The Honourable Adrian Piccoli MP  
Minister for Education  
New South Wales Parliament House  
Macquarie Street  
Sydney NSW 2001  

30 April 2012  

Dear Minister  

On behalf of the Council of the University of Newcastle, we have the honour of submitting the Annual Report to you for presentation to Parliament. The Annual Report summarises the work and activities of the University of Newcastle for the year ended 31 December 2011.

The Annual Report and the accompanying audited Financial Statements have been prepared in accordance with the Annual Reports (Statutory Bodies) Act 1984 and the Public Finance and Audit Act 1983.

Conjoint Professor Trevor Waring AM  
Professor Caroline McMillen  
Chancellor  
Vice-Chancellor and President
In 2011, the University of Newcastle continued its focus on fostering innovation, developing skills and promoting strong economic and social growth in our regional communities, Australia and beyond. Our achievements in 2011 are demonstrated in the delivery of innovative approaches to teaching and learning, the provision of greater opportunities for people to enter higher education, the delivery of world class research and innovation, and strong engagement with our communities.

Recognising the growing need for a skilled workforce to build a strong knowledge based economy, the Australian and NSW Governments have set targets to improve participation in higher education. In 2011, the University has supported the delivery of these targets through the enrolment of 35,998 students. To improve the learning environment for our students, we have implemented a number of innovative measures. Work Integrated Learning was embedded into 90 per cent of our undergraduate programs, ensuring that our graduates are well prepared for the workforce. There were major upgrades to our online learning environment to enhance student learning and the University introduced teaching champions to provide mentoring support for academic staff.

In 2011, Newcastle consolidated its position as a sector champion in providing access to higher education for students from disadvantaged backgrounds. Indigenous participation and access is significantly higher in our University than the national average, with enrolments growing to 676 Indigenous students in 2011. The University introduced a Bachelor of Aboriginal Professional Practice and became the first university in NSW to launch a Reconciliation Action Plan. A strong focus on promoting Indigenous participation in higher education continues to position us as the university of choice for Indigenous students in NSW.

The University consistently ranks in the nation’s top 10 for research – the only university outside a capital city to achieve this position. In 2011, the Australian Government’s Excellence in Research Australia exercise determined that almost 70 per cent of the University’s research was equal to or better than world standard. In the same exercise, we were rated as Australia’s top university for applied mathematics and well above world standard for research in a wide range of science, engineering and health fields.

The University hosts significant research partnerships with government and industry. The Newcastle Institute for Energy and Resources (NIER) continued to build valuable national and international research collaborations for the University across key areas including smart grid technology research with partners in China and bulk solids research in South Africa.

Engagement is an institutional strategic priority and the University’s connections with local, regional, national and international communities were strengthened in 2011. The University promotes new thinking about community engagement through its leadership role in the Australian Universities Community Engagement Alliance. In 2011, the University partnered with the Australian Chamber of Commerce and Industry to enhance employer engagement with students through our Work Integrated Learning programs. Our alumni are recognised globally for their achievements across a range of fields. Around 20 per cent of our students are international students and in 2011, four of the eight Australia China Alumni Awards went to Newcastle graduates.

The commitment of our staff resulted in significant achievements for the University in 2011. The foundations are strong as we realise our global aspirations to deliver first rate education, research and innovation that positively contributes to our regions, Australia and the world.

Conjoint Professor Trevor Waring AM
Chancellor

Professor Caroline McMillen
Vice-Chancellor and President
Five stars
QS Stars overall maximum rating

Ninth
in Australia for research funding outcomes

Top 150
universities in the world and ninth in Australia for Life Sciences and Medicine
QS World University Rankings 2011

Top 200
universities in the world and 13th in Australia for Engineering and IT
QS World University Rankings 2011

Top 300
universities in the world and 12th in Australia for Natural Sciences
QS World University Rankings 2011

Top 350
universities in the world and 18th in Australia for Social Sciences
QS World University Rankings 2011

Top 400
universities in the world
Locations

The University of Newcastle is a multi-campus institution offering programs in a number of locations.

**CALLAGHAN**
The Callaghan campus (pictured on opposite page) is 12 kilometres from the Newcastle CBD, and comprises high-tech laboratories and teaching facilities across 140 hectares of bushland.

**NEWCASTLE CITY**
In the Newcastle CBD, the University’s Conservatorium has a concert hall, classrooms and studios. University House accommodates postgraduate business students, the Legal Centre and library and teaching spaces.

**OURIMBAH**
On the Central Coast of NSW, the multi-sector Ourimbah campus (pictured below left) offers University, TAFE and Community College programs.

**SINGAPORE**
The University offers a comprehensive range of degree programs in partnership with PSB Academy at a campus near Tiong Bahru MRT station. University programs with Singapore Accountancy Academy – Global Education (SAA-GE) are delivered through the CBD premises of the Institute of Certified Public Accountants of Singapore.

**SYDNEY**
At Bathurst Street in the centre of Sydney, the University offers postgraduate studies in business and professional accounting, and English language studies.

**PORT MACQUARIE**
On the mid-north coast of NSW, the multi-sector Port Macquarie campus offers University nursing, teaching and foundation studies courses and TAFE programs.

**ORANGE**
Located in Orange on the central tablelands of NSW is the Centre for Rural and Remote Mental Health.

**TAMWORTH, ARMIDALE, TAREE AND MOREE**
The University’s Department of Rural Health and Rural Clinical School operates from various locations in northern NSW.
OUR PURPOSE
The University of Newcastle strives to make a distinctive difference to the lives of individuals and to society.

We prepare graduates who are lifelong learners, sought after by employers, and who contribute to society by being adaptable, critical and global citizens.

We pursue outstanding scholarly teaching and research.

We contribute to the intellectual, social, economic, cultural, sporting and environmental enrichment of our communities.

OUR VISION
The University’s vision describes how we wish to be as we fulfil our purpose.

We are recognised and respected as a university of distinction.

Our teaching leads in the education of professionals and our research is internationally acclaimed.

Our organisation is responsive, dynamic and strong.

OUR CORE VALUES
Our core values guide the activities and behaviour of staff and students. They are critical to fulfilling our purpose and realising our vision.

We value distinction – excellence and achievement combined with a clear sense of identity.

We uphold and are models for the highest standards of academic, personal and business integrity and in doing so, practise the values of honesty, fairness, trust, accountability and respect.

We take opportunities to build and promote collaboration within and outside the University so that we achieve more than is individually possible.

STRATEGIC PLAN
Our Strategic Plan, Building Distinction 2011-2015 underpins the vision to be a leading university in teaching, learning and research. The seven strategic priorities identified are:

• Promoting and improving a positive student experience and quality teaching and learning
• Enhancing and promoting a positive staff experience
• Achieving growth in research excellence
• Expanding leadership and initiatives in Indigenous collaboration
• Developing and strengthening our international approach and engagement
• Promoting and supporting our alumni, partnerships and communities
• Ensuring sustainable perspective and actions.
Enrolments by faculty and division 2011

- Business & Law: 6,505
- Education & Arts: 8,987
- Engineering & Built Environment: 3,913
- Health: 6,681
- Science & Information Technology: 5,112
- English Language & Foundation Studies: 3,877
- Non Award*: 884
- The Wollotuka Institute: 39

*Non Award includes non award studies, exchange and study abroad, which are not specific to a faculty/division
### Table 1: Student load (EFTSL) by location

<table>
<thead>
<tr>
<th>Location</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Newcastle</td>
<td>14,418</td>
<td>15,135</td>
<td>16,731</td>
<td>17,565</td>
<td>17,721</td>
</tr>
<tr>
<td>Ourimbah</td>
<td>2,368</td>
<td>2,613</td>
<td>2,884</td>
<td>3,036</td>
<td>3,038</td>
</tr>
<tr>
<td>Port Macquarie</td>
<td>163</td>
<td>197</td>
<td>223</td>
<td>253</td>
<td>281</td>
</tr>
<tr>
<td>Sydney</td>
<td></td>
<td>33</td>
<td>232</td>
<td>290</td>
<td></td>
</tr>
<tr>
<td>UON Singapore</td>
<td>836</td>
<td>1,227</td>
<td>1,569</td>
<td>1,670</td>
<td>1,593</td>
</tr>
<tr>
<td>Other*</td>
<td>1,272</td>
<td>1,424</td>
<td>1,225</td>
<td>1,251</td>
<td>1,415</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>19,056</strong></td>
<td><strong>20,597</strong></td>
<td><strong>22,664</strong></td>
<td><strong>24,007</strong></td>
<td><strong>24,338</strong></td>
</tr>
</tbody>
</table>

Source: MIS at 12 March 2012. *Includes GradSchool load. EFTSL – Equivalent Full-time Student Load

### Table 2: Student program load (EFTSL) by faculty/division

<table>
<thead>
<tr>
<th>Faculty/Division</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business and Law</td>
<td>3,142</td>
<td>3,507</td>
<td>3,744</td>
<td>4,186</td>
<td>4,341</td>
</tr>
<tr>
<td>Education and Arts</td>
<td>5,455</td>
<td>5,587</td>
<td>5,922</td>
<td>6,238</td>
<td>6,388</td>
</tr>
<tr>
<td>Engineering and Built Environment</td>
<td>2,206</td>
<td>2,309</td>
<td>2,502</td>
<td>2,730</td>
<td>2,875</td>
</tr>
<tr>
<td>Health</td>
<td>3,899</td>
<td>4,322</td>
<td>4,728</td>
<td>4,826</td>
<td>4,662</td>
</tr>
<tr>
<td>Science and Information Technology</td>
<td>2,870</td>
<td>3,127</td>
<td>3,478</td>
<td>3,628</td>
<td>3,616</td>
</tr>
<tr>
<td>English Language and Foundation Studies</td>
<td>1,132</td>
<td>1,413</td>
<td>1,975</td>
<td>2,068</td>
<td>1,917</td>
</tr>
<tr>
<td>The Wollotuka Institute</td>
<td>22</td>
<td>14</td>
<td>11</td>
<td>18</td>
<td>24</td>
</tr>
<tr>
<td>Non award*</td>
<td>330</td>
<td>318</td>
<td>304</td>
<td>314</td>
<td>316</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>19,056</strong></td>
<td><strong>20,597</strong></td>
<td><strong>22,664</strong></td>
<td><strong>24,007</strong></td>
<td><strong>24,338</strong></td>
</tr>
</tbody>
</table>
Governance and leadership
CHARTER AND FUNCTIONS
The University is governed by the University of Newcastle Act 1989 (NSW) and the University of Newcastle By-law 2005 (NSW). Section 6 of the Act defines the University's core object as "the promotion, within the limits of the University's resources, of scholarship, research, free inquiry, the interaction of research and teaching and academic excellence". The Act specifies that the University must have particular regard to the needs of the Hunter region, the Central Coast and surrounding areas.

In 2011 the University's Act was amended by the Universities Governing Bodies Act 2011 (NSW) in order to modernise governance arrangements (see also Appendix I Legislative change). In particular, the Act provides an option for the University to opt in to new standard provisions that would allow the Council to progressively adopt greater flexibility in its size, composition and mix of skills. The Council will consider this matter during 2012.

THE COUNCIL
The Council is the University's governing body. It has responsibility for managing the affairs and concerns of the University and may act in all matters concerning the University.

The Council's 19 members are led by the Chancellor. Of the 19 members, 12 are external to the University and possess a diverse range of professional experience and skills in areas including financial, commercial, legal and planning.

The Act gives the Council authority to establish committees to assist in the exercise of its functions. In 2011 the Council created three new standing committees: the Strategic Development Committee, the Controlled Entities Sub-Committee and the Executive Committee of Council. In addition the Finance and Capital Development Committee was disestablished and replaced by the Finance Committee. The Audit and Risk Management Committee and the Nominations and Legislation Committee continued, with their Terms of Reference amended to accommodate the new structure.
Council Members
The following persons were members at 31 December 2011.

Official Members
The Chancellor
Conjoint Professor Trevor C Waring AM
BA, MSc(Newcastle), FAPS

The Vice-Chancellor and President
Professor Caroline McMillen
MA, DPhil(Oxon), MB, BChir(Cantab)

The President of the Academic Senate
Professor Val J Robertson
BAppSc(Physio)(Lincoln Institute), BA(Hons), PhD(La Trobe)

Ministerial appointments
Ms Sharryn Brownlee
MAICD

Conjoint Professor Geoff Lilliss
BE(Hons), MBA(Merit)(Newcastle), FIEAust, MAICD

Dr Ken Moss AM
BE(Hons), PhD(Newcastle), HonFIEAust, FAICD

The Hon John Charles Price AM JP
OFIE Aust, I.Eng, IMarEng(UK), MIMarEST(UK), GAICD

Senator Arthur Sinodinos AO
BCom(Hons)(Newcastle), FAICD

Ms Deborah Wright
DipTeach(Newcastle), MBA(SCU), FAMI, CPM

Member appointed by Council
Mr Brian Kennaugh
BBus(Newcastle)

Elected Members
Academic staff
Dr Tom Griffiths
BEd(Hons), PhD(Newcastle), GradCert TESOL(UTS)

Professor John Rostas
BSc(Hons), PhD(Monash)

Non-academic staff
Ms Leanne Holt
Dip HR(HIT), MME(Newcastle)

Undergraduate student
Ms Heather Richards
BMath(Hons)(Manc)

Postgraduate student
Ms Karen Miller
BBus(Acc)(UTS), CA

External persons who are members of Convocation appointed by the Council
Ms Dianne Allen JP
BCom(Newcastle), CA, GAICD

Mr Peter Cockbain
BScEng(Newcastle), FIEAust, CPEng, FIPENZ, FTSE

Dr Geoff Leonard AM
BCom, HonDBus(Newcastle), FCA, FCPA

A Convocation position became vacant in December 2011 with the passing of the Honourable Mahla Pearlman AO.

Details of meetings, membership of the standing committees and meeting attendance throughout 2011 are included in the Report by the Members of the Council in Volume 2.

Key business undertaken by the Council and its committees in 2011 included:

- appointing Dr Kenneth Moss AM as the University’s next Chancellor. Dr Moss will succeed Conjoint Professor Trevor Waring AM in the role in May 2012. Dr Moss, a current Council member, brings to the University a strong business and financial acumen and extensive experience as Chair of company boards.
- oversight of major infrastructure projects including the new student accommodation facility at the Callaghan campus and the Newcastle City Campus Project;
- establishing a consolidated health precinct, the New England Centre of Excellence in Health Education (NECEHE), in Tamworth. Developed jointly by the University, the Department of Health and Ageing and the University of New England, the centre will enhance existing infrastructure and deliver a new training, education and accommodation facility. The project is expected to be complete in mid 2013.
- consideration of the University’s response to the Base Funding for Higher Education in Australia review;
- oversight of the University’s Health and Safety performance, including the implementation of the University’s new Health and Safety Management System, ensuring that the University is well placed for the harmonised health and safety legislative changes introduced from 1 January 2012;
- establishing the honorary position of Pro Chancellor to preside at official ceremonies and functions of the University where the Chancellor and/or the Deputy Chancellor are unable to do so.

The Council also farewelled long-serving member and Deputy Chancellor, Mr Michael Johns, who concluded his term on 31 March 2011 (see also Graduation Honours in Our communities). The Council elected a new Deputy Chancellor, the Hon John Price AM, for a term concluding on 31 August 2012.
ACADEMIC SENATE

The Academic Senate is the University’s primary forum for debate on all academic issues with a mission to protect, promote and enhance the excellence of the core academic activities in the University – teaching, learning and research.

The functions of the Academic Senate are specified in Section 32 of the University of Newcastle By-law 2005 (NSW) and in the Constitution of the Academic Senate. The Academic Senate also has delegated authority from the Council to approve policy and procedures relating to teaching, learning and research, and to approve revisions to programs.

The President of the Academic Senate, Professor Val Robertson, is the senior elected academic in the University, holding primary responsibility for Academic Senate business. In 2011 the President was supported by two Deputy Presidents elected by Academic Senate: Associate Professor Rohan Rasiah, responsible for teaching and learning matters, and Professor Mark Jones, responsible for research matters.

During 2011 Academic Senate considered five priorities consistent with the University’s Strategic Plan Building Distinction 2011-2015 – student experience, academic experience, streamlining academic policies, programs in the University, and academic quality and resourcing.

In response to these priorities, a number of sub-committees were established, including the Student Experience and Engagement Working Party and the Academic Qualifications Framework Steering Committee. A major review of academic policy and delegations resulted in a simplified and consistent suite of policy documents covering Admissions and Enrolment and Awards and Program Management which take effect from 1 January 2012.

Information on program reviews and accreditation considered by Academic Senate in 2011 is available in Appendix F.

Vale Mahla Pearlman AO

(1937 – 2011)

Council member and former chief judge of the NSW Land and Environment Court, the Honourable Justice Mahla Pearlman AO, is remembered for her significant contribution to the legal profession and to the community.

She was a Member of the Order of Australia (AM), received the Centenary Medal for service to the law and was made an Officer of the Order of Australia (AO) in 2004 for service to the law, the judiciary and the community. She held many roles including her appointment as the first woman President of the Law Society of NSW and the first woman President of the Law Council of Australia.

In her two years on the Council, the Hon Mahla Pearlman AO provided invaluable leadership and wisdom and contributed significantly to the strategic direction of the University.

Mahla Pearlman AO
Photographer: Lanelle Lee Chin
Organisational chart

Council

Vice-Chancellor

Academic Senate

Deputy Vice-Chancellor Academic and Global Relations
-Pro Vice-Chancellor Academic External Relations
-Marketing and Public Relations
-Financial Services
-Office of the President of the Academic Senate

Deputy Vice-Chancellor Services
-Pro Vice-Chancellor Academic Centre for Teaching and Learning
-Dean of Students
-English Language and Foundation Studies Centre
-Equity and Diversity Unit
-International Office Planning, Quality and Reporting
-University Gallery and Art Collection
-Industry Scholarships
-University Library
-The Wollotuka Institute

Deputy Vice-Chancellor Research
-Pro Vice-Chancellor Research
-Business Development Unit
-Office of Graduate Studies
-Research Services
-Centre of Full Employment and Equity (CoFEE)
-Newcastle Institute for Energy and Resources (NIER)

Pro Vice-Chancellor Business and Law
-Newcastle Business School
-Newcastle Law School

Pro Vice-Chancellor Education and Arts
-School of Drama, Fine Art and Music (incorporating the Conservatorium)
-School of Education
-School of Humanities and Social Science

Pro Vice-Chancellor Engineering and Built Environment
-School of Architecture and Built Environment
-School of Electrical Engineering and Computer Science
-School of Engineering

Pro Vice-Chancellor Health
-School of Biomedical Sciences and Pharmacy
-School of Health Sciences
-School of Medicine and Public Health
-School of Nursing and Midwifery

Pro Vice-Chancellor Science and Information Technology
-School of Design, Communication and Information Technology
-School of Environmental and Life Sciences
-School of Mathematical and Physical Sciences
-School of Psychology
In October the University farewelled Vice-Chancellor Professor Nicholas Saunders. In his seven years in the role, Professor Saunders led the institution to academic, financial and cultural strength. Under his stewardship the University consistently maintained its ranking in Australia’s top 10 universities for research, enrolments grew to a record high of 35,998 and Newcastle became a sector leader in providing access to higher education for disadvantaged groups.

Our new Vice-Chancellor, Professor Caroline McMillen, has dedicated almost 30 years to the higher education sector, holding leadership roles across research, innovation and teaching. In 2011 Professor McMillen began implementation of NeW Directions for the University, including the development of a vision for the University in 2025 with associated strategic priorities underpinned by integrated finance, capital, information technology and human resource plans.

Executive members as at 31 December 2011 were:

**Vice-Chancellor and President**

**Professor Caroline McMillen**  
MA, DPhil(Oxon), MB, BChir(Cantab)

Professor Caroline McMillen joined the University in October 2011. She holds an MA and Doctor of Philosophy from Oxford University, and completed her medical training at the University of Cambridge. Professor McMillen has held senior appointments at Monash University, the University of Adelaide and the University of South Australia. She has served on national and state government groups focused on building innovation, climate change, and the resources industries. She has an international research reputation and has served on national and international education and research review groups.
Deputy Vice-Chancellor (Academic and Global Relations)
Professor Kevin McConkey
BA(Hons), PhD(QLD), FASSA, HonFAPS, FAICD

The Deputy Vice-Chancellor (Academic and Global Relations) has responsibility for teaching and learning, English language and foundation studies, equity and diversity, Dean of Students, industry scholarships, Indigenous collaboration, library and University gallery and art collection, as well as international activities.

Professor McConkey has held appointments at the University of New South Wales and Macquarie University, and currently holds an honorary appointment at East China University of Science and Technology.

Professor McConkey’s interests span higher education, psychology and management. He is a Fellow of the Academy of Social Sciences in Australia, an Honorary Fellow of the Australian Psychological Society, and a Fellow of the Australian Institute of Company Directors.

Deputy Vice-Chancellor (Research)
Professor Mike Calford
BSc, PhD(Monash)

As Deputy Vice-Chancellor (Research) Professor Calford has responsibility for management of the University’s research and intellectual property, research training and strategic research planning.

Professor Calford is an internationally recognised neuroscientist who heads a group funded by an NHMRC Program Grant to examine pre-clinical models of ischemic stroke therapy. He joined the University in 2000 and was the Pro Vice-Chancellor Faculty of Health from 2006 until 2009. Prior to this he held research academic appointments at The University of Melbourne, City University of New York, Oxford University, The University of Queensland, the University of California at Irvine, and the Australian National University.

Deputy Vice-Chancellor (Services) (on extended leave)
Dr Susan Gould
BSc(Hons)(Edin), PhD(Flinders), FAICD

Dr Gould has been Deputy Vice-Chancellor (Services) and University Secretary since 2004 with responsibility for human resource services, student administration and support, facilities management, information technology, audit and risk management and legal services. As University Secretary she is also responsible for all aspects of corporate governance of the University.

Prior to joining the University Dr Gould held the role of Head of Academic Administration Services Division at Deakin University. During 2011 she was a Fellow of the Australian Institute of Company Directors, Chair of the Board of GraduateSchool.com Pty Ltd and a Director of UON Singapore Pte Ltd, Unisuper and Unimutual.

