	L Wiseman	30	Malayasia	Research	GU	P Negus	17	NZ	Conference	GU	P Steinhausen	24	China	Conference	GU
P Harnett	12	US	Conference	GU						R Rickson	35	Europe	Research	GU					
L Hohaus	300	Europe	OSPRO	GU						M Romig	25	Asia, China, PNG	Research/Professional Development	GU					
D Shum	10	US	Conference	GU															
I Shochet	3	NZ	Professional Development	GU															

Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding
B Groh	10	US	Conference/Research	GU/ Own Funds			China	Interviews		J Tagivakatini	53	China	Project	GU	<i>School/Element Justice Administration</i>				
Jun Jo	7	US	Conference	GU	G Burton	33	Fiji	Project/Research	GU	S Tagavakatini	17	Fiji	Project	GU	T Newton	2	Vanuatu	Interviews	GU
P Martin	7	US	Conference	GU	R Campbell	53	Taiwan, Asia, Japan	Conference/Marketing/Interviews	GU	P Tang	66	China, Asia India, Malayasia	Interviews/Marketing	GU	S Smallbone	6	UK	Conference	GU
K Melih	7	Europe	Conference	GU	L Chappell	12	Europe	Student Recruitment	GU	S Tierney	4	China	Special Duties	GU	A Stewart	5	UK	Conference	GU
R Sitte	6	Europe	Conference	GU	F Chowdhury	5	Asia	Relocation	GU	J Tiley	17	Vanuatu	Project	GU	K Wimshurst	18	UK	OSPRO	GU
I Stewart	36	Singapore, Fiji	Conferences	GU	F Coulter	48	Fiji, NZ, Vanuatu	Projects	GU	K Toh	15	China	Interviews/Professional Development	GU	R Wortley	16	UK	Conference/Research	GU
J Thornton	7	US	Conference	GU	B Cook	3	Malayasia	Graduation Ceremony	GU	T Toh	51	China, Asia	Conference/Interviews	GU	<i>School/Element Key Centre for Ethics, Law, Justice and Governance</i>				
T Tilley	5	China	Conference	GU	N Dempster	7	Fiji	Project	GU	R Tranter	10	China	Interviews	GU	Z Acs	8	US	Presentation	GU
<i>School/Element International Business</i>					P Donaldson	25	US	Projects	GU	K Turnbull	28	Fiji	Project	GU	W Hudson	14	China	Conference	GU
K Bennett	15	Japan	Conference	GU	M Fletcher	14	US	Project	GU	B Walker	9	US	Conference	GU	C Sampford	3	China	Conference	GU
B Bishop	19	Asia	Conference/Research	GU	T Gae	2	NZ	Relocation	GU	E Varley	101	Fiji	Project	GU	H Whitton	8	US	Conference	GU
B Case	8	Amsterdam	Conference	GU	P Giles	5	Indonesia	Special Duties	GU	R Verhey	5	Vanuatu	Project	GU	<i>School/Element Languages and Linguistics</i>				
W Case	23	Malaysia Indonesia	Research	GU	D Hardy	12	Malayasia	Student Recruitment	GU	D Vioria	30	Asia	Conference	GU	K Hagiwara	92	US	OSPRO	GU
M Dougan	92	Asia	Research	GU	C Hindson	18	Fiji	Project	GU	A Wilkinson	8	Fiji	Conference	GU	H Hortiguera	10	South America	Conference	GU/ Own Funds
M Hossain	11	Asia	Research	Own Funds	M Hindson	24	Fiji	Project	GU	M Yoringmal	61	Vanuatu	Project	GU	L Kirwan	260	Japan	OSPRO	GU
Y Kwon	32	Korea, Canada	Student Recruitment/Internship Program/Research	GU	M Hyde	9	Europe	Conference/Research	GU	E Zumeeta	10	US	Conference	GU	C Matas	13	Europe	Conference/Research	GU/ Own Funds
