



Performance is the key

Associate Professor Peter McCallum trained as a pianist at the Sydney Conservatorium of Music but moved into the area of music broadly known as theory and analysis – he completed a PhD on Beethoven sketches and continues to lecture at the Conservatorium.

"I was really astonished that I could walk into the state library in Berlin and say 'Hello, I'm from Australia and I'm doing a PhD on Beethoven, can I see your priceless manuscripts please?'. So there I was turning the pages that the great man used, which was a remarkable experience.

"I also do reviews for the Herald. I enjoy it, I like staying in touch with what's going on in the profession – it's useful in teaching performance to have that perspective so that you feel you're up to date with what's happening out there. Also, it's quite an interesting writing challenge, you have basically 400 words to do it in."

Assistant Principal of the Conservatorium and head of the School of Performance and Academic Studies, Professor McCallum was photographed in Verbrugghen Hall on 15 August 2002.

Silver gelatin print by Lisa Giles

*The University of Sydney
NSW 2006
April 2002*

*The Honourable Andrew Refshauge MP
Minister for Education and Training
Level 31, Governor Macquarie Tower
1 Farrer Place, Sydney NSW 2000*

Dear Minister,

The Senate of the University of Sydney has the honour of presenting to you, in accordance with the Annual Reports (Statutory Bodies) Act of 1984 and its subsequent amendments, the report of the proceedings and financial statements of the University of Sydney for the year ended 31 December 2002.

*The Hon Justice Kim Santow,
Chancellor*

*Professor Gavin Brown,
Vice-Chancellor and Principal*

Contents

Charter	3
Roles and values	3
Major goals	3
Highlights of 2002	4
Facts at a glance.....	6
Chancellor's report.....	7
Vice-Chancellor's report.....	8
The Senate.....	10
Academic and administrative structure	11
Principal officers	12
Deans of faculties	14
Quality teaching and learning.....	15
Diversity, access and equity	22
Excellence in research	27
Internationalisation.....	35
Engaging with industry and the professions.....	42
Effective management.....	46
Service to the community.....	53
Supplementary information.....	59
Student statistics.....	59
Ethnic Affairs Priority Statement	61
University centres	66
Departments and schools.....	68
Staff awards	69
Honorary degrees	70
University medallists	71
Memoranda and exchange programs	73
Senate information.....	74
Staff statistics	76
Capital works	78
Risk management.....	79
Publications.....	81
Freedom of information	82
Privacy legislation	83
Index	84
Financial report and statements: see accompanying booklet in back pocket.	

The University of Sydney is Australia's first university. It leads the country in maintaining the best of time-honoured university traditions and demonstrates its leadership by the innovation and quality of its research and teaching. It measures its achievements by international standards and aspires to have these recognised throughout the world as the criterion by which Australian higher education is judged.

Roles and values

The role of the University of Sydney is to create, preserve, transmit and apply knowledge through teaching, research, creative works and other forms of scholarship.

In carrying out this role, the University of Sydney reaffirms its commitment to:

- > institutional autonomy, recognition of the importance of ideas, intellectual freedom to pursue critical and open inquiry, and social responsibility;
- > tolerance, honesty and respect as the hallmarks of relationships throughout the University community and underpinning high standards of ethical behaviour; and
- > understanding the needs and expectations of those whom it serves and striving constantly to improve the quality and delivery of its services and access to those services.

The University Plan, 1999–2004

Charter

The University of Sydney was incorporated by the Parliament of New South Wales on 1 October, 1850, making it Australia's first university.

"The functions ... of the University include:

- a) the provision of educational and research facilities at university standard;
- b) the promotion, advancement and transmission of knowledge and research;
- c) the commitment to the development and provision of cultural, professional, technical and vocational services to the community; and
- d) the conferring of the degrees of Bachelor, Master and Doctor and the awarding of diplomas and other certificates."

University of Sydney Act, 1989 (as amended)

Major goals

- > The University of Sydney will maintain and enhance its position as an outstanding provider of high quality undergraduate and postgraduate teaching, both in Australia and internationally.
- > The University of Sydney will continue to provide access to tertiary study and appropriate support for students from a diversity of backgrounds.
- > The University of Sydney will develop its reputation as an institution where pure and applied research and research training relevant to the economic, social and cultural well-being of Australia and the region are conducted at nationally and internationally recognised standards.

