The Honourable Carmel Mary Tebbutt, MLC
NSW Minister for Education and Training
Parliament House
SYDNEY NSW 2000

Dear Minister

In accordance with Section 10(1) of the
Annual Reports (Statutory Bodies) Act,
1984, and Section 34 of the Public Finance
and Audit Act, 1983, the Council of the
University has the honour to present to
you, for tabling to the Parliament, the
Annual Report of the proceedings of the
University for the period January 1 to
December 31, 2005.

Mr J Cassidy  Professor I Moses
Chancellor  Vice-Chancellor
Statistics at a glance

Total number of students (persons) at UNE (1/1/2005 - 31/12/2005)

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic students</td>
<td>16,803</td>
</tr>
<tr>
<td>International students</td>
<td>1,758</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>18,561</strong></td>
</tr>
</tbody>
</table>

Students commencing an award course  6,180

Graduates  3,345

Staff

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic staff</td>
<td>500</td>
</tr>
<tr>
<td>Administrative and support staff</td>
<td>832</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,332</strong></td>
</tr>
</tbody>
</table>

Total revenue $m

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consolidated</td>
<td>189.1</td>
</tr>
<tr>
<td>UNE parent entity</td>
<td>172.3</td>
</tr>
</tbody>
</table>

The University of New England
University of New England Organisational Chart 2005

Council

Academic Board

Committees

Vice-Chancellor

Committees

Audit & Compliance
Buildings & Grounds
Finance
Honorary Degrees, Titles & Tributes
Remuneration
Standing
Tender

Planning & Institutional Research
Records Management Office

Divisions

Academic Division
Pro Vice-Chancellor (Teaching & Learning)
Teaching & Learning Centre
University Library
Curriculum Centre
Dixon Library
Heritage Centre and University Archives
Law Library
Residencies
Austin College
Drummond & Smith College
Duval College
Earle Page College
Mary White College
Robb College
St Albert's College
Wright Village

Research Division
Pro Vice-Chancellor (Research & Development)
Development Office
Research Services
Research Centres outside faculties:
- Animal Genetics & Breeding Unit
- Ecological Economics & Water Policy Research
- Institute for Genetics & Bioinformatics
- Institute for Rural Futures
- Primary Industries Innovation Centre

International Division
Pro Vice-Chancellor (International & Entrepreneurial)
International Marketing and Pathways
- English Language and International Services
- UNE Asia Centre
- UNE Brisbane Centre

Resources Division
Executive Director (Business & Administration)
Directorates
- Facilities Management Services
- Human Resource Services
- Information Technology
- Marketing & Public Affairs
- Student Administration & Services
- Offices
- Internal Audit
- Legal
- Secretariat
- Business Units
- Rural Properties
- UNE Conference Company

Financial Services
Chief Financial Officer
Financial Services
- Medical Centre
- Yarm Gwanga Child Care Centre

Controlled Entities
- Agricultural Business Research Institute
- International Livestock Resource & Information Centre
- National Marine Science Centre
- UNE Partnerships
- Services UNE
- Service Organisations
- Sport UNE
- Student Associations
- UNE Postgraduate Students' Association
- UNE Students' Association

Faculties

Faculty of Arts, Humanities and Social Sciences
Executive Dean
Faculty Administration
Schools & Teaching Units
- Classics, History & Religion
- English, Communication & Theatre
- Human & Environmental Studies
- Languages, Cultures & Linguistics
- Music
- Psychology
- Social Science
Centres
- Australian Language, Literature, Theatre & Screen
- Language & Cognition Research Centre
- New England Centre for Applied Research in Social Science
- Heritage Futures Research Centre

Faculty of Economics, Business & Law
Executive Dean
Faculty Administration
Schools
- Economics
- Law
- New England Business School
Graduate Schools
- Business
Centres
- Agriculture and Applied Economics
- Australian Centre for Agriculture and Law
- Business Research
- Local Government
- New England Centre for Executive Development

Faculty of Education, Health & Professional Studies
Executive Dean
Faculty Administration
Schools
- Education
- Health
- Professional Development & Leadership
Centres
- Higher Education Management & Policy
- Research into Aboriginal & Multicultural Studies
- Research on Education in Context
- National Centre of Science, Information and Communication Technology, and Mathematics Education for Rural and Regional Australia
- Gooloo Centre

Faculty of The Sciences
Executive Dean
Faculty Administration
Schools
- Biological, Biomedical & Molecular Sciences
- Environmental Sciences & Natural Resources Management
- Mathematics, Statistics & Computer Science
- Rural Science & Agriculture
Centres
- Animal Health and Welfare
- Behavioural and Physiological Ecology Centre
- Bioactive Discovery in Health & Ageing
- Ecology, Evolution and Systematics
- Environmental Dispute Resolution
- Molecular Microbiology Centre
- Neuroscience and Animal Behaviour
- North Coast Aquatic Linkages
- Spatial Sciences
- Sustainable Farming Systems

Cooperative Research Centres
- Australian Poultry CRC
- Australian Sheep Industry CRC
- Cotton Catchment Communities CRC
- CRC for Beef Genetic Technologies
- CRC for Viticulture and Irrigation Futures

Annual Report 2005
The University of New England is Australia’s oldest rural university. Having started in 1938 as the New England University College of the University of Sydney, it gained autonomy in 1954. At that stage it was still a very small institution that provided a vibrant living and learning community of staff and students that we still cherish and attempt to maintain.

UNE gained autonomy under the condition that it would provide distance education, initially to teachers in NSW. In 2005, the University is a major provider of distance education nationally, and we have moved over time from exclusive reliance on print-based material to a blend of various media, including extensive use of the Internet.

We intend to further improve our distance education offerings over the next few years, and this year conducted a review of our distance education activities, with a view towards maintaining and increasing our lead as one of Australia’s premier distance education providers.

Our technology infrastructure has improved vastly over the past few years, with excellent broadband provisions funded by the Federal Government, and heavy investment by the University in new computer systems for finance, research and student administration. The challenge to modernise our infrastructure, and to enable staff, students and the community to interact with the University electronically, is a costly but inevitable one that we are meeting.

2005 was another outstanding year for research at UNE. The excitement surrounding the discovery and description of a new human species, *Homo floresiensis*, by UNE professors Mike Morwood and Peter Brown, has continued throughout the year. UNE has received extensive TV, newspaper and Web exposure, including articles in *National Geographic* and *Nature* magazines.
Other important research findings this year included the discovery of evidence of recent practice of the Manichaean religion, long thought to have died out, in China; the world’s first ten-tonnes-per-hectare yield of a wheat-related grain crop; and the development of a simple and inexpensive test for Marek’s disease in chickens, which has the potential to save the poultry industry millions of dollars each year. These and other research activities were highlighted to the executive of the Australian Research Council when they visited the UNE campus in July and are further detailed in this Annual Report.

At UNE we are committed to excellence in teaching and a learning environment that challenges and supports students, a position that has been rewarded by the Government with an extra $2.218 million for 2006 from the newly established Learning and Teaching Performance Fund. This money is not a windfall but an acknowledgement of UNE’s long standing support for staff and students. As the Minister for Education, Science and Training noted in his media release of November 29, “The Government is strongly committed to rewarding higher education institutions that pursue excellence in teaching and who support their staff to improve student learning outcomes”. UNE is without question one such institution.

We have made a number of improvements in infrastructure in 2005, including the construction of several high-tech learning commons in our Dixson Library. The University will further benefit from a $2.57 million grant from the Australian Government’s Strategic Information Infrastructure Fund to develop a wireless network infrastructure, an announcement made recently by the Federal Minister for Education, Dr Brendan Nelson.

We have completed the centralisation of student administration and the upgrading of our student information system, both extremely important steps to help UNE move forward and grow. Late this year we launched a student Web portal, which will ultimately allow students the capacity to self-manage their enrolment and personal details, within the rules of their particular course.

As an exemplary employer we have demonstrated in many ways that we value our staff. Our Vice-Chancellor’s Awards for Excellence in Teaching and Excellence in Research acknowledge those who have contributed at an exceptional level to our core business. The Vice-Chancellor’s Award for Excellence in Service rewards those general staff who have given outstanding service over a long time, and the Vice-Chancellor’s Award for Excellence in Equity signals to the University community and beyond that we value equity.

This year we have also been recognised again as an exemplary employer of women. UNE was one of 115 organisations across the country to receive a 2005 Employer of Choice for Women citation from the Equal Opportunity for Women in the Workplace Agency (EOWA). We were also named one of Australia’s best employers of Defence Force Reservists at the Defence Reserves Support Council’s (DRSC) National Employer Support Awards.

We spent a great deal of time during 2005 responding to various initiatives, reforms and requests by the Federal Government, making submissions, lobbying and changing substantially the way we work in order to comply. This relates in particular to the
governance and industrial practices that we needed to change in order to receive an additional 5 per cent of our operating grant next year. And it relates to Voluntary Student Unionism and the Research Quality Framework. We spent also much time and energy in preparing for VSU and modeling what the RQF might mean for UNE.

With our Strategic Plan 2001-2006 coming to an end, we explored our strategic directions at council meetings, in senior staff meetings and in open forums for all staff, and I kept the University community informed through my articles in the University newsletter Smith’s. There is consensus that UNE wants to continue as a teaching-and-research university, though there is acceptance that we need to focus research more sharply. Yet we would not wish to discourage those who are not part of UNE Research Centres. The success of Professors Morwood and Brown was achieved through collaboration with colleagues in other universities, both in Australia and Indonesia.

Finally, 2005 marks the end of my eight-and-a-half year term as the Vice-Chancellor of UNE. It has been an honour and a privilege to lead the University during that time. It has been a most challenging and exciting period, and I have appreciated the support of staff, students and the community in making UNE the wonderful institution it is today.

Thank you.

Ingrid Moses
Governance

MANNER OF ESTABLISHMENT AND PURPOSE OF UNE

The University of New England was founded as a college of the University of Sydney in 1938. It became fully independent in 1954. In 1989 it amalgamated with the Armidale College of Advanced Education which had been founded as the Armidale Teachers’ College in 1928. The University was reformed under a new Act in 1993 (University of New England Act 1993) and was provided with a new By-Law in 1996. This Act was amended from March 2002 to reflect changes imposed by the Universities Legislation Amendment (Financial and Other Powers) Act 2001. The University consists of a council, convocation, the professors, full-time members of the academic staff of the University and such other members or classes of members of the staff of the University as the by-laws may prescribe, and the graduates and students of the University.

The governing body of the University, the council, may make rules in relation to any activity or function of the University provided they are not inconsistent with the Act or The University of New England By-Law 1996.

The Act establishes an academic board, which provides guidance and advice to the council on academic matters. Academic administration of the University is conducted through four faculties—Arts, Humanities and Social Sciences; Economics, Business and Law; Education, Health and Professional Studies; and The Sciences.

BUSINESS AND SERVICE HOURS

The standard business and service hours at The University of New England are 9.00am to 5.00pm on week days. Individual academic, administrative and residential areas may, however, vary these hours slightly.
## Principal Officers of the University

**Chancellor**
Mr John M Cassidy, BSc(CivilEng) (N’castle(NSW)), FIE (Aust)

**Deputy Chancellor**
Mr James R F Harris

**Vice-Chancellor**
Professor Ingrid Moses, DiplSozWirt (Erlangen-Nürnberg), MA, PhD (Q’ld), HonDLitt (UTS and CSU-S), GradDip(TertEd) (DDIAE), FACE, FSRHE

**Executive Director (Business and Administration)**
Mr Graeme Dennehy, BE(Hons), DipTech(Civil) (NSWIT), MIE(Aust), CPEng, SFCD, DipCD

**Pro Vice-Chancellor (International and Entrepreneurial)**
Professor Robin Pollard BSc(Hons) (Cantuar), MBA (Monash), PhD (Cantuar)

**Pro Vice-Chancellor (Research and Development)**
Professor Peter G Flood, MSc (NE), PhD (Qld), MAusIMM

**Pro Vice-Chancellor (Teaching and Learning)**
Professor David Rich, MA, PhD (Camb)

**Chief Financial Officer**
Mr Adrian Robinson, BComm (Natal), MBA (HW), CPA, CIMA

## Academic Board

**Chair:** Professor Ray Cooksey, MSc, PhD (Colorado State) (until February 2005)

Professor Majella Franzmann, BA(Hons), PhD(QLD), DipTeach (Brisbane CAE), FAHA (from 14 February 2005)

**Deputy Chairs:**

Professor Majella Franzmann, BA(Hons), PhD(QLD), DipTeach (Brisbane CAE), FAHA (until February 2005)

Professor Eilis S Magner, BA (Ott), BEd (Tor), LLB (ANU), LLM (NSW), SID (Tor), Solicitor

Professor V Lynn Meek, BA(Hons) (Drew), PhD (Camb) (from February 2005)
MEMBERS OF COUNCIL
(as at December 31, 2005)

The Chancellor
Mr John M Cassidy

Official Members
Professor Ingrid Moses, Vice-Chancellor
Professor Majella Franzmann, Chair of Academic Board

Members Appointed by the Minister
Mr James Harris, Deputy Chancellor
Ms Jan McClelland
Mrs Jillian Oppenheimer, OAM
Ms Fiona Giuseppi
Mr Edward Wright, AM
Mr Richard Torbay, MP (from October 2005)

Members Elected by Academic Staff
Associate Professor Herman Beyersdorf
Associate Professor Jennifer McParlane (until July 2005)
Professor David Cottle (from August 2005)

Members Elected by Convocation
Mrs Jennifer Crew, OAM
Mr Scott Williams

Member Elected by Non-Academic Staff
Mr Peter Mathew

Member Elected by the Postgraduate Students
Mr Andrew Marks (until October 2005)
Kristy-Elouise Ford (from October 2005)

Member Elected by the Undergraduate Students
Ms Kellie Scharf (until September 2005)
Mr Philip Schubert (from September 2005)

Seventh Lay Member Elected by the Council
Mr Tony Windsor, MHR (until February 2005)
Ms Ann Maurer (from February 2005)

Council Meeting Attendance
In 2005 there were nine council meetings. Attendance was as follows:

<table>
<thead>
<tr>
<th></th>
<th>Possible</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>J Cassidy</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>A Maurer</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>J Harris</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>J McClelland</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>I Moses</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>J McParlane</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>M Franzmann</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>J Oppenheimer, OAM</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>H Beyersdorf</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>K Scharf</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>J Crew, OAM</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>P Schubert</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>K Ford</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>R Torbay, MP</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>F Giuseppi</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>S Williams</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>P Mathew</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>E Wright, AM</td>
<td>9</td>
<td>8</td>
</tr>
</tbody>
</table>
SIGNIFICANT COMMITTEES OF THE UNIVERSITY OF NEW ENGLAND COUNCIL
(as at December 31, 2005)

Standing Committee
Mr J Cassidy (Chair)
Mr J Harris
Professor I Moses
Professor R Cooksey
Mr A Marks
Mr S Williams
Mr E O D Wright, AM

Terms of Reference
The committee shall have the authority to:

- appoint selection committees for the Pro Vice-Chancellors, Executive Director (Business and Administration), Deans and Professors and receive and approve recommendations from those selection committees; and

- deal with any matter brought to it by the Vice-Chancellor or the Chair of the Finance Committee, Chair of the Buildings and Grounds Committee or Chair of the Audit and Compliance Committee which, in the opinion of the Chancellor or in his/her absence the Deputy Chancellor, requires urgent attention, provided that members of the Council are informed promptly in writing of the matter and the reason for the urgency.

A quorum shall consist of a simple majority of members of the committee.

Audit and Compliance Committee
Mr J Cassidy (Chancellor)
Mr J Harris (Chair)
Professor I Moses
Mrs J Crew, OAM
Ms F Giuseppi
Mrs A Maurer
Mr S Williams
Vacancy

Terms of Reference
The committee shall consider, review and advise the council on the compliance of UNE and its related entities to various laws and regulations, including those relating to audit, governance, the environment, employment practice and anti-discrimination.

The committee shall be responsible for monitoring and reporting to the council on:

- the audit plans of the internal and external auditors, including the degree of coordination between the two parties;

- the pursuit by UNE and its related entities of audit and compliance procedures that are acceptable to the council;

- the quality and effectiveness of the programs and policies of the University and its related entities for the internal control of audit, environment, employment practice and anti-discrimination;

- any matters which have or could have a material effect on the financial statements and the operation of UNE and its related entities;

- the University’s programs and policies for the detection and control of fraud, corruption and other illegal acts; and

- risk management.

A quorum shall consist of a simple majority of members of the committee.

Buildings and Grounds Committee
Mr J Cassidy (Chancellor)
Mr J Harris
Professor I Moses
Professor M Franzmann
Associate Professor H Beyersdorf
Mrs J Oppenheimer, OAM
Mr E O D Wright, AM (Chair)
Terms of Reference

The committee shall consider, review and advise the council on the implementation of:

- the University’s Master Plan;
- the University’s Strategic Asset Management Plan, including information technology facilities;
- the University’s Preventative Maintenance Program;
- the Buildings and Grounds Operational Plan.

The committee shall be responsible for monitoring and reporting to the council on:

- the establishment of proposals and design standards for building works;
- formulation of contracts for building and civil engineering works, including information technology infrastructure;
- management of building and civil engineering contracts, including the tender process, post tender activities and contract administration.

The committee shall make recommendations to the council on:

- the naming of buildings and areas;
- the restoration and use of heritage buildings;
- environmental aspects of campus development.

A quorum shall consist of a simple majority of members of the committee.

FINANCE COMMITTEE

Mr J Cassidy (Chancellor)
Mr J Harris
Professor I Moses
Professor M Franzmann
Ms F Giuseppi
Mr P Mathew
Mr S Williams (Chair)
Mr E O D Wright, AM

Terms of Reference

The committee shall consider, review and advise the council on the development and implementation of the University’s Budget Plan.

The committee shall be responsible for monitoring and reporting to the council on:

- the University’s financial performance against budget targets;
- preparation of the University’s annual financial statements;
- development, review and implementation of financial policies and delegations;
- the review of the financial reporting systems;
- the status of University insurances;
- the status of the activities of the Investment Committee;
- all proposals for capital expenditure in excess of $100,000;
- benchmarking of UNE performance against other universities;
- the University’s management of borrowing activities.

The committee shall make recommendations to the council on:

- all proposed borrowing and financial obligations;
- approval of annual budgets and forward budgets.

A quorum shall consist of a simple majority of members of the committee.
QUALITY ASSURANCE AND CONTINUOUS IMPROVEMENT

In 2005, UNE distance education courses, up to and including Masters level, received accreditation from the US Distance Education and Training Council, after an inspection by auditors during the previous year. UNE is one of only four Australian universities to have achieved this internationally-recognised accolade.

Like all Australian universities, UNE teaching and learning achievements were evaluated under the Commonwealth Government’s new Learning and Teaching Performance Fund system. After successfully fulfilling the criteria for the first (qualifying) round, UNE scored well in the main round of assessment of a series of quantitative indicators relating to issues such as student satisfaction, student progression rates and post-graduation employment. Informal rankings on the basis of these indicators positioned UNE in a very creditable seventh position among Australian universities. Our commitment to excellence in teaching and a learning environment that challenges and supports students was rewarded by the Government in November with an extra $2.218 million for 2006 from the Learning and Teaching Performance Fund.

The University’s comprehensive system of academic quality assurance continued during the year, with reviews of schools, courses and units on a cyclic basis.

A brief “Statement of Strategic Directions in Teaching and Learning” was prepared during the year to highlight key strategic priorities for improvements in teaching and learning. This document will be extended into a comprehensive new Teaching and Learning
Strategic Plan in 2006, in parallel with the preparation of the University’s new Strategic Plan.

During the second half of 2005, a review of UNE’s provision of distance education was completed by a committee chaired by the Pro Vice-Chancellor (Teaching and Learning). After wide-ranging investigations and extensive consultation with the University community, the committee strongly reaffirmed UNE’s commitment to distance education. It made a series of recommendations designed to strengthen UNE’s position as a major distance education provider, to ensure an outstanding experience for its distance education students and to provide the foundation for further growth in full-fee distance student enrolments. Implementation of the recommendations will represent a substantial investment by the University in 2006 and beyond.

A review was also completed of the University’s arrangements to minimise student attrition. The working party, chaired by the University Librarian, was created in response to a research report on Understanding Attrition at UNE, undertaken by Joan Anderson and Nadine McCrea, and funded by a Vice-Chancellor’s Teaching Development Grant. Implementation of some recommendations began in late 2005 to assist students entering the University in 2006. A more comprehensive implementation will occur following detailed consideration of the review committee’s report.

The wide-ranging Academic Program Management Renewal Project was initiated during the year. The overall intention is to improve the policy and administrative framework supporting the University’s teaching and learning program, with specific aims of protecting and enhancing UNE’s academic excellence, improving compliance capacity and risk management, reducing the costs of academic administration (e.g. by enabling automation of key processes), improving service to students, and supporting a more market-driven course profile, thus assisting an expansion of full-fee and entrepreneurial activities.

The renewal project has three components. The Rules and Policies Sub-Project will simplify, modernise and as far as possible standardise degree rules and academic definitions, policies and procedures across the University; combined with completion of a new course and unit database. This work will assist outcomes such as the implementation of online enrolment, an online handbook, shortened approval processes and other improvements in business processes. The Course Profile Management Sub-Project will implement a more strategic, market-led approach to identifying opportunities for, and implementing, new courses as well as periodically evaluating the mix of existing courses. The Unit Profile Management Sub-Project will improve and extend the University’s methodology for determining the optimum pattern of units.

The University continued its ongoing appraisal and enhancement of academic policies and procedures. During 2005, a major new Plagiarism and Academic Misconduct Policy was approved and implemented. A review was completed of disability support requirements under new legislative provisions, and UNE’s procedures were upgraded where necessary. Extensive work was undertaken across a range of areas including policies on residential schools, special assessment, late assignments, and withdrawal of courses.

TEACHING AND LEARNING SUPPORT

Dixson Library continued to refine the services and resources available to undergraduate students, building on the previous year’s efforts, to increase the availability of content in electronic form. The library also increased its focus on
the provision of services to higher degree students and researchers. In addition, the library assisted the Research Office in identifying publications and checking citation indices to meet DEST reporting requirements. The result of this extensive exercise was a significant increase in the number of publications reported.

In April/May 2005 the library re-ran the Rodski client satisfaction survey, which it had used in 2002 and 2003. The results showed improved satisfaction levels with services, with UNE continuing to rank in the top quartile of Australian and New Zealand university libraries using this benchmark. As with previous surveys, the results will be used to guide the further improvement of library services.

The library’s website was redesigned to match the new university pages, and significantly revamped in response to feedback from users. The website now reflects the increased reliance on, and availability of, material in electronic form, and emphasises ease of access by users. The result has been an increase in use of all electronic resources.

The eSKILLS UNE information literacy webpages, which were commended by the AUQA audit report on UNE in 2004, and included in the AUQA Good Practice database, have been further upgraded, with the addition of feedback quizzes. The library staff are delighted at the use that is being made of the site by other institutions as a result of its inclusion in the AUQA database.

An increased investment in e-resources continued with subscriptions to Wiley back-sets, various JSTOR suites, RURAL database and SciFinder Scholar. The library also moved into purchasing ebooks through Ebook Library. A concerted effort was undertaken to add links to online resources, particularly out-of-copyright books, to the library catalogue, adding considerably to the range of materials available to students.

A project with the Teaching and Learning Centre to include the readings produced for off-campus students on E-reserve as part of the streamlined process for materials production added substantially to the content of E-reserve. The project brought E-reserve up to a critical mass of material, and, with students having 24-hours-a-day, 7-days-a-week access, this service has proved to be extremely popular, with usage increasing rapidly.

The rising popularity of electronic scholarly journals has revolutionised the academic library world, benefiting both researchers and external students, and speeding up the search for, and delivery of, information. One drawback has been the scattering of e-resources across different platforms, which required the researcher to become familiar with a range of command structures and syntaxes, screen displays, alerting services and different levels of content, back-sets and embargoes on electronic publishing.