D Lim	40	UK, Asia	Research	GU	S Irianti	150	Indonesia	Relocation	GU	<i>School/Element International Projects</i>					K Seo	11	Asia	Conference/Research	GU/ Own Funds
L Liew	12	Asia	Research	GU	M Karki	10	China	Relocation	GU	A Atwell	32	NZ, Fiji	Projects	GU	G Stockwell	8	Japan	Conference	GU
B Fuisting	20	Japan	Conference	GU	D Kemp	65	Fiji	Projects	GU	C Annice	20	Fiji	Project	GU	S Thompson	23	China	Special Duties/Student Recruitment	GU
A Selvanthan	19	Madras	Research	GU	N Kote	1	PNG	Conference	GU	Dr T Austin	36	Vanuatu	Project	GU	H Willcock	28	Asia	Research	GU
B Shepherd	17	UK, US	Conference/Research	GU	J Kuku	6	US	Project	GU	C Bosaustin	120	Vanuatu	Project	GU	<i>School/Element Law</i>				
S Rajapakse	2	Asia	Research	GU	M McMeniman	4	US	Project	GU	F Coulter	29	Vanuatu, Fiji	Projects	GU	A A-Khavari	54	UK	Research	GU
P Ross	14	NZ	Conference/Research	GU	R Mankad	56	India	Marketing/Conference	GU	M Coulter	18	Vanuatu	Project	GU	S Berns	7	Japan	Internship Program	GU/ Own Funds
N Yagi	17	Japan	Conference	GU	P Mosley	26	Asia, Fiji, US	Projects	GU	C Gaus	180	Germany	Project	Other Source	K Burns	4	NZ	Conference	GU
<i>School/Element International Business and Politics</i>					M Murphy	25	Vanuatu	Project	GU	C Hindson	17	South Pacific	Meeting	GU	J Dewar	105	UK, NZ	Conferences/OSPRO	GU/ Own Funds
K Bennett	13	Japan	Country Study	Privately	H Pengelly	24	Fiji	Project	GU	D Kemp	20	Fiji	Project	GU	P Declé	28	UK	Mooting Competition	GU
T Nguyen	7	Vietnam	Consultancy	Other Source	D Power	5	Fiji	Project	GU	R King	9	China	Research	GU	T Denning	14	Europe	Mooting Competition	GU
<i>School/Element International Centre</i>					Ramos	4	Asia	Research	GU	L Micheletti	21	Vanuatu	Project	GU	S Dorsett	14	US	Conference/Research	GU
C Annice	39	Fiji	Projects	GU	J Roger	7	Asia	Student Recruitment	GU	H Pengelly	22	Vanuatu	Project	GU	A Durkan	42	US	Research	GU/ Own Funds
A Aroco	1	Asia	Relocation	GU	J Sandiko	1	China	Relocation	GU	D Tagivakatini	10	Vanuatu	Project	GU	J Giddings	19	UK, US	Mooting Competition/Research	GU
A Atwell	33	US, Fiji	Conferences/Projects	GU	A Savige	19	Asia	Marketing	GU	S Tagivakatini	1	Vanuatu	Project	GU					
A Austin	12	Fiji	Relocation	GU	L Simpson	18	Fiji	Project	GU	J Tiley	10	Vanuatu	Project	GU					
C Baker	18	Europe,	Student Recruitment/	GU	J Soalheira	58	US, Asia, Europe	Marketing/Conference/Graduation Ceremony	GU	E Varley	7	Fiji	Project	GU					
					J Stir	22	Fiji	Project	GU	P Varley	301	Fiji	Consultancy/Project	GU					
					I Tagivakatini	81	Fiji	Professional Development	GU										

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A Gibson	22	UK	Lecturing	GU	V Hodgson	8	US	Conference	GU	H Li	9	US	Research	GU					
L Godden	14	US	Conference/Research	GU	D W Jolley	9	US	Conference	GU	J Lu	23	China	Conference	GU					
S Hardy	5	Europe	Conference	GU/ Own Funds	T Lyon	23	UK	Research	GU	N Ngo	11	Asia	Conference	GU					