Acting Deputy Vice-Chancellor (Services)
Mr Trevor Gerdsen
Dip A&D(BCAE), Grad Dip Education(SCV Hawthorn), Grad Dip Management(La Trobe), MBA(USQ)

Mr Gerdsen has been Acting Deputy Vice-Chancellor (Services) since November 2011. Mr Gerdsen’s substantive position is Director of Infrastructure Services, including facilities management, a role he has held since 2003. He has previously held University positions with responsibility for information technology, communications and media services. Prior to joining the University Mr Gerdsen worked in the VET sector, initially as a teacher and then as project director managing learning development activities with industry, national training projects and multi-partner online learning developments.

Pro Vice-Chancellor (Business and Law)
Professor Stephen Nicholas
BA(Syracuse), MA(Iowa), PhD(Superior University, Pakistan) honoris causa, FASSA

Professor Nicholas joined the University as Pro Vice-Chancellor (Business and Law) in 2006. He is an internationally recognised distinguished scholar in the areas of international business, economic history and public policy research, having published seven edited books and over 100 journal articles and book chapters. Professor Nicholas has held visiting, Fellow and honorary roles at many institutions, also serving as the Inaugural President of the Australian-New Zealand International Business Academy, President of the Economic History Society of Australia and New Zealand, and Member of the International Economic History Association Executive.

Professor Amir Mahmood was Acting Pro Vice-Chancellor (Business and Law) for the period 5 to 31 December 2011.

Pro Vice-Chancellor (Education and Arts)
Professor John Germov
BA(Chisholm), MA(Sociology)(Monash), PhD(Newcastle)

Professor Germov is an internationally recognised sociologist, with 17 books published to date. He was appointed to the role of Pro Vice-Chancellor (Education and Arts) in 2011, having served at the University since 1993. He is the Vice President of the Deans of Arts, Social Sciences and Humanities, the peak national body on research and teaching in humanities and social sciences. Professor Germov is a former President of the Australian Sociological Association and served on the Executive of the International Sociological Association. In 2010 he received the prestigious Outstanding Service to the Australian Sociological Association Award.
### Pro Vice-Chancellor (Engineering and Built Environment)
**Professor John Carter AM**
BE, PhD, DEng(Syd), MASCE, FTSE, FAA, FIEAust, CPEng, GAICD

Professor Carter was appointed a Member of the Order of Australia in 2006 for his contributions to civil engineering. He is a Fellow of the Institution of Engineers Australia, the Australian Academy of Technological Sciences and Engineering, and the Australian Academy of Science. He is President of the International Association for Computer Methods and Advances in Geomechanics and a former Vice President of the International Society for Soil Mechanics and Geotechnical Engineering. His research interests include soil mechanics and geotechnical engineering, foundations, offshore geotechnics, rock mechanics, and numerical and analytical methods in engineering mechanics.

### Pro Vice-Chancellor (Health)
**Professor Nicholas Talley**
MBBS(Hons), MD(NSW), PhD(Syd), MMedSc(ClinEpid) (Newcastle), FRACP, FRCP(London and Edinburgh), FAFPHM, FACP, FACG, AGAF

Professor Talley has published over 700 original and review articles in peer-reviewed literature, and is considered one of the world's leading authorities in clinical research on the stomach. Professor Talley was formerly Chair of the Department of Internal Medicine at Mayo Clinic in Jacksonville Florida where he held the rank of Professor of Medicine at the Mayo Clinic College of Medicine. He was the Foundation Professor of Medicine at the University of Sydney, Nepean Hospital.

Professor Talley serves on a number of prominent editorial boards and currently holds adjunct research appointments as Professor at Mayo Clinic University of North Carolina and the Karolinska Institute. He is also a Fellow of the Royal Australasian College of Physicians, the Royal College of Physicians (both London and Edinburgh) and the American College of Physicians.

### President of Academic Senate
**Professor Val Robertson**
BAppSc(Physio)(Lincoln Institute), BA(Hons), PhD(La Trobe)

Professor Val Robertson has been the President of Academic Senate since 2009. She joined the University in 2004 and has extensive experience as a teacher and researcher in her field of physiotherapy. As the senior elected academic in the University she is responsible for providing strategic and policy advice to the Vice-Chancellor and the Council on academic matters, including the development of quality assurance processes and programs. In 2011 Professor Robertson led the development of strategic priorities for the Academic Senate consistent with the Institutional Strategic Plan. She has also held a number of senior administrative posts in the University, including Chair of the Human Research Ethics Committee.

### Pro Vice-Chancellor (Science and Information Technology)
**Professor Bill Hogarth**
BSc(Hons)(UNSW), PhD(Newcastle), FIMA, CMath, FAustMS

Professor Hogarth has been Pro Vice-Chancellor (Science and Information Technology) since joining the University in 2002. He is responsible for the teaching and learning, research, community engagement and staffing activities of the Faculty.

Professor Hogarth has simultaneously held the role of Pro Vice-Chancellor (Academic). In this role he has line management responsibility for the library, the Centre for Teaching and Learning, the Equity and Diversity Unit, industry scholarships, the Dean of Students and the student experience.

Prior to joining the University Professor Hogarth was Dean of the Faculty of Environmental Sciences at Griffith University. He is an Emeritus Professor of Griffith University.

### Pro Vice-Chancellor (External Relations)
**Professor Stephen Crump**
BA, DipEd(Macq), MEd(Hons), PhD(Syd)

As Pro Vice-Chancellor (External Relations) Professor Crump leads the University’s strategic relationships with community, industry and business on all campuses, and with New South Wales TAFE on the central and mid-north coasts. Professor Crump’s discipline expertise is in education and public policy, leadership and organisational development, philosophy of education, and curriculum reform. Prior to joining the University in 2006 he held senior positions at the University of Sydney. He recently completed an appointment as a Visiting Fellow of the University of London and is a Board member of the World Association for Cooperative Education.

### Chief Financial Officer
**Mr Craig Wallis**
BCom(Newcastle), AssocDipBus(Ac)(GCIT), FCPA

Mr Wallis joined the University in 2003 and has held the role of Chief Financial Officer since 2007. In this role he has strategic and operational responsibility for the University’s finance, accounting, investment, and financial compliance functions. He has extensive experience in senior finance and operational roles in the public and private sectors and holds directorships in a number of private companies.

Information concerning executive performance and remuneration is included in Appendix G.
Our faculties

BUSINESS AND LAW

The Faculty of Business and Law collaborates with leading research universities in North America, Europe and Asia. The Faculty has formal partnerships with business, government and non-government organisations. Offering innovative business and law degrees, the Faculty prepares its undergraduate and postgraduate students for global citizenship through operations in Australia, Hong Kong and Singapore.

The Faculty has two schools:
- Newcastle Business School
- Newcastle Law School

EDUCATION AND ARTS

The Faculty of Education and Arts offers a comprehensive range of undergraduate, postgraduate, and research programs. Each of its schools is highly respected for its range of disciplines and learning methods, which are designed to ensure graduates have high-level skills and are work-ready.

The Faculty has three schools:
- Drama, Fine Art and Music (incorporating the Conservatorium)
- Education
- Humanities and Social Science.
ENGINEERING AND BUILT ENVIRONMENT

The Faculty of Engineering and Built Environment is one of the leading faculties of its kind in Australia with a reputation for high quality teaching and research, and strong links with industry. Its research intensive environment has helped attract high calibre academic research staff from throughout Australia and around the world.

The Faculty has three schools:
- Architecture and Built Environment
- Electrical Engineering and Computer Science
- Engineering.

HEALTH

The Faculty of Health is an international leader in educating health professionals offering undergraduate and postgraduate professional programs, and programs in the basic sciences that underpin those professions. The Faculty’s research success is facilitated by its direct access to health organisations and the community through the Hunter Medical Research Institute.

The Faculty has four schools:
- Biomedical Sciences and Pharmacy
- Health Sciences
- Medicine and Public Health
- Nursing and Midwifery.

SCIENCE AND INFORMATION TECHNOLOGY

With impressive research and teaching facilities, the Faculty of Science and Information Technology delivers degree programs across the areas of biotechnology, chemistry, physics, biology, information technology, mathematics, psychology, design, audio-visual and media production. The Faculty works in partnership with local industry, health services, and government and non-government organisations to optimise achievements in teaching and research.

The Faculty has four schools:
- Design, Communication and Information Technology
- Environmental and Life Sciences
- Mathematical and Physical Sciences
- Psychology.
Controlled entities

GRADUATESCHOOL.COM PTY LTD
Graduateschool.com Pty Ltd (GradSchool) markets and administers the delivery of the bulk of the University's post-graduate degrees and executive programs offered in an online learning environment. The University’s online enrolments associated with GradSchool increased by 11 per cent in 2011.

Key activities included support for the University’s faculties in the development of online courses; the appointment of a Digital Marketing Coordinator, a Teaching and Learning Coordinator, and a Senior Program Officer; and website redevelopment, including improved functionality, accessibility and interactive content.

Through the Business Advisory Group, a select group of senior Hunter Business Chamber members, GradSchool is developing national linkages to deliver new business opportunities and close ties with the local business community.

NEWCASTLE INNOVATION LTD
Newcastle Innovation Ltd has been operating for over 40 years facilitating the transfer of knowledge, technology, and scientific research from the University to industry, government and commercial partners.

As a not-for-profit entity the activities of Newcastle Innovation focus on contracted research projects and seeking industry collaboration for new technology opportunities arising from research at the University.

The current Board comprises six highly respected members of the local business and academic community who provide leadership through a diversified skill set.

Amongst its key performance measures, Newcastle Innovation tracks new intellectual property disclosures and revenue from technology transfer, as well as consulting and contract research activities.

UON FOUNDATION LTD AND UON FOUNDATION TRUST
During 2011 UON Foundation Ltd was the primary entity for attracting philanthropic support for the University. Such support contributes significantly toward the achievement of the University’s strategic goals and objectives, helping to fund research, student scholarships and prizes, and community projects.

The UON Foundation Trust was wound up in December 2011 and all amounts held were transferred back to the University. The trustee company, UON Foundation Ltd, was wound up and deregistered in February 2012. As a result, from 2012 philanthropic support for the University will be coordinated through the Foundation unit, operating as part of the Vice-Chancellor’s Division. The Foundation Advisory Board was formed in late 2011 to advise the Vice-Chancellor on strategies related to the pursuit of the Foundation’s objectives.

UON SERVICES LTD
Established in 2006, UON Services Ltd resources and manages various student activities, events and support.

In 2011 UON Services Ltd established a number of new commercial and food and beverage operations on the Callaghan campus, increasing the choice of services and facilities and contributing to the commercial sustainability of the entity. New student intern positions were also introduced. In October 2011 the Council approved the transfer of student accommodation operations at the Callaghan and Ourimbah campuses to UON Services Ltd to take effect during 2012.

Significant progress was made during 2011 on the achievement of the UON Services 2011-13 Strategic Plan, with 90 per cent of the three-year strategic goals in progress or completed.

UON SINGAPORE PTE LTD
UON Singapore Pte Ltd was established in 2006 to manage the University’s resources and contractual obligations associated with the delivery of degree programs offered in Singapore in partnership with PSB Academy.

In 2011 the Company widened its objectives to include working with other high quality educational partners in the region and supporting the recruitment of international students and research activities of the University in South East Asia. The activities of the company are supported by a Pro Vice-Chancellor and Chief Executive Officer, as well as academic and administrative staff located in Singapore and Newcastle.
Barahinebahn, pictured, is one of four residential colleges at the Callaghan campus. A fifth residential college is located at the Ourimbah campus.
Teaching and learning

Promoting a positive student experience and quality teaching and learning
Our students

In 2011 the University had 35,998 enrolled students (24,338 Equivalent Full Time Student Load (EFTSL)), an increase of 1.4 per cent on 2010.

As a champion of enabling education, the University offers a range of flexible admission pathways. Access is provided through programs such as:

- the Aboriginal and Torres Strait Islander Admission Scheme, including the highly-regarded Yapug program
- the Educational Access Scheme
- English Language Intensive Courses for Overseas Students (ELICOS)
- Open Foundation and Newstep (the largest cohort in the Australian sector)
- the Regional and Rural Preference Scheme
- the Special Tertiary Admissions Test
- TAFE articulation, credit transfer and guaranteed entry
- the Year 12 Bonus Points Scheme.

Figure 1: 2011 Enrolments and Load (EFTSL) by program

Provision of educational opportunities to students from low socio-economic status (low SES) backgrounds is a key strategic priority. The University is a sector leader in this area, with both participation and access rates significantly higher than Australian averages. In 2011 26.6 per cent of domestic students were low SES compared with a national average of 15.6 per cent (2010) (Figure 2, over page). We are also a leader in Indigenous student participation. While our Indigenous participation rate in 2011 remained steady at 2.4 per cent, it is high compared with the sector average of 1.4 per cent in 2010 (see also Indigenous collaboration).

In 2011 the University had 5,009 international onshore students, with 1,322 enrolled in undergraduate programs, 987 in ELICOS programs, 1,633 in postgraduate coursework programs and the remainder in research higher degree, enabling and non-award (study abroad and exchange) studies. Commencements in undergraduate programs and research higher degrees were particularly strong. The annual increase in total international onshore commencements exceeded the national average.

Internationally, 1,993 students (1,584 EFTSL) studied in Singapore across 12 degree programs in partnership with PSB Academy Pte Ltd in 2011. The University also partnered with the Singapore Accountancy Academy – Global Education (SAA-GE), the professional training arm of the national accounting body of Singapore, to offer an intensive part-time MBA program. Our operations rank among the largest of foreign universities delivering programs in Singapore.

Further student statistics are presented in Appendix E.

We are a leader in access to higher education for students from disadvantaged backgrounds and a sector champion of enabling education.

Figure 1: 2011 Enrolments and Load (EFTSL) by program

2011 student load by funding source

- 74% Commonwealth supported (17,949 EFTSL)
- 20% International (4,825 EFTSL)
- 6% Domestic fee-paying (1,563 EFTSL)

Source: MIS as at 12 March 2012
INTERNATIONAL PARTNERSHIPS

Strategic relationships in South East Asia were strengthened in 2011 through a number of new partnerships and arrangements. Undergraduate articulation program agreements were signed with partners in Malaysia and Indonesia and a three-year agreement was signed with Vietnam’s Ministry of Education and Training to attract research higher degree students under Vietnamese government scholarships. Promotional activities were carried out in 55 countries, broadening the University’s global reach.

A partnership was also established with global education provider Navitas to deliver innovative international foundation programs through the newly formed Newcastle International College, which began operations at the Callaghan campus.

INITIATIVES

Teaching champions

A teaching champion was appointed in each of the faculties and the English Language and Foundation Studies Centre to focus on improving the academic experience for students. These appointments have been responsible for improving the overall program experience from a student learning perspective and engaging staff through discussions on curriculum and assessment. The aim is to provide a more holistic and supported approach to learning.

Teaching and Learning Showcase

The 2011 Teaching and Learning Showcase provided an opportunity for the nine recipients of University funded Teaching and Learning project grants and two Teaching and Learning Fellows to present their project outcomes. Workshops provided information and guidance to staff on the application of the projects into their own contexts.

Teaching spaces upgrade

A large number of teaching spaces underwent audio visual upgrades and installations during 2011. New teaching spaces were built at the Central Coast campus. Lecture theatres were refurbished at the Callaghan campus, including a multi-projection theatre that contains cutting-edge digital control and sound systems and functionality for dual projection. The University’s teaching spaces have been included on an upgrade roster to ensure that they have state-of-the-art technology.
Virtual learning environment
A major project targeting online learning management tools took the University’s virtual learning environment to new heights in 2011. Using Blackboard Mobile Learn, 8,000 students and staff accessed course sites via a range of mobile devices. The upgrade to Version 9.1 of Blackboard in December provided additional functionality for students and staff including a redesigned user interface, integrated navigation features, enhanced features for working with groups, and new blog and wiki communication tools where users can contribute to content.

Leadership and engagement
Building student leadership capacity and competence continues to be a focus for the University. Participation in our flagship International Leadership Experience and Development program (iLEAD) is growing, with 521 students benefiting from the program in 2011.

The Faculty of Business and Law delivers the Lucy program, an innovative leadership initiative with a focus on women studying business, finance, economics, accounting, and law. Developed by the NSW Government through its Office for Women’s Policy, the Lucy program connects students with mentors from 27 organisations in Newcastle, the Hunter Valley and Sydney. In 2011, 19 students participated bringing to 89 the number of students who have completed the program since its introduction at the University in 2007.

The University continues to increase the global awareness and engagement of its students. In 2011, 346 students undertook an international experience.

Work Integrated Learning (WIL)
Developing work-ready graduates is a key strategic priority for the University, with a target to embed an opportunity for work-based experiential learning into all undergraduate programs by 2015. Progress has been strong, with more than 90 per cent of the University’s undergraduate programs offering a WIL opportunity in 2011. Standout staff and students were rewarded through the annual WIL Awards – recipients are listed in Appendix H.

Two prominent WIL scholars visited the University as part of the inaugural Visiting Scholars program. Associate Professor Donna Qualters, Director of the Centre for Teaching Excellence, Suffolk University, Massachusetts, USA, and Ms Carol Joy Patrick, co-author of the national WIL Report and co-founder of the Australian Collaborative Education Network, conducted lectures and workshops with University staff.
Champions of good teaching

They are known as teaching champions for their advocacy of good learning practice but they might just as well be billed champions for being frontrunners in their fields.

They are the seven committed academics appointed by the University of Newcastle as its inaugural ‘teaching champions’ – peer leaders in each faculty whose role is to encourage innovative and enthusiastic approaches to teaching and learning.

The seven teaching champions are:
- Dr Keryl Kavanagh from English Language and Foundation Studies
- Associate Professor Marj Kibby from Education and Arts
- Emeritus Professor Adrian Page from Engineering and Built Environment
- Conjoint Professor Tina Offler from Science and Information Technology
- Dr Kym Cowley from Business and Law; and
- Dr Shane Dempsey and Dr Pamela Van Der Riet, who share the role in the Faculty of Health.

All have long-term experience at the University of Newcastle, are well-liked and respected by colleagues, and many have been recognised with awards for their teaching prowess.

The teaching champions are charged with addressing problems raised by students in particular courses, and coordinating professional development and support for teachers in their faculties.

“It is known that professional development works best when it comes from within,” says Planning and Quality Officer Mark Kirby, who argued for the champions in a submission on improving the student experience jointly prepared by Planning, Quality and Reporting and the Centre for Teaching and Learning.

“So we asked the faculties to nominate people who were both excellent teaching practitioners and able to engage with their peers, and who were willing to take up the challenge of improving learning.”

Science and IT teaching champion Conjoint Professor Tina Offler, an academic with the University since 1973, speaks enthusiastically about her new role.

One of her first activities was participating in a ‘road show’ presented to teaching cohorts in every discipline in her faculty explaining the reasons for, and objectives of, the University’s Student Experience and Engagement project and asking for feedback. It was followed up with a strategy document on good teaching practice distributed across all disciplines.

“I felt it was important to get the staff on board with this in order to make it work,” she says.

“It is about bringing people with us – we want to develop a conversation across the University around teaching and teaching excellence.”
SCHOLARSHIPS
In 2011 the University awarded 1,800 scholarships worth more than $6 million. Donations by members of the community, business and alumni funded 250 scholarships, with the remainder funded by the Commonwealth Government and the University.

Industry Scholarships expanded and diversified in 2011, with 10 new sponsor companies joining the scheme and two innovative scholarship models launched. The Industry-Based Indigenous Scholarship program provided 10 new scholarships for Indigenous students. The Talent Acquisition Program was launched to meet the emerging labour needs of industry through targeted long-term engagement with full-time students. In 2011 a total of 58 scholarships were offered across 21 disciplines, close to double the number offered in 2010.

In May the University held its inaugural Scholars’ Week, a program of events celebrating the academic achievement and potential of scholarship recipients.

Each year an outstanding final-year industry scholarship student is recognised with the Insignis Award.

James Curry, a chemical engineering student and president of the University Chemical Engineering Society, received the 2011 award. Sponsored by local company Corkys Carbon Consultancy, James worked on carbon abatement projects, contributing to research, design and innovation in clean coal technology. He demonstrated a capacity for project management and for leading and coaching others. James graduated from his degree with first class honours.

STUDENT EXPERIENCE
The Student Experience and Engagement Working Party was established in 2011 to design, fund and implement a coordinated range of initiatives to improve the student experience.

This has resulted in significant improvements in student feedback. Surveys indicate that undergraduate students’ overall satisfaction with their programs increased from 66.9 per cent in 2009 to 70.6 per cent in 2011, with ratings on the Good Teaching Scale improving from 52.0 per cent in 2009 to 56.3 per cent in 2011.

Surveys indicate continued improvement in student satisfaction.
TEACHING AND LEARNING ACHIEVEMENTS

Quality staff

The Pro Vice-Chancellor (External Relations), Professor Stephen Crump, was appointed to the International Board for the World Association of Cooperative Education, which is focused on industry and institutional engagement.

Creative writing lecturer Dr David Musgrave's debut novel *Glissando: A Melodrama* was shortlisted for the prestigious 2011 Prime Minister's Literary Awards and described by the judges as a "triumph".

Academic Ms Liz Cameron was announced as one of 27 Indigenous Education Ambassadors appointed by the Australian Government to promote the value of education.

American history academic Dr Michael Ondaatje, Faculty of Education and Arts, was recognised with a prestigious Teaching Excellence Award from the Australian Learning and Teaching Council. Dr Ondaatje's inspiring teaching method, incorporating music, visual footage and multimedia, strongly engages his students and resulted in an influx of enrolments in the University's American history courses.

The Australian Learning and Teaching Council also awarded seven citations to University staff for outstanding contributions to student learning:

- Dr Brendan Boyle, Newcastle Business School, one of 22 Early Career achievers nationwide awarded a citation, for excellence in the development and implementation of approaches to assessment, feedback and learning that foster independent learning among diverse student cohorts.
- Dr Rachel Burke, School of Education, for innovative approaches to the promotion of greater linguistic awareness and expertise amongst trainee teachers.
- Dr Shane Dempsey, Mr John Tessier and Ms Daphne James, School of Health Sciences, for pioneering a transition to practice/workplace curriculum and written guides providing students with skills and increased awareness of the requirements of future graduate practice.
- Dr Kit Messham-Muir, School of Drama, Fine Art and Music, for inspiring and motivating first year students through innovative teaching practices, redesigning course material and assessments, and creating comprehensive online learning environments.
- Dr Marcus Rodrigs, Newcastle Business School, for the development of an active learning approach to influence, motivate, inspire, engage and support accounting students.