As a result of its involvement with the AARLIN project, the library launched its federated search interface in first semester. The interface, MetaSearch, enables users to search up to ten databases, electronic journal packages and the library catalogue concurrently, using a single search strategy. After retrieving a single combined list of results, they can then readily determine if an article is currently available to them in full text from the library’s electronic or print collections. Postgraduate students and research staff can use the online document request form to order books and articles on inter-library loan that are not held electronically or in print by Dixon Library.

In 2005, the Information Technology Directorate Service Desk employed and trained several students to staff an IT enquiry desk in Dixon Library at weekends during term and residential school periods. The student workers
answered phone calls, responded to email enquiries and answered in-person IT-related queries from library users.

The trial arrangement was positive for students, the library and ITD. Many straightforward student queries were answered in a more timely manner by offering service during the weekend, and student satisfaction and productivity were enhanced. Following the success of this project it was agreed to continue the arrangement in 2006.

The building infrastructure of the Heritage Centre and University Archives benefited significantly from the air-conditioning upgrade jointly funded by UNE and the NSW State Records Authority. The collections of the Heritage Centre continued to grow with varied donations being made by the community during the year. Significant improvements to the documentation of the University Archives catalogue were underway through participation in an Australian Research Council Infrastructure Grant for a project called Digitising Global Memory. Staff from the Heritage Centre have assisted other heritage projects in the region including Moree, Inverell, Glen Innes and Tingha.

In the Teaching and Learning Centre (TLC), Professor Ian Macdonald took up the position of Director in September. Professor Macdonald initiated a wide-ranging assessment of the role, responsibilities and capacities of TLC. The outcome, during 2006, will be a TLC Charter, clarifying its functions, and a new strategic plan, taking account of the recommendations of the Distance Education Review Committee and the Attrition Working Party.

Working with the Information Technology Directorate, the centre began a pilot project to test a new content management system for learning materials, and completed an appraisal of options for the next upgrade of the learning management system used in most of the University's online learning units. The centre implemented new interim procedures for the production of learning materials on CD-ROM and began a more comprehensive review of production and handling arrangements for learning materials.

The centre planned, and began to implement, a revamping of the Graduate Certificate in Higher Education. It also explored options to extend this qualification by introducing linked Diploma and Masters courses, or by articulating to relevant existing courses. The centre also began negotiations to create a campus-wide Institute for Distance Education Research.

The residential system was also the focus of an intensive planning effort. The Residential System Working Party worked through the year to develop plans to ensure the long-term sustainability of the system as an essential feature of UNE life. The focus was on developing a master plan for the future management and development of the residential buildings to achieve compliance with current building codes, and provide more diverse and upgraded accommodation, meeting current and anticipated needs.

In parallel with this process, and with the assistance of the Organisational Development Unit, the residential system undertook a review that led to the completion of a new Strategic Plan and, closely linked, a new Operational Plan. This work considered the historical and future roles of the residences, the perceptions and preferences of students and other stakeholders (such as alumni, parents and academic staff), student support arrangements, business and staffing arrangements and finances. With the help of Marketing and Public Affairs, a new marketing strategy was also developed.
The year 2005 was a hallmark one in research for each of The University of New England’s four faculties. The excitement surrounding the discovery and description of a new human species, *Homo floresiensis*, by Professors Mike Morwood and Peter Brown, continued throughout 2005. UNE has received extensive TV, newspaper and Web exposure, including an article in *National Geographic* magazine. During 2005, in a *Nature* magazine article, new skeletons were described from the same site. The additional finds have confirmed that the original skeleton was not an aberrant individual, but representative of a population that existed from 95,000 to 12,000 years ago.

This year, we had the opportunity to showcase UNE’s research highlights to the executive of the Australian Research Council, when they visited the UNE campus in July. During the visit, the ARC team met with the Vice-Chancellor and the UNE executive, and visited various research facilities, including the marmoset colony, the new spectrofluorometer in the Physics Department and the liquid chromatograph in the Chemistry Department. The ARC also held an open forum for UNE staff, presenting an overview of the grants available and the application and review process, as well as providing an opportunity for UNE staff to ask questions.

For the 2006 ARC Discovery Project Round, there was a slight decrease—from eight to six—in the number of successful grants compared to the previous year. With respect to the national scheme, however, UNE remained about the same. UNE was also awarded one ARC Linkage Project (Round 1), one ARC Linkage Infrastructure Equipment and Facilities Grant and one ARC Postdoctoral Award. The number of DEST-weighted publications for 2004, reported in 2005, increased by 29 per cent over the previous year.
In 2005, the Research Encouragement Awards and the Grants Incentive Scheme continued operation, allocating $150,000 each from the Vice-Chancellor’s Strategic Initiatives Fund. The intention of the scheme is to increase and reward research productivity. Early in 2005, the Research Management Plan was released, which outlined the agenda for increasing research output and higher degree performances. In 2005, each school, faculty and centre/institute has agreed on key performance indicators for the following items:
(a) HDR commencements
(b) HDR completions
(c) Research $ income per staff
(d) Publications per staff.
These figures will be benchmarked against similar universities. The research “game” is now to prepare for the 2007 Research Quality Framework (RQF).

**POSTGRADUATE SCHOLARSHIPS**
In 2005, 51 new research assistantships were awarded from the 180 applications received. Three Equity Scholarships, four Endeavour International Postgraduate Scholarships, 22 Australian Postgraduate Awards, 20 UNE Research Assistantships, and three UNE Research International Assistantships were awarded.

**PHD ENROLMENTS**
PhD enrolments were up slightly on the previous year. There were 149 new PhDs and a total higher degree research student enrolment of 496.

**PHD GRADUATIONS**
Graduating students in 2005 totalled 79, comprising 16 from the Faculty of Arts, Humanities and Social Sciences; four from the Faculty of Economics, Business and Law; 21 from the Faculty of Education, Health and Professional Studies; and 38 from the Faculty of The Sciences. These graduate numbers are about the average for the past five years.

**RESEARCH MASTERS DEGREE ENROLMENTS**
Research Masters degree numbers were up on the previous year. Currently there are 280 enrolments, including 110 new enrolments in 2005, with 34 graduations in 2005. The task of managing research Masters students was centralised from the faculties to the Research Services Office in mid-2005.

**RESEARCH GRANTS**
A total of 185 National Competitive Grant applications were lodged, comprising 23 from the Faculty of Arts, Humanities and Social Sciences; 22 from the Faculty of Economics, Business and Law; 18 from the Faculty of Education, Health and Professional Studies; 101 from the Faculty of The Sciences; and 19 from UNE research centres.

For 2006, UNE staff have been successful in gaining six ARC Discovery grants, one ARC Linkage grant, one LIEF grant and one ARC postdoctoral award. UNE ranked in the middle of the 41 universities in the amount of funds allocated for research (0.7 per cent of the National ARC research allocation). Internal grants, consisting of 32 University Research Grants (URGs) and 10 Research Priming Grants, were allocated to UNE research staff for 2006.

**ETHICS COMMITTEES**
The Human Research Ethics Committee approved 200 of the 206 applications received and the Animal Ethics Committee approved 180 of the 184 applications received.

**RESEARCH SUPPORT**
The University continues to cooperate with a consortium of universities in the implementations and development of Callista Research.
2005 was a very important year for the Cooperative Research Centres. The University researchers in the Sciences continued their collaboration in the Sheep, Beef, Weeds, Cotton, Poultry, Viticulture and Irrigation Futures CRCs. The new CRC for Beef Genetic Technologies was launched on December 13, 2005, by Hugh Morgan, Chairman of the NSW Business Council and the new Cotton Catchment Communities CRC was launched on November 22, 2005 by John Anderson, MP at the Australian Cotton Research Institute at Narrabri, NSW. UNE also became a core partner of the CRC for Irrigation Futures in 2005.

UNE, in February of this year, entered into an agreement with the NSW Department of Primary Industries to establish, on the UNE campus at Armidale, the Primary Industries Innovation Centre (PIIC). The centre was launched at UNE by the NSW Minister for Primary Industries, the Hon Ian Macdonald. The Minister stated that the joint venture will strengthen the links between the NSW DPI and UNE, and will see scientists, extension officers and educators working together to deliver the best possible results for NSW farmers, particularly those in the Northwest. Dr Bob Martin, Director of DPI’s Tamworth Centre of Excellence, will be the centre’s director, with a board of management to develop joint research priorities and project proposals. Key areas of focus for PIIC include:

- Improved management and selection systems for livestock;
- Development of perennial grasses and legumes for temperate areas of NSW to help achieve drought tolerance and improved overall productivity;
- Development of best practice farming and grazing systems; and
- Development of pasture plants and associated livestock practices to help reduce greenhouse gas emissions.

UNE has partnered with Agrisearch Ltd, CSIRO, Primary Industries Research Victoria, SARDI, the Universities of Adelaide, Melbourne, Sydney, Western Sydney and Western Australia, Australian Wool Innovation and Meat & Livestock Australia in the Sheep Genomics Research project “New Frontiers for the Sheep Industry”.

In 2005, nine academics from UNE have been awarded ARC Linkage Grants totalling nearly $800,000 in funding, to research topics as diverse as water ecology and Queensland museums. The funding will support an array of research at UNE until 2008. Some of the recipients of the funding, and their research, are:

- Professor Andrew Boulton (Ecosystem Management, UNE) and Dr Ivor Growns (NSW Department of Infrastructure, Planning and Natural Resources) will spend their grant on studying how a river’s water flow affects the food web between fish and aquatic invertebrates. Total cost of funding over four years: $144,888.

- Professor Iain Davidson and Associate Professor Russell McDougall, from the Faculty of Arts, Humanities and Social Sciences will look at the role played by Queensland Museums in producing knowledge of Aboriginal people. Total cost of funding over four years: $114,696.

- Professor Andrew Boulton and Dr Peter Hancock (Ecosystem
Management, UNE), working with colleagues from the Western Australian Museum, will study groundwater fluctuations associated with mining and increased irrigation demands. Total cost of funding over four years: $342,978.

Professor Len Unsworth, from the UNE’s School of Education, will work with the NSW Department of Education and Training to develop a model to assess readers’ comprehension of materials from both images and print. Total cost of funding over four years: $192,764.

The European Commission has chosen UNE as its Australian partner in its International Network for Higher Education Studies (INHES). The network includes universities from Portugal, Norway, Finland and Tokyo. INHES is part of the Commission’s new world-wide higher education program, called “Erasmus Mundus”, and is designed to promote the European Union as a centre of excellence in higher education, intended to rival the US’s Fulbright program. INHES is one of nine Erasmus Mundus partnerships and UNE is the sole Australian partner in INHES.

CONFERENCES

The Annual Conference of the Institute of Australian Geographers was held at UNE in July. More than 90 academics presented papers on topics as diverse as changing rural communities, geopolitics and leisure, tourism and climate/sea-level change.

UNE hosted an international conference on animal nutrition in July. Twenty-five specialist nutritionists, including four invited international speakers, delivered papers on a diverse range of topics related to the nutrition of farm animals and pets.

In September of this year, a major international conference on small business was convened at The University of New England. The conference focused on the role of small and medium-sized enterprises in rural, regional and urban development. The 18th Annual Conference of the Small Enterprise Association of Australia and New Zealand (SEAANZ) included the presentation of papers dealing with a wide range of enterprises that included dairy farms, medical practices, biotechnology companies, vineyards and the Welsh Whiskey Company.

APPOINTMENTS

Professor Paul Martin has been appointed as the Director of the Australian Centre for Agriculture and Law (AgLaw). Professor Martin brings to the position a successful career in commercial strategy and environmental issues. The centre has identified a number of opportunities to improve the lot of farmers, resource managers and rural communities, and is now establishing itself and building a series of relationships with various areas of the University and the wider community, and government agencies in the areas of agricultural and environmental regulation and law.

Professor Alistair McIlgorm has been appointed as the new Director of the National Marine Science Centre (NMSC), a joint venture between The University of New England and Southern Cross University. Before taking up this position, Professor McIlgorm ran a private consultancy, working on more than 50 fisheries and marine management projects for a range of state, Commonwealth and international agencies.

Professor Kay Harman has been appointed as the new Dean of Graduate Studies.

In 2005, UNE’s Professor Majella Franzmann was among a team of Australian scholars who found evidence of a once-powerful and widespread religion, thought to have died out centuries ago, was still being practised in south-east China. Manichaism, a religion that spread from Persia to the coast of China, rivalled Christianity itself in the early centuries of the Christian era. Although scholars knew that it survived as a living religion in eastern China until at least the 16th century, no one in the scholarly world had suspected it was still being practised there.
(DoGS) to oversee the recruitment, enrolment, progression and completion of higher degrees by research students. Professor Harman brings to this position considerable research knowledge concerning higher degree research education, especially experience of the research training of students linked to Australian Cooperative Research Centres.

**FELLOWSHIPS**

Professor Lynn Meek was awarded an Erasmus Mundus Fellowship by the Higher Education Development Association, based at the University of Oslo, and was instrumental in developing a UNE-University of Oslo exchange as part of the Norwegian internationalisation program.

**RESEARCH CONCENTRATIONS**

During 2005, in preparation for the introduction in 2008 of the Research Quality Framework, the Pro Vice-Chancellor (Research and Development) and the Academic Board Research Committee focused on the establishment of new research groups, centres and institutes, to concentrate research activities and research training. At UNE the following research concentrations have been established:

**UNIVERSITY INSTITUTES, CENTRES AND UNITS**

- Animal Genetics and Breeding Unit (AGBU)
- Centre for Ecological Economics and Water Policy (CEEWPR)
- Institute for Rural Futures (IRF)
- Centre for Rural Crime, Safety and Security (CRCSS)
- The Institute for Genetics and Bioinformatics (TIGB)
- UNE Asia Centre (UNEAC)
- Primary Industries Innovation Centre (PIIC)

**Faculty of Arts, Humanities and Social Sciences**

- Centre for Australian Language, Literature, Theatre and Screen (CALLTS)
- Heritage Futures Research Centre (HFRC)
- Language and Cognition Research Centre (LCRC)
- New England Centre for Applied Research in Social Sciences (NECARSS)

**Faculty of Education, Health and Professional Studies**

- Centre for Higher Education Management and Policy (CHEMP)
- Centre for Research into Aboriginal and Multicultural Studies (CRAMS)
- Centre for Research on Education in Context (CREC)
- The National Centre of Science, Information Communications Technology and Mathematics Education for Rural and Regional Australia (SIMERR)

**Faculty of Economics, Business and Law**

- Australian Centre for Agriculture and Law (AgLaw)
- Centre for Agriculture and Applied Economics (CAPEcon)
- Centre for Local Government (CLG)
- Business Research Centre (BRC)
- New England Centre for Executive Development (NECED)

**Faculty of The Sciences**

- Centre for Animal Health and Welfare (CAHAW)
- Centre for Behavioural and Physiological Ecology Centre (CBPEC)
- Centre for Bioactive Discovery in Health and Ageing (CBDHA)
- Centre for Ecology, Evolution and Systematics (CEES)
- Centre for Environmental Dispute Resolution (CEDR)
- Centre for Neuroscience and Animal Behaviour (CNAB)
The Sheep CRC aims to improve sheep industry productivity by managing wool and meat production, and moving from flock to individual animal management systems that have been developed based on automatic walk-through weighing. Further research into this technology is being conducted in close cooperation with commercial companies involved in manufacturing the equipment. The walk-through weighing will be important enabling technology for monitoring animal performance for welfare, disease and production. A detailed analysis of the benefits arising from measurement and management of individual animals includes development of operational decision support software and profit calculators. The on-farm fibre measurement profit calculator, available on the internet, is proving to be a valuable tool for many producers and consultants. Research into techniques for parasite diagnosis that can be applied under field conditions has resulted in early stage commercial evaluation of a new test for barber’s pole worm. The WormBoss information and decision support package was launched in March 2005, and is being used by producers, drench re-sellers and consultants. The Sheep CRC continues to attract support from industry, and Professor John Gibson, Director of The Institute of Genetics and Bioinformatics, has been commissioned by Meat and Livestock Australia (MLA) and Australian Wool Innovation (AWI) to prepare the re-bid for the next Sheep Cooperative Research Centre (Sheep CRC), to focus on sheep genetics.

Australian CRC for Cattle and Beef Quality

During the sixth year of this CRC’s second, seven-year term (2004/2005), the CRC for Cattle and Beef Quality continued to achieve as one of the largest integrated beef research projects in Australia. Highlights of the CRC’s activities included definitive studies of the long-term effects of growth restriction of cattle prior to birth, and prior to and after weaning, on carcase, meat quality and ultimate eating quality. These studies have provided the best-ever understanding of long-term effects of growth perturbation on protein turnover, fat deposition, muscle fibre structure, gene expression in fat and muscle, and their relationship to the eating quality of beef. The CRC’s research on marbling in beef cattle led to a novel statistical method to measure the “distribution pattern” of marbling in an AusMeat image analysis of a cross-section of muscle. Scientists studying functional genomics made excellent scientific progress by using microarrays developed in the CRC to identify gene expression in cattle subjected to varying nutritional treatments that modified protein turnover and fat deposition. The CRC’s molecular genetics group took steps to capture the benefits of “Whole Genome Scanning”, made possible by the completion of the Bovine Genome (Sequence) Project in the US. Firms can “scan” the whole bovine genome using 10,000 polymorphisms spread across all chromosomes. During 2004/2005, the CRC’s commercial partner released a further DNA test called “GeneSTAR Feedlot”, combining the two gene markers for marbling patented by the CRC and the MLA with another gene marker from a third-party source. The test describes enough variation in marbling in breeds like Wagyu to be used as a screening test for steers destined for high-value, long-fed feedlot operations aimed at selected overseas markets.
CRC for Australian Weeds Management
UNE researchers in the CRC for Australian Weed Management recently published a key economic report quantifying the $4 billion impact of weeds on the Australian economy, which is now driving much of the national agenda to manage weeds more effectively. UNE staff are taking a lead role in research to manage lippia, which is clogging large tracts of the riverine system of the Murray-Darling basin, serrated tussock and Chilean needle grass, which threaten productivity and the health of livestock on the Tablelands.

Research Centres

Animal Genetics Breeding Unit
The main highlight for AGBU in 2005 was the launch of Sheep Genetics Australia (SGA), a joint initiative of Meat and Livestock Australia (MLA) and Australian Wool Innovation (AWI), in October, by the Federal Minister for Agriculture, The Hon Peter McGauran MP. SGA will deliver to the Australian sheep industry one single genetic evaluation for each group of breeds, terminal meat breeds, maternal meat breeds and merino. The calculations of the Australian Sheep Breeding Values, or ASBV as they will be called, are performed with software developed and tested by AGBU. AGBU has also been commissioned to undertake the regular runs during the startup phase of SGA. With a new R&D project, funded by the MLA and the AWI, AGBU will continue its research to improve and expand the genetic evaluation system for Australian sheep. AGBU staff are also involved in projects for the beef, (at national and international level), pig, dairy, oyster and plantation tree industries, and have successfully completed the first stage of a software development project, which will allow them to bring together larger data files for joint evaluations. AGBU is now directly involved in projects of three CRCs: beef, dairy and pork, and has been contracted to contribute its expertise in quantitative genetics (pork) and bioinformatics (dairy).

Institute for Rural Futures (IRF)
The Institute for Rural Futures’ key theme across its many interdisciplinary projects is the development of links to public and private sectors through regional community engagement, to ensure that research outcomes can inform both policy and practice. The Institute includes the UNESCO Centre for Bioregional Resource Management, Centre for Rural Crime, Safety and Security and the Centre for Environmental Dispute Resolution. It also collaborates with other UNE research centres such as the Centre for Agricultural Law, Centre for Sustainable Agriculture and the Centre for Local Government. Some of the larger of the 22 projects in progress are, with Meat and Livestock Australia, the capacity and motivation of farmers to control weeds; with Australian Wool Innovation, integrated parasite management in sheep; with Land and Water Australia, how visual and performing arts shape environmental behaviour and understanding alternative landscape design options for planning more sustainable regions.

Patents
Several researchers have made notification of discoveries that could be commercialised. As a result, seven new provisional patents were lodged this year.
International Activities and Domestic Partnerships

UNE has a higher dependence on Commonwealth funding than most other Australian universities, and has historically recruited very few international students to Armidale. One exception was an AusAid scholarship program funded at the institutional level; however the UNE program wound up several years ago. The dependence on Commonwealth-funded student places presents risks in terms of long-term viability and in terms of narrow student and staff outlooks.

Those risks, together with the University’s heavy dependence on distance education enrolments and the relatively small size of the Armidale campus, led UNE to form a wide range of partnerships at domestic and overseas locations. There are some six partnerships in Sydney, one in Brisbane, three in Hong Kong and one in Vietnam. All the domestic partners are private institutions that attract international students who enrol in a UNE course taught on the partner’s premises.

Armidale should be an attractive destination for international students, offering a quiet, studious environment with relatively few distractions, and an expansive set of residential colleges in the Oxbridge tradition. Furthermore, the fact that the majority of UNE’s students study via distance education leads to much greater interaction between on-campus students and academic staff. Evidence that a small-town regional environment is conducive to international students can be found in midwestern US universities, many of which have created a lively small university-town community.
In 2004, UNE created the position of Pro Vice-Chancellor (International) to broaden revenue sources and to provide stronger engagement in internationalisation. The name of that position was changed to International and Entrepreneurial (I&E) late in 2004, as the incumbent took on responsibilities for overseeing all teaching partnerships.

Priorities for the PVC(I&E) included managing a number of problematic cross-institutional arrangements, creating and introducing a framework for sound project management, building institutional capacity to support internationalisation (primarily through policy development and staffing), and seeding new relationships with foreign institutions and agents that would suit UNE’s culture, capabilities and interests.

RESTRUCTURING

An organisational restructure that commenced in early 2004 was completed in late 2005. It included dissolution of the International Office and the Language Training Centre, and creation of three new, small units: International Marketing and Pathways, English Language and International Services, and the Entrepreneurial Office. Care was taken to avoid overlap with other organisational units, and to staff the units at, or below, national benchmarks determined annually by the Australian Universities International Directors Forum.

The Heads of the new units report to the Pro Vice-Chancellor (International and Entrepreneurial).

These units, together with the Asia Centre—a research-oriented academic unit—relocated to a building renamed the International Precinct, which was attractively refurbished during the year.

In the context of these changes, 2005 was a year of capacity building, acquisition of new skills, and the development of business processes that would help UNE become more competitive in international student recruitment markets.

Development in 2005 was in accordance with the International Plan 2004-2006. Emphasis was placed on:

- Improving course attractiveness;
- Improving services for international students;
- English Language Centre;
- Recruitment of international students to Armidale;
- Exchange programs;
- Establishment of pathways (to Armidale from foreign institutions); and
- Management of teaching partnerships.

Improving course attractiveness

To attract and retain students, both domestic and international, requires the University to continually improve its course attractiveness. This involves the identification of new courses to meet changing market demand, updating and improving course content and structure, and the internationalisation of curricula.

Activities in 2005 included:

- Review of the marketability of current on-campus courses (admission requirements, clear specification of each course, availability of compulsory units in on-campus full-time delivery mode, availability of majors and double majors, progression to postgraduate courses, etc.).

The University of New England held two graduation ceremonies in Vietnam in 2005.

The first was held in Ho Chi Minh City, where 28 postgraduates received their Master of Educational Administration. The second took place in Hanoi, where 22 graduated with the same award.

The Masters course is offered in Vietnam by the Faculty of Education, Health and Professional Studies, in collaboration with the Faculty of Education at the Vietnam National University.
Identification of new courses in response to market demand and the setting of timelines for their introduction;

Encouragement of appropriate teaching methods and technology for international students; and

Providing enhanced English language preparatory courses of high quality via UNE’s English Language Centre (previously named the Language Training Centre).

The last of these points was enabled through organisational restructure, which included the appointment of a new Director, English Language and International Services.

Improving services for international students

On-campus services for international students are prescribed in part by the ESOS Act 2000 (Cwlth) and the associated National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students. These obligations extend to international students located at domestic partnerships who are enrolled in a UNE award. There are clear and specific responsibilities to ensure that on-campus services at all partnership locations are regularly monitored and are adequate.