- > The University of Sydney will further enhance its position as a university of high standing in the international community of scholars.
- > The University of Sydney will continue to make a significant contribution to the well-being and enhancement of the wide range of professions with which it engages.
- > The University of Sydney will improve its position as an efficient, effective and responsible institution, striving to meet the needs of students and staff, and committed to quality in all aspects of its operations.
- > By providing knowledge, opportunity and encouragement, the University of Sydney will maintain and enhance its position as a leading contributor to the opinions and ideas, cultures and lifestyles of the many communities it serves locally, nationally and internationally.

The University Plan, 1999–2004

Highlights 2002

Research grant success

The University maintained its position as national leader for the third consecutive year, winning \$12.9 million in new ARC funding in 2002. This ranked Sydney ahead of the University of Melbourne (\$10.9 million) and the University of Queensland (\$10.8 million).

The University also consolidated its position at the cutting edge of medical and health research, winning more than \$22.4 million for 62 new National Health and Medical Research Council (NHMRC) project grants in 2002.

Overall the University attracted 15.6 per cent of the total project grant funding awarded nationally.

Federation Fellows

The Federal government awarded two new Federation Fellowships to the University in July. Professor of Mechatronic Engineering Hugh Durrant-Whyte is already at Sydney, where he is director of the Australian Centre for Field Robotics, while physicist Dr Catherine Stampfl is from Northwestern University in the United States.

The prestigious Federation Fellowships are the richest publicly funded research fellowships offered in Australia, part of a \$3 billion plan to establish Australia as a world-class research hub. These awards brought to five the number of Federation Fellows at the University.

Funding for new research centres

In 2002 the University gained Commonwealth funding as the lead institution for two new centres of excellence, the Centre for Ultra-high bandwidth Devices for Optical Systems and the Centre for Autonomous Systems.

Two further centres – the Centre of Clinical Research Excellence to Improve Outcomes in Chronic Liver Disease and the Centre of Clinical Research Excellence in Renal Medicine – were also awarded in 2002 and will receive a total of \$4 million over five years from the NHMRC.

The University will also be a core participant in five new CRCs announced in the 2002 round of funding from the Federal Government.

Prime Minister's research awards to staff

In August, Professor of Applied Physics Marcela Bilek won the Malcolm McIntosh Prize for the Physical Scientist of the Year, while Dr Joel Mackay, from the School of Molecular and Microbial Biosciences, was awarded the Science Minister's Prize and the accolade of Life Scientist of the Year.

In the same month, Dr Elizabeth Harry, also from the School of Molecular and Microbial Biosciences, won the 2002 Eureka Prize for Scientific Research

For other research awards, see page 31.

99th Rhodes for University of Sydney student

Chemistry student Nilay Hazari became the University's 99th Rhodes Scholar when he was awarded the 2002 NSW Rhodes Scholarship in November. An outstanding Bachelor of Science (Advanced) student, cellist and tennis player, Mr Hazari will study for a Doctor of Philosophy in chemistry at Oxford.

More students choose Sydney

The University attracted 17.4 per cent of first preference applications lodged with the Universities Admission Centre, the largest share in the state. Recent school leavers' first preference applications increased by 4.6 per cent over 2001, with total first preference applications increasing by 8.7 per cent. Strong demand led to increases in UAI cut-offs in 70 per cent of courses.

Centre for Regional Education, Orange opens

The NSW Minister for Education and Training, John Watkins, congratulated the University for its "exploration of new ways of delivering education to regional communities" at the launch of the Centre for Regional Education at Orange (CREO) in August.

CREO is jointly supported by the University, the Western Institute of TAFE, the NSW Department of Education and Training and the Commonwealth Department of Education, Science and Training.

Teaching awards to Sydney staff

Dr Michelle Hyde from the Faculty of Veterinary Science and Dr Robyn Ewing, Associate Dean (Teaching and Learning) in the Faculty of Education, received Quality Teaching Awards from the Australian College of Educators and the NSW Minister for Education and Training in 2002. Dr Erica Sainsbury, from the Faculty of Pharmacy, received an award from the Australian College of Educators.

For other teaching awards, see page 17.

International enrolments up

Overseas student enrolments in full degree programs rose by 25 per cent in 2002. In first semester, 1833 international students commenced studying in full degree programs, compared to 1452 in 2001.

Distinguished International Fellows

Two internationally renowned University graduates were appointed as Distinguished International Fellows of the University in 2002. They were Lord Robert May, President of the Royal Society, and Mr James Wolfensohn, President of the World Bank.

The new position allows the University to honour people of international stature, who in turn will provide informal advice and mentoring for the University.