Student achievers

Nursing student Kazuma Honda and PhD student in behavioural sciences Alix Hall, from the Faculty of Health, each secured a prestigious Prime Minister’s Australia Asia Endeavour Award for study in 2012. This highly competitive award sponsors the best and brightest Australian students to undertake study or research in Asia.

Architecture student Natalie Cook won the highly-regarded Parker Fellowship and will spend six months in the Brazilian city of Curitiba studying its urban renewal and sustainability projects.

Student Emma Smith was amongst the top four pharmacy students in Australia after reaching the grand final of a national skills competition. Emma earned her place at the national event by winning the NSW competition.

Two up-and-coming young artists, Abbey Cecil and Rachael Ireland, were named the 2011 winners of the Jennie Thomas Travelling Art Scholarships, one of the most hotly contested scholarships at the University.

Indigenous student Joni Leston (pictured opposite) is one step closer to her chosen career in Indigenous health after being named the inaugural recipient of the Dr Beryl Collier Indigenous Education Scholarship at the Ourimbah campus.

Recipients of the Vice-Chancellor's Awards for Teaching and Learning are shown in Appendix H.
Psychology student Joni Leston was the inaugural recipient of the Dr Beryl Collier Indigenous Education Scholarship.

“This scholarship has been life changing for me. I’m a single mum, who was struggling financially. This now takes the pressure off. It is also recognition that I’m working hard at my studies. I’ve always done things the hard way but I’m so happy that other people believe in me.”

See also Donations and sponsorships in Our communities.
Research

Achieving growth in research excellence
Almost 70 per cent of our research is at or above world standard, and we are Australia’s top university for applied mathematics*

**RESEARCH FUNDING**

The University has an international reputation for research excellence, and is distinctive in the Australian higher education sector as the most research-intensive university outside a capital city.

We attract strong support from the government and the private sector for our research programs, maintaining a consistent ranking in the country’s top 10 universities for research funding. In the 2011 Higher Education Research Data Collection (HERDC) the University reported a total audited external research income of $84.96 million for 2010, an increase of 11.4 per cent on 2009. External funding has doubled over the past six years.

Substantial National Health and Medical Research Council (NHMRC) funding was secured in 2011. Seventeen Project Grants totalling $10.9 million were awarded to commence in 2012, supporting our established strengths in health and medical research. Total NHMRC Project and Fellowship funding to commence in 2012 was $12.7 million.

The University also attracted over $13.6 million from the Australian Research Council (ARC) for projects and fellowships to commence in 2012. Our ARC funded programs address both global and local challenges, and are undertaken across a diversity of fields including sociology, health, humanities, mathematics, engineering, psychology and science. ARC project funding included $6.7 million for 23 Discovery Projects and $2.4 million for 6 Linkage Projects (Round 1).

Our strong industry and community connections are reflected in the cash and in-kind contributions from partners supporting our Linkage Projects. The University had the fifth highest level of partner support amongst the 25 recipients of ARC Linkage Projects funding, a clear indication of the value our partners place on our research.

A number of these research partnerships were facilitated by the University’s success in the NSW Government TechVouchers program, which aims to foster a culture of research collaboration between small-to-medium enterprises and public research facilities. The University attracted 11 TechVouchers, the highest number allocated to any NSW research institution.

Over $2.5 million funding was received in the 2011 ARC Future Fellowships round. In total, the University received four of these distinguished fellowships out of 10 applications submitted. Our success rate of 40 per cent was well above the national average of 30.7 per cent.

Pictured above left: World-leading operations researcher and applied mathematician Professor Natashia Boland. One industrial application of Professor Boland’s research is to optimise the annual movement of more than 100 million tonnes of coal through the Port of Newcastle.

*Excellence in Research for Australia (ERA)*

**KEY INTERNATIONAL RESEARCH COLLABORATION**

The State Grid Fujian Timely Power Group Co Ltd in China and the University began collaboration on Smart Grid technologies. Led by Professor Joe Dong, Chair of the Centre for Intelligent Electricity Networks based at the Newcastle Institute for Energy and Resources (NIER), this $1 million project will focus on research and development of methodologies for intelligent power systems.

The University also began a project with the Department of the Prime Minister and Cabinet, on behalf of the US Department of Defence, to develop techniques and tools for smart grid security assessment and enhancement. Led by Professor Joe Dong, the project will deliver an important analysis and decision-making tool to assist in safeguarding smart grids and other complex critical infrastructure networks.

A Memorandum of Agreement was signed with the University of the Witwatersrand South Africa. The collaboration will promote the international exchange of ideas and research around bulk solids. Facilitated through NIER, the partnership is designed to enhance the research efforts of both institutions through the engagement of academic research staff and research higher degree students. In addition, TUNRA Bulk Solids Africa was established in South Africa under license with the University of the Witwatersrand.

A world first acute stroke research partnership between Australia and China continued to develop in 2011. Professor Chris Levi and staff of the University’s Translational Neurosciences and Mental Health Centre are collaborating with a team from Harbin Medical University in Northern China to investigate novel stroke treatments.

Collaboration with the National University of Malaysia on The Malaysian Cohort project also continued. The collaboration, led by Professor Rodney Scott, has the ultimate aim to collect and maintain health and biological information on 250,000 people that will enable longitudinal studies to improve health outcomes in Malaysia. In 2011 Professor Scott provided advice on a variety of medical studies being undertaken at the National University of Malaysia. Two postgraduate students will enrol at the University in 2012 to acquire and analyse data from the project.
We are a five-star university for research – one of only three universities in NSW to receive this rating*

**RESEARCH FACILITIES AND INFRASTRUCTURE**

The University’s two biggest research infrastructure projects continued during 2011, building physical capability in our areas of research strength:

- construction of a world class $90 million Hunter Medical Research Institute (HMRI) Clinical Research Building to house health and medical researchers from the University and Hunter New England Health; and
- refurbishment of NIER, creating a world-class energy precinct with facilities on a scale unrivalled in Australia.

Significant research infrastructure support was received from the Australian Government, with four of the seven University applications submitted to the ARC Linkage Infrastructure, Equipment, Infrastructure and Facilities scheme funded in 2011. This represents an application success rate of 57.1 per cent, well above the national average of 45.3 per cent. The support provided will assist the University to fund:

- a Scanning Helium Atom Microscope (SHeM) for soft materials. This project will develop the world’s first SHeM facility designed to characterise the nanoscale structure of delicate materials with unprecedented resolution and sensitivity.

- an integrated facility to support the development of new CO₂ storage and utilisation technologies for Australia and to assist with the development of technologies for corrosion protection, energy recovery from biomass, and mineral processing.

- a FACSaria III Fluorescence activated cell sorter, a core facility for sorting cells that will help lead to a better cellular and genetic understanding of cancer, respiratory diseases, reproduction and birth.

- a facility for characterisation of engineered microelectromechanical systems (MEMS). MEMS transducers are micro-machined from silicon. This project will develop a world-class capacity for testing of fabricated MEMS devices, enabling Australian researchers to compete internationally in this emerging field.

*QS Stars

**Figure 4: Total research income by broad category 2008-2010 ($ million)**

*Other public sector includes Commonwealth, State and Local Government funding

*Industry and other includes Australian contracts, grants and donations and international grants and contracts

*Total research income includes funding for eligible joint research initiatives with research institutes in 2008 and 2010*
QUALITY RESEARCHERS

In 2011 a number of the University’s research staff were recognised for outstanding achievement:

• Professor Kevin Galvin (pictured above), recipient of the Australian Academy of Science Ian Wark Medal and Lecture for contributions to Australian science in applied science
• Professor Derek Smith, recipient of a Medal for Outstanding Services to the Australasian College of Tropical Medicine
• Professor John Rostas’ appointment as President Elect of the Australian Neuroscience Society
• Professor Lisa Adkins and Professor Brett Ninness’ appointment to the ARC’s College of Experts commencing in 2012
• Professor Caroline McMillen, Laureate Professor Robert Sanson-Fisher, Professor Stephen Ackland, Professor Julie Byles and Professor Richard Nicholson’s appointments to the NHMRC Academy
• Laureate Professor Paul Foster’s appointment as a University ‘Laureate Professor’, the most prestigious title to be conferred by the University
• Professor Amanda Baker, recipient of the 2011 HMRI Researcher of the Year Award
• Dr Mark Baker, recipient of the 2011 HMRI PULSE Early Career Researcher Award.

The following staff were awarded Fellowships from the ARC and the NHMRC in 2011:

**Australian Research Council**

*Future Fellowships*
Dr Murray Elder
Dr Peter Matthew Ireland
Dr Sarah Johnson
Dr Christopher Kellett

*Discovery Early Career Research Awards*
Dr Faramroze Engineer
Dr Lawrence Ong

**National Health and Medical Research Council**

*Senior Research Fellowship*
Professor Ronald Plotnikoff

*Career Development Fellowships*
Dr Mark Baker
Dr Neil Spratt

*Early Career Fellowship*
Mr Gerard Kaiko

Recipients of University funded fellowships and awards are shown in Appendix H.
The work of Professor John Forbes and his research colleagues has saved the lives of countless women, but the internationally renowned researcher is not ready to hang up his trademark white lab coat just yet.

A world without breast cancer is Professor Forbes’ aim and as a founder and Director of Research for the Australian New Zealand Breast Cancer Trials Group (ANZ BCTG), he believes this objective is achievable.

“Unquestionably, we are winning the war,” the University of Newcastle Professor of Surgical Oncology says. “The statistical evidence shows that.”

Professor Forbes is a decorated oncologist and academic who has been named one of the top 10 researchers in the world in all fields (Thomson Scientific, 2007) and holds executive positions on breast cancer committees nationally and internationally.

While breast cancer is still the most common cancer among Australian women, the work of the ANZ BCTG and its collaborators has contributed to a drop in mortality rates of approximately 20 per cent over the past 20 years.

The ANZ BCTG was involved in pioneering global breast cancer trials that established the benefits of chemotherapy and hormone treatments, in particular the drug tamoxifen. It was breakthrough research that Professor Forbes credits with saving “many thousands, if not millions, of lives” of breast cancer sufferers around the world.

Over the past decade its researchers have contributed substantially to major international trials that have led to other important advances in treatment, including the use of aromatase inhibitors (primarily Arimidex®) to reduce the risk of relapse in postmenopausal women with certain types of hormone-sensitive cancers.

Professor Forbes chaired the global IBIS-I (International Breast Cancer Intervention Study) trial, which proved tamoxifen could prevent cancer in women at high risk of getting the disease, and is co-chairing the follow-up IBIS-II trial, which is testing the drug anastrozole for the same preventative effect.

Looking to the future, Professor Forbes sees great potential for neoadjuvant, or pre-surgical, drug therapies to revolutionise treatment for breast cancer.

“The paradigm for the past 30 years has been to diagnose breast cancer, remove the lump, then treat the patient with drugs,” he says. “However, if we start with the drug treatment, there is an opportunity to learn whether or not that treatment is working before the lump is removed.”

The ANZ BCTG has already embarked on trials in this area as part of an international collaboration.
RESEARCH ACHIEVEMENTS

Our reputation as a place of research accomplishment was highlighted in 2011. Key achievements included:

- sixty-eight per cent of the University’s research assessed in the Excellence in Research for Australia (ERA) process was rated as ‘at’, ‘above’ or ‘well above’ the world standard (based on 4-digit Fields of Research).
- the University’s Applied Mathematics was rated in the ERA as the strongest in the country, receiving the only rating of five (‘well above the world standard’). Other fields of University research receiving an esteemed five rating were plant biology, civil engineering, electrical and electronic engineering, cardiovascular medicine and haematology, immunology, and oncology and carcinogenesis.
- hosting of the NSW Government Solar and Renewable Energy Summit at NIER. Led by the NSW Minister for Resources and Energy, the NSW Minister for the Environment and the Parliamentary Secretary for Renewable Energy, the Summit was attended by over 200 key Government and industry sector representatives.
- opening of the Central Coast Primary Industries Centre, a partnership with the NSW Department of Primary Industries, signalling the development of the Central Coast campus as a leading Australian horticulture research hub.
- signing of a Memorandum of Understanding between NIER and Hunter Water which will provide opportunities to expand the University’s research program and involve technical collaboration delivering substantial benefits to the Hunter region and beyond.

PRIORITY RESEARCH CENTRES

The University hosts 15 centres of research excellence via the Priority Research Centres scheme. This includes three centres established in 2011 in areas with a track record of research performance: the Priority Research Centre in Physical Activity and Nutrition; the Priority Research Centre for Chemical Biology; and the Priority Research Centre for Cancer.

Pictured above: Professor Eileen McLaughlin, Co-Director – Priority Research Centre for Chemical Biology.
RESEARCH LEADERSHIP

The following appointments to senior positions in 2011 will further strengthen the University’s research and innovation performance and profile.

Professor John Germov, appointed as Pro Vice-Chancellor (Education and Arts), was the former Head of School of the University’s School of Humanities and Social Science. Professor Germov is an internationally-recognised sociologist, with 17 books and 86 other publications to date. Since 2009 he has been the Secretary of the Australasian Council of Deans of Arts, Social Sciences and Humanities, the national body for research and teaching in humanities and social sciences.

Professor Caroline McMillen was appointed as the Vice-Chancellor after six years as Deputy Vice-Chancellor and Vice-President Research and Innovation at the University of South Australia. A leader in the higher education sector over the past three decades, Professor McMillen is an internationally recognised health researcher and is highly regarded for pioneering approaches to teaching and learning.

Appointed in 2011, Professor Michael Nilsson took up the position of HMRI Director in April 2012. Formerly the Director of Research, Development and Education at Sahlgrenska University Hospital in Gothenburg, Sweden, northern Europe’s largest university hospital, Professor Nilsson is a globally recognised neuroscientist with two decades experience in brain and stroke recovery research.

RESEARCH HIGHER DEGREE STUDENTS

Student enrolments in research higher degrees (RHD) increased from 1,318 in 2010 to 1,395 in 2011. Almost all growth occurred in international enrolments, with student numbers increasing by 20.1 percent, from 349 to 419.

In 2011 the University focused on increasing the number of RHD scholarships available. The total number of Australian Government scholarships supporting local research students increased from 169 in 2010 to 236 in 2011. The number of international research students supported by the University also continued to grow with 271 students receiving a tuition fee scholarship by the end of 2011 compared with 214 in 2010.

A continuing focus was on providing programs to assist RHD candidates with academic communication and understanding research training practices. Programs for supervisors were also held during 2011.

For the second year, the University participated in the Three Minute Thesis Competition. The University was well represented by Mr Jamie Flynn (pictured left) who progressed to the national finals held at the University of Western Australia. The competition has led to increased media interest in the research undertaken by our students, with the local ABC Radio running a weekly series ‘Show us your PhD’ and the Newcastle Herald featuring our students and their research in a weekly series over the summer break.
### Table 3: Total research income by faculty 2006-2010 ($ million)

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<tr>
<td>Science and Information Technology</td>
<td>7.85</td>
<td>9.71</td>
<td>9.33</td>
<td>10.12</td>
<td>10.53</td>
</tr>
<tr>
<td>Other*</td>
<td>0.67</td>
<td>12.19</td>
<td>11.91</td>
<td>0.62</td>
<td>6.69</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>55.12</strong></td>
<td><strong>70.61</strong></td>
<td><strong>78.10</strong></td>
<td><strong>76.29</strong></td>
<td><strong>84.96</strong></td>
</tr>
</tbody>
</table>

* Includes funding for joint venture activities with research institutes. Totals may not equal the sum of individual entries due to rounding.

### Table 4: Research higher degree load (EFTSL) by funding source 2006-2010

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commonwealth supported</td>
<td>510</td>
<td>491</td>
<td>469</td>
<td>497</td>
<td>503</td>
</tr>
<tr>
<td>Fee-paying overseas</td>
<td>135</td>
<td>142</td>
<td>152</td>
<td>224</td>
<td>284</td>
</tr>
<tr>
<td>Fee-paying domestic</td>
<td>95</td>
<td>88</td>
<td>98</td>
<td>92</td>
<td>107</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>739</strong></td>
<td><strong>721</strong></td>
<td><strong>719</strong></td>
<td><strong>814</strong></td>
<td><strong>894</strong></td>
</tr>
<tr>
<td>% of National RHD Load</td>
<td><strong>2.19</strong></td>
<td><strong>2.11</strong></td>
<td><strong>2.07</strong></td>
<td><strong>2.24</strong></td>
<td><strong>2.28</strong></td>
</tr>
</tbody>
</table>

Source: DIISRTE Institutional Performance Portfolio
Totals may not equal the sum of individual entries due to rounding.

### Table 5: Research higher degree load (EFTSL) by faculty & division 2006-2010

<table>
<thead>
<tr>
<th>Faculty</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business and Law</td>
<td>62</td>
<td>54</td>
<td>55</td>
<td>54</td>
<td>60</td>
</tr>
<tr>
<td>Education and Arts</td>
<td>213</td>
<td>196</td>
<td>194</td>
<td>225</td>
<td>221</td>
</tr>
<tr>
<td>Engineering and Built Environment</td>
<td>125</td>
<td>122</td>
<td>120</td>
<td>138</td>
<td>181</td>
</tr>
<tr>
<td>Health</td>
<td>140</td>
<td>147</td>
<td>154</td>
<td>185</td>
<td>213</td>
</tr>
<tr>
<td>Science and Information Technology</td>
<td>195</td>
<td>196</td>
<td>192</td>
<td>209</td>
<td>212</td>
</tr>
<tr>
<td>The Wollotuka Institute</td>
<td>5</td>
<td>6</td>
<td>4</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>739</strong></td>
<td><strong>721</strong></td>
<td><strong>719</strong></td>
<td><strong>814</strong></td>
<td><strong>894</strong></td>
</tr>
</tbody>
</table>

Source: DIISRTE Institutional Performance Portfolio
Totals may not equal the sum of individual entries due to rounding.

### Table 6: Research higher degree completions 2006-2010

<table>
<thead>
<tr>
<th>Degree</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters</td>
<td>60</td>
<td>33</td>
<td>29</td>
<td>27</td>
<td>24</td>
</tr>
<tr>
<td>PhD</td>
<td>139</td>
<td>108</td>
<td>122</td>
<td>108</td>
<td>113</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>199</strong></td>
<td><strong>141</strong></td>
<td><strong>151</strong></td>
<td><strong>135</strong></td>
<td><strong>137</strong></td>
</tr>
<tr>
<td>% of National RHD Completions</td>
<td><strong>2.8</strong></td>
<td><strong>1.97</strong></td>
<td><strong>2.11</strong></td>
<td><strong>1.92</strong></td>
<td><strong>1.87</strong></td>
</tr>
</tbody>
</table>

Source: DIISRTE Institutional Performance Portfolio

### Table 7: Research higher degree completions by faculty & division 2006-2010

<table>
<thead>
<tr>
<th>Faculty</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business and Law</td>
<td>16</td>
<td>8</td>
<td>8</td>
<td>11</td>
<td>9</td>
</tr>
<tr>
<td>Education and Arts</td>
<td>61</td>
<td>47</td>
<td>30</td>
<td>34</td>
<td>39</td>
</tr>
<tr>
<td>Engineering and Built Environment</td>
<td>32</td>
<td>22</td>
<td>26</td>
<td>27</td>
<td>21</td>
</tr>
<tr>
<td>Health</td>
<td>36</td>
<td>23</td>
<td>35</td>
<td>28</td>
<td>32</td>
</tr>
<tr>
<td>Science and Information Technology</td>
<td>51</td>
<td>41</td>
<td>48</td>
<td>35</td>
<td>36</td>
</tr>
<tr>
<td>The Wollotuka Institute</td>
<td>3</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>199</strong></td>
<td><strong>141</strong></td>
<td><strong>151</strong></td>
<td><strong>135</strong></td>
<td><strong>137</strong></td>
</tr>
</tbody>
</table>

Source: DIISRTE Institutional Performance Portfolio
Indigenous collaboration

Expanding leadership and initiatives in Indigenous collaboration
We are a national leader in Indigenous education, a university of choice for Indigenous students and the largest employer of Indigenous staff in the sector

**RECONCILIATION ACTION PLAN**

Following the adoption of a Reconciliation Statement in 2009, the University launched its Reconciliation Action Plan in 2011. Newcastle is the only university in NSW to have a campus-wide approach to reconciliation through the introduction of its Reconciliation Action Plan 2011-2015. Launched in partnership with Reconciliation Australia, the Plan addresses six strategic areas of Indigenous collaboration: leading Indigenous collaborations nationally and internationally; additional pathways for entry to university for Indigenous students; increasing the number of Indigenous graduates; attracting a greater number of Indigenous academic and general staff; enhancing Indigenous research efforts; and linking research outcomes to the teaching curricula.

The University’s Reconciliation Statement is available in Appendix B.

Pictured left: Bachelor of Medicine – JMP student Joel Wenitong is also a lecturer, hip-hop artist, music producer, mentor and father of three.

**A LEADER IN INDIGENOUS EDUCATION**

The University’s national leadership in Indigenous education was again confirmed in 2011 with 676 Indigenous student enrolments, a continuing increase on previous years. Participation by Indigenous students is amongst the highest in the country, with the University’s participation rate of 2.3 per cent being significantly higher than the sector average. Our high proportion of Indigenous students places us fifth out of 39 Australian universities.

Our strategic commitment in this area is underpinned by The Wollotuka Institute’s outstanding support of Indigenous students. This has established Newcastle as the most preferred study destination for Indigenous students in New South Wales and the Australian Capital Territory. In 2011 the University received 258 first preferences from Indigenous students, more than double the number of preferences of the next ranked University. We also topped the state with total preferences of 985, 72 per cent more than the closest institution.

Activities to attract and support Indigenous students were expanded through the Indigenous Development schools program, the Parents and Community Engagement program and the University Senior Insight Workshops. Yapug continues to be an important part of our commitment to increasing Indigenous enrolments by providing opportunities for students to gain tertiary skills before entering University, with 45 participants in 2011.