In 2005:

- International services were reviewed and benchmarked, including specification of core services;
- A review was conducted of all domestic partnerships for compliance with the national code;
- The roles and funding of two community groups were redirected in constructive manner: the Armidale International Association and the International Students Association;
- Orientation programs for international students were comprehensively reviewed and restructured; and
- DIMIA-related information gathering and reporting practices were reviewed and relationships with academic units and the Student Centre refocused accordingly.

English Language Centre

The Centre was relocated to the main Armidale campus, with a purpose-designed, refurbished building. Two designated English language teaching rooms, and close proximity to a wide range of campus services, have provided significant benefits to students. The Centre provides a range of courses depending on students’ needs. In 2005 the courses were subjected to external review and substantial modifications are ongoing. A number of obsolete programs were deleted from the offerings and more flexible English for Academic Purposes and Introductory Academic Programs were introduced. The processes commenced in 2005, together with appropriate staff development, will provide a major thrust for the 2006 academic year.

A number of groups, mainly from universities in Asia, were taught the English language as major components of study tours. The largest group, from Chubu University in Japan, spent 20 weeks studying at UNE and taking trips to Sydney, Coffs Harbour, and local attractions. Purposeful relationships with UNE’s partner institution in Sydney for ELICOS purposes, the UNE
International Academy, were enhanced by a first visit for pedagogical liaison purposes.

Steps were taken to integrate Centre students more closely into the mainstream culture of the University, including relocation of food and drink facilities.

The International English Language Testing System (IELTS) accredited UNE as a testing centre in 2005.

Recruitment of international students to Armidale
The marketing, recruitment and admission of international students is the primary role of the new International Marketing and Pathways unit. This includes processing of all UNE international students (irrespective of study location) and the recruitment of students to English language and distance education courses.

The same unit manages and promotes student exchange, maintains course entry requirements and advanced standing provisions on the web, and oversees compliance with the ESOS Act and other requirements with regard to the admission of full-time international students and the promotion and advertising of UNE’s courses.

Activities in 2005 included:
- Commencement of an integrated international marketing strategy;
- Production of new high-quality promotional materials;
- Recruitment activities in India, Canada, Thailand, Indonesia, Vietnam and Australia;
- A review of all admissions processes and procedures;
- A review of all UNE and associated educational agents;
- Appointment of more than 50 new agents in some 10 countries;
- Review of the marketing practices of all domestic partnerships;
- Specification of administrative processes to support recruitment, including establishment of Web-based public disclosure of admissions and advanced standing requirements and provisions;
- Commencement of tracking applications, offers and acceptances and analysis of demand.

Exchange programs
Levels of activity were sustained in 2005, with emphasis on maintaining a balance of inbound and outbound students. New exchange programs were established in France and Japan with other partnerships strengthened, especially in China with the assistance of government funding through the Cheung Kong program. A scholarship fund was established for outgoing exchange students. More than $65,000 was distributed to 25 students for travel and accommodation costs.

Establishment of pathways
A core UNE strategy for international development is to establish ‘pathway’ arrangements with selected foreign institutions. These involve collegial and supportive arrangements, whereby foreign students study for a period at their home institution, after which they transfer to Armidale to complete a UNE award with recognition of their prior learning given in the form of advanced standing.

Compared to more adventurous developments, these arrangements are of low risk and are relatively easily managed. There is no financial relationship between the parties, there are few quality assurance concerns, there is an underlying contract that specifies numbers of students, and the relationship recognises the standing and capacity of the foreign
institution. Foreign institutions are sought and nurtured at UNE’s discretion, based on their standing and on common interests between the institutions.

During 2005:

- A former China-based centre of the University was renegotiated to a pathway arrangement, and the net funds from this operation were repatriated to Australia;
- New pathway agreements were established with Harbin Engineering University and North China University of Water Conservancy and Electric Power;
- Six new prospective pathway agreements are currently under development: with Huaiyin Institute of Technology, Zhongnan University of Economics and Law, Xi’an International University, Sichuan Agricultural University, Fujian University of Agriculture and Forestry, and with Northeast Agricultural University.

Management of teaching partnerships

Late in 2004, a comprehensive framework, named ‘Integrated Project Management’ (IPM), was devised and implemented to manage all teaching partnerships. This system sets out team structures, responsibilities and procedures for the management of entrepreneurial teaching projects across the University. Individual projects have a team leader appointed by the appropriate faculty and operate in a matrix structure, with a small core team that meets at least four times per year and calls on expertise from various administrative units and functions as necessary.

A key feature of the IPM schema is annual reporting by project, including analysis and reporting of financial outcomes, legislative compliance, contractual arrangements, risk management and academic outcomes. Financial statements are produced on a six-monthly basis covering the previous six months of project activity. The NSW Audit Office audited the IPM technique together with the first set of reports (covering 2004), and found the process satisfactory. Work is continuing to ensure effective management of existing projects in accordance with the framework.

A consultant was commissioned to review and advise on domestic partnerships. Specific recommendations were made and accepted by the University. Proposals have been discussed for a delivery strategy in Sydney, designed to integrate the University’s assorted sites into a single, coherent presence.

ACADEMIC STAFF SECONDMENT

In support of a new Pathway Partnership, Associate Professor Fule Han of North China University of Water Conservancy and Electric Power (NCWU) visited UNE for a period of five months and undertook research on tertiary education internationalisation, supported by the China Scholarship Council (CSC).

Associate Professor Han is also the Section Chief of the International Communication and Cooperation Department and International Education College of NCWU. Her responsibilities include pathways, international education teaching and research cooperation programs, and foreign teachers and expert recruitment at NCWU.

The partnership between UNE and NCWU is expected to involve 20 students per year coming to Armidale to complete UNE’s Bachelor of Environmental Science and Bachelor of Computer Science.
The University of New England

In 2005 UNE Asia Centre member Professor Amarjit Kaur (pictured) was awarded an Australian Research Council (ARC) Discovery Grant of $224,000 for five-year project to study the trafficking of Asian women and children for sexual exploitation.

Global data published by the US Department of State indicating that, of the 600,000 to 800,000 men, women and children trafficked across international borders each year, 80 per cent are women and girls and up to 50 per cent are minors.

Professor Kaur’s project (titled “Managing the Border: Migration, Security, and State Policy Responses to Global Governance in South-east Asia”) will examine international migration, security, and border-management strategies of Malaysia, Singapore and Thailand.

Generation of outside research income

Although the RQ and consultancy income was down on its 2004 performance, the Asia Centre continued to generate income sufficient to be self-funding and to finance its various programs on a continuing and viable basis. Its overall budgetary position remains in operational surplus. Special mention may be made of:

- The coordination of three training courses in Research Management in Agriculture: a Manual for the Twenty First Century, a book arising out of the master classes organised for the Crawford Fund by the Asia Centre. With

Research activity and publications

The Asia Centre continued to showcase and sponsor research on Asia through its public seminar series, with six papers being delivered in 2005; through its annual public lecture, which Emeritus Professor Malcolm Falkus delivered on 3 November 2005 to a large public audience on the topic of Islam and Terror in Asia: a Thai Perspective—and through UNEAC Asia Papers, the Centre’s refereed electronic journal. Research Papers 8, 9, and 10 in the series were published in 2005 and others are being reviewed.

The highlight for 2005 was the publication of Research Management in Agriculture: a Manual for the Twenty First Century, a book arising out of the master classes organised for the Crawford Fund by the Asia Centre. With
an initial run of 1000 copies, this book was officially launched by Professor Moses on 14 November 2005.

Research Linkages
The Asia Centre continued to employ two mechanisms for establishing research collaboration. The first was the UNEAC Research Fellowship scheme, advertised nationally and internationally, which has attracted a growing number of applicants. Three Research Fellowships are on offer for 2006. The other was inviting scholars with Asian expertise to join the Asia Centre as Affiliated Fellows. Four new Affiliated Fellows were appointed in 2005.

Linkages with other international and national research centres with Asian interests or focus were also maintained or developed.

New initiatives included:
- Joining forces with the Asia Pacific Migration Research Forum at the ANU and developing a linkage with AusAID in the same area.
- An invitation from an Indonesian aid-funded project (TPSDP) to coordinate non-degree training for Indonesian academics at UNE.

PhD Students
Two PhD students directly registered with the Asia Centre are in the final stages of writing up their theses. The first of these is to be submitted on 20 January 2006. 2005 has been a transitional year for the Asia Centre, but a busy and productive one.

LEAFSE (LEARNING THROUGH EXCHANGE- AGRICULTURE, FOOD SYSTEMS AND ENVIRONMENT) PROGRAM
Under this program, 10 UNE students went to Europe and eight European students were hosted at UNE during 2004 and 2005. During 2004, UNE sent one student to each of the European partner institutions in the LEAFSE project and hosted three students, two from Wageningen and one from the Royal Veterinary and Agricultural University (KVL). In 2005, UNE sent six students to European partner institutions; one each to KVL in Denmark, the University of Wales, Aberystwyth in the UK, and Wageningen University in the Netherlands, and three to the University of Kassel in Germany, and hosted total of five students (two from Wageningen, one from KVL and two from Kassel).

One of the unexpected outcomes of this exchange for UNE was the invitation of Professor Acram Taji, the coordinator of the program, and Dr Paul Kristiansen, the facilitator of the program, by CSIRO Publishing to produce a book in the area of organic agriculture. Many of the LEAFSE colleagues have contributed to this book, titled Organic Agriculture: a global perspective, due to be released in 2006.

IRANIAN EMBASSY
A second Memorandum of Understanding (MoU) was signed between UNE and the Iranian government in 2005. All of the students coming from Iran under this MoU are government sponsored students who undertake their PhD studies at UNE. During the three-year life of the previous MoU, which expired in April 2004, UNE received 15 PhD students.

The areas of interest largely fall within the Faculty of The Sciences and more specifically are in the field of agriculture (both animal and plant agriculture), but in recent years UNE has also had a few students who undertook or are undertaking their PhDs in the Faculty of Economics, Business and Law.
Part of the vision articulated in the Regional and Community Development Plan is that UNE will be known for the vibrancy of its interaction with the region. This was actively pursued during 2005 through a wide variety of projects and initiatives, which were undertaken across the University community. These will be reported under the three themes identified in the plan: the incorporation of regional and community priorities into the University’s core activities; the development of partnerships, linkages and interactions with the regional community; and the development of the importance of education as an industry for Armidale and the region.

INCORPORATION OF REGIONAL AND COMMUNITY PRIORITIES INTO CORE ACTIVITIES

The core activities of UNE are education, research, and the delivery of expertise via consultancy and professional service. In 2005, exciting projects in each of these areas were announced, commenced or completed, with direct relevance to contemporary social, commercial and environmental issues. Many of these projects were focused on regional issues, of importance not only to New England or Australia, but to other countries as well.

UNE’s annual Open Day, held in September, once again gave the public an opportunity to visit, experience, and learn about the University. Among 2000 visitors this year were 1400 prospective students from Years 10, 11 and 12, and many prospective postgraduate and mature-aged students. This was about 600 more prospective students than attended Open Day in 2004.
About 700 high school students arrived in bus loads from schools throughout New England, the NSW North Coast, north-west NSW and the Hunter Valley, and from schools as far away as Dubbo. Individual visitors came from all over Australia, including Perth, the Gold Coast, central and western Queensland, Toowoomba, Parkes, Newcastle, and the ACT.

Educators are making increasing use of online and video conferencing services to meet the needs of students in remote and regional areas. UNE is taking innovative approaches to its teaching in a number of areas, for instance: a Master of Arts (Applied Linguistics) course is being taught to 200 students in more than 20 countries; and video conferencing facilities are being used by the Nursing Studies team in Tamworth to contact nursing students and their facilitators in Moree via UNE’s Access Centres. Economics and Accounting also hold multi-site video conference sessions for students in Tamworth, external students in Armidale and a number of the TAFE-based Centres. Many UNE staff use the video conference facilities for meetings with colleagues or interviews.

Relevant and accessible research projects cover a range of regional priorities and interests, from all aspects of agriculture, through natural resource management, regional education and governance, to projects of social, cultural and historical interest.

Research topics and outcomes have been made accessible to the wider community through a number of different forums. These include: inaugural lectures in Armidale, where newly created professors present their research in a public lecture; the National Railway Heritage Conference, convened by the Heritage Futures Research Centre; and the Traveling Experts Seminar, coordinated by Professor Patrick Hutchinson, which brought together, via videoconference, people involved in developing and promoting small business in New England and the north west.

The Cicerone Project has increased the accessibility and relevance of research. It is a producer-led initiative, financed by Australian Wool Innovation and contributions from members. A very successful open day was held in 2005, at which Professor Jim Scott, a long-serving Cicerone Board Member, and postgraduates involved in studies on the Cicerone farmlets, presented results from their Cicerone-based research, including studies of climate, soils, pastures, grazing and management decisions.

Two studies relevant to the region have commenced to examine the environmental and socio-economic sustainability of cotton catchment communities through Aboriginal participation. The projects look at the subject from two points of view, one lead by Richard Staynor from the UNE Institute for Rural Futures in association with the newly announced Cotton Catchment Communities CRC. The other project is lead by Maria Cotter from UNE’s Heritage Futures Research Centre.

The Institute for Rural Futures has been engaged by Land and Water Australia to conduct a project on Alternative Landscape Futures, an important aspect of planning for regional development, to understand the link between past landscape changes and present decisions, including a range of alternative scenarios.

Science and maths education is a community priority, particularly in regional Australia. Two national projects by SIMERR (the National Centre of Science, Information and Communication Technology and Mathematics Education for Rural and Regional Australia) have
collected data on the teaching of science and mathematics in country schools and focused on developing initiatives to keep mathematics teachers up-to-date.

Professor Brian Dollery, Associate Professor Tony Sorensen and Associate Professor Neil Marshall were successful in obtaining substantial ARC Discovery funding to examine the changing patterns of regional governance in rural and regional NSW. Projects such as “Reconstructing Aboriginal Histories” and “Golden threads: the Chinese in regional NSW 1850-1950” provided a heritage and cultural focus.

University expertise is made available to the community through consulting and service projects. In 2005, the Community Liaison Officer initiated a program whereby UNE students participated in service projects with and for community organisations. Most use the experience to contribute to their New England Award portfolios. Projects have been completed for a wide range of client groups accessing a range of expertise including mapping, web design, business mentoring and writing.

In a mapping project, student Ben Anderson produced a detailed map showing the location of the proposed New England Geographic Indicator for the Southern New England Vignerons Association. In another mapping project, student Craig Flemming produced a series of maps for inclusion in a set of walking trail brochures to be published by the New England Ecotourism Society.

A new website was produced by student Adam Dyball for the Northern Inland Weeds Advisory Committee. A business student, Acacia Lawrie, worked with the Narrabri Youth Accommodation Team to mentor a young indigenous person by sourcing business information. Student Stephanie Hubbard helped produce a newsletter for Beyond Empathy, a company delivering arts-based intervention services to youth at risk in New England and the Northwest.

As a result of such community-based projects, students gain valuable experience in real situations, and clients gain the benefit of the skills and enthusiasm of the students. Many opportunities exist for students to get involved in community service projects, and interested parties are put in contact through University Community Liaison Officer, Jim Pocoe.

DEVELOPMENT OF PARTNERSHIPS, LINKAGES AND INTERACTIONS

During 2005, a range of partnerships was initiated and developed with a variety of regional and community groups. Outcomes have included targeted scholarships, community prizes, and the use of university facilities by a number of groups and service projects.

Following a report highlighting the shortage of professional planners in regional council areas, a response was devised to engage the Local Government Association and individual regional councils in a targeted country scholarships program to enable the training of regional students to meet this skills shortage. As a result, at least 10 newly-funded Country Scholarships will be available for Bachelor of Urban and Regional Planning students in 2006. Also, a number of other skills shortages have been identified and will be similarly addressed.

The University of New England School Acquisitive Art Prize, an exhibition in Armidale that celebrates the talent of young artists from schools in regional NSW, was established by the Faculty of Education, Health and Professional Studies.

The 35th Annual CWA Weekend Country of Study School was held at The University of
New England. It consisted of a weekend of lectures, discussions and cultural events focusing on Vietnam. The Heritage Futures Research Centre organised History Week ’05, an annual festival of community-based events showcasing the rich and diverse history initiatives produced by organisations across NSW.

Good use is being made of broadband links to the University’s Access Centres, including: the New England Conservatorium of Music successfully holding trombone lessons from the Armidale UNE Link Studio to the Tenterfield UNE Access Centre; and The Conservatorium of Music in Sydney holding a trial trumpet lesson with a student in the UNE Access Centre at Coonabarabran.

Partnerships are being developed with indigenous groups, including the Northern Tablelands Strategic Aboriginal Elders Authority (NTSMEA) and Booroongen Djgun. Discussions with NTSMEA have identified services that UNE can provide to the group through community service project arrangements. It is anticipated that a property mapping project will commence early in 2006, providing LALC and ALC land custodians with useful planning tools.

Boroongen Djgun Aged Care Facility is a unique facility situated in Greenhills, via Kempsey, on the Mid-North Coast of NSW.

The Boroongen Djgun College is a registered training organisation that conducts courses that are industry approved and nationally recognised.

In September, a new Country Scholarship was announced in consultation with Boroongen Djgun. The scholarship will be awarded to an indigenous person enrolling in Natural Resource Management at UNE. Further collaborations between will be pursued in 2006.

EDUCATION AS AN INDUSTRY FOR ARMIDALE AND THE REGION

Collaboration with other education providers in the region has lead to a number of positive outcomes, including the provision of infrastructure to assist remote and distance education students, the promotion of Armidale as an education centre, and the delivery of university teaching and research results to the broader community.

The University of New England remains an important member of a network of education providers in the region, with eight Access Centres—in Narrabri, Moree, Boggabilla, Inverell, Tenterfield, Quirindi, Gunnedah and Coonabarabran—maintained in collaboration with the New England Institute of TAFE. A new UNE Access Centre opened at Glen Innes in 2005.

Student and academic use of the centres continues to grow, and functions were held in each centre during 2005 to celebrate the first year of operations. Local council members attended the functions, along with TAFE representatives and UNE students in each town.

The Manning Valley and Tamworth Centres both held successful study skills workshops early in semester two, with high attendance at each. The Tamworth Centre was the venue for a Nursing Studies residential school in July, and the Faculty of Arts, Humanities and Social Sciences held a series of four public lectures for the wider Tamworth community.

Country Week is a regional development event that showcases the advantages of living and working in country and regional New South Wales. In collaboration with Armidale Dumaresq Council, local businesses (including UNE Partnerships Pty Ltd) and Armidale’s independent schools, UNE made a significant contribution to the Armidale presence at this event.

UNE also maintained a significant presence at other major regional events, including AgQuip and Wool Expo. A series of inaugural lectures held in Armidale attracted many interested individuals to hear professors speak on a range of topics.
Faculty Reports

FACULTY OF ARTS, HUMANITIES AND SOCIAL SCIENCES

The Faculty of Arts, Humanities and Social Sciences, a foundation faculty of UNE, operates in the most competitive part of the higher education sector, with every Australian public university and half of the private providers providing awards in the various discipline areas in which UNE teaches. Despite this, the Faculty’s 2005 enrolments again exceeded the Federal Government quota.

Teaching

The Faculty’s students fall into two main categories. Those studying on campus are generally full-time and have come directly from school. Those studying by distance generally undertake part-time studies, side-by-side with work and family responsibilities. The teaching challenge of the Faculty’s academics is that these two groups have significantly differing expectations of their studies. Student satisfaction results suggest that this challenge has been successfully met.

Postgraduate student numbers have been increasing each year but have decreased slightly for 2005. The two graduation ceremonies in 2005 saw 18 PhD and eight Masters students graduate. The Faculty held its first postgraduate conference in November 2005 to increase networking opportunities between students and staff.

The teaching of languages has given rise to a range of concerns across Australia, with the Deans of Arts, Humanities and Social Sciences being awarded a major federal grant to develop three viable models for the retention of languages teaching at the tertiary level. The Faculty has been proactive in this regard and developed a blended model for collaborative delivery across universities. This was piloted in 2005 with the teaching of German for Newcastle University, and discussions are underway with other universities to expand the model in subsequent years.
2005 was the first year of a two-year program to repurpose the online delivery methods in the University’s largest degree, the Bachelor of Arts. When it is completed in 2006, more than 80 units will have had their delivery systematically upgraded and modernized. It is interesting to note, in this regard, that the Faculty’s Master of Arts (Applied Linguistics), which is fully online, enrolled 220 students in 2005 and is now the Faculty’s largest postgraduate degree, with fee-paying students now approaching 50 per cent of total enrolments. This degree is utilized by many Australian citizens teaching English overseas, as a degree both for informing their current work and for professional advancement once they return to Australia.

The top priority for improvement in 2005 was to integrate the different modes of teaching delivery in order to meet new demands from students.

The Faculty pioneered a new language blended delivery model to assist in the maintenance and enhancement of language teaching in the Australian university sector. A pilot study funded by a $113,000 Federal Government HEIP grant (awarded to Associate Professor Kerry Dunne) was undertaken with Newcastle University. This study was highly successful, and will form the basis of language delivery to a number of other universities in 2006.

After numerous years of instability, Music has now moved into new and more permanent premises in the heritage-listed CB Newling Building.

Research
In addition to their responsibilities in teaching thousands of students each year, the Arts, Humanities and Social Sciences academics also engage in research. Such advances in knowledge benefit the wider community but, from a faculty perspective, it is also important that research and scholarship are part of the everyday working life of its academics, since students gain immeasurably by being taught by someone who is working at the cutting edge of their discipline. While everyone would have heard of the extraordinary discovery of a new species of hominin, *Homo floresiensis*, popularly known as the Hobbit, by archaeologists within the Faculty, this major event was only a small part of the research work that was carried out over 2005 in the Faculty.

The Faculty has continued its quality reform agenda via the University’s Quality Assurance system, and through the work of its Teaching and Learning Committee. In addition, a new unit review template was approved and is now in general use within the Faculty. Although a number of proposals for new courses have been mooted, the Faculty decided to consolidate its current offerings and to limit the development of new courses to two, a Graduate Certificate in Professional Writing, which continues the strong growth of the professional writing stream, including the introduction of a Publishing and Editing unit, and the Diploma in Town Planning, which is built on the highly successful Bachelor of Urban and Regional Planning degree. In line with Faculty concerns about the provision of sufficient opportunities for interaction between staff and students studying in distance mode, significant progress was made in migrating units without an on-line presence or residential school to a reasonable level of interactivity. As of this year, all first-year units now make their teaching materials available on CD-ROM. A total of 17 new units were approved for introduction in the next academic year, and 19 have been withdrawn. Majors in Aboriginal Studies and Peace Studies were revised and

Professor Michael Macklin
Executive Dean, Faculty of Arts, Humanities and Social Sciences
improved, Ancient History was added to the Master of Arts as a subject area, and the Graduate Diploma in Psychology was withdrawn. New prizes introduced for undergraduate students included the Klaus Loewald Memorial Book Grant ($50,000 endowment) and the Lucy Elizabeth Craigie Award.

The reorganisation of the research centres this year saw four research centres approved: the Language and Cognition Research Centre, the Heritage Futures Research Centre, the Centre for Australian Language, Literature, Theatre and Screen Studies, and the New England Centre for Applied Research in Social Science. The Faculty was also a major contributor to the work of the UNE Asia Centre.

The New England Centre for Applied Research in Social Science aims to maximise research networking in the social sciences across UNE, and brings together researchers from the School of Social Science, the School of Human and Environmental Studies, the Institute for Rural Futures and the School of Economics.

The UNE Asia Centre (UNEAC) is built on extensive expertise and experience of Asia within UNE across all faculties and brings together researchers from all over the campus to focus on a strategic issue for the country – its engagement with our nearest neighbours. The Centre has adopted a major review undertaken this year by Associate Professor Hugh de Ferranti to provide a more flexible, interdisciplinary program of units. Having successfully promoted interdisciplinary research on Asia across the campus for well over a decade, UNEAC is now positioned to become the central vehicle for the promotion and enhancement of UNE’s teaching on Asia.