Commercialisation success for Sydney

The University leads the way in creating start-up companies and in its cumulative total of business licenses, options and assignments, according to a survey released in 2002.

University response to Crossroads review

Following wide consultation among its many communities, the University made a submission to the Federal Minister for Education, Science and Training's Crossroads Review of higher education.

The University put a qualified case for all universities to be allowed to charge additional fees up to a maximum of 25 per cent above the standard HECS bands, to be covered by substantially improved HECS arrangements benefiting students. It was integral to the University's submission that the Federal Government must provide funding equal to the money raised by the additional top-up fees.



Sesquicentenary celebrations

The University's sesquicentenary celebrations concluded with a series of public events.

The culmination was a weekend of special events in October, including a colloquium on the topic "Revisiting the Idea of a University". Broadcaster Adam Spencer convened the evening and the panel included NSW Chief Justice James Spigelman, architecture critic Elizabeth Farrelly, headmaster of Sydney Grammar John Vallance, Sydney University researcher Professor Max Bennett, biologist Professor Margaret Burchett and businessman Angus Taylor.

A series of sesquicentenary lectures were also given during the year, by speakers including Apollo 17 astronaut Harrison Schmitt, merchant banker Malcolm Turnbull and academics Marcia Langton and Jill Ker Conway.

A great year in sport

Sydney won its fourth consecutive Australian University Games in Adelaide in September.

Being a visionary pays off

Sarah Scurr, part of the first intake for the landmark joint degrees in engineering and commerce, will commence work with JB Were stockbrokers in 2003.

"Someone suggested chemical engineering to me. I saw the double degree offered with commerce, and I thought that it was fantastic because I wasn't sure what to do after university.

"The people that do engineering are fantastic. The only time we wear flannelette shirts is in the Engineering Revue."

Ms Scurr was photographed at St John's College on 12 September 2002.

Silver gelatin print by Lisa Giles



Images reveal the diversity within

Lindy Lee has been rated one of Australia's 50 Most Collectable Artists of 2002. She uses vibrant colours and family photographs to examine her cross-cultural background.

"The bottom line of Australia is that we're a mongrel race. It's our diversity, and the way in which we work within that diversity that's our true creativity.

"I would have died to be a blonde, blue-eyed, surfer chick. I would have done anything to have been that. I didn't belong because I have this Chinese face."

Ms Lee is a graduate of Kelvin Grove as well as the Sydney College of the Arts, where she received a Bachelor of Visual Arts in 1982.

She was photographed in her studio on 14 August 2002.

Silver gelatin print by Lisa Giles

Facts at a glance at 31 March 2002, unless otherwise stated

Total number of full-time staff	5,309
Total University enrolment (includes 2,774 enrolled at the Australian Graduate School of Management which is run jointly with the University of New South Wales)	42,420
Commencing undergraduate enrolments	10,625
Commencing higher degree enrolments	3,109
International student enrolments	6,138
Total number of degrees and diplomas awarded in 2002 (Of these 3,886 recipients were male and 5,712 female.)	9,598
Undergraduate degrees and diplomas available	117
Graduate degrees available	352
Number of faculties	18
Number of departments/schools	47
Number of residential colleges and halls of residence	14
Distance from GPO in km	3
Volumes held in the University of Sydney Library	5,124,191
Fellows of the Senate	22



Chancellor's report

The university sector is at a critical point. Depleted funding, if not redressed, threatens degradation for every aspect of higher education, whether teaching or research, undergraduate or graduate. Many in the community, business leaders included, have warned of the devastating long-term effects, economic as well as cultural, of that neglect if not addressed urgently. Students fear the burden of increased debt from foreshadowed higher fees, but equally deplore the implications in not redressing depleted funding, namely forcing upon universities overcrowded classes, reduced facilities and overworked staff. Government has heeded that concern, with the Nelson Review. But the acid test will be whether the reforms it promises will be sufficiently fair, under tight budget conditions, to win community acceptance. Those with a direct interest include not only university teachers and administrators but also students who are the immediate beneficiaries of a university education, as well as those from the wider community asked to fund it.

Our Senate last year, in an atmosphere of honest recognition of difference, set out to assess the funding means, government primarily, but also private, realistically available to restore a viable university sector. We all recognise the need to ensure that students, especially those on lower incomes, are not thereby unfairly burdened by higher fees. The independent economic modelling from NATSEM that we commissioned showed that, provided there was a reasonable upward adjustment of the HECS repayment threshold, students on lower to middle incomes should not be worse off even with a capped 25 per cent increase in fees. The modelling showed that, at income levels at the lower end of that range, many indeed would be better off, including but not limited to women taking time out of the workforce. An important part of our recommendations is an assurance of a minimum level of means-tested scholarships, taking into account those already provided.