Curriculum and program enhancement continued, with the first students enrolling in the newly developed Bachelor of Aboriginal Professional Practice. This innovative program, unique among Australian universities, combines a critical understanding of issues affecting Indigenous peoples with professional skills in advocacy, policy and social justice. Flexibility of study was also a focus in 2011, with an additional seven Aboriginal studies courses offered online. This brings the total number of online offerings in this area to 15 courses.

**Figure 5: Indigenous participation rate (per cent)**

![Indigenous participation rate graph]

**Figure 6: Indigenous access rate (per cent)**

![Indigenous access rate graph]

Source: DISRTE Institutional Performance Portfolio and University MIS at 12 March 2012.

Participation rate = proportion of domestic enrolled students who have identified as Indigenous.

The sector participation rate for 2011 is not yet available.

Source: DISRTE Institutional Performance Portfolio and University MIS at 12 March 2012.

Access rate = proportion of domestic commencing students who have identified as Indigenous.

The sector access rate for 2011 is not yet available.
Assisting with a birth for the first time and attending an international conference of Indigenous peoples in Peru are just two highlights of what was a whirlwind year for midwifery student Krystal Ronning.

Ms Ronning was among the first intake of students into the University’s new Bachelor of Midwifery degree at the start of 2011 and found the program hands-on to say the least.

“From week four we were on clinical placement, and through the degree we follow 30 women through their pregnancies, birth and post-natal care,” she says.

Not even the prospect of having to rouse her son Aidan in the middle of the night and transport him to his grandparents’ house is enough to diminish Ms Ronning’s enthusiasm for the midwifery program.

“If one of my women is birthing I have to drop everything and go to the hospital, no matter what time it is,” she says. “I am a single mum so it can be difficult juggling it all but luckily my parents are very supportive. I know in the end it will all be worth it.”

Ms Ronning attended the World Indigenous Peoples Conference on Education (WIPCE) in August with a delegation from Wollotuka and describes the trip as life-changing in many ways. She participated in presentations to delegates about the work of Wollotuka, attended seminars and revelled in the opportunity to meet Indigenous people from all over the world.

“I got so much out of it, it was amazing to be able to experience other cultures and see enormous passion to get out there and do something to really make a difference,” she says.

Ms Ronning’s goal is to work in Indigenous health, especially in areas where midwifery care is under-resourced, but her trip to Peru has also whet her appetite for travel and she is contemplating taking her highly portable qualifications overseas when she completes her degree.

“I have definitely got the travel bug now, and I really want my son to experience other cultures as well,” she says. “But my studies have also made me more determined to work within Indigenous communities and help address the inadequate healthcare in many areas.”
ATTRACTING AND SUPPORTING INDIGENOUS STAFF

The University has the highest number of Indigenous staff of any Australian university. With 2.7 per cent of staff identifying as Aboriginal and Torres Strait Islander, we have already surpassed the NSW Government’s 2015 target of 2.6 per cent Aboriginal and Torres Strait Islander representation.

The University’s Indigenous Employment Strategy (Nauwai) 2010 – 2012 has assisted in the achievement of these results. The Strategy focuses on attraction and recruitment, environment and retention, and development and extension. In 2011 four new senior academic and research positions were created. A full-time Indigenous Education Employment Coordinator was also appointed to The Wollotuka Institute to ensure that the targets specified in the University’s Reconciliation Action Plan are on track.

RESEARCH ACTIVITIES

Research activities focused on increasing the volume and quality of research outputs and on fostering collaborative research opportunities. Umulliko, the University’s Indigenous Higher Education Research Centre, celebrated the launch of the Kulumun online journal and the opening of the Yuranna Research Study Centre. Research higher degree enrolments increased, with 14 students enrolled in 2011.

ENGAGEMENT

Indigenous engagement activities focused on further strengthening the University’s leadership position in the sector and developing effective frameworks to enhance the educational outcomes of Indigenous students. The University also worked towards the quality teaching of Indigenous pedagogy and enhancing the learning of non-Indigenous students to instil an understanding of social justice and human rights.

A key strategy for successful Indigenous collaboration has been the development of cultural competency in our students and staff. In 2011 the Cultural Competency program included induction and specialised workshops for academic and general staff and the embedding of relevant content in the Graduate Certificate in the Practice of Tertiary Teaching.

The annual Reconciliation Scholarship Dinner Dance attracted a record attendance during Reconciliation Week in May. The increased attendance illustrates the commitment of staff, students and the local community to making reconciliation a reality, as well as providing a lasting academic gift with all profits to the Aboriginal and Torres Strait Islander Scholarship Fund.
Our communities

Promoting and supporting our alumni, partnerships and communities
Our Singapore alumni raised $220,000 for scholarships to support Australian students

ENGAGEMENT
Engagement is an institutional strategic priority and our connections with local, regional, national and international communities were strengthened in 2011.

The University is positioned as one of the most exciting places for new thinking about community engagement, with a leadership role in the Australian Universities Community Engagement Alliance. In 2011 the University and the Australian Chamber of Commerce and Industry worked together to enhance business and industry employer engagement with Work Integrated Learning programs. Collaborative links were also strengthened between the University of Newcastle, the University of Fort Hare (South Africa) and Syracuse University (USA), which will further the University’s global engagement agenda in research, teaching and service provision.

Pictured opposite: Singapore alumni gathered at the Annual Singapore Alumni Dinner in November 2011.

CONFUCIUS INSTITUTE
Ties with China were strengthened with the opening of the Confucius Institute at the Callaghan campus. One of only 10 such centres in Australia, the Confucius Institute is a non-profit educational organisation dedicated to enhancing understanding of Chinese language and culture in the Newcastle and Hunter region. The Confucius Institute is a joint venture between the Office of the Chinese Language Council International (Hanban) and the University. Central China Normal University, one of the country’s premier tertiary institutions, is the officially designated partner university for the Confucius Institute at the University of Newcastle.

INTERNATIONAL RECOGNITION
Our alumni are recognised globally, winning awards and recognition that support the excellent reputation of the University.

Australia China Alumni Awards
The Australia China Alumni Awards recognise the achievements of graduates of Australian universities based in China. Seven University finalists were selected over the eight award categories, with four of the University’s graduates being announced as recipients. The University was the only Australian institution to have multiple winners:
- Mrs ONG-KOH Wee Nah (Bachelor of Architecture Honours 1979 and Colombo Plan Scholar), awarded the 2011 IELTS Australia China Alumni Award for Women in Leadership
- Mr George Tuan (Master of Business Administration 1998), awarded the 2011 Telstra Sensis Australia China Alumni Award for ICT and New Media
- Associate Professor WANG Shuguang (PhD in Psychology 1998), awarded the 2011 Business Events Sydney Australia China Alumni Award for Research and Innovation
- Associate Professor ZHOU Yun (Master of Environmental Studies 2002), awarded the 2011 AusAID Scholarships Australia China Alumni Award.

Australia Singapore Alumni Awards
The Australia Singapore Alumni Awards were established by the Australian government in 2011 to recognise graduates of Australian universities based in Singapore who are exemplary national, regional or international achievers.

The inaugural recipient of the Eminent Alumni Award was University graduate Minister KHAW Boon Wan (Bachelor of Commerce 1978, Bachelor of Engineering 1978, Colombo Plan Scholar and Doctor of Engineering honoris causa 2002). Former Minister for Health in Singapore, he was appointed Minister for National Development from May 2011.

Two other University graduates also received awards:
- Mr Bill Chua (Bachelor of Engineering 1977), joint recipient of the 2011 Distinguished Service Award
- Dr Peter Waring (Doctor of Philosophy 2000), joint recipient of the 2011 Young Alumni Award.

TOP 10 CITY
Newcastle made its mark on the world stage in 2011, being named a “Top 10 City” by internationally respected travel publisher Lonely Planet in its Best of 2011 guide. Describing the city as “a unique blend of imagination, sophistication and laid-back surf culture”, Lonely Planet confirmed the city’s status as a first-rate travel, study and lifestyle destination.
diversifying the student population.

Technological-based education and old traditional curriculum, introducing Sister McGuirk transformed the century

Sant’ Angelo Mercy College in North Sydney, 21 years as the Headmistress of Monte

school principal and researcher. During her in the NSW education system as a teacher, Doctor of Educationhonoris causa

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Professor Christopher Chen

Doctor of the University honoris causa
Professor Chen is widely acknowledged as a pioneer in the development of assisted reproductive technology and in-vitro fertilisation (IVF). He was the third specialist in the world to achieve an IVF pregnancy and the first to assist the conception of IVF triplets. He was also the first in the world to develop successful cryopreservation techniques for human eggs, allowing pregnancy to be achieved using frozen eggs.

Professor Patrick McGorry

Doctor of Medicine honoris causa
Professor McGorry is a leading international researcher, clinician and advocate for mental health reform. He is the Executive Director of Orygen Youth Health, a world-renowned mental health organisation for young people. He is also Professor of Youth Mental Health at the University of Melbourne and a Director of headspace, the National Youth Mental Health Foundation. Professor McGorry was named Australian of the Year in 2010 for his contribution to improving the delivery of mental health services for youth in Australia.

Dr Vic Levi

Doctor of the University honoris causa
Dr Levi forged a distinguished 40-year career as a journalist, editor and manager with Newcastle Newspapers, releasing a book Hot Metal and Cold Cases; Requiem for a Newspaper in 2008. A University graduate, he served on the University Council from 1987 to 1996. In 1996 he became President of the Friends of the University. The Friends organise events to connect the University with the broader community while raising funds to support students.

Dr David Marr

Doctor of Letters honoris causa
Dr Marr is an accomplished journalist, author and political and social commentator. He has worked for The Bulletin magazine, the National Times newspaper, and ABC television’s Four Corners, and has been a presenter on Media Watch and Radio National. He writes for the Sydney Morning Herald and regularly appears on ABC television’s The Insiders and Q&A. He has won four Walkley Awards, the most recent in 2010 for his Quarterly Essay Power Trip: The Political Journey of Kevin Rudd.

Dr Mike Gray

Doctor of Business honoris causa
Dr Gray has more than 35 years international experience in the financial sector. Prior to retiring in 2004, he was a partner at PricewaterhouseCoopers Singapore and their Territorial Senior Partner for Indochina. He is a director of UON Singapore Pte Ltd and part time senior advisor to Tricor Pte Ltd. He is a Fellow of the Chartered Institute of Logistics and Transport, the Institute of Certified Public Accountants in Singapore, and the Singapore Institute of Directors.

Dr John Olsen AO OBE

Doctor of Letters honoris causa
Dr Olsen is an internationally renowned artist born in Newcastle. Recognised for the inherent Australian qualities in his painting, he was awarded the 2005 Archibald Prize for his controversial self-portrait Janus Faced. One of his most well-known artworks, the mural Salute to Five Bells, hangs in the Sydney Opera House, and the University’s art collection contains a number of his pieces. He has often referred to his childhood links with Newcastle as an influence on the nature of his art.

Dr Michael Johns

Doctor of the University honoris causa
Over the past 20 years Dr Johns has dedicated himself to a wide range of activities within the University community and has become a crucial link between the University and the Hunter region. In 2011 he retired as Deputy Chancellor, having served on the Council since 1990. He remains connected with the University, continuing as the Chair of the Advisory Board of the University’s community radio station 2NURFM and the Chair of the Board of Directors of NUSport, which provides sporting facilities and services for students, staff and the local community.

Dr Toshiyuki Yamada

Doctor of Engineering honoris causa
Dr Yamada is an internationally-renowned electrical engineer. Joining the Sony Corporation in Japan as a research scientist in 1961, he was instrumental in the invention of the Sony Magnetodiode, a unique magnetic sensor with extremely high sensitivity. During his 37 years with the company he became Director of Sony Corporation and President of the Research Centre, leaving to join the Shohoku College, Sony Institute of Higher Education in 1998. He was made a Member of the Engineering Academy of Japan in 1996 and became its Executive Director from 2009 to 2011.

Sister Maureen McGuirk

Doctor of Education honoris causa
A Sister of Mercy since 1949, Sister McGuirk has been a prominent influence in the NSW education system as a teacher, school principal and researcher. During her 21 years as the Headmistress of Monte Sant’Angelo Mercy College in North Sydney, Sister McGuirk transformed the century old traditional curriculum, introducing technological-based education and diversifying the student population.

GRADUATION HONOURS
The University conferred nine honorary degrees in 2011.

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LEADERSHIP AWARD
The Leadership Award recognises and encourages emerging leaders in the Central Coast, the Hunter and Mid North Coast regions, providing the winner with a $10,000 leadership development scholarship. Professor Philip Morgan, from the School of Education, was named the 2011 winner for his important evidence-based work in community health, demonstrating the importance of these programs in reducing the burden of disease and improving the quality of life of families.

ALUMNI AWARDS
The annual Alumni Awards again demonstrated that our graduates lead their fields globally. The Awards are hosted by the elected graduate representative body, the Executive Committee of Alumni (Convocation), in partnership with the University.

The recipient of the 2011 Convocation Medal for Professional Excellence was advisor to the Malaysian National Security Council, Dato’ Ir Dr Abu Bakar Bin Jaafar. A Bachelor of Engineering (Mechanical) graduate, Dato’ Ir Dr Abu Bakar Bin Jaafar is an environmental scientist who was a senior official with the Malaysian government for more than two decades. He remains instrumental in setting Malaysia’s environmental agenda through his work at the United Nations.

Other recipients were:

International leadership
Joint recipients: Mr TAY Buan Huat Peter (pictured above left), former President Singapore Food Industries Limited, and Dr Andrew Mears, Principle Consultant Majority World Technology Ltd

National leadership
Ms Denise Goldsworthy, Managing Director of two Rio Tinto companies and 2010 Telstra Business Woman of the Year

Regional leadership
Joint recipients: Dr Anne Wakatama, General Manager Health Services the Royal Flying Doctor Service and Mohammed Fauz Kamaludin (pictured over page), Malaysian Airlines Captain and a member of Malaysia’s Astronaut Program

Newton John Award
Ms Julie Squires, internationally recognised sculptor

Exceptional Community Service
Associate Professor Pauline Chiarelli, Australia’s first Physiotherapist Continence Advisor

Indigenous
Dr Sarah McEwan, rural general practitioner working in Indigenous health

Young Alumni
Dr Nikola Bowden, University of Newcastle researcher into improved diagnosis and treatment of cancer.

The University was a proud principal partner of the inaugural TEDxNewy event, bringing the ‘TED’ experience – a global phenomenon born out of a desire to share ‘Ideas Worth Spreading’ – to our region. TEDxNewy was a resounding success, with an eclectic and inspirational group of speakers sharing their stories on the theme Shock of the New.

Pictured opposite page, top left: Dr Michael Johns (centre) receives his honorary degree from the Chancellor, Conjoint Professor Trevor Waring AM (left), and the former Vice-Chancellor, Professor Nicholas Saunders.
KEY ALUMNI ACTIVITIES

International graduation and alumni events were held in Beijing, Malaysia, Hong Kong, London, Saudi Arabia and Singapore, with local networking events in Brisbane, Canberra, Melbourne and Sydney. The University’s alumni are increasingly connected, with a 22 per cent increase in contactable and engaged alumni between 2010 and 2011.

A number of events were held through the Alumni Advantage program, including graduate presentations to students to assist them in their transition to professional life. Alumni Transition Workshops were also held for final year and GradSchool students, including topics such as cultural awareness, personal branding, and social networking.

Pictured above left: Mohammed Faiz Kamaludin was a joint recipient of the 2011 Alumni Award for Regional Leadership.

COMMUNITY LECTURES

The University provides a popular annual public lecture series, contributing to the intellectual, social and cultural enrichment of the region.

- The 2011 Human Rights and Social Justice Lecture, Politics and Refugees: Power without Principles?, was presented by Mr Julian Burnside AO QC. This annual lecture provides an opportunity to reflect on issues of social justice that challenge Australia.
- Professor Geoff Gallop (pictured above), former Premier of Western Australia and current Director of the Graduate School of Government, University of Sydney, presented the Barton Lecture.
- The Central Coast Lecture was presented by Professor Stephen Ball, Institute of Education, University of London.
- Professor Louise O’Brien, Faculty of Health, presented the Convocation Lecture.
- The John Irvine Hunter Memorial Lecture was delivered by Professor Beverley Raphael, Emeritus Professor of Psychiatry, University of Queensland, and Professor at the Australian National University and the University of Western Sydney.
- Father Nicholas King, a Jesuit priest and Oxford University scholar, presented the Morpeth Lecture.
- the Royal Newcastle Hospital Heritage Oration featured Professor Patrick McGorry, Executive Director of Orygen Youth Health.
- Greg and Sylvia Ray, authors of Newcastle: The Missing Years, delivered the John Turner Memorial History Lecture.

Our alumni are global citizens, located in more than 110 countries around the world
COMMUNITY INITIATIVES

The University continued its active program of engagement with business, schools and our culturally diverse community.

The University participated in the inaugural 2011 Skills on Show Forum, highlighting the contribution that manufacturing makes to the region. Trades and skills required for future growth were showcased, including employment and educational pathways to achieve a successful career within the industry.

The 100% Knights Program combines resources from the Department of Industry, Innovation, Science, Research and Tertiary Education, Rio Tinto, the National Rugby League and the Newcastle Knights to strengthen the opportunity for career success for Indigenous students in years 10 to 12. The University became involved in the program in 2011, assisting to support 100 students from participating schools.

In partnership with the Ethnic Communities Council of NSW and regional support organisations, the Refugee Education And Literacy Development (REALD) initiative was introduced. REALD aims to better connect refugee youth in the Hunter region with community support services to enhance literacy and numeracy and support engagement with the mainstream education system.

Harmony Week was celebrated in March with a range of activities including ‘A Taste of Harmony’, a celebration of food and dance reflecting our student population, and the ‘Living Library’, offering students and staff the opportunity to share life stories.

School outreach

Our leadership in the provision of educational opportunities to students from low SES backgrounds is supported by outreach initiatives for primary and high school students to build their aspirations regarding higher education. The popular residential programs, LIVE IT!, a four day university experience for male students in year 9 from equity target groups, and the Girls Choices Summer School, aimed at promoting mathematics, science and technology subjects, were again held at the Callaghan campus for 240 students. The Making Educational Goals Sustainable (MEGS) program provides access to a range of tertiary education experiences for students from low SES backgrounds and their families. A partnership between the University, the NSW Department of Education and Communities and TAFE NSW-Hunter Institute, in 2011 MEGS doubled in size to include 10 secondary schools and their feeder primary schools.

Other key initiatives were:

• the inaugural Discover Uni Day, exposing 350 year six students to the possibility of tertiary education.
• the launch of HSC Coach, an online study support tool for Year 12 students, particularly aimed at assisting regional and remote students who have difficulty attending traditional study days. The resource was also provided to all Priority Schools Program schools on CD so that students without internet access could benefit. Over 2,000 people registered to use the program with 64 per cent being students. Of all students who used the site, 34 per cent were from a low SES background.
• the introduction of a Teacher Professional Development Day for local secondary school teachers of vocational HSC courses, organised by the University in conjunction with Community Partnerships for Hunter Valley Youth Express.

An important partnership was forged with the signing of an agreement between the University and Coal & Allied.

The agreement will foster multi-level engagement around Work Integrated Learning, professional development, research and scholarships. Alex Devlin, pictured above, was awarded an Industry-Based Indigenous Scholarship sponsored by Coal & Allied.
Mr Norman Bushman left a $2.8 million gift to the University of Newcastle’s Conservatorium of Music in his will.

Born in Singleton in 1923, Norman’s early years were spent in the Upper Hunter before he moved to Sydney. He went on to become the state’s youngest ever publican, managing his parents’ pub in Paddington. He was well known as a successful entrepreneur, albeit an eccentric one, moving widely in Sydney’s political and art circles.

Fast track 85 years and Norman’s dream of helping people achieve in music lives on through his generous bequest. His gift has created two scholarships each worth $50,000 per annum, one in music and the other in song. These are by far the University’s highest value student scholarships.

The scholarships are named in honour of Norman himself and a close friend of his, pianist Joy Ingall, a woman Norman supported in her music career.

According to Bill Ingall, son of Joy, the immensity of Norman’s generosity to the University did not come as a surprise.

“Norman was quite frugal on a practical level but was such a passionate supporter of the arts. I am humbled by Norman’s tribute to my mother and excited about the opportunities it will bring other lovers of music and the arts.

“Norman believed in making music accessible to the community and he thought it was a great thing to encourage others to share in his love for it.”

The University’s Head of Drama, Fine Art and Music, Professor Richard Vella said Norman’s gift had helped boost the reputation of the Conservatorium.

“These are major scholarships, made possible by the generosity and passion of one man. It is fitting that they will play a crucial role in establishing the Conservatorium as a major destination for future music makers.”

Foundation Executive Officer Dr Bernie Curran called Norman’s generosity the ultimate expression of his values.

“Norman’s spirit will live on and his love for music, song and education will be forever valued through the generations of scholars who are his beneficiaries.

“Each of us finds different ways to make our mark on the world. Norman left his legacy by making this donation in his will to support something he was passionate about.”

Pictured above: Professor Richard Vella, music student Shaista Poonawalla, and Foundation Executive Officer Dr Bernie Curran.

Pictured left: The late Norman Bushman.
DONATIONS AND SPONSORSHIPS
The University celebrated donor support with a number of events in 2011. The Donor Recognition Program was expanded with four events held during the year. The inaugural Scholars Week was held, including a series of ceremonies hosted by faculties to connect donors and scholarship recipients. The University’s first Annual Appeal was also held in 2011, raising donations for the Shaping Futures Scholarship Fund. This fund assists students who have faced disadvantage to obtain a tertiary education. Through generous donations, eight new scholarships were funded from this appeal. Donation highlights included:
- additional funds from a generous bequest to music and voice scholarships from the Estate of Mr Norman Bushman
- continued funding for a Chair in Geoscience by Doyles Creek Mining and the NSW Department of Trade and Investment
- engineering and science scholarships for students donated by Xstrata Coal NSW
- funding for the Burges Chair in Medical Science from Mr William Burges
- a donation to fund student scholarships from the Coal & Allied Community Development Fund
- support for the Chair in Power Engineering from Ampcontrol Pty Ltd
- continued funding for the Morpeth Chair in Theology and Lecturer in Theology by the Anglican Diocese of Newcastle
- funding from the Hunter New England Local Health District to support the delivery of the Graduate Diploma of Dental Therapy at the Central Coast campus
- support for student scholarships from Port Waratah Coal Services Ltd.
Appendix C contains a list of all donations and sponsorships over $1,000 in 2011.