Staff and postgraduate students of the School of Social Science involved in Asia-related teaching and research have participated in UNEAC seminars, published in the Centre’s electronic journal UNEAC Asia Papers, and assisted in the organization of UNEAC conferences. Drs Brown, Healy and Young are Affiliated Fellows of the Asia Centre, and have all served at different times as members of the UNEAC Management Board.

A research group, UNESEX, which is involved in research into sexuality, sexual identity and the body, has been active both in publications and seminars. The first CIRCA (Creative Industries Regional Creative Arts group) symposium brought together numerous staff working in creative arts throughout UNE to foster collaborative research and develop cooperative teaching.

In the School of Psychology, Professor Brian Byrne is coordinating an international four-nation study of genetic and environmental influences on young children’s literacy and language development. The study is primarily funded by the US National Institutes of Health, and by the Australian Research Council, and involves sites in Sydney, Denver, Colorado, Stavanger (in Norway) and Linkoping (in Sweden).

The School of Human and Environmental Studies continued to excel in research performance in 2005. The work of Professors Mike Morwood and Peter Brown, connected with the discovery of Homo floresiensis, continued to make international headlines, with Professor Morwood publishing seven major co-authored articles in 2005 alone—all in top international journals, in addition to a more popular treatment via a National Geographic film shown around the world. Five members of the School are part of the ARC-funded Research Network in Spatially Integrated Social Science (ARCRNSISS), with nine members of the School.
holding ARC grants of various types. Members of the School also hosted the Institute of Australia Geographers Conference (Armidale, July), Small Enterprise Association of Australia and New Zealand Conference (Armidale, September) and the National Railway Conference (Tamworth, September).

Staff continued to attract external competitive grant funding, including an ARC Discovery grant on Manichaean and Nestorian remains in the Fujian province of China; an ARC Linkage grant with the Queensland Museum; DIMIA funding for a project on the social costs and benefits of migration into Australia; and numerous other grant funds from the ARC and the NHMRC.

It was particularly pleasing to have external recognition of the achievements of faculty members such as Associate Professor Janis Wilton being awarded the EnergyAustralia National Trust Heritage Award for Community Heritage for Golden Threads. Professor Alan Atkinson was awarded the Ernest Scott Prize, which is awarded on a bi-annual basis by the University of Melbourne, for the second volume of his history entitled The Europeans in Australia.

**Partnerships**

Teaching with external domestic partner institutions continued in 2005 with JMC Academy in Sydney and Melbourne, and with Shafston International College in Brisbane. In addition, international teaching partner links were maintained in Hong Kong. This involves offshore teaching in Hong Kong at both the City University of Hong Kong and the Chinese University of Hong Kong, in the Bachelor of Arts (Communication and Management), Bachelor of Police Studies, the Bachelor of Administrative Leadership and the Masters of Administrative Leadership (with the Faculty of Education, Health and Professional Studies).

A number of staff continued their involvement with Curriculum Committees for the NSW Board of Studies, and our philosophers continue to coordinate and host the HSC Philosophy Distinction course. The UNE-Mentor online program for HSC Extension 2 English in regional and isolated NSW secondary schools continued, with the enthusiastic participation of 21 schools.

CALLTS, the University of New England Centre for Australian Language, Literature, Theatre and Screen Studies, hosted an important and high profile conference on the work of Nick Enright, who died in 2003, and is recognised as one of the most significant Australian playwrights and screenwriters of the late 20th century. The conference was co-hosted by the Australian National Playwrights’ Centre, and held at the new Sydney Theatre, in collaboration with the Sydney Theatre Company.

The Faculty continued its successful program of community engagement including our Access Centres, community media activity, and presentations to the University and the wider community. Two members of the Faculty who were elected to the local Armidale Dumaesq Council, Associate Professor Herman Beyersdorf (for his fourth term) and Dr Jim Maher, deserve a special mention. Members of the Faculty were responsible for mounting the German Festival in March and the annual International Film Festival in August.

The Antiquities Museum within the Faculty, with the generous assistance of a number of donors, completed the purchase of an Attic Red-figure plate to mark the 50th anniversary, in 2004, of The University of New England’s autonomy as a university.

The School of Classics, History and Religion continued its strong community
engagement activities, including a special event for History Week 2005, titled “Frontiers of Australian History”, which attracted a wide cross section of the community.

**FACULTY OF ECONOMICS, BUSINESS AND LAW**

Important business in the Faculty during 2005 included implementing changes to our course offerings consistent with recommendations from external review committees, the establishment of research centres to facilitate greater research productivity, bedding down pathway agreements with two institutions in China, and hosting a major international conference. There were also some significant individual achievements that have brought credit to the Faculty.

**Teaching**

The Faculty worked hard on implementing the recommendations from the external review of its MBA and related programs. An important development was the appointment of Professor Larry Smith as full-time Director of the Graduate School of Business, which oversees these awards. He commenced duties in September. New postgraduate awards in Business, to be administered by the Graduate School of Business, were approved in 2005, for introduction in 2007 (these are the Master of Organisational Development and Strategic Human Resource Management, the Graduate Certificate in Marketing Management, and the Graduate Certificate in Human Resource Management).

The Bachelor of Agricultural Economics, Bachelor of Agribusiness and Bachelor of Commerce degrees were reviewed in 2004. Considerable time was spent in 2005 in implementing the recommendations from the review with implementation of changes with the 2006 student intake.

New law awards were approved during 2005 for implementation in 2006. These included the JD(Juris Doctor), SJD(Doctor of Judicial Science), the Graduate Certificate in Resource Governance, and the Graduate Certificate in Migration Law and Practice. These awards resulted from a decision by the School of Law to expand its postgraduate and fee-paying offerings.

The Faculty’s Bachelor of Economics and various postgraduate awards in economics and business will be reviewed in December.

The Faculty now has a state-of-the-art moot court room, where its law students can obtain experience at operating within the courtroom environment. The Faculty was delighted to have the Hon. Justice Keith Mason, President of the NSW Court of Appeal, open the facility in September. He named the facility ‘The Sir Frank Kitto Moot Court’, in honour of the former UNE Chancellor and Justice of the High Court of Australia.

**Research**

Major developments included the establishment of two new research centres: the Centre for Business Research and the Centre for Agricultural and Applied Economics. Together with the Australian Centre for Agriculture and Law, and the Centre for Local Government, these centres clearly signal the research strengths within the Faculty.

For the first time the Faculty awarded Research Fellowships to some outstanding researchers, totalling approximately $100,000. These are intended to provide these researchers time free of other duties to work on publications, write research grants and, for younger researchers, to build their research profile.

Two researchers from the School of Economics, Professor Brian Dollery and Associate Professor Mahinda Siriwardana,
The President of the Court of Appeal of the Supreme Court of NSW, the Honourable Justice Keith Mason, A.C., officially opened a moot courtroom at The University of New England in 2005. The courtroom includes an elevated bench for the judges, and accommodation for legal representatives, court reporters, jury and witnesses. It can be used, when required, for actual court proceedings and arbitration cases.

were named among the top 25 research economists working in Australian universities, based on a survey published in a peer-reviewed journal. They were the only economists located at regional universities to be on the list.

Dr Battese, formerly an Associate Professor in the School of Economics, and now an Honorary Fellow of UNE, received the Doctor of Economics degree (a higher doctorate). He was only the third recipient of this degree. George’s thesis, titled “25 Years of Research on Modelling Stochastic Frontier Model”, is comprised of 31 research papers with appropriate connecting commentary published during the past 25 years in prestigious international journals and in collaboration with some of the foremost econometricians in the world. The thesis was examined by three high-profile econometricians in the United States and received glowing reports.

It is especially pleasing to note achievements by our research students. Mr Fredy Valenzuela, a PhD student in the New England Business School, was senior author of the paper that received the ‘Best Paper Award’ at the International Conference on Business and Information held in Hong Kong in July. The paper was titled ‘The Influence of Service Recovery Evaluation on Customer Post-Complaint Behavior’.

Individual researchers have been successful in winning large, nationally-competitive grants. Significantly, these grants target international and national contemporary policy issues such as border controls and security in South-East Asia (Professor Kaur), Avian Influenza (Associate Professor Simmons) and predicting and monitoring the spread of marine invasive species (Associate Professor Cacho).

The Faculty, through its Centre for Business Research, hosted the 18th Annual Conference of the Small Enterprise Association of Australia and New Zealand in September, with Professor Patrick Hutchinson, an international expert on small business finance, chairing the organizing committee. Over 100 delegates attended, mainly researchers from Australia and New Zealand, but also from the US, the UK, the Netherlands, China and Malaysia. The main theme of the conference was the role of small enterprises in regional development. On the last day of the conference, an expert panel from the delegates discussed issues relevant to small businesses in regional Australia, and this allowed widespread involvement of interested parties throughout the north and northwest via video links to UNE’s Access Centres.

Partnerships
In recent years the Faculty has endeavoured to diversify its income base through partnership arrangements with other higher education institutions. Particular emphasis has been placed on recruiting international students through pathway arrangements. Two very successful pathways are now operating involving Harbin Engineering University and Wuxi South Ocean College, both located in China. The Faculty was pleased to have visits by senior staff from these institutions during the year and see several students involved graduating at the April and October graduation ceremonies. Time was also spent in laying the foundations for further international pathway agreements with institutions in China, Vietnam and Thailand.

Other important partnership relationships exist with the Blue Mountains Hotel School and Shafston International College, and time was spent in 2005 considering the nature of UNE’s future relationships with these institutions.
The staff of the Faculty continued to engage in a wide variety of service activity for the community and professional bodies. Particularly noteworthy in 2005 was the HSC Study Day, where Mr Steve Chapman, a past HSC examiner in business studies and noted author of current HSC study materials, led a number of sessions resulting in highly favourable feedback on the event.

FACULTY OF EDUCATION, HEALTH AND PROFESSIONAL STUDIES

Teaching
The Faculty of Education, Health and Professional Studies enrolled its first cohort of students into the Bachelor of Health, Ageing and Community Services. This course provides training in aged care, disability care and community care, and offers a pathway for professionals who already hold a relevant one or two-year qualification in the health service area. A total of 58 students enrolled in this course, which is delivered in distance mode to provide greater access for health professionals located across the country. The UNE-California State University (Fullerton) PhD program in counselling commenced, with its first cohort of students attending two residential schools in the United States and one on campus in Armidale.

The year also saw the introduction of a number of new specialisations within the Master of Education, in Communities, Culture and Education; Psychology Education, and Special Education; and within the Master of Professional Studies, in Global Futures, Migration and Cultures. A specialisation in Boarding was also introduced in the Graduate Certificate in Educational Management. The Faculty also initiated a combined Master of Education specialisation in Archaeology and Ancient History as a joint program with the Faculty of Arts, Humanities and Social Sciences, to be offered in 2006.

Consistent with its mission to make its courses relevant for rural Australia and address social justice issues, the Faculty convened a working party to audit units for their indigenous and regional/rural focus. The year also saw further reform in the integration of information technology in the delivery of units. The Faculty funded three education projects that improve communication and assessment via WebCT; incorporated indigenous perspectives in the key learning areas of units in the School of Education; and developed a specialist skin science unit for the Bachelor of Health Science. It also received funds from the Commonwealth Department of Education, Science and Training (DEST) to support a beginning teachers’ alumni project of the School of Education. The Faculty also hosted its symposium on teaching and learning that focused on the theme of ‘Quality Teaching for Quality Learning Outcomes’.

Research
With the establishment of the National Centre of Science, Information and Communication Technology and Mathematics for Rural and Regional Australia (SiMERR) through a Commonwealth grant, SiMERR hubs were established in each state, at James Cook University in Queensland, the Australian Catholic University in the ACT, Deakin University in Victoria, the University of Tasmania in Tasmania, a consortium comprising Flinders University, the University of South Australia and the Australian Science and Mathematics School in South Australia, Curtin University in Western Australia, and Charles Darwin University in the Northern Territory.
2005 also saw a number of new projects being funded. These included the conduct of a national survey on teaching and learning science, ICT and mathematics in rural and regional Australia funded by DEST; a grant from DEST on innovative learning in science and mathematics for effective teaching strategies and tools; a project funded by the Queensland South Native Title Service on the Gunggari Native Title Claim; a Telstra Community Development Fund Scheme that will help regional school communities to identify and encourage gifted students; a grant from the Australian Association of Mathematics Teachers (AAMT) on professional learning using mathematical standards; a grant from the NSW Department of Education and Training on Indigenous schooling; a UNICEF-funded project on the evaluation of the 100 Friendly Schools Project in East Timor; a pilot study funded by Relationships Australia (Victoria) (RAV) on the effectiveness of couple counselling; a large national study funded by DEST, and conducted in association with the Australian Council for Computers in Education and the Australian Curriculum Studies Association, on how to improve what students learn, how they learn and how ICT supports the process; and a project funded by the Northern Territory Department of Education, Employment and Training on the QuickSmart Northern Territory Program, which focuses on indigenous students with numeracy/basic mathematics learning difficulties.

Several new Australian Research Council (ARC) projects were funded, including an ARC Linkage grant on new dimensions of group literacy tests in schools and another ARC Linkage grant on couple counselling; an ARC Discovery project that explores how children and adults learn about place-in-community; and another project that is a case study of the Narran Lakes that records and maps alternative local place stories of water connections across the area.

In recognition of their research and scholarship leadership, a number of staff continued or took up the role of editor or associate/book editor of journals including *Educational Gerontology: An International Journal*, *Journal of Sociology*, *Australian Journal of Language and Literacy*, *Counselling Psychotherapy and Health*, *TalentEd*, *Higher Education*, *International Journal of Workplace Learning*, *Journal of Educational Administration and Management and Governance Series of the Society for Research in Higher Education*. In addition, several staff were invited to be guest editors of special issues of *Mathematics Education Research Journal*, *Health Sociology Review*, and *Australian Journal of Indigenous Education*.

The Faculty saw an increase in the number of externally funded projects as well as DEST publications in 2005. Postgraduate research student numbers have doubled over the past few years, and this upward trend continued.

**Partnerships**

The Faculty forged a number of important partnership and community engagement programs. On the international level several new projects were funded. Staff received a grant from the European Commission for an Erasmus Mundus Action 3 Partnership Program for student and staff exchanges in the field of higher education. The partnership in its current form is set up for three years and involves the Universities of Aveiro (Portugal), Oslo (Norway), and Tampere (Finland) in Europe, the Obirin University (Tokyo) in Japan and The University of New England. Staff from the Faculty were part of a successful Australian tender submitted by the Commonwealth Department of Health. A group of Thai health academics visited The University of New England in 2005 to get a first-hand look at the Australian medical system, and to share strategies for rural health education, administration and practice. The academics, from Naresuan University, attended seminars at UNE and visited a number of rural health centres. At the conclusion of their tour, the Thai academics gave a presentation to a delegation of local hospital registrars and general practitioners about what they had learned from comparing the medical systems of Australia and Thailand.
Education, Science and Training for a World Bank project that reviews the higher education system in Vietnam.

The Faculty continued its offshore partnership programs in Hong Kong with The Chinese University of Hong Kong, City University of Hong Kong, University of Hong Kong and Shue Yan College, in Vietnam with the Vietnam National University, and in the US with California State University. These programs involved the delivery of undergraduate and postgraduate courses across a number of health, education and other professional fields. Exchange programs of students and staff were successfully developed with the University of Winnipeg (Canada) in gifted and talented education, and Naresuan University (Thailand) in the area of health management and rural health. This included a study tour program of 10 senior public health officials from the Thai Ministry of Public Health, indigenous Canadian students undertaking a semester of study in education through UNE, and UNE students undertaking their teaching practicum at Wuxi in China.

A number of important international consultancies took place, including an AusAID project in Fiji with the Lautoka Teachers’ College Upgrade Project, with UNE staff acting as science advisors to assist with the writing of teaching units; a project in Malaysia and Brunei where UNE staff assisted with the examination of how international schools conceptualise and manifest “international”; a UNICEF funded project in Timor to enhance multi-grade primary school teaching in schools; a project in Papua New Guinea on post-conflict recovery; several projects in Bhutan on how practice in teaching is implemented and the Bhutanese Multi-Grade Schools project; a project in Cambodia and Timor Leste on how environmental issues are perceived by environmental educators; an action research project in East Timor on the emerging adult education system of that country; and an AusAID training course on peace studies presented to the Regional Office in Bangkok. Staff also were invited to serve on review committees; for example, chairing the Quality Assurance Review of the Bachelor of Arts (Hons) in Contemporary English Studies and Education by the Hong Kong Institute of Education, and joining an international panel to review the reproductive health of men program funded by the Commonwealth Government.

At the national level, staff collaborated with a diverse range of partners. This included a staff member being awarded a prestigious Churchill Fellowship and collaborating with the University of Newcastle in launching a National Senior’s Choir Festival; the participation of UNE staff on a program supported by the National Centre for Vocational Education Research to improve the quality of adult learning in Australia; the sponsoring of two rural community health forums on depression and breast cancer awareness in collaboration with the Trish Cairns Breast Cancer Awareness Association; the UNESAP: Let’s Hang It exhibition that celebrated the talent of young artists from schools in regional NSW; and a mathematics activity day of learning, where secondary school students from the region participated in this event on campus.

Staff were also involved in organising several conferences including the Rural Health Curriculum Development Conference in partnership with the University Department of Rural Health in Tamworth; and the 33rd Annual Conference of the Australian and New Zealand Comparative and International Education Society in Coffs Harbour, in collaboration with the School of Education, University of Queensland.
The National Centre (SiMERR) hosted its National Summit meeting in Adelaide, which brought together key researchers in the field, practitioners from the school communities, national professional and parent associations and policy makers from both federal and state government departments, to discuss how learning outcomes of students in rural and regional Australia can be significantly improved.

FACULTY OF THE SCIENCES

Professor Margaret Sedgley assumed the position of Executive Dean of The Sciences in February 2005, taking over from the previous Executive Dean, Professor Peter Flood, and the Acting Dean, Professor Hugh Ford.

Teaching

A total of 236 students graduated from the Faculty of The Sciences in March. Another 168 graduated in October. Colin Perrott received a Doctor of Science, and Professor Stephen Walkden-Brown received the Vice-Chancellor’s Award for Excellence in Research. At the October graduations, Professor Bernie Bindon was awarded an Honorary Doctor of Rural Sciences. Of 87 students graduating with science degrees, 16 were graduating with PhDs.

Professor Sajeev took over from Associate Professor Chris Radford as the Head of the School of Mathematics, Statistics and Computer Science, and Dr Neil Dunstan took over from Professor Sajeev as the Associate Dean (International and Entrepreneurial). Professor Fritz Geiser acted as the Associate Dean (Research) for four months, while Dr Heiko Daniel was on study leave.

During July we welcomed DPI Minerals staff into the Earth Sciences building. An area has been refurbished to accommodate them, following the lapse of the lease on their Armidale accommodation. This will provide synergies with the staff of the Earth Sciences areas.

Further refurbishments are proposed for the building, to accommodate staff from the School of Human and Environmental Studies in the Faculty of Arts, Humanities and Social Sciences. Again, there are synergies in interests, particularly with regard to physical geography. A task force was assembled in semester two, 2005, for refurbishments to commence in semester one, 2006, with proposed occupancy in semester two, 2006.

Research

In addition to teaching activities, each of the schools within the Faculty has a research profile that it is building on year by year. This activity is enhanced via extensive internal and external collaborations comprising 10 Faculty Research Centres and six Cooperative Research Centres (CRCs). In addition, significant new collaborative initiatives are providing important opportunities.

Two books, co-edited by Faculty staff, were launched during 2005. One was on Mammalian Genomics, co-edited by Professor Anatoly Ruvinsky; Professor Acram Taji, meanwhile, co-edited a book on ‘Teaching in the Sciences: Learner centred approaches’.

Faculty staff were honoured by the receipt of awards during 2005. These included Professor Mingan Choct, who received the 2004 Australian Poultry Award; Associate Professor Peter Gregg and Dr Alice Del Socorro, who won the CRC Association Award for Excellence in Innovation, for a new tool for crop pest management; and Professor Acram Taji, who was presented with the Award of Excellence in Tissue Culture Research at the International Association for Plant Tissue Culture and Biotechnology Conference held in Perth.
Partnerships

The Institute for Genetics and Bioinformatics (TIGB) is taking shape under the leadership of Professor John Gibson. TIGB is a UNE institute that has considerable interaction with the Faculty of The Sciences. Its aim is to be a world leader in this field, and to augment long-standing achievements in animal genetics. TIGB will strengthen the animal focus and diversify these interests into plant and microbial genetics.

The National Marine Science Centre at Coffs Harbour was established a few years ago, as a joint venture between UNE and Southern Cross University. Following on from the excellent leadership of Professor Rod Simpson, the new Director, Professor Alistair McIlgorm, will bring fresh directions and initiatives to the collaboration.

The Australian Centre for Agriculture and Law, under the leadership of Professor Paul Martin, provides an important focus for cross-faculty collaboration with the Faculty of Economics, Business and Law, that enhances the activity of both. UNE also has the opportunity to scope involvement in an additional two CRCs—Irrigation Futures and Contamination Assessment and Remediation of the Environment.

Last, but certainly not least, the establishment of the Primary Industries Innovation Centre (PIIC) was a landmark in establishing formal cooperation between the Faculty and the NSW Department of Primary Industries. While interaction has been strong for many years, with a number of DPI staff located in the Faculty, this agreement offers significant opportunities with support at the highest levels of the respective organisations. Dr Bob Martin from the Tamworth Agricultural Institute was made the first Director of the PIIC.

The Faculty has also established collaborations with a number of other institutions, including the Melbourne Institute of Technology, the Australasian College of Natural Therapies, and a number of universities in China.
Quality Management and Resources

The year 2005 has been one of challenges for UNE and the Resources Division. These challenges have been brought on by Federal Government reforms, enterprise system upgrades and business process changes. That these challenges have been successfully met is a testament to the hard work of staff across the University, at all levels of responsibility.

Many of the significant challenges posed to the University in 2005 surrounded student administration. These included the centralisation of student administration, the installation of a new student information system (Callista) and the need to conform with the Federal Government’s Higher Education Information Management System (HEIMS) reforms. What made these challenges all the more daunting was the fact they had to be dealt with concurrently, and on a very tight schedule. Although dealing with these changes caused an initial disruption to business operations, the outstanding efforts of Student Centre and faculty staff brought about a successful mid-year enrolment and smooth enrolment processes into 2006.

On the human resources front, UNE faced a significant challenge in the form of the Government’s Higher Education Workplace Relations Requirements (HEWRRs). A significant amount of work was involved in developing the University’s submission for funding, which was based on compliance with the HEWRRs criteria. Staff in Human Resource Services worked hard to ensure the deadline was met, and a decision on UNE’s status with regard to the requirements is now pending.

In 2005, a significant amount of work was also put into developing a three-year rolling budget for the period 2006-2008, resulting in the UNE Council’s unanimous support in September for a budget containing a range of strategic initiatives to assist the University in moving forward over the next few years.
Other highlights in 2005 included:

- The opening of the newly refurbished CB Newling building by NSW Premier Bob Carr;
- The procurement and installation of a new PABX telecommunications system, providing additional functionality particularly important to the monitoring of student enquiries by the Student Centre;
- Further significant progress made on the UNE Web presence through the continuation of the UNEweb project;
- Successful flagships marketing and mid-year enrolment programs, which assisted to some degree in offsetting the affects of a softening in demand for distance education places across the sector.

Also this year, the University bid farewell to two figures who, during their many years of service, made enormous contributions to the University’s ongoing financial sustainability. The Director of Finance, Ms Frances Nichols, resigned after more than 10 years of dedicated service to UNE. Vice-Chancellor Professor Ingrid Moses will no doubt be remembered for her strong leadership during her eight-year term, which contributed greatly to the University’s relatively healthy financial position today.

UNE and the Resources Division welcome the announcement of the new Vice-Chancellor, Professor Alan Pettigrew, and look forward to his arrival in early 2006.

FACILITIES MANAGEMENT SERVICES

This year has seen The University of New England’s Capital Plan upgrade, and the replacement of a number of buildings, which will enhance the learning experience at UNE.