P Havemann	4	NZ	Interviews	GU	J McDonnell	16	UK	Conference	GU	S O'Keefe	22	Europe	Conference/Research	GU					
S Jhinku	21	Europe	Mooting Competition	GU	R Mizerski	22	US	OSPRO	GU/ Own Funds	K Paliwal	17	Europe, US India,	Conferences/Research	GU	<u>School/Element Office for Research</u>				
S McVeigh	150	UK	OSPRO	GU	N Pope	10	UK	Conference	GU	D Thiel	285	US, Asia	OSPRO/Research	GU	B Smith	8	UK	Conference	GU
J Malbon	17	Europe	Special Duties	GU/ Own Funds	K Straughn-Mizer	22	US	OSPRO	GU/ Own Funds	L Vlacic	20	China, France	Conference/Research	GU	<u>School/Element Office of Community Services</u>				
V Malesevic	21	US	Research	GU/ Own Funds	T Tam	8	China	Conference	GU						R Blaikie	33	Canada	Conference	GU/ Own Funds
C Qu	35	Japan	Research	GU	K Voges	10	US	Conference	GU	Z Fang	11	US	Conference	GU	L Parry	5	NZ	Conference	GU
B Sherman	28	India	Conference/Research	GU	H Yang	59	China	Conferences/Meetings/ Special Duties	GU						<u>School/Element Office of Facilities Management</u>				
<u>School/Element Leisure Studies</u>					<u>School/Element Marketing and Management</u>					<u>School/Element Microelectronic Research Centre</u>									
C Auld	17	Europe, NZ	Conferences/Marketing	GU	L Chalip	41	US	Conference/Research	GU	Elson	14	Indonesia	Research	GU	F Hanley	6	NZ	Special Duties	GU
B Bell	7	Asia	Conference	GU	T Fenech	7	Europe	Conference	GU	J Howell	46	Europe	Research	GU	R Hume	5	NZ	Conference	GU
A Boag	14	US, NZ	Conferences/Research	GU	C Fleisher	7	US	Recruitment	GU	E Leow	14	Asia	Research	GU	R Soltys	5	US	Conference	GU
T Brown	12	NZ	Conference/Research	GU	R Gapp	5	China	Conference	GU	C Mackerras	30	Europe, China	Conference/Research	GU	<u>School/Element Office of Technical Services</u>				
J Burden	11	NZ	Conference	GU	C Green	65	US	Conferences/Research	GU	J Ravenhill	4	Asia	Meeting	GU	J Urquhart	5	NZ	Special Duties	GU
D Coleman	13	NZ	Conference/Research	GU	M Jo	186	US	Conference/OSPRO	GU	D Schak	9	China	Conference/Research	GU	<u>School/Element Organisational Behaviour and Human Resource Management</u>				
M Harrington	22	UK, NZ	Conference/Research	GU	S Naughton	13	Europe	Conference	GU	R Trood	6	Asia	Conference	GU	C Baskin	7	NZ	Conference	GU
R Hibbins	15	Taiwan, Ireland	Conferences	GU	A O'Cass	30	Europe, Asia	Conferences	GU	<u>School/Element Nursing</u>					D Brown	8	Europe	Special Duties	GU
J Kiewa	6	NZ	Conference/Research	GU	A Shacklock	14	Europe	Conference/Research	GU	C Alavi	81	Europe, US	Conference/Research	GU	S Cox	23	Europe	Conference	GU
D Little	3	NZ	Conference	GU	A Thomas	31	Europe, Asia	Conference/Research	GU	W Chaboyer	22	Europe	Conference	GU	C Fraser	7	US	Conference	GU
I Patterson	5	NZ	Conference	GU	N Timo	12	Europe	Conference	GU	M Cooke	6	UK	Conference	GU	S Ramsay	7	UK	Conference	GU
E Tsai	6	NZ	Conference	GU	J Whiteoak	5	US	Conference	GU	G Dacey	11	Italy	Conference	GU	P Smith	2	NZ	Conference	GU