Pictured above: students Lisa Whitten, Lorraine Elwell and Daniel Frost, shown with Foundation CEO Louise O’Connell, are being helped by the inaugural Shaping Futures scholarships for disadvantaged students.
Capabilities
and resources

Ensuring sustainable perspectives and actions
In 2011, we recycled 22 tonnes of e-waste

OUR STAFF
The University is the second largest employer in the Hunter region with 2,444 full-time equivalent staff in ongoing or fixed-term employment in 2011. Total direct staffing comprised 967 academics and 1,477 general staff, with 1,400 conjoints also contributing to our activities during the year. The University is an extremely attractive place to work with over 6,000 applications for advertised vacancies received in 2011.

The ability to recruit quickly through exceptional circumstances policies enabled the University to engage high achieving staff to drive our strategic objectives in 2011. Workforce planning is a strategic focus for the University and a range of targeted workshops with University leaders was undertaken in 2011.

Over 8,000 staff attendances were recorded at training and development opportunities in 2011. Key initiatives included Refocus@UoN, which successfully continued to address the development needs of researchers and staff in research related roles. The pilot Emerging Research Leaders program identified mid-career research leaders, providing them with targeted leadership development for over 18 months. A new electronic all-staff newsletter, In the Loop, was launched in October.

HEALTH AND SAFETY
In 2011, the University continued to improve health and safety management systems and processes. Significant activities in 2011 included:

• development and implementation of an integrated Health and Safety Management System in preparation for the January 2012 commencement of the Work Health and Safety Act 2011 (NSW)
• a review of all Health and Safety documentation, policies and procedures
• supporting the participation of 46 teams involving 322 staff members in the Global Corporate Walking Challenge to promote health and wellbeing, with the University being noted as Australia’s most active organisation in the category of 20-49 teams
• provision of ongoing support for University staff, including counselling services through the Employee Assistance Program, and a range of staff wellness initiatives, with access to a corporate Fitness Passport for gym and pool facilities and courses in Life Work Balance, Mental Health First Aid and Meditation.

The Lost Time Injury Frequency Rate (LTIFR) measures the frequency of lost time injuries per million hours worked. At 4.98, the University’s LTIFR was down on the 2010 figure (5.81). The Severity Rate increased to 6.33 from the 2010 result of 1.82, reflecting a number of complex claims that were managed in 2011.

EQUITY AND DIVERSITY
During 2011, the University began development of the Equity and Diversity Management Plan 2012-2015, a strategic document establishing our equal employment opportunity priorities. The Plan will facilitate the identification and removal of barriers to the participation and promotion in employment of equity groups.

Our innovative professional development programs include the Academic Women in Leadership program, the Leadership Journey for Women, introduced in 2011 for general staff and early career academics, and Women@UoN, available to all female staff of the University. Participation in these programs has been high, with almost 250 staff completing these programs in 2011.

The University continued its partnership with Workfocus Australia in an effort to increase employment opportunities for people with a disability. The University offered information sessions and awareness training for the recruitment and retention of people with a disability, resulting in five people being employed through this program in 2011.

Further staff equity statistics are available in Appendix D.

CAPITAL WORKS
Major building projects completed at the Callaghan campus during 2011 included construction of new specialist laboratories and a new Peer Assisted Student Support (PASS) centre in the Social Science building, refurbishment of teaching and exhibition spaces across the Callaghan campus, and a major refurbishment of the Griffith Duncan Theatre including state-of-the-art audio visual technology. At the Central Coast campus, the new Exercise Science building and the new Education and Nursing building were completed. A new podiatry public clinic was also constructed at Wyong Hospital.

Major ongoing projects in 2011 included the refurbishment of the Industry and Development Centre and construction of new infrastructure at the NIER facility, which will enhance the University’s research capabilities. Construction of the Hunter Medical Research Institute Clinical Research building, John Hunter Hospital, also progressed. At the Central Coast campus, the extension of the library in the Information Resource Centre will result in additional resources being available for students.

INFORMATION TECHNOLOGY
The IT strategy in 2011 was focused on enhancing and strengthening the student and staff experience. Key projects included: a streamlined student enrolment system; an integrated identity, Library and access card for students; an improved identity management system with an integrated identity card for staff; improved wireless access for the Callaghan and Central Coast campuses; and a telephony upgrade for the Central Coast campus.
There are many features that are smart about the new teaching building on the Central Coast campus.

Not only does the contemporary learning space have a pleasant aesthetic, it monitors its own temperature, automatically opens and shuts its louvre windows to reduce the need for artificial cooling and heating and recycles the rainwater it catches.

It is also fitted throughout with ‘smart’ boards, the same sort of interactive whiteboards that are increasingly a standard feature of school classrooms.

The $3.8 million building, started in March and completed in October, will greatly enhance the learning environment for students on the Ourimbah campus.

It houses two model classrooms for education students and the inclusion of the interactive whiteboards, which the state government has made a priority in schools, is crucial to creating teaching spaces that closely resemble those in the workplace.

Smart boards are also standard in the building’s four general-purpose teaching spaces and there is a computer teaching room configured in the same way as an IT classroom in a school.

The building also includes a simulation laboratory for nursing students with sophisticated computer-controlled mannequins to aid the teaching of practical skills.

Pro-Vice Chancellor of the Central Coast campus, Professor Stephen Crump, says the construction of the building is an important step in providing the most up-to-date teaching and learning facilities to support students.

The new learning space is part of a $15 million building boom on the Ourimbah campus that has delivered vastly improved facilities for students.

The $6.8 million Exercise Science Building, complete with state-of-the-art teaching facilities and gymnasium, opened last year and the $4 million Ourimbah Information Resource Centre (Library) extension provides students with 90 more computers, extra study rooms, lounges, quiet spaces and an open-all-hours Information Common.
We are a sector leader in low energy and water use

**SUSTAINABILITY**

**Energy and water management**
The University continues to be a sector leader in energy and water use. Based on the latest available comparisons, we have maintained our position in the lowest quartiles of energy use per square metre and water usage across the sector. The incorporation of energy efficiency measures in new facilities and refurbishments, including water efficiency upgrades in the residential precinct at the Callaghan campus, continued in 2011. The University met requirements under the *National Greenhouse Energy and Reporting Act 2007* to submit 2010-2011 greenhouse gas emissions and energy use totals to the Australian Government.

**Landscape and biodiversity**
The development of a Landscape Management Plan commenced during 2011 and is scheduled for completion in early 2012. The Plan will provide comprehensive and practical guidelines for the maintenance and protection of the campus bushland, riparian zone, ovals and constructed garden beds. Safety, bushfire risk, protection of habitat, financial and ecological sustainability and development pressures will inform the further development of the Plan.

**Waste**
The NSW Government's Waste Reduction and Purchasing Policy requires all agencies to develop and implement a plan to reduce waste in paper products, office equipment and components, vegetation material, and construction and demolition material. The policy requires that priority be given to buying materials with recycled content where they are cost and performance competitive.

In 2010 the University introduced an Environmental Sustainability Policy and Plan which address such issues. During 2011 the roll-out of 240 litre commingled recycling bins continued on the Callaghan campus. Large recycling bins are provided at student residences and in response to high demand, the service frequency was increased from fortnightly to weekly. Almost 22,000 kilograms of e-waste was recycled from the Callaghan campus through an arrangement with Mai-Wel, a Disability Service Provider in the Lower Hunter region. In addition, 2,418 fluorescent tubes and globes were collected for recycling in 2011.

**Sustainable Transport Management Plan**
The development of a Sustainable Transport Management Plan for the Callaghan campus commenced in early 2011 and is scheduled for completion in early 2012. The plan will address all modes of transport and allow the University to deliver sustainable transportation programs over the next ten years. A staged action and implementation plan, outlining a suite of capital works, operational and education programs, will be introduced in 2012.

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**RISK MANAGEMENT, INSURANCE AND FRAUD**

**Risk management**
The University's risk management approach focuses on the integration of risk considerations into day-to-day activities and decision making. In 2011 considerable effort was made to develop risk profiles and to refine the University's risk management framework.

In particular the University reviewed and communicated risk management policies and guidelines, reviewed in excess of 60 strategic, operational and project-based risk profiles through extensive consultation with stakeholder groups, and further embedded the Risk Management System into University operations.

**Insurance**
The University’s suite of insurance policies is reviewed and renewed annually with the insurance period commencing 1 November each year. A broker is engaged to help manage this process and ensure that optimal coverage is obtained for the best price.

**Fraud**
The University does not tolerate fraud or corruption. In 2011 work continued to align the fraud prevention framework with best practice guidelines established by external agencies. Fraud risk assessments were also conducted and appropriate fraud prevention, detection, investigation and reporting procedures and processes undertaken.

Key achievements in 2011 were the introduction of the new Ethical and Accountable Conduct – Public Interest Disclosures Policy; continued fraud and corruption awareness training; review and update of the fraud risk landscape to identify and rank different fraud risks; development and delivery of targeted control assurance reports for five areas of the University; and implementation of data mining software to facilitate the identification of anomalies in transactions and processes.

Privacy and complaints information and access to information statistics are available in Appendix J.
FINANCIAL PERFORMANCE AND OUTCOMES

2011 was another positive year financially for the University with a reported surplus of $28.7 million following the reported surplus of $31.7 million in 2010. The University continues to maintain a healthy financial platform to support its ambitions for the future with a further surplus of $43.0 million budgeted for 2012.

The 2011 result includes funding from the Commonwealth totalling $29.5 million related to capital expenditure that will be spent in future years compared to $2.5 million received for capital expenditure in 2010. Further contributions totalling $20.0 million are budgeted for in 2012.

Included within the 2011 result is $24.5 million worth of contributions to other entities for building facilities related to University activities and not located on University property.

FINANCIAL RESULT

Revenue growth remained strong, increasing by approximately 5.7 per cent over the 2010 year after adjusting for the Commonwealth Government capital expenditure contributions each year.

The growth in revenue was primarily due to additional Commonwealth Supported and Fee Paying international students plus strong growth in research revenue.

Total expenditure increased in 2011 by 7.0 per cent over 2010 after adjusting for the contributions noted above. The increase is driven primarily by additional costs associated with growth in student numbers, additional research activity and movements in employee-related entitlements.

FINANCIAL POSITION

At the end of 2011 the University had assets totalling $1.37 billion, an increase of $104 million on 2010. The University’s net assets total $931 million, an increase of $21 million on 2010.

Net current assets remain at $67.7 million representing a current ratio (current assets divided by current liabilities) of 1.61, consistent with the ratio of 1.60 in 2010. This ratio is above the higher education sector benchmark of 1.4.

The University’s investment strategy remains focused on investing cash not required for short-term operational or capital expenditure purposes in medium to long-term investments to achieve higher long-term returns.

CASH FLOWS

The University’s operating activities generated cash of $70 million compared to $106 million in 2010. Of this, $44 million was invested in property, plant and equipment compared to $55 million in 2010.

The University’s cash and cash equivalents at the end of the year increased by $1 million to $13.4 million.
AUDIT OUTCOMES

The University’s financial report was subjected to audit by the Audit Office of New South Wales. The Auditor General again issued an unqualified audit opinion on the financial report as set out in Volume Two. In line with ordinary procedures the Audit Office issued a report on its findings, which includes various recommendations for improvement. The matters identified are being addressed for implementation where appropriate.

Unless stated otherwise, references to the University in this section represent the ‘Parent entity’ results set out in the full financial report for the University of Newcastle included in Volume Two. The financial results for University controlled entities presented in this section correspond to those of each controlled entity included in Volume Two.

Table 8: Abridged financial performance

<table>
<thead>
<tr>
<th></th>
<th>Actual 2011 $m</th>
<th>Budget 2011 $m</th>
<th>Budget 2012 $m</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government contributions*</td>
<td>262.8</td>
<td>247.2</td>
<td>287.1</td>
</tr>
<tr>
<td>Student contributions**</td>
<td>193.2</td>
<td>190.1</td>
<td>205.4</td>
</tr>
<tr>
<td>Research income***</td>
<td>72.9</td>
<td>71.5</td>
<td>72.7</td>
</tr>
<tr>
<td>Other</td>
<td>51.1</td>
<td>34.5</td>
<td>44.6</td>
</tr>
<tr>
<td>Total income from operations</td>
<td>580.0</td>
<td>543.4</td>
<td>609.8</td>
</tr>
<tr>
<td>Salary related</td>
<td>307.0</td>
<td>307.7</td>
<td>330.3</td>
</tr>
<tr>
<td>Non-salary</td>
<td>202.4</td>
<td>165.9</td>
<td>196.2</td>
</tr>
<tr>
<td>Depreciation</td>
<td>41.5</td>
<td>40.5</td>
<td>39.6</td>
</tr>
<tr>
<td>Impairment loss</td>
<td>0.4</td>
<td>0.7</td>
<td>0.7</td>
</tr>
<tr>
<td>Total expenses from operations</td>
<td>551.2</td>
<td>514.8</td>
<td>566.8</td>
</tr>
<tr>
<td>Surplus (deficit) for the year</td>
<td>28.7</td>
<td>28.6</td>
<td>43.0</td>
</tr>
</tbody>
</table>

*Excluding deferred superannuation contributions, HECS and ARC
**Including HECS
***Including ARC

Table 9: Consolidated result 2011

<table>
<thead>
<tr>
<th></th>
<th>Income $m</th>
<th>Expenses $m</th>
<th>Net surplus (deficit) $m</th>
</tr>
</thead>
<tbody>
<tr>
<td>University</td>
<td>579.6</td>
<td>550.9</td>
<td>28.7</td>
</tr>
<tr>
<td>GradSchool</td>
<td>7.6</td>
<td>6.5</td>
<td>1.1</td>
</tr>
<tr>
<td>Newcastle Innovation</td>
<td>15.7</td>
<td>15.4</td>
<td>0.3</td>
</tr>
<tr>
<td>UON Foundation Trust</td>
<td>1.9</td>
<td>0.0</td>
<td>1.9</td>
</tr>
<tr>
<td>UON Services</td>
<td>2.9</td>
<td>2.6</td>
<td>0.3</td>
</tr>
<tr>
<td>UON Singapore</td>
<td>6.2</td>
<td>5.7</td>
<td>0.5</td>
</tr>
<tr>
<td>Consolidation adjustments</td>
<td>(14.8)</td>
<td>(11.3)</td>
<td>(3.5)</td>
</tr>
<tr>
<td>Consolidated entity</td>
<td>599.1</td>
<td>569.8</td>
<td>29.3</td>
</tr>
</tbody>
</table>
### Table 11: Accounts payable payment performance 2011

<table>
<thead>
<tr>
<th>Accounts payable at</th>
<th>31 Mar $m</th>
<th>30 June $m</th>
<th>30 Sep $m</th>
<th>31 Dec $m</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not overdue</td>
<td>2.5</td>
<td>5.6</td>
<td>4.4</td>
<td>4.4</td>
</tr>
<tr>
<td>Less than 30 days overdue</td>
<td>1.4</td>
<td>1.6</td>
<td>0.8</td>
<td>3.6</td>
</tr>
<tr>
<td>Between 30 and 60 days overdue</td>
<td>0.1</td>
<td>0.4</td>
<td>0.3</td>
<td>1.3</td>
</tr>
<tr>
<td>Between 60 and 90 days overdue</td>
<td>0.1</td>
<td>0.1</td>
<td>0.1</td>
<td>0.0</td>
</tr>
<tr>
<td>More than 90 days overdue</td>
<td>0.0</td>
<td>0.1</td>
<td>0.0</td>
<td>0.1</td>
</tr>
<tr>
<td>Total</td>
<td>4.1</td>
<td>7.8</td>
<td>5.6</td>
<td>9.4</td>
</tr>
</tbody>
</table>

### Table 12: Total invoices paid on time 2011

<table>
<thead>
<tr>
<th>Total invoices paid on time</th>
<th>31 Mar</th>
<th>30 June</th>
<th>30 Sep</th>
<th>31 Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual based on volume %</td>
<td>49.6</td>
<td>61.0</td>
<td>68.6</td>
<td>67.0</td>
</tr>
<tr>
<td>Actual based on value %</td>
<td>50.6</td>
<td>60.3</td>
<td>67.9</td>
<td>71.4</td>
</tr>
<tr>
<td>Target %</td>
<td>66.7</td>
<td>66.7</td>
<td>66.7</td>
<td>66.7</td>
</tr>
<tr>
<td>Actual value paid ($m)</td>
<td>20.3</td>
<td>28.1</td>
<td>33.8</td>
<td>42.5</td>
</tr>
<tr>
<td>Total amount paid ($m)</td>
<td>40.1</td>
<td>46.5</td>
<td>49.8</td>
<td>59.5</td>
</tr>
</tbody>
</table>

**During 2011:**
- There were no instances where penalty interest was paid
- There were no significant events that affected payment performance
Appendices

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## APPENDIX A:
### FIVE YEAR KEY STATISTICS

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NUMBER OF STUDENTS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>28,548</td>
<td>30,393</td>
<td>32,679</td>
<td>35,483</td>
<td>35,998</td>
<td>26.1</td>
<td>1.5</td>
</tr>
<tr>
<td>Commencing</td>
<td>13,928</td>
<td>14,580</td>
<td>14,933</td>
<td>16,748</td>
<td>16,653</td>
<td>19.6</td>
<td>-0.6</td>
</tr>
<tr>
<td><strong>STUDENT LOAD (EFTSL)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>19,056</td>
<td>20,597</td>
<td>22,664</td>
<td>24,007</td>
<td>24,338</td>
<td>27.7</td>
<td>1.4</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>14,697</td>
<td>15,702</td>
<td>17,152</td>
<td>17,937</td>
<td>18,299</td>
<td>24.5</td>
<td>2.0</td>
</tr>
<tr>
<td>Postgraduate</td>
<td>2,911</td>
<td>3,181</td>
<td>3,249</td>
<td>3,718</td>
<td>3,840</td>
<td>31.9</td>
<td>3.3</td>
</tr>
<tr>
<td>Other (Enabling, ELICOS, Non award)</td>
<td>1,448</td>
<td>1,714</td>
<td>2,263</td>
<td>2,353</td>
<td>2,199</td>
<td>51.8</td>
<td>-6.5</td>
</tr>
<tr>
<td><strong>FUNDING SOURCE (EFTSL)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commonwealth supported</td>
<td>14,399</td>
<td>15,174</td>
<td>16,601</td>
<td>17,559</td>
<td>17,949</td>
<td>24.7</td>
<td>2.2</td>
</tr>
<tr>
<td>Fee paying overseas</td>
<td>3,340</td>
<td>3,993</td>
<td>4,614</td>
<td>4,964</td>
<td>4,825</td>
<td>44.5</td>
<td>-2.8</td>
</tr>
<tr>
<td>Fee paying domestic</td>
<td>1,318</td>
<td>1,429</td>
<td>1,449</td>
<td>1,485</td>
<td>1,563</td>
<td>18.6</td>
<td>5.3</td>
</tr>
<tr>
<td><strong>PROGRAM COMPLETIONS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>5,517</td>
<td>5,673</td>
<td>5,936</td>
<td>6,440</td>
<td>6,344</td>
<td>15.0</td>
<td>-1.5</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>3,570</td>
<td>3,562</td>
<td>3,971</td>
<td>4,265</td>
<td>4,058</td>
<td>13.7</td>
<td>-4.9</td>
</tr>
<tr>
<td>Postgraduate</td>
<td>1,947</td>
<td>2,111</td>
<td>1,965</td>
<td>2,175</td>
<td>2,286</td>
<td>17.4</td>
<td>5.1</td>
</tr>
<tr>
<td><strong>FULL-TIME STAFF (FTE)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>2,052</td>
<td>2,190</td>
<td>2,349</td>
<td>2,415</td>
<td>2,444</td>
<td>19.1</td>
<td>1.2</td>
</tr>
<tr>
<td>Academic</td>
<td>831</td>
<td>886</td>
<td>933</td>
<td>970</td>
<td>967</td>
<td>16.4</td>
<td>-0.3</td>
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<tr>
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<td></td>
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<tr>
<td>Teaching only</td>
<td>11</td>
<td>18</td>
<td>44</td>
<td>22</td>
<td>156</td>
<td>1268.7</td>
<td>612.5</td>
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<tr>
<td>Research only</td>
<td>258</td>
<td>304</td>
<td>336</td>
<td>383</td>
<td>354</td>
<td>37.3</td>
<td>-7.5</td>
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<tr>
<td>Teaching and Research only</td>
<td>640</td>
<td>658</td>
<td>668</td>
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<td>-8.3</td>
<td>-16.9</td>
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<td>Other</td>
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<td>1,210</td>
<td>1,301</td>
<td>1,305</td>
<td>1,347</td>
<td>17.9</td>
<td>3.3</td>
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<td></td>
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<tr>
<td>Total</td>
<td>331</td>
<td>347</td>
<td>423</td>
<td>427</td>
<td>NA</td>
<td>29.1</td>
<td>1.0</td>
</tr>
<tr>
<td>Academic</td>
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<td>267</td>
<td>265</td>
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<td>Non academic</td>
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<td>162</td>
<td>NA</td>
<td>33.9</td>
<td>3.2</td>
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</table>

**NOTES:**
Rounding errors may occur.
Student data source: Management Information System (MIS) 12 March 2012.
Staff data source: DIISRTE Staff Selected Higher Education Statistics.
1 Number of students represents the number of student enrolments in programs, full year.
2 Student load represents the sum of the load for each semester expressed in Equivalent Full-time Student Load (EFTSL), full year.
3 Funding Source Program Load expressed in Equivalent Full-time Student Load (EFTSL).
4 Award completions represents the number of completed program enrolments for undergraduate and postgraduate award programs.
5 Staff full-time equivalent positions occupied by full-time and part-time staff members as at 31 March (excluding Independent Operations).
6 Casual staff full-time full year equivalent positions occupied during year (excluding Independent Operations). 2011 data is not available.
APPENDIX B:
THE UNIVERSITY OF NEWCASTLE RECONCILIATION STATEMENT

The University of Newcastle declares its commitment to Aboriginal reconciliation: developing a strong community and fostering mutual respect, social justice and a united voice between Aboriginal and Torres Strait Islander and non-Aboriginal Australians.