The new Oorala Centre Project will be started in April 2006 and will be the focus of indigenous education on campus. The new centre will enable an expansion of services and support available to indigenous students on campus. The centre will provide videoconferencing facilities for students at the various UNE Access Centres across northwestern New South Wales.

The refurbishment of the heritage-listed CB Newling Building on the Newling campus has been made possible by a NSW Government-approved Plan of Management that allowed the University to sell a parcel of crown land. The funds generated by this sale, and additional funds from the University, have allowed a refurbishment program that has allowed the building to become a focus point for the arts in the New England region. The building is home to the New England Conservatorium of Music, New England TAFE Film and Video school, UNE Partnerships (the University’s commercial education provider) and more than 40 community centres.

Initial design has been completed on a major refurbishment project for the Geology building. This refurbishment will allow for the relocation of the School of Human and Environmental Studies into this building, along with the School of Earth Sciences. This relocation will allow for the demolition of a number of older wooden buildings, which will reduce the deferred maintenance liability of the University.

In order to provide a high level of strategic advice to the University, Facilities Management Services has started the process of implementing a space management system across the campus. This will involve converting approximately 500 paper-based drawings to a digital format. A specialist software system has been purchased, and the first report to the University will be submitted in November 2005. This project, and the information it generates, will enable the University to better plan and forecast further capital building projects.
Other projects completed at the University included the enlargement and redevelopment of a university residential system carpark and the completion of a moot court for the School of Law; the completion of the refurbishment of the new International Precinct, which will allow for more coordinated and focused service delivery for international students; and the construction of a new, wet-surface hockey field, managed in partnership with Hockey New England, at a cost of $1 million.

UNE also signed the Talloires Agreement in June, 2005, a commitment to environmental sustainability in higher education, which will allow the University to ensure sustainability is a guiding principle across the facilities operations area.

**FINANCIAL SERVICES**

2005 was a year that saw many changes in the UNE Financial Services Directorate. A number of new staff members joined the directorate, while a number of long-serving UNE employees departed. Frances Nichols (Director, Financial Services) left UNE in September after 10 years of excellent service to the University, and Rick Porter (Accounting Services Manager) also departed to pursue his entrepreneurial aspirations. These departures have resulted in the arrival of a new Acting Director, Warick Angelini, from Massey University, and Adrian Robinson, from the University of Southern Queensland, stepping in as Chief Financial Officer.

The directorate has faced significant challenges due to the implementation of a new student records system and a new college residential accounting system. Both of these new systems have required modification to the University’s main accounting systems and practices to ensure that all data is captured accurately and efficiently from each interface.

Another key challenge has been the adoption of International Financial Report Standards into Australia, as an attempt to harmonize the current Australian standards with the majority of the world. The implementation of these standards has required retrospective application to the University’s financial statements, with both the 2004 and 2005 financials requiring restatement. A project team was established to manage this transition and has successfully implemented all of the requirements.

Financial Services has also made significant improvements in the area of management reporting, having automated the generation of management reports and research reporting.

Staff have worked on a process of continual improvement, developing new procedures and guidelines for the University community, to assist in the increasing range of compliance issues now facing the University.

The budget process has produced a full three-year projection for the University, with the 2006 budget being approved in September. The budget has resulted in the University anticipating an approved surplus operating result for the coming year of $135,000, with future year forecasts looking promising, but dependant on the Federal Government’s Higher Education Workplace Reform Requirements (HEWRRs) being met by the University to maintain a surplus operating result.

The Purchasing and Procurement area has been actively involved throughout the University in the continued “rollout” of the e-requisition through the Web. This process not only enhances the efficiency of procuring goods, but is also reducing the input time, thus reducing costs.

The continuing deployment of Purchase Corporate Cards is also resulting in the lowering of UNE’s purchase costs for low value or easy-to-obtain items.
2005 also included the implementation of the Finance Forms and Feedback sessions run through Organisational Development.

The directorate obtained accreditation from the Institute of Chartered Accountants in Australia to enable staff to undertake the Charter Accountant program to gain professional qualifications.

**HUMAN RESOURCE SERVICES**

2005 saw the finalisation of the fourth round of enterprise bargaining, resulting in new academic and general staff agreements being certified in May, 2005.

The announcement by the Federal Government on April 29, 2005, of its Higher Education Workplace Reform Requirements (HEWRRs), required the University to meet stipulated industrial reform criteria by November 30, 2005 in order to qualify for a percentage of its funding. This deadline was met, and a decision on the outcome of the University’s submission is awaited.

**Recruitment**

There was a marked reduction in the level of staff recruitment during 2005 (mainly due to an increased awareness of the need for budgetary restraint across the University):

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The complexity of appointments and contracts increased, however, with the need to meet the HEWRRs—including the need to additionally offer Australian Workplace Agreements to all staff—and with the implementation of the new enterprise agreements.

The following senior staff took up their positions during 2005: Executive Dean, Faculty of The Sciences; Director, Development Office; Director, Student Administration and Services; Deputy Director, Financial Services; Director, English Language and International Services; Director, International Marketing and Pathways; Pro Vice-Chancellor (Research and Development); Director, Teaching and Learning Centre; Chief Financial Officer; Dean of Graduate Studies; and the Foundation Director of the Graduate School Business and Centre for Business Research.

Other positions advertised, but not filled included: Director, Financial Services; Director, Research Office; and Manager, Commercial Services.

With the announcement of the retirement of Professor Ingrid Moses as Vice-Chancellor, the position was advertised and an appointment made, with Professor Alan Pettigrew to take up the position in early 2006.

During 2005, six academic staff were promoted to Lecturer, 11 were promoted to Senior Lecturer, six were promoted to Associate Professor and two were promoted to Professor, an increase on the figures for 2004. Two Professorial Fellows were converted to permanent Chairs.

The University contributed significantly during 2005 to the ongoing substantial development of the (Alesco) HR Management Information System, with UNE taking a leading role in developing and testing the new e-recruitment functionality, the OHS module and new 360-degree performance feedback and questionnaire functionality.

**Organisational Development**

In 2005, the Organisational Development Unit contributed broadly to the UNE professional development environment by providing consulting services, professional development courses and process development. Highlights included:
A range of courses delivered at times to suit client preferences, including regular training sessions, online courseware, one-on-one coaching and tailored solutions to respond to identified needs throughout the UNE community;

- Popular lunchtime seminars, and the implementation of a Director’s Forum on a monthly basis similar to the Heads of School Forum;
- Strategic and business planning sessions for individual work units, as well as facilitation of school retreats and work unit professional development and leadership sessions;
- Review and development of performance management systems; and
- A UNE-wide training needs survey.

In 2005, 53 academic staff (20 female and 33 male) gained approval for the University’s study leave program (compared with 69 in 2004 and 58 in 2003) and 33 general staff (10 male and 23 female) were granted study leave to complete approved study programs (compared with 40 in 2004 and 26 in 2003).

Occupational Health and Safety

2005 saw consolidation of the OHS management system within the University, and in particular the consultation system set up to meet the requirements of the OHS Act.

The OHS Strategic Committee had an active role in policy development and resolving strategic issues, with a new OHS Policy being approved for the University. Working groups carried out inspections, reviewed, monitored and identified OHS issues and held regular meetings. During 2005, OHS representatives appeared to become increasingly accomplished in achieving their objectives and working with management to ensure the safety of staff and others in the workplace.

In addition to ongoing OHS Consultation courses being conducted during the year, other courses provided include ChemWatch, First Aid, OHS for Managers and a series of toolbox sessions, with several OHS online courses being developed.

The University further demonstrated its commitment to ensuring a healthy and safe work environment for all its employees, successfully achieving Premium Discount Scheme status from Workcover NSW in 2005, by completing two audits satisfactorily and being awarded the full 15 per cent discount.

A total of 136 incidents were reported - most of these were minor and average time lost rates were low. Only 23 workers’ compensation claims were recorded in 2005, which is nearly half that in 2004 (44 cases). Continued proactive claims management and return-to-work strategies have contributed to this downward trend.

INFORMATION TECHNOLOGY

2005 was another big year for the Information Technology Directorate, and saw major achievements in a number of projects and operational areas.

A new Alcatel PABX system replaced the old Fujitsu phone system, which had been in place for the previous 13 years. While initially only replacing and enhancing existing functionality, the new phone system will give UNE the ability to make use of advanced features, such as Voice-over-IP (VoIP), in the future.

The UNEWeb project was another area of significant progress. The world-class Interwoven content management system (CMS) was purchased and set up early in the year, and the process of website migration into the CMS has started. EBL was the first faculty to move its departmental webpages into the CMS, and to use the new UNE Web templates.
Eventually, ITD will bring all UNE pages into one system, thus giving UNE’s web presence a consistent look and feel, as well as avoiding duplication and the need for multiple updates.

myUNE, a student Web portal, was launched to a limited audience in November. myUNE is a secure and customisable Web interface for students, enabling individually tailored information and service delivery through single sign-on technology. Initially, myUNE will support only basic functionality, but this will be expanded in the near future to incorporate more significant applications, such as online enrolment and payment.

A Customer Relationship Management System (CRM) was purchased in late 2004, and installed in 2005. The initial focus of the rollout has been the Student Centre, where it is being used to record all contacts with students. It is envisaged that in a second phase the product will be used in other areas of the University, and a steering committee has been set up to coordinate the rollout.

After the initial implementation of the Callista student system in 2004, this system went through a number of technical updates during 2005. The main focus this year was to investigate and implement the online functionality in Callista to give students access to many of their details through the Internet. A student Web portal with some of the functionality was launched late in 2005, with further features, such as online enrolment, slated for release in 2006.

Work behind the scenes included improvements to UNE’s server and network infrastructure. Clustered Linux servers will give UNE additional stability and reliability. A new backup system was also installed, increasing the speed of nightly backups significantly, despite an ever increasing volume of corporate backups.

In 2005, the University began implementing an Academic Database. This is a software product from Distinction Systems, which manages course and unit approval and modification. The system is being implemented in partnership with Queensland University of Technology, with resource sharing on items such as major interfaces with Callista. The system is intended to begin operation in early 2006.

LEGAL OFFICE

The Legal Office is staffed by two lawyers, the University Lawyer and an associate, as well as a Contracts Officer. The Legal Office handles the University’s broad range of legal and commercial issues that arise both locally and internationally. It checks all contracts with the University and advises on issues arising from information technology, and intellectual property, as well as a broad range of governance issues. During the past year the Legal Office has focused on contractual and compliance issues.

MARKETING AND PUBLIC AFFAIRS

In 2005, UNE increased its student applications despite increased competitive activity and a reduced overall market. This was achieved in part through a focus on relationship marketing.

Recruitment activities to showcase UNE’s on-campus facilities and services were a highlight of 2005. As part of the Rural and Remote Career Education Conference in Tamworth in March, 50 careers advisers visited UNE. The visit, which involved UNE students and staff, included a campus orientation and a presentation on UNE’s courses and services. Other careers advisers enjoyed the unique UNE experience during the well-received biennial Careers Advisers Enrichment Retreat in May. Campus tours continued to be a popular way for prospective students to familiarise
themselves with UNE in 2005, with record numbers touring the colleges and main campus.

The directorate expanded its consultative services for the faculties and other areas of UNE through the Flagship program, which is aimed at highlighting some of UNE’s most unique and prestigious programs to prospective students. Other initiatives included a mid-year recruitment campaign and additional targeted recruitment activities for areas including nursing and education. In addition, a targeted campaign for the Doctor of Education drove an increase in enrolments in that award for the School of Education.

The successful Schools Liaison program was expanded in May with the appointment of a third Schools Liaison Officer, enabling a broadening of UNE’s recruitment zone. This program continues to be one of the most effective recruitment activities conducted by Marketing and Public Affairs, with many incoming students citing a visit by an SLO as a reason for choosing UNE.

2005 also saw the introduction of the UNE Media Policy and the UNE Advertising Policy, both aimed at protecting and enhancing the University’s reputation, and creating an increased awareness of compliance requirements.

University publications including the Handbook, Prospectus and Courses to Careers Guide all received a re-design to give them a more professional appearance and make the information they contain easier to find.

The appointment of a Brand Officer in early 2005 enabled developments in brand management, including increased awareness of, and compliance with, visual identity guidelines across all areas of UNE. This resulted in more consistent presentation of print material and the implementation of brand guidelines for UNE associates. Good working relationships were also established with UNE’s Integrated Project Management Teams.

Also this year, MPA appointed a Corporate Communications Officer, who has assumed responsibility for internal communications and coordination of the University magazine, Smith’s. The magazine has undergone many improvements this year, resulting in positive feedback from staff and students. Through improvements in internal communications staff were also kept abreast of important changes in legislation and cross-university efforts to enhance customer relations.

Final roll-out of workplace change, including the creation of these new positions and a re-organisation of the directorate’s structure, commenced in late 2004, allowing better integration and performance within existing resources.

On the public relations front, 2005 was a banner year for UNE. Positive media coverage, as measured by the Media Monitors agency, was almost doubled over 2004. This was achieved by focusing efforts on producing high quality editorial, mainly highlighting UNE research and pitched at national and international levels, and building stronger relationships with the media, particularly in key recruitment areas, to raise awareness of UNE activities. The News and Events “blog” (weblog), introduced in 2004, proved a major success in 2005, with a fresh story being posted every day, attracting more than 6000 hits per week to the UNE website towards the end of the year.

UNE was also represented in the community through a number of highly successful events, including inaugural lectures, held in the Armidale Town Hall, and stands at Wool Expo and the AgQuip agricultural field days. Marketing and Public Affairs coordinated Open Day 2005, one of the most successful for many years, with a 30 per cent increase in attendance over 2004.
Other successful events coordinated by Marketing and Public Affairs included the re-opening of the CB Newling Centre by NSW Premier Bob Carr, and the Celebration of Sharing, an annual UNE fundraising event that raised almost $5000 for local charities.

OFFICE OF THE SECRETARIAT

The Office of the Secretariat welcomed a new Chair of Academic Board, Professor Majella Franzmann, in February 2005, and two new Deputy Chairs, Professor Eilis Magner and Professor Lynn Meek. The Secretary to Academic Board helped them settle into their positions, and provided stability during a year of close scrutiny of academic governance and approval mechanisms.

The Secretary to Council helped the Chancellor and Council to achieve compliance with the National Governance Protocols, as well as assisting in the provision of a University Corporate Governance programme, and a Council Strategic Planning Retreat. In addition to this, the Secretary to Council and Head of the Secretariat assisted in the revision of the UNE by-law and provided administrative assistance in the process to identify and appoint a new Vice-Chancellor, who will take up office in 2006. As Returning Officer, she also supervised the administration of the elections for student members of the University Council.

The Senior Committees Officer administered the selection processes for a considerable number of senior academic appointments, as well as academic promotions and study leave. The full-time Administrative Assistant and the part-time Administrative Assistant provided essential support to other staff members who would not have been able to fulfil their duties without this assistance.

STUDENT ADMINISTRATION AND SERVICES

2005 was a challenging year for student administration at UNE, as it was the first full year of operation of the Student Centre. The combined effects of centralisation, federal government reforms and a major change in business systems caused significant stress for students and staff. Admission and enrolment processes were delayed, and that affected delivery of services, including some teaching. As is often the case in major organisational and systems changes there were problems that could not entirely be overcome during the current business cycle.

The University undertook a review of the Student Centre in May 2005. Expert advice was sought from outside UNE and the review’s recommendations were accepted by the Vice-Chancellor in July. The review noted that the “two changes to which the University committed itself—the restructuring of student administration and the implementation of a new-generation student management system—were both major undertakings in their own right, each requiring careful planning, adequate resourcing and thorough implementation to be successful. Even with best practice such changes are unlikely to be implemented without some dislocation to activities and some initial diminution of performance and experience elsewhere bears that out.”

The review found deficiencies in planning and implementation of the centralisation of student administration at UNE. The principal recommendations of the review, concerning improved communication and planning, were implemented immediately. As a result the University experienced a stable and successful semester two intake in 2005. Longer-term recommendations concerning staff training and improved business processes are being progressively implemented as part of a major project.
that includes the online enrolment project (see below).

In first semester 2005, UNE implemented the Federal Government’s reforms to HECS and the related Higher Education Information Management System (HEIMS). This involved re-establishing the status of more than 15,000 of our students within the Commonwealth Support Scheme. Although at the beginning of March almost 3000 students had not submitted the mandatory Commonwealth Assistance Form, a substantial contact effort by the Student Centre achieved an excellent response. Fewer than 100 students’ enrolments were cancelled when the statutory deadline of March 31 was reached.

During the year the Callista Student Management System was enhanced by a number of upgrades. The main focus was ensuring that the system complied with new government requirements. This was not an easy task, as it entailed both substantial software modifications and far-reaching business changes. These were successfully achieved by close cooperation between the Student Centre and the Information Technology Directorate.

Preparations for enhanced online services continued in 2005. The major activity was rules building in Callista, to enable students to be guided through an online process to the correct enrolment in their courses. Examples of rules are prerequisites (passing specific units before attempting others) and majors (enrolling in a pattern of units to establish knowledge in a particular area).

UNE expects to introduce online enrolment and fee payment progressively in 2006 and 2007. The first stage, a student Web portal, was successfully launched in November 2005. This enables students to view the status of their enrolment applications, current enrolment and advanced standing, and to view and change their personal details. Additional functions and services are to be added regularly.

The Student Centre is responsible for admissions, enrolments, examinations and results, and the customer service activities that support them. As UNE is a leader in the field of distance education we deliver services in person to on-campus students and via mail, telephone, email and the World Wide Web to support off-campus students around the world. For example, in June 2005, we conducted 300 examination centres across 36 countries.

In the region UNE operates 10 access centres. During September and October, 2005, functions were held in six of the eight TAFE-based centres to celebrate the first year of operations. Members of each local council attended the functions along with TAFE representatives and UNE students in each town. The purpose of the functions was to maintain a positive and ongoing relationship with each community, TAFE campus and UNE student in these areas.

On a daily basis the UNE TAFE-based centres are used by students for assignment preparation and the Internet for research purposes. Students have made comments along the lines that the centre in their town has meant the difference between staying enrolled or withdrawing.

The UNE Tamworth Centre continues to support as many as 30 enrolled students on a daily basis. These students are completing assignments, meeting with other students, using the quiet study rooms and conducting research. Students in the Tamworth region have access to 20 computers at the Tamworth Centre. A steady flow of prospective students continues to seek advice at the Centre.

UNE’s Manning Valley Centre in Taree is also kept busy. Students there have access to three computers to assist them with their studies.
A great many UNE staff members and students received awards in 2005, both from within and without the University. These awards were given by local, national and international bodies, and included several highly prestigious recognitions.

- Professor Lynn Meek, School of Professional Development and Leadership, received the Erasmus Mundus Visiting Teaching and Research Fellowship at the University of Oslo.

- Professor Larry Smith, Director, GSBA/Centre for Business Research, received a Fellowship of the Higher Education Research and Development Society of Australasia (FHERDSA). Only three people from Australian universities were given this award in 2005, and only 17 have received it in total.

- Professor Alan Atkinson, School of Classics History and Religion, received the Ernest Scott Prize (awarded every two years by the University of Melbourne) for *The Europeans in Australia*, Vol. II., the second volume of his projected trilogy. He was also elected historian on the Humanities and Creative Arts panel of the Australian Research Council for the period 2005-07.

- Dr Geoff Adams, Associate Lecturer, School of Classics History and Religion, received a JH Bishop Scholarship for Classics and Ancient History which will allow him to travel to Europe for further research and to give papers in Canada and New Zealand.

- Associate Professor Janis Wilton and Joe Eisenberg, School of Classics History and Religion, received an Energy Australia National Trust Award - Cultural Heritage (Individuals) for their work on the Chinese in Australia and the “Golden Threads” exhibition and book.

- Associate Professor Hugh de Ferranti, Japanese Language and Culture, received a Fellowship as a Visiting Researcher at the International Research Centre for Japanese Studies, an institution in Kyoto that is the Japanese equivalent of the Smithsonian Institute in Washington.

Professor Ingrid Moses presented UNE’s Young Distinguished Alumni Award for 2005 to Ms Sima-Michelle Cresswell Williamson, who graduated in 2001 with First Class Honours in both Bachelor of Natural Resources and Bachelor of Laws degrees. She now works as an environmental lawyer in Sydney for the pre-eminent international law group Blake Dawson Waldron.
Dr Lalit Kumar, Senior Lecturer, School of Ecosystems and Natural Resources Management, received the John J Davidson President’s award for outstanding paper of practical or applied value by the American Society for Photogrammetry and Remote Sensing. He also received a European Union Erasmus Mundus Visiting Scholar Award to travel to Europe to deliver lectures at The International Institute for Geo-information Science, University of Warsaw and Lund University.

Mr David Gee, Adjunct Senior Lecturer, School of Professional Development and Leadership, received a Community Service Award from NSW Government and a Community Service Award from the Premier of NSW for work in establishing the New England Regional Indoor Sporting Complex.

Professor Amarjit Kaur, School of Economics, was appointed Chair, Panel B (Economics), Academy of the Social Sciences in Australia, and invited on the Technical Assessment Panel for AusAID’s Asia Regional Trafficking in Persons Project.

Emeritus Professor Brian Hardaker, Economics Business and Law, received a Distinguished Fellow Award from the Australian Agricultural and Resource Economics Society.

Professor Roly Piggott, Executive Dean, Economics Business and Law, received a Distinguished Fellow Award from the Australian Agricultural and Resource Economics Society.

Mr Graydon Henning (Honorary Fellow), School of Economics, was made President of the International Commission for Maritime History.

Professor Acram Taji, Horticultural Science, School of Rural Science, received the award of Excellence in Tissue Culture Research from the International Association for Plant Tissue Culture and Biotechnology.

Professor Mingan Choct, CEO, Australian Poultry Cooperative Research Centre, received the Australian Poultry Award and the “Global Medal of Excellence” for his feed enzyme and carbohydrate research, awarded by the US corporation, Alltech.

Professor Peter Gregg, School of Rural Science and Agriculture, and Dr Alice Del Socorro (Junior Research Fellow), Agronomy and Soil Science, School of Rural Science and Agriculture for the Australian Cotton CRC and in conjunction with Ag Biotech Pty Ltd., received the CRC Association Award for Excellence in Innovation in May 2005.

Professor John Thompson, Meat Science, School of Rural Science and Agriculture, was named ‘Distinguished Overseas Scientist’ from The Rural Development Administration, through the National Livestock Research Institute and International Technical Cooperation Center of Korea.

A Passion for Politics: Essays in Honour of Graham Maddox, was launched at UNE by Professor Hugh Stretton AC. More than 20 academics from around the world contributed chapters to the book. Professor Maddox was also awarded a visiting fellowship to Princeton University’s Centre of Theological Inquiry, September 2006 – February 2007.

Dr Terrence Hays, School of Education, was the recipient of a Churchill Fellowship, enabling him to organise the Australian National Seniors’ Choral Festival in July 2006 and travel overseas to study related movements and events.
Professor Ingrid Moses, Vice-Chancellor of UNE, was invited to join the International Advisory Network at the Leadership Foundation for Higher Education. She was awarded an Honorary Fellowship of the Australian Council for Educational Leaders, invited to be Section Editor for Tertiary Education for the International Encyclopaedia for Education and invited to serve as a member of the Advisory Committee of the United Nations University's International Leadership Institute.

Professor Mike Morwood, School of Human and Environmental Studies, received the Riversleigh Society Medal for 2005.

Professor Gisela Kaplan, Centre for Neuroscience and Animal Behaviour (School of Biological, Biomedical and Molecular Sciences) received an Endeavour Fellowship Award to bring a European scientist to UNE.

Dr John Pigram, Adjunct Professor, Centre for Ecological Economics and Water Policy Research, was appointed Fellow of the International Water Resources Association. (He is the only Fellow from Australia.)

Professor Andrew Boulton, School of Environmental Sciences and Natural Resources Management, won the Medal of the Australian Society of Limnology.

Professor Lesley Rogers, Centre for Neuroscience and Animal Behaviour (School of Biological, Biomedical and Molecular Sciences), became a Member of the American Ornithological Society.