M Watkins	7	NZ	Conference/Research	GU	G Wolfe	12	US	Conference	GU	A McMurray	19	Europe, Canada	Conference/ Special Duties	GU/ Own Funds	M Thite	5	US	Conference	GU
<u>School/Element Management</u>					<u>School/Element Microelectronic Engineering</u>					D Mooney	34	Japan, Singapore	Conference/ Student Recruitment	GU	<u>School/Element Politics and Public Policy</u>				
P Brosnan	6	Malaysia	Graduation Ceremony	GU	K Alam	28	Asia, Indonesia	Research	GU	G Harrison	84	US	Research	GU	C O'Faircheallaigh	14	UK	Research	GU
<u>School/Element Marketing</u>					J Byth	43	China	Research/ Student Recruitment	GU	R Hughes	12	NZ	Conference	GU	M Ivanitz	24	Canada	Conference	GU
J Dunleavy	8	US	Conference	GU	S Dimitrijevic	16	US	Conferences	GU	P Johnson	5	NZ	Conference	GU	E Van Acker	50	US	OSPRO	GU
E Forrest	27	UK, China	Conference/Research/ Special Duties	GU	Z Fang	12	Europe	Research	GU	R Lindsay	15	Europe	Research	GU	J Wanna	5	Europe	Conference	GU
L Frazer	10	UK	Conference	GU	P Jamet	19	Europe	Conference	GU	W Moyle	5	Korea	Conference	GU	P Weller	20	Europe	Conference	GU
T Gatfield	10	UK	Conference	GU	H Harrison	13	Japan	Conference	GU	M Osborne	12	Japan	Special Duties	GU	T Wood	20	Europe	Conference	GU
					J Kolodko	365	Germany	Research	GU	J Sansoni	9	Japan	Interviews	GU	E Young	19	Europe	Conference	GU
										W St John	6	Singapore	Marketing	GU					

Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding	Name	Duration (days)	Destination	Purpose	Funding
<u>School/Element Pro Vice-Chancellor (Science)</u>															<u>School/Element University Administration</u>				
M Standage	10	Japan	Conference	GU	N Vlassenko	5	Singapore	Conference	GU	S Chapman	8	Ireland	Conference	GU	T Iwinska	5	NZ	Conference	GU
<u>School/Element Public Health</u>					<u>School/Element Queensland Pharmaceutical Research Institute</u>										<u>School/Element Vice-Chancellor's Office</u>				
D Connell	27	Italy	Presentation	GU	A Boyle	10	Fiji	Conference	GU/ Own Funds	I Lowe	28	Europe, Asia	Conference/Research	GU/ Other Source	P Brosnan	4	NZ	Conference	GU
P Davey	24	China, NZ	Conference/Meeting	GU	M Buchanan	5	Germany	Interviews	GU	C Noack	30	US	Research	GU/ Own Funds	D Lincoln	12	PNG	Project	GU
Z Jin	21	Japan	Research	GU	M Butler	15	UK	Conference	GU	D Pegg	23	UK	Conference/Other	GU	W Lovegrove	17	Asia	Conferences	GU
A Petroeshevsk	9	Europe	Conference	GU	A Carroll	6	China	Special Duties	GU	S Perera	12	Asia	Research	GU/ Other Source	M McMeniman	3	NZ	Meeting	GU
L Thalib	10	US, NZ	Conferences	GU	R Davis	10	Europe	Conference	GU	G Sander	33	UK	Research	GU	M Standage	27	China, NZ, Malaysia	Conferences/ Research	GU
S Rutherford	10	Europe	Conference	GU	E Hyde	5	US	Professional Development	GU	R Sang	12	Asia	Conference	GU	V Suchdeu	8	Manilla	Conference	GU
R Simpson	21	US	Conference/Research	GU	G King	8	US	Conference/Meetings	GU	J Springfield	60	US	Conference/Research	GU	J Walter	9	Europe	Conference	GU