The University of Newcastle respects and acknowledges the Aboriginal land on which the Australian campuses of the University are located. We acknowledge the Aboriginal nations on whose traditional lands the University has a presence, respecting and acknowledging the traditional peoples and the cultural significance and history of the land.

The University is aware of the impact of the alienation and other forms of injustices including the removal of children, the loss of land, the destruction of languages and culture, and the ongoing struggle for social and restorative justice. Through acknowledging and understanding past losses and injustices and through committing to redressing the social and economic challenges and ongoing racism, we will continue to move forward together to a better future.

The University recognises that education plays an integral role in providing a foundation and platform for the exercise of self-determination and the empowerment of Aboriginal and Torres Strait Islander peoples. Through collaboration and the provision of culturally responsive education the University seeks to educate and contribute to the development of a harmonious community.

The University’s Aboriginal and Torres Strait Islander communities have supported the University in ensuring an Aboriginal presence at the University and appropriate and effective levels of consultation and collaboration through the sharing of Aboriginal voices, cultural wisdom and knowledge. These attributes are essential to moving forward to a future of equality and respect in teaching and learning, research, cultural inclusion, celebrating diverse cultures and success. The University acknowledges and appreciates the contribution and support of all communities. We will continue to build on existing partnerships and wherever possible forge respectful relationships designed to contribute to the ongoing endeavour of redressing the circumstances of Aboriginal and Torres Strait Islander education, health, cultures, languages, social justice, employment and empowerment.

The University is committed to providing an environment that is free from racism and discrimination, developing opportunities for Aboriginal and Torres Strait Islander peoples to access and succeed in higher education. The University embraces the unique and diverse cultures of Aboriginal – the oldest continuing culture in the world – and Torres Strait Islander peoples to endure the growth of knowledge for all Australians.

With respect and collaboration, the University of Newcastle embraces a united approach to equity and inclusiveness for all Australian peoples.
Appendix C: Donations and Sponsorships to the University in 2011

The University would like to thank all individuals, families and organisations who have made donations during 2011. All donations greatly contribute towards the achievement of the University’s goals and objectives. The following list includes donations and sponsorships of $1,000 and over. Some of our donors do not appear on this list at their own request.

Organisations

2NUR FM
Abigroup
Ampcontrol Pty Ltd
The Anglican Diocese of Newcastle
Ansteys Healthcare
APM Engineering
The Architecture Foundation
Arlam Pty Ltd
Association of Public Authority Surveyors NSW
Ausgrid – Sydney
Australian Geographic Society
Australian Mathematical Society
Australian National University
Australian Nuclear Science and Technology Organisation
Australian Rotary Health
Australian Taxation Office – Newcastle
The A W Tyree Foundation
Bayer Australia
Board of Surveying and Spatial Information
Bradken Ltd
Bramco Electronics
CAF – Australia
City of Newcastle
Clark Shipping Pty Ltd
Coal & Allied Community Development Fund
Coast Shelter
Cockburn Family
Coffey Geotechnics Pty Ltd
Coffs Harbour City Council
Colgate Oral Care
Corkys Carbon Consultancy Pty Ltd
CPA Australia
Cutcher & Neale
Delta Electricity
Donaldson Coal Conservation Trust
Douglas Partners Pty Ltd
Doyle's Creek Mining Pty Ltd
Dr Pat Stevens Memorial Scholarship Fund
Dubbo City Council
Dyno Nobel
Eden Foundation Pty Ltd
EJE Architecture
Engineers Australia – Newcastle Division
Engineers Australia – Northern Division
Enviropacific Services Pty Ltd
Forbes Shire Council
Forum8 AU Pty Ltd
Forsythes
Friends of Glen Avery
Friends of the University of Newcastle
GastroHealth Care
GHD Pty Ltd
Harbourside Haven Village
Hatch Associates
Health Communication Network
Holding Redlich
Hunter-Central Rivers Catchment Management Authority
Hunter Laser Vision Pty Ltd
Hunter New England Local Health District
Hunter Primary Care Ltd
Hunter Valley Law Society Inc
Hunter Valley Private Hospital
Hunter Valley Research Foundation
Hunter Water Australia Pty Ltd
Industrial Relations Society of NSW (Newcastle Branch)
The Institute of Chartered Accountants in Australia
Institution of Surveyors Inc (ISNSW)
Institution of Surveyors NSW (Central Western Group)
Interrelate Family Centres
IZZAT Consulting Engineers
James Cook University
Job Centre Australia
John Holland
Jurox Pty Limited
Karagi Court Ltd
Kelly Partners (Central Coast) Pty Ltd
Kempsey Shire Council
Kings Engineering
Kiwanis Club of East Maitland
Lake Macquarie City Council
Lake Macquarie Private Hospital
Land and Property Information Division
The Law Society of NSW
Lend Lease Infrastructure
Lions Club of The Entrance
LWM Group Pty Ltd
MCM Manufacturing Pty Ltd
Mine Subsidence Technological Society
Monteath & Powys Pty Ltd
Multiskilled Resources Australia Pty Ltd
Newcastle Film Society
The Newcastle Herald
Newcastle Hunter Valley Pharmacists Association
Newcastle Innovation
Newcastle Law Society
Newcastle Port Corporation
Norgine Pty Ltd, Manufacturer of Movicol
Northrop Engineers Pty Ltd
The NSW Architects Registration Board
NSW Bar Association
NSW Country Surveyors Association
NSW Department of Trade and Investment
NSW Public Works
Penn Foundation
PETNET Solutions Australia
Pharmaceutical Defence Limited
Pharmaceutical Society of Australia (NSW Branch)
Port Waratah Coal Services Ltd
Powerdist Australia Pty Ltd
Powerserve Pty Ltd
Promax Applications Group Pty Ltd
Pulse Mining Systems
Robson Partners
Rotary Club of Bowral Mittagong
The Rotary Club of Forbes Inc
Rotary Club of Port Pirie
Royal Newcastle Hospital Graduate Nurses Association Inc
RPC Technologies Pty Ltd
Sanitarium Health Wellbeing
Sheather & Merrigan Business Equipment – Newcastle
Stronach Property Pty Limited
TAFE NSW North Coast Institute
Think Brick Australia
Trelar Group Pty Ltd
University of Western Sydney
UoN Services Limited
Wangaratta Rotary Club
Xstrata Coal NSW Pty Ltd

Individuals
Sister Kathleen Alderson
Dr Roslyn Avery
Ms Valmai Avery
Mr Dennis Balson
Professor Gordon Boyce
Mr Peter Brecht
Mr William Burges
Norman Bushman Bequest
Mr CHAN Wing Kong
Dr CHEONG-CHUA Koon Hean
Dr CHEW Heng David
Er CHIA Kay Hua Robin
Mr CHOO Heng Thong
Mr CHUA Teck Huat Bill
Mrs Anne Chung and Mr Tony Chung
Mrs Vera Deacon
Mrs Frances Doherty
Professor Brian English
Mr FOO Jong Kan
Dr GOH Song How Tony
Dr Jean Grierson
Mr Andrew James
Ms Ruth Jones
Professor Daphne Keats
Emeritus Professor Geoffrey Kellerman AO
Minister KWAW Boon Wan
Mr KWAN Kin Weng
Mr KWAN Tuck On
Mr LEE Kwong Weng
Dr Geoffrey Leonard AM
Dr Helen Lewis
Mr LIM Chong Hin
Mr Douglas Lithgow
Emeritus Professor Terence Lovat
Dr Kenneth Moss AM and Mrs Glenn Moss
Mr NEE Chong Chung
Ms Rhiannon Noltorp
Mr ONG Thiam Huat and Mrs ONG-KOH Wee Nah
Mr Roy Palmer and Mrs Marie Palmer
Mr Christopher Piggott and Mrs Shirley Piggott
Professor Nicholas Saunders
Mr David Scotman
Mr Jaspal Singh
Mr Alan Smith and Mrs Janelle Smith
Ms Sian Smith
Mr Darryl Stone and Mrs Valerie Stone
Dr TAN Chin Nam
Dr TAN Yau Teck Bugs
Mr TAO Yeoh Chi
Mr TAY Buan Huat Peter
Dr TAY Kin Bee
Mr TAY Sen Kwan
Mr TENG Cheong Kwee
Mrs Jennie Thomas AM
Mr John Turner
Dr Peter Waring and Ms Tiffany See
Janet Winn Bequest
Mr YAP Chin Beng
### APPENDIX D:

**STAFF EQUITY STATISTICS**

#### Table A: Trends in the Representation of EEO Target Groups

<table>
<thead>
<tr>
<th>EEO Group</th>
<th>% of Total Staff</th>
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<tbody>
<tr>
<td></td>
<td>Benchmark or Target</td>
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<tr>
<td>Women</td>
<td>50</td>
</tr>
<tr>
<td>Aboriginal people and Torres Strait Islanders</td>
<td>2.6</td>
</tr>
<tr>
<td>People whose first language was not English</td>
<td>19</td>
</tr>
<tr>
<td>People with a disability</td>
<td>n.a.</td>
</tr>
<tr>
<td>People with a disability requiring work-related adjustment</td>
<td>1.1</td>
</tr>
</tbody>
</table>

*Source: Alesco HRS database*

#### Table B: Representation of EEO Target Groups: Academic and General Staff

<table>
<thead>
<tr>
<th>EEO Group</th>
<th>% of Total Staff</th>
<th>% of Total Staff</th>
<th>Award</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Benchmark or Target</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>50</td>
<td>60.5</td>
<td>Academic 45.8</td>
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<td></td>
<td></td>
<td>General 69.5</td>
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<td>2.7</td>
<td>Academic 2.0</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>General 3.1</td>
</tr>
<tr>
<td>People whose first language was not English</td>
<td>19</td>
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<td></td>
<td></td>
<td></td>
<td>General 4.3</td>
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<tr>
<td>People with a disability</td>
<td>n.a.</td>
<td>2.7</td>
<td>Academic 2.9</td>
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<td></td>
<td></td>
<td></td>
<td>General 2.5</td>
</tr>
<tr>
<td>People with a disability requiring work-related adjustment</td>
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<td>0.6</td>
<td>Academic 0.9</td>
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<tr>
<td></td>
<td></td>
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<td>General 0.4</td>
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*Source: Alesco HRS database*
### Table C: Trends in the Distribution of EEO Target Groups

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<tr>
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<td>73.03</td>
<td>83.45</td>
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<td>Aboriginal people and Torres Strait Islanders</td>
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<tr>
<td>100</td>
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<td>88.98</td>
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<td>People whose first language was not English</td>
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<tr>
<td>100</td>
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<td>118.88</td>
<td>111.94</td>
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<td>100.09</td>
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<tr>
<td>People with a disability requiring work-related adjustment</td>
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<td>102.29</td>
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<td>102.55</td>
<td>107.54</td>
<td>102.73</td>
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Source: Alesco HRS database

### Table D: Distribution of EEO Target Groups: Academic and General Staff

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<th>EEO Group</th>
<th>Distribution Index 3</th>
<th>Distribution Index 3</th>
<th>Award</th>
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<td></td>
<td>Benchmark or Target</td>
<td>Total</td>
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</tr>
<tr>
<td>Women</td>
<td>100</td>
<td>81.6</td>
<td></td>
</tr>
<tr>
<td>Aboriginal people and Torres Strait Islanders</td>
<td>100</td>
<td>85.1</td>
<td></td>
</tr>
<tr>
<td>People whose first language was not English</td>
<td>100</td>
<td>111.4</td>
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</tr>
<tr>
<td>People with a disability</td>
<td>100</td>
<td>100.1</td>
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<tr>
<td>People with a disability requiring work-related adjustment</td>
<td>100</td>
<td>102.7</td>
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</tbody>
</table>

Source: Alesco HRS database

1. Staff numbers at 30 June 2011
2. Excludes casual staff
3. A distribution index of 100 indicates that the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.
4. People with a Disability: per cent employment levels are reported but a benchmark level has not been set by the NSW Government. The University is currently reviewing the establishment of an appropriate benchmark level.
5. Minimum annual incremental target
### Table 1

**Enrolments and load by program level**

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<tr>
<td></td>
<td>28,548</td>
<td>30,393</td>
<td>32,679</td>
<td>35,483</td>
<td>35,998</td>
<td>26.1</td>
<td>1.5</td>
</tr>
<tr>
<td><strong>Student Load (EFTSL)</strong></td>
<td>19,056</td>
<td>20,597</td>
<td>22,664</td>
<td>24,007</td>
<td>24,338</td>
<td>27.7</td>
<td>1.4</td>
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<table>
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<td>PG Coursework</td>
<td>4,971</td>
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<td>34.9</td>
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<td>RHD</td>
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<td>754</td>
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<td>Enabling</td>
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<td>ELICOS</td>
<td>804</td>
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<td>1,351</td>
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<td>-26.4</td>
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<tr>
<td><strong>Total</strong></td>
<td>28,548</td>
<td>30,393</td>
<td>32,679</td>
<td>35,483</td>
<td>35,998</td>
<td>26.1</td>
<td>1.5</td>
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<table>
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<tbody>
<tr>
<td><strong>Student load (EFTSL)</strong></td>
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<td>14,697</td>
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<td>950</td>
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<td>-1.1</td>
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<td>-1.2</td>
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<td>ELICOS</td>
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<td>452</td>
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<td>110.5</td>
<td>-29.2</td>
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<tr>
<td><strong>Total</strong></td>
<td>19,056</td>
<td>20,597</td>
<td>22,664</td>
<td>24,007</td>
<td>24,338</td>
<td>27.7</td>
<td>1.4</td>
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</table>

*Source: MIS 12 March 2012*
### Table 2: Enrolments by student type

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<tr>
<td><strong>Domestic</strong></td>
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<tr>
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</tr>
<tr>
<td>Undergraduate</td>
<td>16,433</td>
<td>17,428</td>
<td>18,404</td>
<td>19,499</td>
<td>20,058</td>
<td>22.1</td>
<td>2.9</td>
</tr>
<tr>
<td>PG Coursework</td>
<td>3,051</td>
<td>3,257</td>
<td>3,511</td>
<td>4,059</td>
<td>4,528</td>
<td>48.4</td>
<td>11.6</td>
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<td>976</td>
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<tr>
<td>Non award</td>
<td>70</td>
<td>104</td>
<td>110</td>
<td>169</td>
<td>159</td>
<td>127.1</td>
<td>-5.9</td>
</tr>
<tr>
<td>Enabling</td>
<td>1,908</td>
<td>1,852</td>
<td>2,355</td>
<td>2,892</td>
<td>2,769</td>
<td>45.1</td>
<td>-4.3</td>
</tr>
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<td>ELICOS</td>
<td>3</td>
<td>5</td>
<td>4</td>
<td>6</td>
<td>5</td>
<td>66.7</td>
<td>-16.7</td>
</tr>
<tr>
<td>Total</td>
<td>22,380</td>
<td>23,598</td>
<td>25,326</td>
<td>27,594</td>
<td>28,495</td>
<td>27.3</td>
<td>3.3</td>
</tr>
<tr>
<td><strong>International onshore</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
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<td>966</td>
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<td>1,195</td>
<td>1,322</td>
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<td>1,151</td>
<td>1,587</td>
<td>1,633</td>
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<td>2.9</td>
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<td>279</td>
<td>334</td>
<td>407</td>
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<td>21.9</td>
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<tr>
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<td>624</td>
<td>606</td>
<td>585</td>
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<td>118</td>
<td>127</td>
<td>114</td>
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<td>-10.2</td>
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<td>1,017</td>
<td>1,313</td>
<td>1,343</td>
<td>987</td>
<td>23.7</td>
<td>-26.5</td>
</tr>
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<td>4,034</td>
<td>4,559</td>
<td>5,171</td>
<td>5,020</td>
<td>37.0</td>
<td>-2.9</td>
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<tr>
<td><strong>International offshore</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>1,612</td>
<td>1,876</td>
<td>2,018</td>
<td>2,060</td>
<td>1,921</td>
<td>19.2</td>
<td>-6.7</td>
</tr>
<tr>
<td>PG Coursework</td>
<td>867</td>
<td>865</td>
<td>739</td>
<td>639</td>
<td>544</td>
<td>-37.3</td>
<td>-14.9</td>
</tr>
<tr>
<td>RHD</td>
<td>9</td>
<td>14</td>
<td>13</td>
<td>15</td>
<td>12</td>
<td>33.3</td>
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<td>Non award</td>
<td>11</td>
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<td>16</td>
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<td>-63.6</td>
<td>0.0</td>
</tr>
<tr>
<td>Enabling</td>
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<td>0</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>-100.0</td>
<td>-100.0</td>
</tr>
<tr>
<td>ELICOS</td>
<td>3</td>
<td>6</td>
<td>7</td>
<td>2</td>
<td>2</td>
<td>-33.3</td>
<td>0.0</td>
</tr>
<tr>
<td>Total</td>
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<td>2,761</td>
<td>2,794</td>
<td>2,718</td>
<td>2,483</td>
<td>-0.8</td>
<td>-8.6</td>
</tr>
<tr>
<td><strong>Total enrolments by program level</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>18,983</td>
<td>20,270</td>
<td>21,514</td>
<td>22,754</td>
<td>23,301</td>
<td>22.7</td>
<td>2.4</td>
</tr>
<tr>
<td>PG Coursework</td>
<td>4,971</td>
<td>5,276</td>
<td>5,401</td>
<td>6,285</td>
<td>6,705</td>
<td>34.9</td>
<td>6.7</td>
</tr>
<tr>
<td>RHD</td>
<td>1,084</td>
<td>1,167</td>
<td>1,234</td>
<td>1,318</td>
<td>1,395</td>
<td>28.7</td>
<td>5.8</td>
</tr>
<tr>
<td>Non award</td>
<td>734</td>
<td>728</td>
<td>732</td>
<td>754</td>
<td>720</td>
<td>-1.9</td>
<td>-4.5</td>
</tr>
<tr>
<td>Enabling</td>
<td>1,972</td>
<td>1,924</td>
<td>2,474</td>
<td>3,021</td>
<td>2,883</td>
<td>46.2</td>
<td>-4.6</td>
</tr>
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<td>ELICOS</td>
<td>804</td>
<td>1,028</td>
<td>1,324</td>
<td>1,351</td>
<td>994</td>
<td>23.6</td>
<td>-26.4</td>
</tr>
<tr>
<td>Total</td>
<td>28,548</td>
<td>30,393</td>
<td>32,679</td>
<td>35,483</td>
<td>35,998</td>
<td>26.1</td>
<td>1.5</td>
</tr>
</tbody>
</table>

Source: MIS 12 March 2012
## APPENDIX E:
STUDENT STATISTICS (CONTINUED)

### Table 3 – Completions by program level

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>3,570</td>
<td>3,562</td>
<td>3,971</td>
<td>4,265</td>
<td>4,058</td>
</tr>
<tr>
<td>PG Coursework</td>
<td>1,842</td>
<td>1,988</td>
<td>1,819</td>
<td>2,037</td>
<td>2,157</td>
</tr>
<tr>
<td>RHD</td>
<td>105</td>
<td>123</td>
<td>146</td>
<td>138</td>
<td>129</td>
</tr>
<tr>
<td>Total</td>
<td>5,517</td>
<td>5,673</td>
<td>5,936</td>
<td>6,440</td>
<td>6,344</td>
</tr>
</tbody>
</table>

Source: MIS 12 March 2012

### Table 4 – Indigenous student enrolments by program level

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>341</td>
<td>349</td>
<td>366</td>
<td>419</td>
<td>453</td>
</tr>
<tr>
<td>PG Coursework</td>
<td>37</td>
<td>47</td>
<td>44</td>
<td>59</td>
<td>75</td>
</tr>
<tr>
<td>RHD</td>
<td>18</td>
<td>28</td>
<td>22</td>
<td>28</td>
<td>26</td>
</tr>
<tr>
<td>Non award</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Enabling</td>
<td>75</td>
<td>74</td>
<td>115</td>
<td>134</td>
<td>122</td>
</tr>
<tr>
<td>Total</td>
<td>471</td>
<td>499</td>
<td>547</td>
<td>640</td>
<td>676</td>
</tr>
</tbody>
</table>

Source: MIS 12 March 2012

### Table 5 – Indigenous student completions by program level

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>48</td>
<td>49</td>
<td>57</td>
<td>61</td>
<td>54</td>
</tr>
<tr>
<td>PG Coursework</td>
<td>10</td>
<td>14</td>
<td>14</td>
<td>9</td>
<td>19</td>
</tr>
<tr>
<td>RHD</td>
<td>0</td>
<td>1</td>
<td>5</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>58</td>
<td>64</td>
<td>76</td>
<td>70</td>
<td>75</td>
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</tbody>
</table>

Source: MIS 12 March 2012

### Table 6 – Student enrolments by program level and gender

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<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>10,721</td>
<td>11,517</td>
<td>12,336</td>
<td>12,835</td>
<td>13,012</td>
</tr>
<tr>
<td>PG Coursework</td>
<td>2,672</td>
<td>2,850</td>
<td>2,880</td>
<td>3,398</td>
<td>3,664</td>
</tr>
<tr>
<td>RHD</td>
<td>559</td>
<td>594</td>
<td>639</td>
<td>675</td>
<td>725</td>
</tr>
<tr>
<td>Non award</td>
<td>405</td>
<td>430</td>
<td>403</td>
<td>417</td>
<td>410</td>
</tr>
<tr>
<td>Enabling</td>
<td>1,227</td>
<td>1,140</td>
<td>1,478</td>
<td>1,797</td>
<td>1,738</td>
</tr>
<tr>
<td>ELICOS</td>
<td>461</td>
<td>480</td>
<td>538</td>
<td>608</td>
<td>485</td>
</tr>
<tr>
<td>Female Total</td>
<td>16,045</td>
<td>17,011</td>
<td>18,274</td>
<td>19,730</td>
<td>20,034</td>
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</table>