UNE AWARDS

**Honorary Doctorates**

- Dr Colin Perrott, who completed his PhD in Physics at UNE in the 1960s and went on to a distinguished career at the CSIRO and the optics company Sola International, was awarded an Honorary Doctor of Science degree.

- Professor Bernie Bindon, former Chief Executive Officer of the CRC for Beef Genetic Technologies, was awarded an Honorary Doctor of Science degree.

- Dr Sarah Pearson, Lecturer, School of Biological, Biomedical and Molecular Sciences, received the inaugural UNE Innovation Award.

**Young Distinguished Alumni Award**

- Sima-Michelle Cresswell Williamson graduated in 2001 with First Class Honours in Natural Resources and Law and now works in Sydney as an environmental lawyer.

**The Vice-Chancellor’s Award for Excellence in Research**

- Professor Steve Walkden-Brown (Rural Science and Agriculture)

- Professor Peter Forrest (Social Science)

**Vice-Chancellor’s Award for Excellence in Teaching**

- Dr John Malouff (School of Psychology).

**Vice-Chancellor’s award for Excellence in Equity**

- Dr Hans Graser, Director, AGBU

**Vice-Chancellor’s Award for Excellence in Service**

- Debbie Wilkinson (Establishment and Recruitment Manager, HRS)

- Jenny Edmunds (Executive Officer to the Vice-Chancellor)

- Sue Haydon, Jenny Sauer, Kim Vallance (School of Education)
Partnerships and Related Entities

AGRICULTURAL BUSINESS RESEARCH INSTITUTE (ABRI)

The Agricultural Business Research Institute (ABRI) is a company limited by guarantee, with offices on the UNE campus. It provides a range of information services to rural industries, particularly services in the field of livestock improvement.

During 2005 ABRI:
- Set up a national program to provide training for its clients in the practical application of the BREEDPLAN genetic evaluation system. The program will proceed over a period of five years, and will include a total of 64 regional workshops, on-farm technical advice, participation in the technical committees of the various breed association clients, as well as the distribution of educational materials;
- Wrote software for a database to be populated with the records of dairy heifers that comply with the standards required for export to China. This will assist in re-opening an export market worth up to $150 million per year to the dairy industry;
- Expanded its Dairy Express herd recording service into Victoria;
- Commenced work on software that will assist the Australian beef industry to comply with the Japanese Agricultural Standard in beef exports to Japan;
- Increased its share in beef cattle recording in the UK to 65 per cent;
- Installed a software system to handle the records of the Holstein Association of South Africa—thus achieving an 80 per cent share of the dairy pedigree recording market in South Africa;
- Signed a contract to establish the Milk Recording Agency in South Africa—an advanced dairy herd recording service;
- Signed an MoU with the Government of Vietnam to introduce its dairy herd recording software to that country;
- Received 1.7 million hits per month to its “Internet Solutions” website, which allows customers to retrieve information from ABRI’s livestock databases;
- Hosted delegations of livestock breeders from Germany, Chile, Colombia, Argentina, South Africa, the UK and New Zealand;
- Completed the new ILR2 software for pedigree and performance recording in livestock breeding populations;
- Customised its HerdMASTER software to facilitate use by cattle operations ranging in size from a few head to more than 100,000 head, in order for them to collect records that meet the requirements of the National Livestock Identification Scheme;
- Made presentations to 24 corporate breeding groups in the UK and North America, whose combined size is 3.5 times greater than the registered sector of the Australian beef industry;
- Continued to develop its applications for the sheep and equine industries.
ABRI now employs more than 180 staff, and its technology is used in 20 countries. It is largely through ABRI’s activities that UNE has earned its current rating as Australia’s leading university in commercialisation.

**INTERNATIONAL LIVESTOCK RESOURCES AND INFORMATION CENTRE**

In the 24 months since it was established, ILRIC has continued its achievements with limited, but focused, resources. These achievements are in part due to the urgent need for such an entity within the Australian livestock industry, an industry marked by chronic fragmentation, as well as to collaboration with our core partners, and to industry linkages. In particular, the completion of the ILRIC/UNE Optical Fibre Project has underpinned the accelerated pace of development across the portfolio of MNRF and its spinoff projects.

All projects within our MNRF portfolio have met or exceeded their objectives to date. The ambitious range of projects and spin-offs is progressing at a sustainable rate. The Australian livestock industry, both its research and production sectors, has welcomed ILRIC, and this has led to the acceleration of projects via early acceptance, take-up and support from diverse groups and individuals around the country and overseas. A synergy has grown from the balance between research and development partners and producers and breed societies either directly involved with ILRIC or contacted by ILRIC during development, networking and promotion of activities.

Continued lobbying of industry bodies is vital for ILRIC’s long term development and commercialisation goals to be achieved. ILRIC is confident of growing support for the effective unification and partial restructuring of a vital and immensely valuable sector of Australia’s primary industries, securing its future as an internationally competitive force and leader in the provision of “world’s best” livestock genetics, livestock management, production and education. Without securing a place as leader in whole-of-supply-chain products and applications for livestock in the international marketplace, Australia’s industry faces a precarious future. The completion of a major project, the International Livestock Information Gateway (ILRIC.com) will make much of this expertise and data available to the Australian industry, and act as THE gateway for international access and commercialisation.

A real measure of MNRF benefit is the endorsement of ILRIC as the Australian Secretariat for Cattle Genetics Export by both Australian peak cattle bodies: The Cattle Council of Australia (CCA) and the Australian Registered Cattle Breeders Association (ARCBA). The Export Secretariat has made significant progress in countries like Russia and trade groups such as the EU and South American block. The development of a satellite-based livestock tracking and traceback system as a major project will bring global recognition to ILRIC and the Australian livestock industry, proving again the high value placed on innovation and efficiency in an increasingly competitive global marketplace. Real-time tracking gives vital reassurance to our trading partners, and assures the global livestock industry that Australian producers are determined to protect their disease-free status, reassuring consumers who have seen repeated foreign animal disease events cripple their livestock production. This system, and the complementary development of the Japanese Agricultural Standard (JAS) project as Australia’s benchmark livestock QA protocol, ensure Australia’s position as suppliers of high-end, secure animal protein. The supply chain will be
secured and expanded to deliver long-term sustainable relationships with our traditional and new target markets.

To establish credibility in world markets and focus on market expansion, ILRIC, via a network of core partners and their partners, is the ideal vehicle to coordinate and promote this export sector globally. Livestock production is an important component of the rural sector in all developing countries. ILRIC recognises that this importance goes beyond the concept of economic/financial gains, to that of sustainable food security and the production of a marketable surplus. Population growth, local economic development and increasing urbanisation have created a demand for livestock products within many developing countries. ILRIC regards this strong increase in demand for livestock products in these countries as an exciting opportunity, and has the ability to formulate coherent strategies to address the various multifaceted challenges of livestock production in developing countries.

More specifically ILRIC can offer:

- An international network of operating breed register systems for breed societies and other corporate groups;
- Genetic evaluations across all livestock species, and the identification of elite genetic production values;
- Software to harvest large volumes of livestock data and permit analysis of very large datasets through high-speed servers and communication links;
- On-farm livestock management and data capture software tools;
- An online disease diagnostic service, with associated training modules;
- Development of new animal health products;
- The hosting of major livestock conferences, seminars, workshops and training programs;
- Provision of business intelligence solutions and relevant information on most livestock industries;
- Development of improved and sustainable systems of livestock and pasture management;
- Provision of some of the world’s best livestock genetics including seedstock, semen and embryos;
- Social, community and institutional analysis;
- Industry/sector strategic planning and analysis; and
- Project/program design, evaluation, implementation and management.

ILRIC’s current portfolio of projects:

- ILR2 – International Livestock Register 2 multi species and lingual net-based data repository, reporting capability;
- HerdMASTER – herd performance recording, interfaces with ILR2 and BREEDPLAN;
- JAS - Japanese Agricultural Standard Beef QA & Accreditation Infrastructure;
- NSRS - National Sheep Recording Scheme;
- AGBU Enhancing the Efficiency of Production Software - new equation-solving system for BREEDPLAN;
- ILRIC/UNE High Speed Optical Fibre Network 155Mbit/s service - scaleable to 1Gb/s;
- VHR – LabMagic - Web-based Diagnostic Lab for disease and parasite monitoring and management;
- ILRIC Commons Property Resource legally structured resource sharing framework;
Global, Satellite-Based GPS Livestock Tracking and Traceback System;
Australian Secretariat for Cattle Genetics Export;
Livestock Turnkey for Developing Countries;
ILRIC Agri Venture Capital Fund;
Young Sires JV Project;
Australian Genetic QA Export Program;
ILRIC Capability Statement (end-to-end supply chain);
ILRIC Livestock Health and Production Compendium; and
ILRIC International Livestock Expo.

The makeup of ILRIC's core partners and board also continue to evolve, attracting major players and regulatory authorities in the Australian livestock sector as ILRIC looks forward to moving from its development phase into commercialisation during 2006.

NATIONAL MARINE SCIENCE CENTRE

The National Marine Science Centre (NMSC) was conceived as part of Australia's National Oceans Policy, and built under a grant from the Commonwealth Federation Fund. The NMSC is located in Coffs Harbour.

The centre was opened in 2002, and is a joint venture of The University of New England and Southern Cross University. Both universities bring a history of innovation in natural resource management and marine science to the centre.

In February 2005, Professor Alistair McIlgorm was appointed as Director of the NMSC. The teaching, research and community activities of the centre have developed during the year, and several new projects have commenced in 2005. Several applications for large collaborative grants have been submitted, with prospects for new growth in 2006.

Teaching

The NMSC specialises in the capacity development of students to enable them to meet the new challenges facing scientists and managers in conserving marine resources.

The undergraduate course addresses contemporary marine scientific issues such as large marine ecosystems, global climate change, marine biodiversity conservation and the sustainable management of ecosystems and resource users.

There has been a significant growth in student numbers in the NMSC's undergraduate third-year courses, which have increased by 29 per cent since 2004, an average of 51 students per teaching unit. This is a result of collaborative marketing of undergraduate opportunities by the NMSC and its partner universities, and the growing popularity of marine science subjects among students from a range of science and environment courses, in addition to those following Marine Science and Management programs.

Research and development

There is an active postgraduate research contingent at the NMSC, with 22 PhD students and three Masters students. Areas of research at the NMSC have grown to include the biodiversity of marine and estuarine habitats, patterns and biological processes in marine communities, human-induced impacts on marine systems, fisheries and marine park management and marine resource economics and management. Staff have prepared reports and papers for a range of government agencies and participated in several international conferences.

Two students have been awarded doctorates during 2005, and a
A significant number of research papers have been published.

A successful collaboration with the NSW Department of Primary Industries’ Fisheries Conservation Technology Unit (CTU) based at the NMSC has continued in 2005, producing joint research on mitigating fishery by-catch in commercial fisheries in NSW estuaries, and into the impacts of improved recreational fishing practices on fish survival.

In 2005, a range of new grants was obtained, such as one that involved working with the NSW Department of Primary Industries and NSW Department of Conservation in research to map key inshore coastal habitats for the Northern Rivers Catchment Management Authority.

The NMSC was also successful in obtaining a Federal Government project under the Australian School Innovation in Science, Technology and Mathematics (ASISTM) Program. The project, “Developing Marine Science in High Schools of the NSW Mid-North Coast”, is intended to increase the interest of students in careers in science through the NMSC working with science teachers to provide students with a practical and engaging scientific learning experience using the marine environment.

Community

The National Marine Science Centre Association Inc is a not-for-profit organisation that assists in community events and raising the public profile of the NMSC. In 2005, membership of the Association has increased by 200 per cent, primarily through attendance at evening presentations by a range of marine scientists and organisations. The highlight of the year was an NMSC Community Open Day, held in October.

SERVICES UNE LTD (FORMERLY THE UNE UNION)

2005 has been a year of challenge and change for Services UNE Ltd (Services UNE), formerly the UNE Union. This was because of continuing uncertainty surrounding the introduction of Voluntary Student Unionism (VSU); the appointment of a receiver in May, following the recommendations of an investigating accountant’s report initiated by the University; and the subsequent restructure of the Union from an unincorporated association to a company limited by guarantee and a controlled entity of the University. The new entity structure, incorporating a significantly revised board, will ensure Services UNE meets the corporate governance requirements of the Federal Government. Given continuing uncertainty over the introduction of VSU, and the size of trading operations of the Union, this change was essential.

Where possible, Services UNE has involved, and will continue to involve, members in the change process. A member survey conducted during October received more than 800 responses from on-campus, off-campus and life members, on a range of issues including future services, membership fees and communications. Elections for the two student director positions are being planned for early in 2006, and board advisory committees will be established in 2006 to ensure member input into the future of the organisation.

From an operational perspective, 2005 trading was impacted negatively by the confusion over student enrolments and reduced student numbers on campus, and by a downturn in the Belgrave Cinema’s ticket sales, following limited blockbuster movie releases in 2005. Trading at Booloominbah was significantly improved by the closure of the Chancellery Restaurant, and the introduction of a reduced menu in the Brasserie; this venue continues to incur
losses, albeit at a much lower level than before. The expiry of the Booloominbah License Agreement at the end of 2005 will provide an opportunity to arrange alternative operating models for this venue. 2005 saw an improvement in profitability at Dr Rob’s Cafeteria compared to 2004, although this venue still failed to achieve the financial outcomes required, as did Café Noir, which closed at the end of September due to poor trading over a sustained period of time.

On a more positive note, despite restrictions on trading hours and sponsorship arrangements imposed by the University in late 2004, the Bistro Bar and entertainment program continue to attract strong support from students across all the colleges and in town. The emphasis on more broadly popular, attractively-priced live entertainment such as Spiderbait, Shihad and COG, Freestylers and Pete Murray, mixed with popular local and imported DJs, resulted in improved patronage numbers, and has ensured the Bistro Bar and its live entertainment will return in 2006. Campus Essentials and Sleek Hair Salon again made positive financial contributions to the organisation and to the University community, ensuring the availability of a broad range of products and services at reasonable prices on campus.

The adoption of a business plan by the Services UNE board has driven, and will continue to drive, a range of changes at Services UNE, with the clear objective of improving its ongoing financial viability. The number of outlets open over the summer period will be reduced; EBL Café, which opened in March 2005, but trades at below break-even levels when students are absent, will close during break periods. Tattersalls Hotel was advertised for sale by tender in November, with the funds raised to be used to retire debt and build capital reserves; and discussions with the University about the future of Booloominbah are ongoing. Over the summer, changes will be made to the layout in Dr Rob’s and to support areas, helping to improve service times and trading efficiencies.

**SPORT UNE**

UNE enjoyed another successful year in sports, with UNE students competing locally, nationally and internationally. Seven UNE students competed at an international level during the year:

- Katie Calder represented Australia on the World Cup Cross Country Ski circuit, and was selected in the shadow Winter Olympics team;
- Casey Cunningham represented Australia in athletics at the Oceania Athletics Championships, where she won two gold medals and one bronze medal;
- Francis Fainifo, Hugh Palmer, Peter Flynn and Bobbie Cottrell toured the UK with the Australian University Rugby Union team in January. Francis was later selected in the NSW Country Cockatoos team and played against the touring Samoan team;
- John Ellis represented Australia at the Tertiary Rugby League World Cup in Brisbane in July.

At the national level:

- The UNE men’s rugby union 7s team were silver medallists at the Australian University Games in Brisbane in September;
- Luke Brown and Francis Fainifo were selected in the Australian University “Green and Gold” merit team for rugby union;
- Katie Calder won the Australian University Cross Country Ski Championships at Thredbo in August;

UNE brought home gold medals in rugby union and rugby league at the Northern University Games in Cairns in 2005, and earned the coveted Spirit of the Games Award for best team spirit and presentation. A total of 120 UNE athletes competed in nine sports at the Games. In addition to the two gold medals, UNE also picked up bronze medals in men’s and women’s soccer and men’s tennis.
As a member of the Australian Sports Commission’s Elite Athlete Friendly University Network, UNE is assisting five other nationally ranked athletes with their studies while they continue to train and compete.

At the regional level:
- A total of 12 students gained selection in Northern University merit teams;
- At the Northern University Games in Cairns, UNE won two gold medals in rugby union and rugby league 7’s, and bronze medals in men’s and women’s soccer and men’s tennis;
- Overall UNE finished sixth out of 14 competing universities, and won the Spirit of the Games Award. UNE’s team of 120 students was one of the largest teams to participate at the Cairns Games;

Locally, UNE’s achievements included:
- St Albert’s Rugby Union Football Club won all three grades of the New England rugby union competition. The grand final was held at UNE’s Bellevue Rugby Field for the first time since the mid-1970s;
- The New England Nomads represented UNE in the Tablelands AFL competition, which consists of teams from Tamworth, Gunnedah, Inverell and Muswellbrook;
- UNE is the sole promoter and organiser of waterpolo in the region;
- UNE men’s soccer combined with the Armidale Ex-Services Westside Club to field teams in the Northern Inland Premier League;
- The UNE hockey club followed the soccer club’s lead, by grouping with a city hockey club in the New England women’s competition.

Other major Sport UNE initiatives included:
- The construction of international standard synthetic hockey fields at the University’s Consett Davis playing fields. The fields were established in partnership with UNE and Hockey New England. The new fields will be known as the New England Hockey Centre, and feature two synthetic fields and two grass fields;
- In February, Sport UNE opened its newly renovated customer service counter and sports store within its Indoor Recreation Centre. The new amenities, which cost $375,000 to develop, have greatly enhanced UNE’s indoor sports facilities, and improved Sport UNE’s ability to service customers;
- Sport UNE also introduced a new point of sale and customer membership system (MRM). This new system has further improved customer service, and provides high quality reports that enable Sport UNE to better manage its facilities;
- Sport UNE was nominated as the NSW Fitness Centre of the Year, following a 192 per cent increase in the number of people undertaking personal training programs and exceptional growth in fitness program participation. New and innovative programs such as RegenR8, Bootcamp, Faculty Fit, and Fitbiz contributed to this growth;
- During the year community membership grew by 50 per cent;
- Sport UNE undertook a $55,000 renovation of its weights gym in November, to expand the floor space and upgrade toilet facilities;
- Sport UNE’s vacation care program, which runs during school holiday periods and is fully accredited by the Department of Family and Community Services, increased in popularity during the year. Aside from its benefits to parents and children, the program also provides work experience for education students;
A team of local business leaders is working with Sport UNE to raise funds for Bellevue Oval. The committee focused its attention on the establishment of a UNE Rugby Foundation, with the aim of raising $1.5 million to upgrade Bellevue Oval and develop a grandstand complex at the playing fields. Thanks to the efforts of the Committee, and with the support of Ducats Earthmoving Contractors, Sport UNE was able to establish temporary change amenities at the Rugby Field, which enabled UNE to host the New England rugby finals for the first time since 1975.

Sport UNE prides itself on encouraging participation. UNE has the highest participation rate of all Australian universities in intercollegiate sports programs. Sport UNE actively encourages students to achieve a balance between study and a healthy lifestyle. The 2005 intercollegiate competition was the most closely contested for more than a decade, with the top colleges separated by only a few points. Robb College won the Mary Bagnall women’s competition, while Earle Page College and Drummond and Smith Colleges jointly won the President’s Trophy in the men’s competition.

While there were many positive achievements during the year, the Federal Government provided Sport UNE with its greatest challenge when it introduced its Voluntary Student Union legislation in March. Sport UNE was at the forefront of a campaign to highlight the negative impact the legislation would have on the provision of student services. It was hoped that the government would respond to this intensive lobbying by amending its legislation to enable universities to charge an amenities fee to maintain core student services and facilities.

UNIVERSITY OF NEW ENGLAND POSTGRADUATE ASSOCIATION (UNEPA)

The effects of proposed government legislation and changes to UNE’s government reporting on associated entities have made 2005 a very mixed year for UNEPA. A fresh approach to delivering services to a wider number of postgraduates through UNE’s new broadband videoconferencing facilities has been successfully tested, but further expansion of this service has been hampered by the need to focus efforts on maintaining a viable support structure that can effectively represent postgraduates at UNE.

UNEPA has a dedicated team of executive representatives and staff, who have worked together to improve the support services offered to postgraduate students at UNE. Unfortunately, the need to address national political issues aimed at removing the mainstay of student support services has impeded UNEPA’s ability to keep up with the ever-increasing demand for greater productivity from postgraduate students. Even so, during 2005, UNEPA has made many improvements to the support offered to postgraduates and this trend is expected to continue in 2006, UNEPA’s silver jubilee year.

The Postgraduate Centre continues to provide a hub for postgraduate activities, and the balance provided by the computer room and common room facilities (kitchen, lounge and TV) has been welcomed by the many students who study during evenings, nights and weekends. Off-campus students also rely on the centre’s facilities, and the security system has been particularly appreciated by female and international students. At UNEPA’s final general meeting of 2005, members strongly supported the concept of a dedicated Postgraduate Centre being available...
to UNE postgraduates. The centre is invaluable to coursework postgraduates, and brings together students from all disciplines. It is one of the few places on campus where international students mingle casually with domestic students; academic and social benefits flow from such interactions.

The following were some of UNEPA's major activities in 2005:

- UNEPA staff assisted many postgraduates with a range of issues, ranging from enrolment problems at the beginning of the year, to coursework, equity and supervisory problems. As usual, there was a great willingness on the part of the University administration to ensure a speedy and equitable result for these students. At the same time, it has become clear that many university policies are not being followed appropriately. It is hoped, however, that the experiences of postgraduate students will be taken into account in improving the implementation of UNE's policies;
- A seminar and workshop series was organised to showcase different administrative and academic areas of the University. This series provided our postgraduate students with a greater understanding of UNE's policies, as well as availing them of funding and research opportunities;
- Navigating the Research Maze was an extension of the Getting Started induction seminar for beginning research students. Navigating the Research Maze was held during second semester, and will continue in 2006;
- The UNEPA/Faculty Overseas Conference Travel Scholarship, offered in collaboration with the University faculties, provided $2,500 for postgraduate students to present at overseas conferences. These scholarships continue to attract a wide range of students;
- Social and cultural events were held in the Postgraduate Centre, including “meet-and-greet” receptions for new international postgraduate students, and a “Junina” party, held in mid-winter to encourage an exchange of ideas and traditions from UNE's multi-ethnic postgraduate student body. Such social events are an important salve to the isolation many postgraduate students experience due to their study commitments;
- The UNEPA Awards event, where the Supervisor of the Year Award and the Certificate of Excellence for General Staff are presented, continues to provide postgraduates with an opportunity to recognise the support and expertise of UNE's academic and general staff, from which they benefit; and
- UNEPA's executive members have again represented postgraduate students on many university committees. They have been able to monitor postgraduate student's opinions through UNEPA's general meetings, website, newsletter, and email lists.

In 2005, UNEPA again participated strongly in the Council of Australian Postgraduate Associations' (CAPA) activities. Having a national perspective on postgraduate issues allows UNEPA to work with UNE's administration to ensure that the facilities and support offered to UNE postgraduates remain comparable to the best in Australia. Although UNEPA faces many challenges in 2006, it intends to remain a bastion of postgraduate initiative, as it celebrates 25 years of postgraduate representation.
UNE Partnerships Pty Ltd (UNEP) is the wholly owned workplace education and training company and Registered Training Organisation (RTO) of The University of New England. Its mission is to create professional success for individuals and organisations through training and development.

UNE Partnerships has experienced good growth in 2005 in its corporate training programs, with increased business from major accounts and individual enrolments in professional qualifications. Training is being delivered all over Australia ‘in-house’ in large and small organisations, or by public tutorials and workshops and distance education.

As an RTO, UNE Partnerships is registered to offer clients a full scope of nationally accredited, competency-based qualifications (nearly 100 qualifications in 2005) as part of the Australian Qualifications Training Framework. These qualifications range across all levels of management and business, specialised management such as project, practice, facilities and frontline management; government and property management/real estate; and medical reception and health care areas.