<u>School/Element Queensland College of Art</u>															<u>School/Element Vocational, Technology and Arts Education</u>				
M Bramley-Moore	6	China	Graduation Ceremony	GU	G Pierens	6	Europe	Conference	GU	M Williams	7	Ireland	Conference	GU	F Beven	8	US	Conference/Research	GU
R Craig	31	China	Student Recruitment	GU	J Parisot	16	US	Conference	GU	H Wiseman	9	Europe	Conference	GU	S Billett	158	US	OSPRO	GU
P Cleveland	16	Europe	Conference	GU	R Quinn	21	Europe, Canada	Conference/Research/ Meeting	GU	D Young	65	Asia, Europe	Conference/Research/ Project	GU	H Middleton	8	US	Conference	GU/ Own Funds
L Grayson	7	China	Research	GU	J Redburn	19	US	Conference	GU	<u>School/Element Tourism and Hotel Management</u>					J O'Toole	27	Asia, US	Conferences/ Special Duties	GU
J Herd	11	US	Presentation	GU	D Venables	8	US	Conference	GU/ Own Funds	L Beetleng	20	Asia	Course	GU	J Stevenson	10	UK	Conference	GU
P Hoffie	32	Manilla	Research	GU	P Walve	12	US	Conference	GU	M Davidson	18	China, Korea	Conference/Marketing/ Special Duties	GU	P Taylor	11	US	Conference/Research	GU
P Jolly	8	China	Professional Development	GU	<u>School/Element Science</u>					J Digance	10	UK	Conference/Research	GU					
M Kelly	20	Korea	Special Duties	GU	S Atkinson	20	Asia	Research	GU	W Faulkner	36	Europe	Conference/Research	GU					
L Mitchell	3	NZ	Conference	GU	S Barnett	28	UK	Research	GU	E Fredline	9	UK	Conference	GU					
C Page	21	China	Research	GU	P Bermus	10	France	Conference	GU	T Harrison-Hill	6	Europe	Conference	GU					
R Peacock-Smith	40	China	Special Duties	GU	S Berners-Price	76	Europe, US	Conference/Research	GU	D Kennedy	5	Asia	Student Recruitment	GU					
C Scobbie	43	Asia	Lecturing	GU	T Blach	36	Europe	Conference/Research	GU	Y Lee	36	Korea, NZ	Conference/Marketing	GU					
D Thomas	14	US	Conference	GU	J Dobson	9	US	Conference	GU	K Patiar	37	India	Marketing	GU					
H Winter	160	NZ	Conference	GU	E Gray	28	Europe	Conference/Research	GU	M Raybould	13	UK	Conference	GU					
F Xu	148	China	OSPRO	GU	M Haynes	12	Japan	Research	GU/ Own Funds	J Smith	10	US	Conference	GU					
J Younger	60	Europe	Research	GU	P Healy	30	UK, NZ	Conference/Special Duties	GU	B Sparks	57	US, Asia	Conferences/OSPRO	GU					
<u>School/Element Queensland Conservatorium</u>																			
S De Haan	9	Japan	Research	GU	G Hope	27	US, Asia	Research	GU	R Tomjenovic	6	Europe	Conference	GU					
S Emmerson	10	Asia	Conference/Lecturing	GU	A Knight	7	Taiwan	Conference	GU	D Weaver	22	US, Asia	Conferences/Research	GU					
G Latham	6	Asia	Lecturing	GU	J Laurent	27	UK	Research	GU/ Own Funds	Z Weibin	8	Asia	Course	GU					
S Lipman	4	Asia	Research	GU	M Le Brun	41	US	OSPRO	GU	H Wilkins	16	UK, Asia	Conference/Research	GU					
S Savage	4	Europe	Meeting	GU	B Lohmann	155	UK	OSPRO	GU										
M Stocker	3	Singapore	Conference	GU															