Male

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>8,262</td>
<td>8,753</td>
<td>9,178</td>
<td>9,919</td>
<td>10,289</td>
</tr>
<tr>
<td>PG Coursework</td>
<td>2,299</td>
<td>2,426</td>
<td>2,521</td>
<td>2,887</td>
<td>3,041</td>
</tr>
<tr>
<td>RHD</td>
<td>525</td>
<td>573</td>
<td>595</td>
<td>643</td>
<td>670</td>
</tr>
<tr>
<td>Non award</td>
<td>329</td>
<td>298</td>
<td>329</td>
<td>337</td>
<td>310</td>
</tr>
<tr>
<td>Enabling</td>
<td>745</td>
<td>784</td>
<td>996</td>
<td>1,224</td>
<td>1,145</td>
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<tr>
<td>ELICOS</td>
<td>343</td>
<td>548</td>
<td>786</td>
<td>743</td>
<td>509</td>
</tr>
<tr>
<td>Male Total</td>
<td>12,503</td>
<td>13,382</td>
<td>14,405</td>
<td>15,753</td>
<td>15,964</td>
</tr>
<tr>
<td>Total</td>
<td>28,548</td>
<td>30,393</td>
<td>32,679</td>
<td>35,483</td>
<td>35,998</td>
</tr>
</tbody>
</table>

Source: MIS 12 March 2012
### Table 7 – Graduate destinations 2006-2010 (Australian residents with Bachelor Degrees only)

<table>
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<tr>
<th>Year</th>
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<th>National</th>
<th>Newcastle</th>
<th>National</th>
<th>Newcastle</th>
<th>National</th>
<th>Newcastle</th>
<th>National</th>
<th>Newcastle</th>
<th>National</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>2007</td>
<td>55.7</td>
<td>54.7</td>
<td>56.8</td>
<td>56.5</td>
<td>57.8</td>
<td>56.4</td>
<td>54.7</td>
<td>52.2</td>
<td>50.5</td>
<td>49.4</td>
</tr>
<tr>
<td>2008</td>
<td>18.6</td>
<td>16.4</td>
<td>18.6</td>
<td>15.1</td>
<td>17.1</td>
<td>14.8</td>
<td>20.9</td>
<td>18.9</td>
<td>24.4</td>
<td>19.7</td>
</tr>
<tr>
<td>2009</td>
<td>4.2</td>
<td>4.1</td>
<td>4.6</td>
<td>3.9</td>
<td>3.9</td>
<td>3.9</td>
<td>5.8</td>
<td>5.6</td>
<td>6.9</td>
<td>6.2</td>
</tr>
<tr>
<td>2010</td>
<td>17.4</td>
<td>20.3</td>
<td>16.6</td>
<td>20.0</td>
<td>15.6</td>
<td>19.6</td>
<td>15.8</td>
<td>18.3</td>
<td>15.1</td>
<td>19.1</td>
</tr>
</tbody>
</table>

Source: Graduate Destination Survey 2005 - 2010

### Table 8 – Student staff ratio (includes casual staff)

<table>
<thead>
<tr>
<th>Year</th>
<th>Onshore EFTSL</th>
<th>University of Newcastle</th>
<th>Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>16,775</td>
<td>21.38</td>
<td>19.27</td>
</tr>
<tr>
<td>2007</td>
<td>17,609</td>
<td>20.90</td>
<td>19.58</td>
</tr>
<tr>
<td>2008</td>
<td>18,613</td>
<td>21.33</td>
<td>19.81</td>
</tr>
<tr>
<td>2009</td>
<td>20,189</td>
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<td>20.11</td>
</tr>
<tr>
<td>2010</td>
<td>21,580</td>
<td>22.28</td>
<td>20.72</td>
</tr>
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</table>

Source: DIISRTE Equity Performance Data

Onshore Student EFTSL: Academic Staff – full-time, fractional full-time and actual casual staff in an AOU with a ‘teaching only’ or ‘teaching and research’ function

Sector: All Table A Providers (Higher Education Support Act 2003 – S 16.15)

### Table 9 – Basis of admission for commencing undergraduate student enrolments

<table>
<thead>
<tr>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2011 % of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secondary education</td>
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<td>3,063</td>
<td>3,121</td>
<td>3,268</td>
<td>3,320</td>
</tr>
<tr>
<td>Higher education course complete or incomplete</td>
<td>1,873</td>
<td>2,658</td>
<td>1,761</td>
<td>2,030</td>
<td>1,982</td>
</tr>
<tr>
<td>TAFE award complete or incomplete</td>
<td>1,263</td>
<td>830</td>
<td>1,148</td>
<td>1,066</td>
<td>1,284</td>
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<td>Mature age special entry</td>
<td>1,200</td>
<td>1,100</td>
<td>997</td>
<td>1,349</td>
<td>1,432</td>
</tr>
<tr>
<td>Professional qualification</td>
<td>16</td>
<td>6</td>
<td>9</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>Other *</td>
<td>216</td>
<td>247</td>
<td>569</td>
<td>610</td>
<td>458</td>
</tr>
<tr>
<td>Total</td>
<td>7,691</td>
<td>7,904</td>
<td>7,605</td>
<td>8,332</td>
<td>8,480</td>
</tr>
</tbody>
</table>

Source: MIS 12 March 2012

* Other includes special entry, employment experience, open learning, University exam assessment
### Table 10 – Commencing and continuing enrolments by faculty/division

<table>
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<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Commencing</td>
<td>English Lang and Foundation Studies</td>
<td>2,604</td>
<td>2,707</td>
<td>3,385</td>
<td>3,830</td>
<td>3,521</td>
<td>35.2</td>
<td>-8.1</td>
</tr>
<tr>
<td></td>
<td>Business and Law</td>
<td>2,305</td>
<td>2,492</td>
<td>2,463</td>
<td>2,728</td>
<td>2,920</td>
<td>26.7</td>
<td>7.0</td>
</tr>
<tr>
<td></td>
<td>Education and Arts</td>
<td>3,208</td>
<td>3,147</td>
<td>3,003</td>
<td>3,672</td>
<td>3,603</td>
<td>12.3</td>
<td>-1.9</td>
</tr>
<tr>
<td></td>
<td>Engineering and Built Environment</td>
<td>1,038</td>
<td>1,209</td>
<td>1,174</td>
<td>1,301</td>
<td>1,367</td>
<td>31.7</td>
<td>5.1</td>
</tr>
<tr>
<td></td>
<td>Health</td>
<td>2,202</td>
<td>2,342</td>
<td>2,271</td>
<td>2,364</td>
<td>2,503</td>
<td>13.7</td>
<td>5.9</td>
</tr>
<tr>
<td></td>
<td>Science and Info Technology</td>
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<td>1,926</td>
<td>1,868</td>
<td>2,009</td>
<td>1,907</td>
<td>4.8</td>
<td>-5.1</td>
</tr>
<tr>
<td></td>
<td>Non award *</td>
<td>736</td>
<td>750</td>
<td>762</td>
<td>829</td>
<td>816</td>
<td>10.9</td>
<td>-1.6</td>
</tr>
<tr>
<td></td>
<td>The Wollotuka Institute</td>
<td>15</td>
<td>7</td>
<td>7</td>
<td>15</td>
<td>16</td>
<td>6.7</td>
<td>6.7</td>
</tr>
<tr>
<td>Commencing total</td>
<td></td>
<td>13,928</td>
<td>14,580</td>
<td>14,933</td>
<td>16,748</td>
<td>16,653</td>
<td>19.6</td>
<td>-0.6</td>
</tr>
<tr>
<td>Continuing</td>
<td>English Lang and Foundation Studies</td>
<td>172</td>
<td>245</td>
<td>413</td>
<td>542</td>
<td>356</td>
<td>107.0</td>
<td>-34.3</td>
</tr>
<tr>
<td></td>
<td>Business and Law</td>
<td>2,785</td>
<td>2,941</td>
<td>3,198</td>
<td>3,463</td>
<td>3,585</td>
<td>28.7</td>
<td>3.5</td>
</tr>
<tr>
<td></td>
<td>Education and Arts</td>
<td>4,259</td>
<td>4,489</td>
<td>4,934</td>
<td>4,973</td>
<td>5,384</td>
<td>26.4</td>
<td>8.3</td>
</tr>
<tr>
<td></td>
<td>Engineering and Built Environment</td>
<td>2,152</td>
<td>2,110</td>
<td>2,222</td>
<td>2,359</td>
<td>2,546</td>
<td>18.3</td>
<td>7.9</td>
</tr>
<tr>
<td></td>
<td>Health</td>
<td>2,871</td>
<td>3,392</td>
<td>3,964</td>
<td>4,165</td>
<td>4,178</td>
<td>45.5</td>
<td>0.3</td>
</tr>
<tr>
<td></td>
<td>Science and Info Technology</td>
<td>2,321</td>
<td>2,568</td>
<td>2,955</td>
<td>3,158</td>
<td>3,205</td>
<td>38.1</td>
<td>1.5</td>
</tr>
<tr>
<td></td>
<td>Non award *</td>
<td>46</td>
<td>52</td>
<td>47</td>
<td>61</td>
<td>68</td>
<td>47.8</td>
<td>11.5</td>
</tr>
<tr>
<td></td>
<td>The Wollotuka Institute</td>
<td>14</td>
<td>16</td>
<td>13</td>
<td>14</td>
<td>23</td>
<td>64.3</td>
<td>64.3</td>
</tr>
<tr>
<td>Continuing total</td>
<td></td>
<td>14,620</td>
<td>15,813</td>
<td>17,746</td>
<td>18,735</td>
<td>19,345</td>
<td>32.3</td>
<td>3.3</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>28,548</td>
<td>30,393</td>
<td>32,679</td>
<td>35,483</td>
<td>35,998</td>
<td>26.1</td>
<td>1.5</td>
</tr>
</tbody>
</table>

Source: MIS 12 March 2012

* Includes non award, exchange and study abroad, which are not specific to a Faculty/Division.
APPENDIX F:
PROGRAM DEVELOPMENT, ACCREDITATION AND REVIEW

During 2011 the Academic Senate and its committees reviewed the academic content of 13 new programs and recommended their establishment to Council. Council approved the establishment of these programs and the disestablishment of 12 existing programs in 2011. Accreditation was received for eight programs and 10 programs were externally reviewed.

NEW PROGRAMS APPROVED
Faculty of Education and Arts
Bachelor of Education Studies (Exit Point Only)
Bachelor of Teaching (Secondary)/Bachelor of Technology

Faculty of Engineering and Built Environment
Graduate Certificate of Disaster Preparedness and Reconstruction
Graduate Certificate of Project Management for the Built Environment
Master of Architecture (Postgraduate Entry)
Master of Disaster Preparedness and Reconstruction
Master of Project Management for the Built Environment

Faculty of Health
Graduate Certificate in Clinical Medicine (Leadership and Management) (Exit Point Only)
Master of Clinical Medicine (Leadership and Management)
Master of Philosophy (Podiatry)
Doctor of Philosophy (Podiatry)

Faculty of Science and Information Technology
Master of Philosophy (Natural History Illustration)
Doctor of Philosophy (Natural History Illustration)

ACCREdITATION
Faculty of Education and Arts
The NSW Institute of Teachers approved the following programs as Initial Teacher Education Programs:
• Bachelor of Teaching (Primary)/Bachelor of Arts to 31 December 2014
• Bachelor of Teaching (Primary)/Bachelor of Early Childhood Education to 31 December 2014
• Master of Teaching (Primary) to 31 December 2013.

The NSW Department of Education and Communities has recognised the Bachelor of Teaching (Primary)/Bachelor of Early Childhood Education and the Master of Early Childhood Education (for centre based Children's Services).

Faculty of Engineering and Built Environment
Engineers Australia re-accredited the Bachelor of Engineering (Software) until 2013.

Faculty of Health
The Dietitians Association of Australia accredited the Bachelor of Nutrition and Dietetics until February 2013.

Faculty of Science and Information Technology
The Bachelor of Information Technology has been accredited with the Australian Computer Society until 2013.

REVIEW
In 2011, the following external programs reviews were conducted:

Faculty of Education and Arts
Bachelor of Arts and Bachelor of Arts (Honours)
Bachelor of Social Science and Bachelor of Social Science (Honours)

Faculty of Engineering and Built Environment
Bachelor of Construction Management
Graduate Certificate and Master of Property

Faculty of Health
Master of Medical Statistics

Faculty of Science and Information Technology
Bachelor of Exercise and Sport Science and Bachelor of Exercise and Sport Science (Honours)

These faculties are preparing responses and action plans, and the implementation of approved recommendations will be monitored by Academic Senate.
## APPENDIX G: PERFORMANCE AND REMUNERATION OF EXECUTIVE

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>2011 remuneration package*</th>
<th>Market relativity**</th>
<th>Statement of Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor Caroline McMillen</td>
<td>Vice-Chancellor and President – commenced 31 October 2011</td>
<td>Salary $112,341; vehicle allowance $4,071; superannuation $12,598 (Total $129,009)</td>
<td>Within the second quarter for Vice-Chancellors in our selected comparator group of universities</td>
<td>Professor McMillen commenced on 31 October 2011. The University performed strongly in 2011 and Professor McMillen successfully met the performance criteria contained in his performance agreement.</td>
</tr>
<tr>
<td>Professor Nicholas Saunders</td>
<td>Vice-Chancellor and President – retired 27 October 2011; Acting Deputy Vice-Chancellor (Services) – commenced 28 March 2011, ceased 19 October 2011</td>
<td>Salary $604,978; vehicle allowance $16,095; superannuation $41,377; post-employment benefits $141,979 (Total $804,429)</td>
<td>Within the third quartile for Vice-Chancellors in our selected comparator group of universities</td>
<td>Professor Saunders retired at the end of his second term as Vice-Chancellor on 27 October 2011. The University performed strongly in 2011 and Professor Saunders successfully met the performance criteria contained in his performance agreement.</td>
</tr>
<tr>
<td>Professor Michael Calford</td>
<td>Deputy Vice-Chancellor (Research)</td>
<td>Salary $353,167; vehicle allowance $14,949; superannuation $49,831 (Total $417,953)</td>
<td>Within the third quartile for Deputy Vice-Chancellors in our selected comparator group of universities</td>
<td>Professor Calford successfully met the performance criteria in his performance agreement including the successful establishment of the Newcastle Institute for Energy and Resources, development of strategies to support or increase PhD student enrolments, development of collaborations with the Department of Primary Industry and steering the successful Emerging Research Leaders’ Program.</td>
</tr>
<tr>
<td>Mr Trevor Gerdsen</td>
<td>Acting Deputy Vice-Chancellor (Services) – appointed 20 October 2011</td>
<td>Salary $254,227; vehicle allowance $14,458; superannuation $33,753 (Total $302,437 including remuneration received prior to acting in an executive role)</td>
<td>Within the second quartile for Deputy Vice-Chancellors in our selected comparator group of universities</td>
<td>Mr Gerdsen successfully met the performance criteria in his performance agreement including leadership of the development of a number of large capital projects including the student accommodation project and the city campus project, delivery of capital and minor works projects on budget, leadership of environmental sustainability initiatives and oversight of the Human Resources and Information Technology portfolios.</td>
</tr>
<tr>
<td>Dr Susan Gould</td>
<td>Deputy Vice-Chancellor (Services) – on extended leave from 28 March 2011</td>
<td>Salary $365,250; vehicle allowance $14,949; superannuation $49,831 (Total $430,030)</td>
<td>Within the third quartile for Deputy Vice-Chancellors in our selected comparator group of universities</td>
<td>Dr Gould was on leave of absence throughout most of 2011.</td>
</tr>
<tr>
<td>Professor Kevin McConkey</td>
<td>Deputy Vice-Chancellor (Academic and Global Relations)</td>
<td>Salary $436,792; vehicle allowance $14,949; superannuation $60,054 (Total $517,795)</td>
<td>Within the fourth quartile for Deputy Vice-Chancellors in our selected comparator group of universities, noting the responsibility for two areas</td>
<td>Professor McConkey successfully met the performance criteria in his performance agreement including the achievement of targets for equity and international students, supporting a successful regional EIF bid and leading the initiatives to secure the Confucius Institute and Newcastle International College at the University.</td>
</tr>
<tr>
<td>Professor John Carter</td>
<td>Pro Vice-Chancellor (Engineering and Built Environment) – reappointed 30 March 2011</td>
<td>Salary $249,953; vehicle allowance $11,112; superannuation $37,470; post-employment benefits $53,923 (Total $352,457)</td>
<td>Within the third quartile for Pro Vice-Chancellors in Engineering in our selected comparator group of universities</td>
<td>Professor Carter successfully met the performance criteria in his performance agreement including the successful rollout of the Peer Assisted Student Support in the Faculty, the development of a new curriculum for the Bachelor of Software Engineering, the securing of funding support for a Chair in Construction Management and showing continued leadership of a highly research intensive Faculty.</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>2011 remuneration package*</td>
<td>Market relativity**</td>
<td>Statement of Performance</td>
</tr>
<tr>
<td>---------------------------</td>
<td>-----------------------------------------</td>
<td>----------------------------</td>
<td>---------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Professor Stephen Crump</td>
<td>Pro Vice-Chancellor (External Relations)</td>
<td>$254,582; vehicle allowance $12,956; superannuation $36,165 (Total $303,703)</td>
<td>Within the second quartile for Pro Vice-Chancellors in our selected comparator group of universities.</td>
<td>Professor Crump successfully met the performance criteria in his performance agreement including leading a successful transfer of External Relations into a new structure, development of a range of engagement programs to support the student experience, support for the development of a University Alumni Development Plan and implementing and monitoring of the University’s TAFE Institute partnerships and development of new research and education facilities on the Ourimbah Campus.</td>
</tr>
<tr>
<td>Professor John Germov</td>
<td>Pro Vice-Chancellor (Education and Arts) – commenced 31 March 2011</td>
<td>$237,994; vehicle allowance $13,906; superannuation $36,907 (Total $288,807 including remuneration received prior to acting in an executive role)</td>
<td>Within the second quartile for Pro Vice-Chancellors in our selected comparator group of universities.</td>
<td>Professor Germov commenced in the role of PVC, Education and Arts on 31 March 2011. He has successfully met the performance criteria in his performance agreement including leadership of the Faculty submission and response to the External Review of the Bachelor of Arts, supporting an increase in external grants and fellowship performance, an increase in PhD student level and progress towards improvement in the student experience.</td>
</tr>
<tr>
<td>Professor Bill Hogarth</td>
<td>Pro Vice-Chancellor (Academic) and Pro Vice Chancellor (Science and IT)</td>
<td>$335,649; vehicle allowance $12,956; superannuation $48,352 (Total $396,356)</td>
<td>Within the fourth quartile for Pro Vice-Chancellors in our selected comparator group of universities, noting the responsibility for two areas.</td>
<td>Professor Hogarth successfully met the performance criteria in his performance agreement including leading significant work to improve the student experience including the engagement of academic champions and course co-ordinators in improving relevant courses, achievement of strong Faculty outcomes in the most recent ARC round and applying resources to support good OH&amp;S practices and outcomes in the Faculty.</td>
</tr>
<tr>
<td>Professor Terry Lovat</td>
<td>Pro Vice-Chancellor (Education and Arts) – retired 31 March 2011</td>
<td>$124,231; vehicle allowance $3,488; superannuation $17,467; post-employment benefits $217,766 (Total $382,953)</td>
<td>Within the third quartile for Pro Vice-Chancellors in our selected comparator group of universities.</td>
<td>Professor Lovat retired from the role of PVC, Education and Arts on 31 March 2011. Prior to retirement Professor Lovat was on long service leave from 1 January 2011.</td>
</tr>
<tr>
<td>Professor Stephen Nicholas</td>
<td>Pro Vice-Chancellor (Business and Law) – retired 31 December 2011</td>
<td>$304,707; vehicle allowance $17,333; superannuation $45,547; post-employment benefits $129,192 (Total $492,779)</td>
<td>Within the third quartile for Pro Vice-Chancellors in Business and Law in our selected comparator group of universities.</td>
<td>Professor Nicholas successfully met the performance criteria in his performance agreement including the continued development of a strong international strategy, delivery of a strong program in legal education and the building of research capacity across the disciplines of the Faculty.</td>
</tr>
<tr>
<td>Professor Nicholas Talley</td>
<td>Pro Vice-Chancellor (Health)</td>
<td>$373,268; vehicle allowance $13,952; superannuation $52,556 (Total $439,776)</td>
<td>Within the third quartile for Pro Vice-Chancellors in Health in our selected comparator group of universities.</td>
<td>Professor Talley successfully met the performance criteria in his performance agreement including significant progress in relation to planning and delivery of new facilities for clinical education, an increase in the number and range of initiatives to improve student experience, attracting funding support for a new Masters of Clinical Medicine and achievement of $13.7m in the NHMRC grants round.</td>
</tr>
<tr>
<td>Mr Craig Wallis</td>
<td>Chief Financial Officer</td>
<td>$263,290; vehicle allowance $12,956; superannuation $38,924 (Total $315,170)</td>
<td>Within the third quartile for Chief Financial Officers in our selected comparator group of universities.</td>
<td>Mr Wallis successfully met the performance criteria in his performance agreement including successful financial leadership of the Student Accommodation project, introducing a significant systems upgrade in relation to the use of credit cards, oversight of the University’s investment strategy and delivery of an underlying budget surplus.</td>
</tr>
</tbody>
</table>

* Post-employment benefits include accumulated annual and long service leave paid out on termination.