Key achievements for 2005:

- The Project Management Program continues to gain repeat business with its major clients, including Qantas, Honeywell, Centrelink, American Express and government departments such as the Department of Health and Ageing and the Department of Employment and Workplace Relations in Canberra. UNEP also delivers in-house training to the National Australia Bank, Vodafone and other major companies and local councils; customising the nationally accredited courses to their corporate strategies and protocols;
- In practice management for medical, dental and veterinary practices, UNEP has had excellent performance. As well as its public distance programs in practice management (nearly 500 annual enrolments), it has run week-long residential schools in Sydney, Melbourne, Brisbane and Adelaide and short workshops in many regional areas. It has also run workshops over the last 12 months in association with AMA Queensland, AMA NSW and AMA Victoria, and with the Queensland, NSW and Victorian Divisions of General Practice. UNEP has also introduced two new practice management specialisations for 2005—dental practice and veterinary practice, in alliance with the professional associations—for which there has been tremendous interest. Legal practice management will be introduced in 2006;
- UNEP is also delivering customised frontline management training (for supervisors) to Ti-West Mining in Perth and Public Trustees offices in NSW and to staff in local councils, area health services and a range of smaller regional companies;
- UNEP’s Certificate IV in Business traineeships continue to grow in Brisbane, with groups undertaking monthly tutorials continuously. Groups have come from Metroplex, Brisbane School of Distance Education, CITEC and other government departments and smaller commercial operations;
- The Diploma of Business is also delivered by corporate in-house training to Hyundai, area health services, a number of organisations in Melbourne (for example, the Dental Health Board, Village...
Roadshow and Gasnet); and also in Brisbane and across Queensland to aged care facilities such as Churches of Christ Care and Blue Care;

- UNEP’s Advanced Diploma of Business Management is a highly successful leadership program that can be customised for all industries. It delivers an executive leadership program, based on the Advanced Diploma, to the Public Service Commission of Samoa and to the Holden Dealer network through the Holden College operated by Raytheon Services. UNEP is also customising a program for the Australian Divisions of General Practice;

- UNEP has established sales representatives in Sydney, Brisbane, Melbourne and Canberra and has expanded its telemarketing capability. It now has 32 staff in its Armidale head office and more than 100 consultants Australia-wide for teaching, assessing and marketing. It is delivering programs to students in all states and territories of Australia, and face-to-face programs in NSW, the ACT, Queensland, Victoria, South Australia and Tasmania. Its corporate clients are spread around metropolitan and regional Australia;

- The Corporate Governance Program, which consists of executive-level short courses and seminars, and full diploma programs, continues to gain good enrolments both for in-house corporate groups and public delivery. This program is delivered in association with the Corporate Directors Association of Australia, CCH Publishers, Ernst & Young and Deacons Lawyers; and

- UNEP has started a new campaign for more funded traineeships and corporate programs in property management/real estate, as part of program development, and has new clients including L.J. Hooker and Century 21.

UNE Partnerships’ performance in 2005 continues to consolidate the UNE group as a national provider of education and training at all levels, from vocational qualifications to higher education. The establishment of the company complements the role of the University in the higher education sector, contributes increased sources of funding, and acts as a feeder for additional students into higher awards.

UNIVERSITY OF NEW ENGLAND STUDENT ASSOCIATION (UNESA)

The University of New England Student Association has not provided an annual report for 2005.
The University of New England is committed to the principles of equity and social justice, welcomes and celebrates diversity and aims to provide an environment in which staff and students thrive.

The University’s culture and values, outlined in the Strategic Plan 2002-2006, are underpinned by the principles of equity and reflect:

- A commitment to equity in access to education and employment, equal opportunity; occupational health and safety, and affirmative action; and

- Active recognition of the interests of our culturally diverse, indigenous and international populations and local, regional and global communities in all facets of university work.

The University maintained its commitment to increasing representation of staff and students from historically disadvantaged groups in 2005. The University’s achievements in improving the participation and career development of female staff were again acknowledged by the award of the Employer of Choice for Women citation from the Equal Opportunity for Women in the Workplace Agency (EOWA). The University’s strategies and success in this regard also resulted in the University being granted a waiver from reporting to EOWA for the 2004/2005 reporting period. The University is due to report to EOWA again in 2006.


The trend, over the past 10 years, of continued steady improvement in the representation of women on staff at the University continued in 2005. Representation

Diversity, Access and Equity
of women on academic staff rose to 40 per cent in 2004 and was maintained at that level in 2005. Women’s representation among senior level and tenured academic staff has also improved significantly in recent years. Representation of women among academic staff above Senior Lecturer increased from 13.5 per cent in 2003, to 17 per cent in 2004 and 20 per cent as at March 31, 2005. Among tenured staff, the representation of women has increased from 34.6 per cent in 2003 to 36.7 per cent in 2004, and 37 per cent in 2005.

Women’s representation among general staff has increased to 58 per cent as at March 31, 2005. Among general staff employed at HEO10 and above, women’s representation has increased from 35 per cent in 2004 to 39 per cent in 2005. The representation of women among continuing staff (59 per cent) is also slightly higher than their overall representation on general staff.

In accordance with the University’s commitment to equity and improved representation from equity groups, faculties and directorates continued to implement initiatives designed to improve representation and career development of women. Evaluation of statistical trends led to the identification of issues relating to women’s access to, and participation in, the academic promotion process. To address these issues the program Pathways to Careers and Promotion was piloted in November 2004. After incorporation of feedback from participants, the program was again offered in November 2005. Pathways to Career and Promotion focuses on the career development of academic women and has the longer term goal of assisting women to prepare for promotion. In 2005, participants attended two half-day workshops in which 10 senior academic women gave presentations on a variety of issues relating to progressing an academic career. Participants identified gaps in their academic profiles and focused on aspects of their career in the broad areas of teaching, research and service that will address these. The workshops enable direct contact with senior women and opportunities for informal mentoring, as well as providing the opportunity for participating women to meet, and form support networks amongst themselves. The workshops provide an environment for women to discuss strategies for balancing life and work demands, accessing or creating research opportunities, and focusing on their areas of interest with a range of senior women.

The University Spokeswomen’s Program, an initiative designed to improve gender equity within general staff through identifying and acting on matters affecting women in the workplace, continued in 2005. Six general staff women continued their terms of office. The group developed a plan and budget for the next three-year period and met monthly to discuss the development needs of lower level general staff women. University spokeswomen organized a morning tea for all university women for International Women’s Day and, in collaboration with the Organisational Development Unit, provided a lunch-time Myers-Briggs Personality Testing Session for general staff women.

Faculties continued to implement strategies to provide opportunities for women to act in positions at higher levels, and the representation of women amongst those accessing such opportunities was well above their representation among academic staff. Various strategies to improve academic women’s research and service profiles in preparation for promotion
were also implemented. These included
time release, grants and mentoring
opportunities. Women’s representation
among those applying for promotion
fell below their representation among
academic staff in 2005. Women’s
representation among successful
applicants at Level D, however, has
shown substantial improvement in the
last three years and remains well above
their representation at that level.

The University’s commitment
to ongoing improvement in the
 provision of support for students
and staff with disabilities continued
in 2005. The University continued
its implementation of the Disability
Coordination Officer (DCO) Program
across northern New South Wales,
in incorporating the New England,
Northwest and North Coast, developing
a number of initiatives to improve
coordination between services and
provide information to students making
transitions into further education or
employment. The University continued
the review of its service provision to
students with disabilities to ensure
a more accessible and user-friendly
website and a more streamlined general
service delivery.

As part of its strategic direction and
commitment to principles of equal
opportunity in work and study, the
University provides internal avenues for
complaint resolution. These procedures
include an educational program that
keeps staff and students informed of
what constitutes acceptable behaviour
within the University environment,
policies that cover unlawful harassment
and discrimination, and avenues
for speedy and confidential conflict
resolution. The Equity Office provides
advice, assistance and training to
management, staff and students of the
University in an integrated approach
to equity issues. The Equity Office also
trains and supports a team of Equal
Opportunity Advisers, a diverse group of
staff and students who are available to
provide confidential advice, information
and assistance on all aspects of equal
opportunity, including harassment
and discrimination. Equal Opportunity
Advisers are also trained mediators.

The University continued to provide
training to students and staff in equity,
diversity, equal employment opportunity
and avenues for conflict resolution.
In addition to providing customized
training to groups of staff and
students, modules in equity, diversity,
equal opportunity and elimination
and prevention of harassment and
discrimination were incorporated into
mainstream training and development
programs. Equity components are also
included in recruitment training, training
for supervisors and heads of school, and
induction sessions for new staff.

As part of the University’s strategy of
raising the profile of equity, access,
diversity and equal employment
opportunity, the Vice-Chancellor’s Award
for Excellence in Equity was awarded
again in 2005. The award is made in
recognition of academic or general staff
member(s) of the University who have
demonstrated exemplary commitment
to equity and diversity by their actions
and/or who have developed, promoted
and implemented strategies to improve
equity for staff or students at UNE.

Two new equity initiatives were launched
by the Vice-Chancellor in December
2005. The Ally Program works to raise
awareness and visibility of gay and
lesbian issues and involves the training
of a group of staff and students who are
informed about and sensitive towards
gay, lesbian, bi-sexual, transgender and
intersex (GLBTI) people, and their issues,
and who affirm the experience and rights
of GLBTI people. The first group of UNE Allies will be trained in early 2006.

The Dignity and Respect in the Workplace Charter provides definitions of acceptable behaviour, the legislative instruments covering bullying in the workplace and steps for adoption of the charter for a bullying-free workplace. The Dignity and Respect in the Workplace Charter will be distributed widely across campus at the beginning of 2006.

CULTURAL DIVERSITY AND THE UNIVERSITY'S ETHNIC AFFAIRS PRIORITIES STATEMENT

The University has a strong commitment to the provision of an inclusive work and study environment that values the contributions of members of our diverse community, and which reflects the principles of multiculturalism. Accordingly, and to ensure the University meets its requirements under the Community Relations Commission and Principles of Multiculturalism Act 2000, the Annual Reports (Departments) Regulation Act 2000 and the Annual Reports (Statutory Authorities) Regulation 2000, managers and supervisors are requested, annually, to provide details of their achievements in meeting the objectives of the University’s Cultural Diversity Priorities Statement.

In 2005, some 95 members of academic staff indicated they were from racial, ethnic and ethno-religious minority groups and some 70 indicated their first language was other than English. These figures were based on an 83 per cent response rate from academic staff to the EEO data survey. Adjusted figures indicate that approximately 23 per cent of academic staff come from racial, ethnic and ethno-religious minority groups and approximately 17 per cent have a first language other than English. This is consistent with the representation of these groups as reported in 2004.

Among general staff 55 people indicated they were from racial, ethnic and ethno-religious minority groups and 29 people indicated that their first language was other than English. These figures were based on an 80 per cent response rate to the EEO data survey. Adjusted figures show this represents approximately 23 per cent and 4 per cent of general staff respectively, and indicates a slight decrease in the representation of people whose first language is other than English among general staff.

Representation of people whose first language is other than English is close to the NSW target of 19 per cent among academic staff, but is considerably lower among general staff, as could be expected in a regional centre. A total of 4 per cent of people in the local government area of Armidale indicate that they speak a language other than English at home, a reduction of 1.9 per cent between the 1996 and 2001 census data.

Adjusted figures indicate that indigenous people made up around 2.4 per cent of general staff, which is above the government target but well below the percentage of Indigenous people in the local government area of Armidale (5 per cent). Indigenous people made up 1 per cent of total academic staff as at March 31, 2005, again significantly lower than desirable, but an improvement on recent years.

The process of implementing the University’s Aroonba Yanaaya Indigenous Employment Strategy 2003-2006 (Strategy 3.3 in the Cultural Diversity Priorities Statement) continued in 2005. However, the Indigenous Employment Coordinator position which became vacant in June 2005 will not be filled until 2006, due to current budgetary constraints.
The UNE Council initiated the development of a new Reconciliation Statement by a council-approved working party in broad consultation with the local indigenous community in 2005. The statement, which acknowledges indigenous Australians as the traditional custodians of university lands and affirms the rights of indigenous Australians to equitable participation in the higher education sector, has now been approved and will be implemented in 2006. The statement reinforces the University's goal of developing a supportive organizational culture that values and respects indigenous cultures and accommodates cultural differences. In addition to reinforcing the University's commitment to increasing indigenous employment, the statement seeks to ensure the integration of indigenous perspectives into academic and administrative programs and stipulates that all course reviews consider indigenous content.

The University's desire for improved intercultural communication and effectiveness continued to inform strategies based on understanding and welcoming diversity and the challenges and opportunities they present. Professional development programs for staff and leadership programs for staff and students included modules on diversity leadership, communication strategies and intercultural effectiveness. Staff involved in the delivery of offshore programs to students from diverse cultural backgrounds were provided with cross-cultural awareness training. For example, the Teaching and Learning Centre as well as the School of English, Communication and Theatre conducted seminars for improving cross-cultural awareness and pedagogic methods for staff involved in delivering programs offshore, as well as for staff involved in teaching students from different cultural backgrounds and/or working together with others from culturally diverse backgrounds generally.

The ongoing review of curricula and teaching and learning strategies, and the development of new approaches and content, incorporated strategies for increasing awareness of the value of diversity and strategies to respond appropriately in culturally diverse environments. The University's undergraduate nursing programs, for example, include studies on transcultural nursing and require students to experience clinical settings involving caring for and working with, people from diverse cultural backgrounds.

The University continues to provide a wide range of societies and support services for students and staff from culturally diverse backgrounds. The University of New England Students' Association (UNESA) continued to provide support mechanisms for students, including an appointed Aboriginal Liaison Officer and an International Liaison Officer. International and indigenous staff and students are encouraged to have a high profile during Orientation Week, Open Day and cultural theme events throughout the academic year, in order to promote diversity, understanding and the values of a multicultural community.

The University of New England Postgraduate Association (UNEPA) encourages diverse representation and includes on its executive an Equity Representative, a Women's Officer, and two International Officers, one female and one male, in addition to a Representative for External Students. These positions reflect those at national level provided by the Council of Australian Postgraduate Associations, of which UNEPA is an affiliate.
The University's Wright Village is an accommodation facility catering to the needs of students from more than 50 different cultural backgrounds. The University's catering facilities and social events also reflect the diversity of our student and staff populations. The University also offers a range of alternative entry schemes including the national award-winning TRACKS scheme for indigenous students, and the Internal Selection Program (ISP).

The University's English Language and International Services Unit works closely with the Armidale International Association and the International Student Association on a wide range of student initiatives. The English Language Centre provides accredited, top-quality English language courses with a focus on the individual learning needs of students. It offers a varied program of courses throughout the year, including English for Academic Purposes, IELTS Preparation, the Introductory Academic Program, and general English programs. The English Language Centre is also an accredited IELTS test centre.

In 2005, 12 university-wide and faculty-based equity scholarships were made available to new undergraduate students who are members of equity groups. These included four Mick Young Scholarships of $500 each, five UNE Country Equity Scholarships and three Faculty of Education, Health and Professional Studies Equity Scholarships. Three Equity Postgraduate Scholarships were awarded to members of equity groups. In addition, 98 Commonwealth Education Cost Scholarships and 38 Commonwealth Accommodation Scholarships were awarded in 2005. A one-off grant from the Centre for Mental Health in 2003 has been also been supporting Aboriginal students undertaking the Diploma of Aboriginal Family and Community Counselling.
Supplementary Information

RISK MANAGEMENT

The combined strategic, structural and operational approach is proving effective in ensuring a solid foundation for integrating effective risk management with other management practices.

Most sections of the University, including the council, all directorates and faculties, have now participated in workshops designed to inform executives and senior staff about risk management processes, and to facilitate the identification of risks, consequences and controls. In addition, the University has commenced risk assessments focused on associated entities and the University’s obligations in managing its risks in relation to such associations.

The Audit and Compliance Committee of the UNE Council has implemented a structured reporting process, whereby it receives reports from deans, directors and managers at each meeting. The reports identify risks, controls and ratings which provide the University an assurance of the extent to which the risk management process is being implemented and monitored. Establishment of the Risk Management Policy and Steering Committee has allowed broad overview and direction on the University’s risk management process.

Scheduled risk workshops have become part of the executive committee process in the coming year and operational risk management will continue to be strategically integrated into all work practices. All relevant new duty statements now include accountability for risk management.

During 2005, external audits were conducted on five sections of the University: Facilities Management Services, the Information Technology Directorate, Financial Services, The Faculty of Arts, Humanities and Social Sciences and The Faculty of The Sciences.

A number of introductory and follow-up training sessions were conducted. It is planned to conduct ongoing training for new and more advanced users.

Risk management is not centralised and is delegated to all managers. Risk coordinators responsible for facilitating the risk management process have been
identified in most of the faculties and directorates and direct access to the risk management database ‘KnowRisk’ has also been granted.

During the year the database was successfully upgraded to the latest version of KnowRisk, which has allowed an increase in concurrent user access along with other enhanced functionality.

**INSURANCES**

The primary areas of the University’s insurance program was renewed through Unimutual. These include Industrial Special Risks, Public and Products Liability, Professional Indemnity and Medical Malpractice. Other classes of insurance held include, but are not limited to, Corporate Travel, Personal Accident, Marine Hull, Marine Transit and Comprehensive Motor Vehicle.

**FREEDOM OF INFORMATION**

**Statement of Affairs - December, 2005**

In accordance with Section 14 of the Freedom of Information Act 1989, The University of New England is required to publish a Statement of Affairs. The University has included the Statement in the 2005 Annual Report to facilitate distribution. Readers should note that the Statement of Affairs should be read in conjunction with the Annual Report to obtain a clear picture of the University’s affairs. The information contained in this document is correct as at 31 December 2005, and in accordance with Section 14(1)(a) of the Act, the Statement of Affairs will be updated annually.

The University’s functions

As stated in The University of New England Act 1993 (NSW), section 6:

Object and functions of University

6. (1) The object of the University is the promotion, within the limits of the University’s resources, of scholarship, research, free inquiry, the interaction of research and teaching, and academic excellence.

(2) The University has the following principal functions for the promotion of its object:

(a) the provision of facilities for education and research of university standard,

(b) the encouragement of the dissemination, advancement, development and application of knowledge informed by free inquiry,

(c) the provision of courses of study or instruction across a range of fields, and the carrying out of research, to meet the needs of the community,

(d) the participation in public discourse,

(e) the conferring of degrees, including those of Bachelor, Master and Doctor, and the awarding of diplomas, certificates and other awards,

(f) the provision of teaching and learning that engage with advanced knowledge and inquiry,

(g) the development of governance, procedural rules, admission policies, financial arrangements and quality assurance processes that are underpinned by the values and goals referred to in the functions set out in this subsection, and that are sufficient to ensure the integrity of the University’s academic programs.
(3) The University has other functions as follows:

(a) the University may exercise commercial functions comprising the commercial exploitation or development, for the University’s benefit, of any facility, resource or property of the University or in which the University has a right or interest (including, for example, study, research, knowledge and intellectual property and the practical application of study, research, knowledge and intellectual property), whether alone or with others,

(b) the University may develop and provide cultural, sporting, professional, technical and vocational services to the community,

(c) the University has such general and ancillary functions as may be necessary or convenient for enabling or assisting the University to promote the object and interests of the University, or as may complement or be incidental to the promotion of the object and interests of the University,

(d) the University has such other functions as are conferred or imposed on it by or under this or any other Act.

(4) The functions of the University may be exercised within or outside the State, including outside Australia.

The way the University functions affect the public

The University affects the public through its major functions such as the conferring of degrees, enrolment of students, employment of staff, the promotion of research and its involvement in the general community. Any policy of the University that relates to staff, students or community members may be regarded as having an effect on the public. Matters such as the compulsory membership of student associations, enrolment or exclusion regulations for students, procedures for the appointment or the promotion of staff, rules concerning study leave, maternity or sickness leave, policies dealing with the use of university property or resources and so on, are all regarded as matters which affect the public.

The public is defined here as the staff and students (past, present and future), of the University, along with those people who have previously or who are presently serving on committees and any interested members of the community.

How the public can gain access to further information about the University’s organisation and functions

The Marketing and Public Affairs Office will be able to answer enquiries of an informal nature, and provide details of the University’s publications. Any member of the public may contact the Marketing and Public Affairs Office by telephoning (02) 6773 3333.

Office hours are from 9.00am—5.00pm Monday to Friday. Contact can also be made by mail. Correspondence should be addressed to the Director, Marketing and Public Affairs.

Information about the University is contained in the University’s Handbook and the Annual Report, which are published annually. The Handbook contains The University of New England Act; the
By-laws; a list of degrees, diplomas and certificates offered; principal officers and staff of the University; members of the University Council and Academic Board and specific information about the institution. The Annual Report lists all the University’s major activities, statistics, financial statements, services and community involvement.

The University of New England Handbook may be purchased for the price of $12.00. Mail orders may be sent direct to the United Campus Bookshops, Madgwick Building, University of New England, Armidale NSW 2351 and should include the postage and packing charge: $8.50 within Australia (for overseas and special services, Australia Post charges apply on weight of 1-2 kg). Orders may also be placed at www.ucb.net.au. Copies of the University of New England Handbook are also held in Dixson Library, and the Records Management Office, The University of New England.

Any member of the public can influence policy formulation or change by:

- becoming a member of the relevant committee that is responsible for policy formulation and change; or
- approaching the chair of the relevant committee and through them seeking to change policy; or
- applying to the Vice-Chancellor in writing, requesting that a certain matter be raised or a policy be changed.

**Note:** Members of the University community may attend the open sessions of the meetings of UNE Council as observers. The various committees of the University are listed in the University Handbook.

**The kind of documents the University holds**

Documents held by the University are located in the Records Management Office, central administration, faculties, schools and departments. Many of these documents may be accessed through the University’s home web page at http://www.une.edu.au/ and most UNE policies are available via the Policy web page at http://www.une.edu.au/rmo/policies/.

These include the University-wide plans, academic policies, academic governance policies, research related policies, consulting and outside earnings policies, equity related policies, library policies, the UNE Web Policy, personnel policies, IT and communications policies, finance related policies, Facilities Management policies, Workplace Risk Management policies and Freedom of Information Policy.

The minutes and agendas of the open sessions of The University of New England Council are accessible to the public (either in the libraries or by application to the Secretary to Council). These are also available to the staff and students of The University of New England via the Office of the Secretariat’s homepage at http://www.une.edu.au/offsect/.

The Vice-Chancellor’s Unit holds agendas and minutes from the Vice-Chancellor’s committees and the Equal Employment Opportunity Committee.

The Office of the Secretariat holds agendas and minutes from the UNE Council and its committees, the Academic Board and its committees and some university committees. Academic Board minutes and agenda are also available to the staff and students of the University via the Office of the Secretariat’s homepage at http://www.une.edu.au/offsect/.
The agendas and minutes of other university committees are held in the administrative area responsible for serving the particular committee: for example, the agenda and minutes of the meetings of the Space Management Committee are held in the office of Facilities Management Services. Minutes and agendas of meetings of faculties and research centres are held in the office of the appropriate Dean of the Faculty or the Director of the Research Centre.

**Reports**
The University of New England produces a number of reports that include details of operations and may include financial statements. The Annual Report is produced every year to summarise the previous year’s operations—in academic, financial and general terms. Likewise, reports are produced by the Equity Office, Research Services, Counselling Service, Sports UNE, residential colleges and various research centres. Copies of reports may be obtained by approaching the relevant office or organisation.

**Files**
Files are the major method of documentation in which information is recorded and are held in a number of locations.

*Faculties* - course files; individual departments; attendance in classes and practicals; applications for special examinations; applications for extensions for written and practical work; examination results; higher degree progress report forms; order of merit lists for prizes and scholarships; show cause lists; graduation identification listings; research proposals and grants; correspondence; faculty committees and their members.

*Academic Schools* - student files; course information; some publications; assessment records; past examination results; routine administration materials; correspondence.

*Vice- Chancellor’s Unit* - correspondence.

*Records Management Office* - student records; records on administration; correspondence; minutes of committees, including those of the UNE Council and Academic Board; policy files; research grant information; legal files and lease agreements; FOI records.

*Academic Division*

*Residences* – resident files, correspondence, financial records.

*University Library* – copies of Council and Academic Board Business Papers.

*Teaching and Learning Centre* - administrative material and files on individual external students containing information regarding academic progress.

*International Division*

*International Marketing and Pathways* – correspondence; agreements.

*English Language and International Services* – correspondence; student records; training programs.

*Entrepreneurial Office* – correspondence; agreements.

*UNE Asia Centre* – correspondence.

*UNE Brisbane Centre* - student records; correspondence.

*Research Division*

*Research Services* - records relating to research grants and contracts; research ethics records on humans and animals; records relating to the administration of PhD candidature and postgraduate scholarships and advice to external supervisors and examiners.
Development Office: Alumni Relations and Fundraising and Industry and Community Development - records relating to alumni of the University, fundraising, consultancies and community liaison matters.

Resources Division
Facilities Management Services – policies; correspondence; plans.

Financial Services – financial records; correspondence.

Human Resource Services - files on individual staff members relating to their employment history at the University; specific policy and working files and the functions managed by Human Resource Services (Equity, Industrial Relations, Organisational Development, Personnel Services, Workplace Risk Management).

Information Technology – correspondence, IT maintenance records, reports, plans and procedures.

Internal Auditor’s Office – correspondence; compliance and audit records.

Marketing and Public Affairs – publicity records; marketing plans and policies; events records; correspondence.

Student Administration and Services - records on selection criteria; correspondence; and general student administration; records relating to academic progress of students; examination results; examination timetables; details of examination venues and supervisors; records relating to agendas and minutes of committees; biographical data of clients; records of counselling sessions; administration; annual reports; inventories; and general correspondence.

Office of the University Lawyer - correspondence.

Office of the Secretariat - rules for conduct of elections for members of UNE Council; rules for the use of the University seal and arms; standing orders for UNE Council; UNE Council policies, terms of reference and membership of UNE Council committees; minutes of UNE Council and its committees, constitution of the Academic Board, minutes of the Academic Board and its committees.

Services UNE, Sports UNE, UNE Students’ Association, UNE Postgraduate Association - records relating to administration; membership; accounts and budget papers; constitutions and regulations; agenda and minutes of committees; inventories; staff records; annual reports; correspondence; research documents; and details of elections and referenda.

Student Health - records relating to medical histories; purchasing; administration; and general correspondence.

Yarm Gwanga - records; correspondence; minutes of the Advisory Committee meetings; individual client files.

Newsletters
There are a number of newsletters published as an information service for the University communities. Ten editions are published per year of the University’s official newsletter, Smith’s, which is also available online for university staff and students. The University of New England Students’ Association produces a newspaper Neucleus at irregular intervals and the University of New England Postgraduate Association produces a magazine titled Graduate Post four times per year, which is distributed to postgraduate students and is available from the UNEPA Office on campus. The Alumni Office produces The Flame, which is posted out to alumni once a year.
Information and advertising brochures

The University produces a number of informative brochures. General information about the University can be obtained from the University Handbook, or from the Marketing and Public Affairs Office. Student Administration and Services and some individual faculties, schools and departments have publications available which contain more specific details on courses, prerequisites and enrolment procedures for students. The Teaching and Learning Centre and the Faculties hold leaflets and handouts pertaining to off-campus students. International Marketing and Pathways hold comprehensive brochures on all courses available to overseas students and various publications designed to assist such students. All these are available free of charge upon application to the appropriate department.

How members of the public may access and amend University documents

It is policy that, as far as possible, the University aims to obviate the need for formal applications to be made under the Freedom of Information Act. There is no charge for access to documents outside the Freedom of Information Act. Enquiries about access to documents should be made directly to the relevant department during office hours (normally 9.00am to 5.00pm).

Policy Documents

Anyone wishing to inspect specific university policy documents may do so by prior arrangements with the Manager, Records Management Office. Unless a formal application for access to, or amendment of, documents is made under the Freedom of Information Act, enquiries should be directed to:

Manager, Records Management Office
The University of New England
Armidale NSW 2351
Telephone (02) 6773 2140

Personal records

The University holds files on all its staff and students. No Freedom of Information application is necessary if an individual wishes to access their own personal files, except when they include documents which may be considered exempt under the Freedom of Information Act 1989 (NSW). Requests for access to a student file should be directed to the Manager, Records Management Office, while a request for access to a staff file should be directed to Human Resource Services. The Manager, Records Management Office, reserves the right not to release documents without a request for access under Freedom of Information. If an applicant is dissatisfied with the response to an enquiry, then a formal application should be made under the Freedom of Information Act.

Applications under the Freedom of Information Act

Applications under the FOI Act may be for access to information or to seek amendment to personal records.

How to lodge an application

All applications under the Freedom of Information Act must be in writing, accompanied by an application fee and directed to:

Freedom of Information Officer
Office of the Secretariat
The University of New England
Armidale NSW 2351

A table of the relevant fees is contained below.
Processing of applications
Under the Freedom of Information Act the University must respond to all applications within 21 days. In addition to the application fee a processing charge may also be levied, although every effort will be made to minimise the cost of processing an application. If the applicant feels that the processing charges are unreasonable the fees may be challenged. The right to challenge is not abrogated if the charges are paid; this allows the applicant to proceed with the enquiry pending the outcome of the challenge.

Schedule of charges
Nature of application fee Application processing charge
Access to records by natural persons about their personal affairs $20* $30/hour after first 20 hours*
All other requests $30* $30/hour*
Internal review*** $20* Nil**
Amendment of records Nil Nil
* Subject to 50 per cent reduction for financial hardship and public interest reasons.
** Refunds may apply as a result of successful internal reviews and applications for amendment of records.
*** No application fees may be charged for internal reviews in relation to amendment of records.

FOI STATISTICS – NSW FREEDOM OF INFORMATION ACT, 1989
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SECTION B What happened to completed requests?
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SECTION C Ministerial Certificates
Ministerial Certificates issued 0

SECTION D Formal consultations
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</table>

SECTION E Amendment of personal records
Result of Amendment Request
<table>
<thead>
<tr>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
</tr>
</tbody>
</table>

SECTION F Notation of personal records
Number of requests for notation 0

SECTION G FOI requests granted in part or refused
<table>
<thead>
<tr>
<th>Basis of disallowing</th>
<th>Personal</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 19 (application incomplete, wrongly directed)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Section 22 (deposit not paid)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Section 25(1)(a1)</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
### SECTION H  Costs and fees of requests processed

<table>
<thead>
<tr>
<th>Assessed Costs</th>
<th>FOI Fees Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>All completed requests</td>
<td>$80</td>
</tr>
</tbody>
</table>

### SECTION I  Discounts allowed

<table>
<thead>
<tr>
<th>Type of Discount Allowed</th>
<th>Personal</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public interest</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Financial hardship – Pensioner/Child</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Financial hardship – Non profit organization</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Totals</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Significant correction of personal records</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### SECTION J  Days to process

<table>
<thead>
<tr>
<th>Elapsed Time</th>
<th>Personal</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-21 days</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>22-35 days</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Over 35 days</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
<td>2</td>
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</tbody>
</table>

### SECTION K  Processing Time

<table>
<thead>
<tr>
<th>Processing Hours</th>
<th>Personal</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10 hrs</td>
<td>0</td>
<td>2</td>
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<tr>
<td>11-20 hrs</td>
<td>1</td>
<td>0</td>
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<tr>
<td>21-40 hrs</td>
<td>0</td>
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<tr>
<td>Over 40hrs</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Totals</td>
<td>1</td>
<td>2</td>
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</tbody>
</table>

### SECTION L  Review and Appeals

- Number of internal reviews finalised: 1
- Number of Ombudsman reviews finalised: 0
- Number of District court appeals finalised: 0

### Details of Internal Review Results

<table>
<thead>
<tr>
<th>Bases of Internal Review</th>
<th>Personal</th>
<th>Varied</th>
<th>Other</th>
<th>Varied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grounds On Which Internal Varied</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access refused</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Deferred</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Exempt matter</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Unreasonable charges</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Charge unreasonably incurred</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Amendment refused</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Totals</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

All enquiries under the Freedom of Information Act must be directed to:

- Freedom of Information Officer
- Office of the Secretariat
- The University of New England
- Armidale NSW 2351
## Statistics

**STATISTICS AT A GLANCE**

**Total number of students (persons) at UNE**  
*between 1 January, 2005 and 31 December, 2005*

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic students</td>
<td>16,803</td>
</tr>
<tr>
<td>International students</td>
<td>1,758</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>18,561</strong></td>
</tr>
</tbody>
</table>

**Students commencing an award course**  
6,180

**Graduates**  
3,345

**Staff numbers**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic staff</td>
<td>500</td>
</tr>
<tr>
<td>Administrative and support staff</td>
<td>832</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,332</strong></td>
</tr>
</tbody>
</table>

**Total revenue**  
($m)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Consolidated</td>
<td>189.1</td>
</tr>
<tr>
<td>UNE parent entity</td>
<td>172.3</td>
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</tbody>
</table>

## STUDENTS IN 2005*

<table>
<thead>
<tr>
<th>Course Type</th>
<th>External</th>
<th>Internal</th>
<th>Other Centres</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher Degree Research</td>
<td>441</td>
<td>297</td>
<td>26</td>
<td>764</td>
</tr>
<tr>
<td>Postgraduate Coursework</td>
<td>3,547</td>
<td>171</td>
<td>649</td>
<td>4,367</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>9,271</td>
<td>3,173</td>
<td>737</td>
<td>13,181</td>
</tr>
<tr>
<td>Non-award and other</td>
<td>213</td>
<td>35</td>
<td>1</td>
<td>249</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>External</th>
<th>Internal</th>
<th>Other Centres</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Training Scheme</td>
<td>404</td>
<td>209</td>
<td>18</td>
<td>631</td>
</tr>
<tr>
<td>Operating Grant</td>
<td>10,886</td>
<td>3,118</td>
<td>145</td>
<td>14,149</td>
</tr>
<tr>
<td>Domestic Fee</td>
<td>1,764</td>
<td>45</td>
<td>58</td>
<td>1,867</td>
</tr>
<tr>
<td>International Fee</td>
<td>272</td>
<td>299</td>
<td>1,191</td>
<td>1,762</td>
</tr>
<tr>
<td>Other</td>
<td>146</td>
<td>5</td>
<td>1</td>
<td>152</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Attendance</th>
<th>External</th>
<th>Internal</th>
<th>Other Centres</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>2,994</td>
<td>3,397</td>
<td>929</td>
<td>7,320</td>
</tr>
<tr>
<td>Part-time</td>
<td>10,478</td>
<td>279</td>
<td>484</td>
<td>11,241</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Students who commenced an award course</th>
<th>External</th>
<th>Internal</th>
<th>Other Centres</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4,197</td>
<td>1,443</td>
<td>540</td>
<td>6,180</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>External</th>
<th>Internal</th>
<th>Other Centres</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>8,508</td>
<td>2,147</td>
<td>623</td>
<td>11,278</td>
</tr>
<tr>
<td>Male</td>
<td>4,964</td>
<td>1,529</td>
<td>790</td>
<td>7,283</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Residency Status</th>
<th>External</th>
<th>Internal</th>
<th>Other Centres</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Resident</td>
<td>13,198</td>
<td>3,379</td>
<td>226</td>
<td>16,803</td>
</tr>
<tr>
<td>International Student</td>
<td>274</td>
<td>297</td>
<td>1,187</td>
<td>1,758</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Source of Students (home address at enrolment)</th>
<th>External</th>
<th>Internal</th>
<th>Other Centres</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>New England and NW NSW</td>
<td>1,272</td>
<td>1,436</td>
<td>4</td>
<td>2,712</td>
</tr>
<tr>
<td>NSW North Coast</td>
<td>1,117</td>
<td>681</td>
<td>18</td>
<td>1,816</td>
</tr>
<tr>
<td>Sydney</td>
<td>2,995</td>
<td>230</td>
<td>79</td>
<td>3,304</td>
</tr>
<tr>
<td>Remainder of NSW</td>
<td>3,083</td>
<td>799</td>
<td>29</td>
<td>3,911</td>
</tr>
<tr>
<td>Southern Queensland</td>
<td>1,033</td>
<td>87</td>
<td>6</td>
<td>1,126</td>
</tr>
<tr>
<td>Brisbane</td>
<td>761</td>
<td>49</td>
<td>22</td>
<td>832</td>
</tr>
<tr>
<td>Remainder of Queensland</td>
<td>319</td>
<td>30</td>
<td>1</td>
<td>350</td>
</tr>
<tr>
<td>Other States and Territories</td>
<td>2,233</td>
<td>81</td>
<td>81</td>
<td>2,395</td>
</tr>
<tr>
<td>Overseas (Domestic)</td>
<td>402</td>
<td>12</td>
<td>8</td>
<td>422</td>
</tr>
<tr>
<td>Overseas (International)</td>
<td>257</td>
<td>271</td>
<td>1,165</td>
<td>1,693</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age Profile</th>
<th>External</th>
<th>Internal</th>
<th>Other Centres</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 21</td>
<td>437</td>
<td>1,593</td>
<td>84</td>
<td>2,114</td>
</tr>
<tr>
<td>21–24</td>
<td>1,786</td>
<td>1,298</td>
<td>485</td>
<td>3,569</td>
</tr>
<tr>
<td>25 and Over</td>
<td>11,249</td>
<td>785</td>
<td>844</td>
<td>12,878</td>
</tr>
</tbody>
</table>

| Total Students at 31 December, 2005   | 13,472   | 3,676    | 1,413         | 18,561|
| Total Students at 31 August, 2004     | 13,586   | 3,758    | 1,519         | 18,863|

* reporting year January 1, 2005 to December 31, 2005
LOAD BY FACULTY AT 31 DECEMBER 2005

<table>
<thead>
<tr>
<th>Faculty Area</th>
<th>Undergraduate</th>
<th>Coursework</th>
<th>Higher Degree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Postgraduate</td>
<td></td>
<td>Research</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Undergraduate</td>
<td>Coursework</td>
<td>Higher Degree</td>
<td>Total</td>
</tr>
<tr>
<td>Arts, Humanities and Social Sciences (AHSS)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Classics, History and Religion</td>
<td>455.6</td>
<td>48.5</td>
<td>28.4</td>
<td>532.5</td>
</tr>
<tr>
<td>English, Communication and Theatre</td>
<td>546.8</td>
<td>16.8</td>
<td>11.4</td>
<td>575.0</td>
</tr>
<tr>
<td>Human and Environmental Studies</td>
<td>279.6</td>
<td>88.9</td>
<td>11.0</td>
<td>379.5</td>
</tr>
<tr>
<td>Languages, Cultures and Linguistics</td>
<td>373.3</td>
<td>90.9</td>
<td>10.1</td>
<td>474.3</td>
</tr>
<tr>
<td>Music</td>
<td>97.1</td>
<td>0.9</td>
<td>2.3</td>
<td>100.3</td>
</tr>
<tr>
<td>Psychology</td>
<td>354.6</td>
<td>31.1</td>
<td>10.5</td>
<td>396.3</td>
</tr>
<tr>
<td>Social Science</td>
<td>539.5</td>
<td>33.6</td>
<td>25.6</td>
<td>598.6</td>
</tr>
<tr>
<td>Arts - General</td>
<td>5.6</td>
<td>0.7</td>
<td>-</td>
<td>6.2</td>
</tr>
<tr>
<td>Faculty Total</td>
<td>2,652.1</td>
<td>311.3</td>
<td>99.2</td>
<td>3,062.6</td>
</tr>
<tr>
<td>Economics, Business and Law (EBL)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economics</td>
<td>439.0</td>
<td>71.8</td>
<td>20.1</td>
<td>530.9</td>
</tr>
<tr>
<td>Law</td>
<td>849.1</td>
<td>56.2</td>
<td>5.6</td>
<td>910.9</td>
</tr>
<tr>
<td>New England Business School</td>
<td>626.8</td>
<td>288.7</td>
<td>18.6</td>
<td>934.1</td>
</tr>
<tr>
<td>EBL - General</td>
<td>3.3</td>
<td>0.2</td>
<td>-</td>
<td>3.5</td>
</tr>
<tr>
<td>Faculty Total</td>
<td>1,918.2</td>
<td>416.8</td>
<td>44.4</td>
<td>2,379.4</td>
</tr>
<tr>
<td>Education, Health and Professional Studies (EHPS)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>939.7</td>
<td>286.3</td>
<td>46.9</td>
<td>1,272.9</td>
</tr>
<tr>
<td>Health</td>
<td>387.5</td>
<td>160.8</td>
<td>34.6</td>
<td>582.8</td>
</tr>
<tr>
<td>Practice Teaching/Practicum</td>
<td>185.7</td>
<td>30.6</td>
<td>-</td>
<td>216.3</td>
</tr>
<tr>
<td>Professional Development and Leadership</td>
<td>417.4</td>
<td>126.2</td>
<td>60.4</td>
<td>604.0</td>
</tr>
<tr>
<td>EHPS - General</td>
<td>0.5</td>
<td>-</td>
<td>0.1</td>
<td>0.6</td>
</tr>
<tr>
<td>Faculty Total</td>
<td>1,930.8</td>
<td>603.8</td>
<td>142.0</td>
<td>2,676.6</td>
</tr>
<tr>
<td>The Sciences</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Biological, Biomedical and Molecular Sciences</td>
<td>370.9</td>
<td>3.3</td>
<td>26.9</td>
<td>401.1</td>
</tr>
<tr>
<td>Environmental Sciences and Natural Resources</td>
<td>262.5</td>
<td>44.4</td>
<td>57.5</td>
<td>364.4</td>
</tr>
<tr>
<td>Mathematics, Statistics and Computer Science</td>
<td>335.5</td>
<td>274.6</td>
<td>10.7</td>
<td>620.8</td>
</tr>
<tr>
<td>Rural Science and Agriculture</td>
<td>185.7</td>
<td>22.6</td>
<td>63.2</td>
<td>271.5</td>
</tr>
<tr>
<td>The Sciences—General</td>
<td>5.1</td>
<td>5.1</td>
<td>-</td>
<td>10.2</td>
</tr>
<tr>
<td>Faculty Total</td>
<td>1,159.7</td>
<td>350.0</td>
<td>158.3</td>
<td>1,668.0</td>
</tr>
<tr>
<td>Centres</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Animal Genetics and Breeding Unit</td>
<td>-</td>
<td>-</td>
<td>5.5</td>
<td>5.5</td>
</tr>
<tr>
<td>Asia Centre</td>
<td>-</td>
<td>-</td>
<td>0.8</td>
<td>0.8</td>
</tr>
<tr>
<td>Centre for Ecological Economics and Water Policy</td>
<td>-</td>
<td>-</td>
<td>9.0</td>
<td>9.0</td>
</tr>
<tr>
<td>Institute for Rural Futures</td>
<td>-</td>
<td>-</td>
<td>2.6</td>
<td>2.6</td>
</tr>
<tr>
<td>National Marine Science Centre</td>
<td>-</td>
<td>0.3</td>
<td>1.1</td>
<td>1.3</td>
</tr>
<tr>
<td>Oorala Centre</td>
<td>13.8</td>
<td>-</td>
<td>-</td>
<td>13.8</td>
</tr>
<tr>
<td>Teaching and Learning Centre</td>
<td>-</td>
<td>-</td>
<td>1.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Centres Total</td>
<td>13.8</td>
<td>0.3</td>
<td>20.0</td>
<td>34.0</td>
</tr>
<tr>
<td>Load by funding source</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Publicly funded</td>
<td>7,067.0</td>
<td>686.4</td>
<td>368.2</td>
<td>8,121.5</td>
</tr>
<tr>
<td>Domestic Fee</td>
<td>124.1</td>
<td>485.6</td>
<td>7.5</td>
<td>617.2</td>
</tr>
<tr>
<td>International Fee</td>
<td>450.4</td>
<td>509.0</td>
<td>85.4</td>
<td>1,044.8</td>
</tr>
<tr>
<td>Non-award and Other</td>
<td>33.1</td>
<td>1.3</td>
<td>2.8</td>
<td>37.1</td>
</tr>
<tr>
<td>Total Load at 31 December 2005</td>
<td>7,674.6</td>
<td>1,682.2</td>
<td>463.8</td>
<td>9,820.6</td>
</tr>
<tr>
<td>Total Load at 31 August 2004</td>
<td>7,890.7</td>
<td>1,706.7</td>
<td>456.6</td>
<td>10,054.0</td>
</tr>
</tbody>
</table>

Note: Rounding errors may occur.
STAFF AT 31 MARCH 2005

Staff in faculties and centres

<table>
<thead>
<tr>
<th>Position</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor (E)</td>
<td>9</td>
<td>39</td>
<td>48</td>
</tr>
<tr>
<td>Associate Professor (D)</td>
<td>16</td>
<td>54</td>
<td>70</td>
</tr>
<tr>
<td>Senior Lecturer (C)</td>
<td>46</td>
<td>75</td>
<td>121</td>
</tr>
<tr>
<td>Lecturer (B)</td>
<td>89</td>
<td>99</td>
<td>188</td>
</tr>
<tr>
<td>Tutor (A)</td>
<td>36</td>
<td>27</td>
<td>63</td>
</tr>
<tr>
<td><strong>Total academic in faculties and centres</strong></td>
<td><strong>196</strong></td>
<td><strong>294</strong></td>
<td><strong>490</strong></td>
</tr>
<tr>
<td>Senior administrative/technical</td>
<td>12</td>
<td>28</td>
<td>44</td>
</tr>
<tr>
<td>Administrative/technical</td>
<td>127</td>
<td>56</td>
<td>183</td>
</tr>
<tr>
<td><strong>Total in faculties and centres</strong></td>
<td><strong>335</strong></td>
<td><strong>378</strong></td>
<td><strong>713</strong></td>
</tr>
</tbody>
</table>

Staff in management, administration and support sections

<table>
<thead>
<tr>
<th>Position</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive and Deans</td>
<td>2</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Senior Managers</td>
<td>5</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Academic</td>
<td>7</td>
<td>2</td>
<td>9</td>
</tr>
<tr>
<td>Management/Senior administrative and technical</td>
<td>52</td>
<td>66</td>
<td>118</td>
</tr>
<tr>
<td>Administrative and technical</td>
<td>288</td>
<td>185</td>
<td>473</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>354</strong></td>
<td><strong>265</strong></td>
<td><strong>619</strong></td>
</tr>
</tbody>
</table>

UNE Total at 31 March 2005          | 689    | 643  | 1,332 |
UNE Total at 31 March 2004          | 655    | 646  | 1,301 |

FINANCIAL YEAR ENDING 31 DECEMBER 2005

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue (excluding controlled entities)**</td>
<td>$m</td>
<td>$m</td>
</tr>
<tr>
<td></td>
<td>168.9</td>
<td>172.3</td>
</tr>
<tr>
<td>Government core resources*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating grant including capital</td>
<td>52.9</td>
<td>50.4</td>
</tr>
<tr>
<td>Research training scheme</td>
<td>8.7</td>
<td>8.5</td>
</tr>
<tr>
<td>Institutional grant for research</td>
<td>3.7</td>
<td>3.6</td>
</tr>
<tr>
<td>Research infrastructure</td>
<td>2.0</td>
<td>2.2</td>
</tr>
<tr>
<td>Other operating resources</td>
<td>3.8</td>
<td>2.4</td>
</tr>
<tr>
<td>Capital development pool</td>
<td>2.2</td>
<td>1.3</td>
</tr>
<tr>
<td><strong>Government core resources as percentage of total revenue</strong></td>
<td>43.4%</td>
<td></td>
</tr>
<tr>
<td>Other income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HECS contributed by students</td>
<td>36.6</td>
<td>36.7</td>
</tr>
<tr>
<td>Domestic student tuition fees</td>
<td>5.6</td>
<td>5.8</td>
</tr>
<tr>
<td>International student fees</td>
<td>11.5</td>
<td>12.2</td>
</tr>
<tr>
<td>External income for research programs</td>
<td>15.2</td>
<td>16.7</td>
</tr>
<tr>
<td>Consultancies</td>
<td>1.0</td>
<td>0.7</td>
</tr>
</tbody>
</table>

Income from all other sources includes student residences fees, other fees for services and other income not directly derived from academic activities.

*The figures for Government core resources reflect the annual grant amounts as advised. These can be reconciled to the