** The first quartile represents the lowest 25% for that position within our selected comparator group of universities. The fourth quartile represents the highest 25% for that position within our selected comparator group of universities.
APPENDIX H:
RECIPIENTS OF UNIVERSITY FUNDED FELLOWSHIPS AND AWARDS

UNIVERSITY FUNDED FELLOWSHIPS
Equity Research Fellowships
Dr Melanie Boursnell
Mrs Kirsti Haracz
Ms Christina Koutsoukos
Ms Yolanda Surjan

Postdoctoral Research Fellowships
Dr Ali Bazaei
Dr Roslyn Hickson
Dr Steven Maltby
Dr Katherine Baines
Dr Thomas Fielder
Dr Christopher Gordon
Dr Alister Page
Dr Mayur Sathe
Dr Yuen Kuan Yong

VICE-CHANCELLOR’S AWARDS
Vice- Chancellor’s Award for Teaching Excellence for Sessional Staff
Faculty of Education and Arts
Mrs Narelle Eather, School of Education
Mr Nick Riley, School of Education
Ms Emma Joel, School of Humanities and Social Science

Faculty of Science and Information Technology
Dr Liam Phelan, School of Environmental and Life Sciences

Faculty of Health
Mrs Jo Smith, School of Biomedical Sciences and Pharmacy

Teaching and Learning Project Grants awarded for 2012
The team leader and title of the 10 project grants awarded are as follows:
Dr Doowon Lee, Faculty of Business and Law – Coming to Newcastle: Ensuring a smooth transition for international students in articulation programs
Dr Gillian Arrighi, Faculty of Education and Arts – Improved Simulation Education Models – a pedagogical initiative by the Disciplines of Drama and Pharmacy
Dr Kathy Butler, Faculty of Education Arts – Indigenisation of curriculum: Peer Review of Teaching
Dr Anna Bennett, English Language and Foundation Studies Centre (ELFS) and Dr Erica Southgate Faculty of Education and Arts – Establishing effective and sustainable links between enabling and undergraduate programs by examining the transition of ELFS students
Mrs Evelyn McDonald, English Language and Foundation Studies Centre – Development of a writing booklet to enhance international students’ writing skills in preparation for further study
Dr Helen Giggins, Faculty of Engineering and Built Environment – Development of an integrated system to provide students with ‘verbal’ feedback
Ms Joyce Cooper, Faculty of Health – The Virtual Pharmacy – Development of an interactive 3D virtual pharmacy application to enhance student engagement and learning in the Master of Pharmacy Program

Dr Conor Gilligan, Faculty of Health – Developing an Interprofessional course for health professional students
Associate Professor Tony O’Brien, Faculty of Health – Evaluating the preceptor role for pre-registration student clinical education – the unmet educational need in university wide clinical practice – a pilot study
Dr Sue Outram and Ms Kate Dundas, Faculty of Health – An e-learning video resource to assist academics to manage challenges which arise when teaching about social disadvantage

Faculty Awards for Research Excellence
Dr Robert Imre, Faculty of Business and Law
Dr Michael Ondaatje, Faculty of Education and Arts
Dr Dmitri Kavetski, Faculty of Engineering and Built Environment

Associate Professor Mark Parsons, Faculty of Health
Dr Juanita Todd, Faculty of Science and Information Technology

Overall winner of the Vice-Chancellor’s Award for Researcher of the Year
Dr Dmitri Kavetski, Faculty of Engineering and Built Environment

Faculty Awards for Research Supervision Excellence
Associate Professor Jim Jose, Faculty of Business and Law

Dr Keri Glastonbury, Faculty of Education and Arts

Professor Mirka Miller, Faculty of Engineering and Built Environment

Associate Professor Helen Warren-Forward, Faculty of Health

Dr Geoff MacFarlane, Faculty of Science and Information Technology

Vice-Chancellor’s Award for Teaching Excellence for Outstanding Contributions to Student Learning for 2011
Individuals
Faculty of Education and Arts
Dr Catriona Malau
For incorporating engaging resources into the Linguistics course for Bachelor of Teaching students, which demonstrate the relevance of the course content to their degree program.

Faculty of Science and Information Technology
Dr Mark Rubin
For developing and distributing a set of 12 high-quality student guides that have helped psychology students to enhance their scholarship and professionalism.

Teams
Faculty of Health
Dr Marita Lynagh, Dr Sue Outram and Dr Conor Gilligan
For outstanding contribution to student learning and fostering confidence and competence in pre-service teachers to teach and manage sensitive and controversial issues in schools.

Vice-Chancellor’s Award for Teaching Excellence and Learning Support 2011
Faculty of Engineering and Built Environment
Dr Christopher Kellett, School of Electrical Engineering and Computer Science.
Overall winner of the Vice-Chancellor’s Award for Research Supervisor of the Year
Professor Mirka Miller,
Faculty of Engineering and Built Environment

Award for General Staff Excellence

Individuals
Mrs Helen Moffatt,
Faculty of Education and Arts
Ms Bronwyn Bloxham,
Faculty of Science and IT
Ms Sheila Proust,
Faculty of Health
Ms Michelle Jones,
Services Division
Mrs Barbara Morrow,
Services Division
Mr Mark Kirby,
Academic and Global Relations
Ms Angela Samuels,
Academic and Global Relations

Teams
15000 UoN Enquiries Team, Services Division – Mr Mairtin Mag Uidhir, Mr Patrick Considine, Miss Lauren Shield, Ms Angelie Churchill, Mrs Trish Presbury, Mr Dean Robinson
The Science and Engineering Challenge Team, Faculty of Engineering and Built Environment – Mr Peter Fullagar, Mrs Carly Donohue, Ms Melanie Pickering, Mr Michael Cassey, Mrs Katie Brown, Mr Chris Hendry, Mr Neville Want, Ms Sarah-Jane Judge
Wellness Development Team, Services Division – Ms Cecilia White, Ms Diane Bunch
Aim High Team, Academic and Global Relations – Kirrily Stokes, Ashley Flugge, Matt Lumb, Debbie Hewitt

Work Integrated Learning Awards

Student Award Winners
Ms Adele Banks,
Faculty of Business and Law
Ms Joan Williams,
Faculty of Business and Law
Ms Sarah Jones,
Faculty of Education and Arts
Mr Ben Wiggins,
Faculty of Education and Arts
Ms Catherine Richards,
Faculty of Engineering and Built Environment
Ms Clare Broson,
Faculty of Health
Mr Dane Lohan, Faculty of Health
Mr Ben Cowburn, Faculty of Science and Information Technology

Staff Award Winners

Individuals
Mr Shaun McCarthy, Faculty of Business and Law
Dr Catharine Simmons, Faculty of Engineering and Built Environment
Dr Terry Burns, Faculty of Engineering and Built Environment
Dr Shaun Roman, Faculty of Science and Information Technology

Teams
Dr Sally Hewat, Dr Elizabeth Spencer, Professor Alison Ferguson, Ms Joanne Walters, Ms Anne Marie Laurence, Faculty of Education and Arts
Associate Professor Jane Taylor and Mr Linda Wallace Faculty of Health
Ms Angela Samuels, Ms Shelley Greene, Mr Andrew Licata, Mr Bill Fisher, Mrs Jocelyn Karsten, Ms Rebecca Saggus, Industry Scholarships Team, Academic and Global Relations
Ms Kirsti Haracz and Ms Carol Hills, Faculty of Health and Ms Donna Wright, HNEHealth
Key changes in legislation affecting the University in 2011 were:

**Universities Governing Bodies Act 2011 (NSW)**
In 2011 the *Universities Governing Bodies Act 2011* (NSW) modernised governance arrangements for all NSW universities. The changes amended the *University of Newcastle Act 1989* (NSW) to: establish a procedure to remove the Chancellor or Deputy Chancellor from office in the event that the Council lost confidence in the particular officer; provide for the remuneration (if any) of a Council member by a resolution passed by at least two-thirds of the members of the Council; and permit the Council to hold or call its meetings using any technology consented to by all of the members of Council.

The Act also provides an option for the University to opt in to new standard provisions that would allow the Council to progressively adopt greater flexibility in its size, composition and mix of skills. The Council will consider this matter during 2012.

**Public Interest Disclosures Act 1994 (NSW)**
In 2010 the *Protected Disclosures Act 1994* (NSW) was substantially amended and renamed the *Public Interest Disclosures Act 1994* (NSW). The amendments took effect in three stages during 2011 and from 1 January 2012 public authorities will be required to prepare an annual report on their compliance with the Act. The amendments include strengthening of protection for those who report serious wrongdoing, the identification of an officer who is responsible for handling disclosures, and the inclusion of contractors in the new definition of a public official. The NSW Ombudsman has an oversight role to ensure compliance. The University introduced the Ethical and Accountable Conduct – Public Interest Disclosures Policy to comply with the new requirements.

**Work Health and Safety Act 2011 (NSW)**
The *Work Health and Safety Act 2011* (NSW) and associated Regulations and Codes of Practice take effect from 1 January 2012. The primary implications for the University are:
- increased requirements for senior management and supervisors to understand and actively manage the health and safety status of University operations and activities within their area of control
- understanding that the relationship between the University as employer and the staff as employees has changed to being a relationship between the University as a PCBU (Person Conducting a Business or Understanding) and a broad category of Workers
- removal of the need to undertake Risk Assessments as the underlying principle for Health and Safety management, requiring the University to review existing activities and modify policies and procedures to reflect the changes in the legislative requirements
- the method for undertaking consultation in line with the legislation has been modified.

In 2011 the University, in consultation with University staff through the Health and Safety Committee structure, commenced a review of all Health and Safety related systems, policies, and procedures in preparation for the commencement of the legislation. Additional measures were undertaken to ensure that all aspects of the new legislation are effectively integrated into University operations.

**Higher Education Legislation Amendment (Student Services and Amenities) Act 2011 (Cwlth)**
The *Higher Education Legislation Amendment (Student Services and Amenities) Act 2011* (Cwlth) allows higher education providers to charge a fee for student services and amenities of a non-academic nature from 2012. Universities must have a formal consultation process with democratically elected student representatives and representatives from major student organisations regarding the specific uses of proceeds from the fee. Providers will be required to certify annually that they have charged the fee and used the revenue strictly in accordance with the *Higher Education Support Act 2003* and the Administration Guidelines made under the Act.

At the end of 2011 the University was holding preliminary discussions concerning the introduction of the fee with elected student representatives.

**Tertiary Education Quality and Standards Agency Act 2011 (Cwlth)**
The *Tertiary Education Quality and Standards Agency Act 2011* (Cwlth) established the Tertiary Education Quality and Standards Agency (TEQSA) as the single national regulating entity responsible for registering and evaluating higher education providers in Australia. TEQSA incorporates the Australian Qualification Framework policies and, as it will be responsible for assessing all Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) applications by 1 July 2012, is the designated authority for the *Education Services for Overseas Students Act 2000* (Cwlth).

One of the key elements of the TEQSA Act is to establish Threshold Standards which prescribe the minimum standards each higher education provider must reach in the categories of:
- registration standards
- category standards
- course accreditation standards, and
- qualification standards.

While the TEQSA Act sets minimum standards for all higher education institutions in Australia, it also permits each registered provider to continue to self-accredit academic programs leading to an award it confers.

The University will work towards fulfilling the requirements of the TEQSA Act in 2012.

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**APPENDIX I:**

**LEGISLATIVE CHANGE**
APPENDIX J:
INFORMATION ACCESS, PRIVACY AND COMPLAINTS

Access to information
In 2011 the University received seven applications for access to information under the provisions of the Government Information (Public Access) Act 2009 (NSW) (GIPA). Of these, two were made by individuals, three were made by the media and two by an external organisation.

• An application was made for the salary information of 10 senior staff. The information of 5 staff was released, the information of one staff member fell outside the scope of the Act, and the information concerning 4 staff was not released. Two staff members lodged an internal review of the decision to release their information. The decision was upheld and one of these applicants then sought an external review with the Office of the Information Commissioner (OIC). The applicant also sought a review by the OIC of the decision not to release the information of 4 staff members. Both these reviews were pending at the time of this report.

• An application was made for the salary information of the Vice-Chancellor. This information was released in full.

• Information was requested by a solicitor on behalf of a student for their personal information. This information was released in full.

• Information was requested for details of animal research at the University. Information was released which did not reveal research methodology.

• Information was requested for the travel details of senior staff. The application lapsed as a result of the expiration of the payment period for the advanced deposit. A review of the University’s decision to refuse a 50 per cent reduction of fees on the grounds of special public interest is currently under review by the OIC.

• Information was requested regarding an agreement between the University and a third party. The information was released in part and an internal review is currently in progress.

• A request for information was made regarding monies payed to the University from a third party. This request is still in progress.

In 2011 five requests for information were processed informally. Of these, two were for verification that the applicant held no record of misconduct with the University and three were for Personal Information.

Under s 7(3) of the GIPA Act, the University is required to conduct an annual review of its proactive release program. In order to ensure the University proactively publishes as much information as possible, the University’s 25 Information Contact Officers report where consistently requested or newly developed or acquired information has been proactively released.

Information that is released proactively is published on the University’s website at http://www.newcastle.edu.au. Policies which have been updated or recently established are published in the University’s policy library at http://www.newcastle.edu.au/policy.

Information on senior executive staff salaries was published on the University’s GIPA website as the result of a formal request.

Privacy
The Deputy Vice-Chancellor (Services) is the University Privacy Officer, consistent with the requirements of the Privacy and Personal Information Protection Act 1998 and Privacy NSW. The University’s Privacy Management Plan sets out the policies and practices the University has adopted to ensure compliance with this Act and the Health Records and Information Privacy Act 2002.

In 2011 a continued focus was on raising staff awareness regarding compliance with privacy legislation. Privacy workshops were promoted through the Staff Development website and additional sessions were held for staff at the Centre for Rural and Remote Mental Health in Orange and the University Department of Rural Health in Taree. In 2011, 190 staff completed privacy awareness workshops.

The Complaints Management Office provides advice regarding the requirements of the privacy legislation and the correct application of the University’s Privacy Management Plan. In 2011 the Complaints Management Office (i) conducted an internal review under s.54 of the Privacy and Personal Information Protection Act 1998; lodging the result with the Privacy Commissioner, and (ii) received two complaints regarding a breach of privacy legislation.

Complaints
Complaint activity in 2011 was stable with 214 complaints received compared with 215 in 2010. Of these, 25 per cent (54) were formal complaints, a marked decrease on 2010 where 41 per cent of complaints were formal. These are complaints that relate to potentially unlawful behaviour, may result in a disciplinary action, or where the facts are in dispute. Of the formal complaints received, 48 per cent (26) were upheld with the remainder being dismissed, withdrawn or suspended.
APPENDIX J:
INFORMATION ACCESS, PRIVACY AND COMPLAINTS (CONTINUED)


Table A: Number of applications by type of applicant and outcome*

<table>
<thead>
<tr>
<th>Access granted in full</th>
<th>Access granted in part</th>
<th>Access refused in full</th>
<th>Information not held</th>
<th>Information already available</th>
<th>Refuse to deal with application</th>
<th>Refuse to confirm/ deny whether information is held</th>
<th>Application withdrawn</th>
</tr>
</thead>
<tbody>
<tr>
<td>Media</td>
<td>1</td>
<td>1</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Members of Parliament</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Private sector business</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Not for profit organisations or community</td>
<td>–</td>
<td>2</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Members of the public (application by legal)</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
</tbody>
</table>

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome*

<table>
<thead>
<tr>
<th>Access granted in full</th>
<th>Access granted in part</th>
<th>Access refused in full</th>
<th>Information not held</th>
<th>Information already available</th>
<th>Refuse to deal with application</th>
<th>Refuse to confirm/ deny whether information is held</th>
<th>Application withdrawn</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal information applications*</td>
<td>1</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Access applications (other than personal information applications)</td>
<td>1</td>
<td>3</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Access applications that are partly personal information applications and partly other</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
</tbody>
</table>

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

<table>
<thead>
<tr>
<th>Reason for invalidity</th>
<th>Number of applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application does not comply with formal requirements (section 41 of the Act)</td>
<td>4</td>
</tr>
<tr>
<td>Application is for excluded information of the agency (section 43 of the Act)</td>
<td>-</td>
</tr>
<tr>
<td>Application contravenes restraint order (section 110 of the Act)</td>
<td>-</td>
</tr>
<tr>
<td>Total number of invalid applications received</td>
<td>4</td>
</tr>
<tr>
<td>Invalid applications that subsequently became valid applications</td>
<td>3</td>
</tr>
</tbody>
</table>
### Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to Act

<table>
<thead>
<tr>
<th>Number of times consideration used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overriding secrecy laws</td>
</tr>
<tr>
<td>Cabinet information</td>
</tr>
<tr>
<td>Executive Council information</td>
</tr>
<tr>
<td>Contempt</td>
</tr>
<tr>
<td>Legal professional privilege</td>
</tr>
<tr>
<td>Excluded information</td>
</tr>
<tr>
<td>Documents affecting law enforcement and public safety</td>
</tr>
<tr>
<td>Transport safety</td>
</tr>
<tr>
<td>Adoption</td>
</tr>
<tr>
<td>Care and protection of children</td>
</tr>
<tr>
<td>Ministerial code of conduct</td>
</tr>
<tr>
<td>Aboriginal and environmental heritage</td>
</tr>
</tbody>
</table>

### Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act

<table>
<thead>
<tr>
<th>Number of occasions when application not successful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible and effective government</td>
</tr>
<tr>
<td>Law enforcement and security</td>
</tr>
<tr>
<td>Individual rights, judicial processes and natural justice</td>
</tr>
<tr>
<td>Business interests of agencies and other persons</td>
</tr>
<tr>
<td>Environment, culture, economy and general matters</td>
</tr>
<tr>
<td>Secrecy provisions</td>
</tr>
<tr>
<td>Exempt documents under interstate Freedom of Information legislation</td>
</tr>
</tbody>
</table>

### Table F: Timeliness

<table>
<thead>
<tr>
<th>Number of applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decided within the statutory timeframe (20 days plus any extensions)</td>
</tr>
<tr>
<td>Decided after 35 days (by agreement with applicant)</td>
</tr>
<tr>
<td>Not decided within time (deemed refusal)</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

### Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

<table>
<thead>
<tr>
<th>Decision varied</th>
<th>Decision upheld</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal review</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Review by Information Commissioner*</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Internal review following recommendation under section 93 of Act</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Review by ADT</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>-</td>
<td>1</td>
</tr>
</tbody>
</table>

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision.

### Table H: Applications for review under Part 5 of the Act (by type of applicant)

<table>
<thead>
<tr>
<th>Number of applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications by access applicants</td>
</tr>
<tr>
<td>Applications by persons to whom information the subject of access application relates (see section 54 of the Act)</td>
</tr>
</tbody>
</table>

* One applicant of an internal review pursued an external review with the OIC. The outcome is pending.
### Annual Report compliance requirements checklist

<table>
<thead>
<tr>
<th>Item</th>
<th>Page/Appendix</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter of Submission</td>
<td>Inside front cover</td>
</tr>
<tr>
<td>Application for extension of time</td>
<td>NA</td>
</tr>
<tr>
<td>Charter</td>
<td>9</td>
</tr>
<tr>
<td>Aims and objectives</td>
<td>7</td>
</tr>
<tr>
<td>Access</td>
<td>Inside back cover</td>
</tr>
<tr>
<td>Management and structure</td>
<td>8 – 19</td>
</tr>
<tr>
<td>Summary review of operations</td>
<td>2 – 7, 52 – 56</td>
</tr>
<tr>
<td>Funds granted to non-government community organisations</td>
<td>NA</td>
</tr>
<tr>
<td>Legal change</td>
<td>Appendix I</td>
</tr>
<tr>
<td>Economic or other factors</td>
<td>52 – 54</td>
</tr>
<tr>
<td>Management and activities</td>
<td>12 – 54</td>
</tr>
<tr>
<td>Research and development</td>
<td>28 – 35</td>
</tr>
<tr>
<td>Human resources</td>
<td>49, Appendix A</td>
</tr>
<tr>
<td>Consultants</td>
<td>NA</td>
</tr>
<tr>
<td>Equal Employment Opportunity</td>
<td>49, Appendix D</td>
</tr>
<tr>
<td>Disability plans</td>
<td>49</td>
</tr>
<tr>
<td>Promotion</td>
<td>22</td>
</tr>
<tr>
<td>Consumer response</td>
<td>Appendix J</td>
</tr>
<tr>
<td>Payment of accounts</td>
<td>54</td>
</tr>
<tr>
<td>Time for payment of accounts</td>
<td>54</td>
</tr>
<tr>
<td>Risk management and insurance activities</td>
<td>51</td>
</tr>
<tr>
<td>Internal audit and risk management policy attestation</td>
<td>NA</td>
</tr>
<tr>
<td>Disclosure of Controlled Entities</td>
<td>19, 53</td>
</tr>
<tr>
<td>Disclosure of subsidiaries</td>
<td>NA</td>
</tr>
<tr>
<td>Multicultural Policies and Services Program (formerly EAPS)</td>
<td>49, Appendix D</td>
</tr>
<tr>
<td>Agreements with the Community Relations Commission</td>
<td>NA</td>
</tr>
<tr>
<td>Occupational Health and Safety</td>
<td>49</td>
</tr>
<tr>
<td>Waste</td>
<td>51</td>
</tr>
<tr>
<td>Budgets</td>
<td>53</td>
</tr>
<tr>
<td>Financial statements</td>
<td>Volume Two</td>
</tr>
<tr>
<td>Identification of audited financial statements</td>
<td>Volume Two</td>
</tr>
<tr>
<td>Inclusion of unaudited financial statements</td>
<td>NA</td>
</tr>
<tr>
<td>Privacy</td>
<td>Appendix J</td>
</tr>
<tr>
<td>Investment performance</td>
<td>52, 54</td>
</tr>
<tr>
<td>Liability management performance</td>
<td>52 – 54</td>
</tr>
<tr>
<td>Exemptions</td>
<td>NA</td>
</tr>
<tr>
<td>Performance and numbers of executive officers</td>
<td>Appendix G</td>
</tr>
<tr>
<td>Government Information (Public Access) Act 2009</td>
<td>Appendix J</td>
</tr>
<tr>
<td>Implementation of Price Determination</td>
<td>NA</td>
</tr>
<tr>
<td>Credit card certification</td>
<td>NA</td>
</tr>
<tr>
<td>Requirements arising from employment arrangements</td>
<td>NA</td>
</tr>
<tr>
<td>Public availability of annual reports</td>
<td>Inside back cover</td>
</tr>
<tr>
<td>Production costs and printing requirements</td>
<td>Inside back cover</td>
</tr>
<tr>
<td>Availability on internet and non-printed version</td>
<td>Inside back cover and Volume Two on CD</td>
</tr>
</tbody>
</table>
Access and Printing Costs: Volume One and Volume Two

The University welcomes feedback and enquiries from the public by telephone, postal mail, email or in person.

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