During the year Senate considered a number of major policy and strategic issues. While some came to prominence because of the Nelson Review others were already under consideration. Importantly, following the adoption eighteen months ago of a set of contemporary governance arrangements to ensure proper division of responsibility and accountability between Chancellor, Senate and senior management, the Hon JT Ludeke, QC undertook our first evaluation of Senate's own performance. His practical recommendations have now been released publicly. All of his recommendations have been adopted.

With all our contemporary concerns about the future of the university sector, we are reminded that great universities have a long history of creative adaptation. That was the central message from our sesquicentenary celebrations, going back to our beginnings as a small community of scholars. Today we are no longer the only university in this State. Competition as well as collaboration have been good for Sydney University.

Contemporary issues predominated in the sesqui lectures given by a distinguished group of visitors, many of them alumni. Speakers included Chief Justice Margaret Marshall of the Massachusetts Supreme Court, Jill Ker Conway, and Malcolm Turnbull to single out just three. In Boston in October occurred one of the most remarkable of these lectures. It followed Sydney University Boat Club's participation in the celebrated Head of the Charles River Annual Regatta in Boston. That sesqui lecture was given by Associate Professor Bryan Gaensler, a distinguished graduate of Sydney University and world expert on pulsars, still under the age of 30. He held his audience of alumni in thrall, along with a wider audience. Some of the most penetrating questions came from our rowers.

Our former Dean of the Faculty of Science, Professor Beryl Hesketh, now Pro-Vice-Chancellor Sciences and Technology, is developing, with Bryan Gaensler, a scheme for brilliant young Australian graduates to return for a limited time each year mentoring and inspiring Australian scholars and students in their shared fields. We plan to take advantage of Australia's brain drain, so that Australia may fully participate in the research opportunities our expatriates open up in an interconnected global village of international scholarship. Already this has inspired a pilot scheme with the Government of New South Wales under Sydney University leadership. There is now a detailed plan to mobilise the Australian diaspora before the Prime Minister's Department, arising out of our initiatives.

Our student Fellows play an important role in bringing to Senate student concerns. One of these has led to an important initiative by the Vice-Chancellor, with the full support of Senate, providing practical English language support in the first instance to temporary protection visa holders who have come here as refugees. The program will be led by the Faculty of Education and Social Work with the appointment of a co-ordinator drawing on volunteer help from those equipped for such teaching within the wider University community.

Finally, I pay tribute to a long-standing Fellow of Senate, Professor Stephen Leeder. Stephen resigned as our distinguished Dean of Medicine and Fellow of Senate in order to take up a position as Visiting Senior Research Fellow at the Earth Institute at Columbia University. There he is pursuing a long-standing interest in public health, particularly in under-developed countries. His calm, principled and quietly delivered opinions were deeply valued by all his colleagues. We wish him well at Columbia and look forward to his return in 2004.

The Hon Justice Kim Santow OAM
Chancellor



Vice-Chancellor's report

The University and its staff can be proud of the achievements listed in this report. We like to measure our success in research, in teaching and learning and in more general activities, so let me describe some highlights.

Summing all new grants from the Australian Research Council (ARC) in 2002 the University of Sydney was again the national leader, with twice the amount awarded to the University of New South Wales and 166 per cent of the total for the University of Melbourne. We also led the nation in National Health and Medical Research Council (NHMRC) project grants with 62 awards totalling \$22.4 million.

There were many individual awards, but special mention must be made of the Prime Minister's Science Awards and those of the Learned Academies. In the first category, for researchers under 35, Marcela Bilek won the Malcolm McIntosh prize for Physical Scientist of the Year and Joel Mackay won the Science Minister's prize for Life Scientist of the Year. In the second category Merlin Crossley was awarded the Gottschalk Medal of the Australian Academy of Science, John Canning its JG Russell Award and Glenda Sluga won the Max Crawford Medal of the Australian Academy of the Humanities.

It is important to note also that the University was the highest national performer in the ARC's industry linkage scheme and that Sydney ranked first in the areas of licences, options and assignments and of start-up companies in a national survey of commercialisation activity published during the year.

We can gauge the quality of our teaching and learning environment by pressure of entry demand. The University attracts the greatest number of first preference applications overall and the greatest number of first preference school leaver applications through the NSW University Admissions Centre (UAC). Already leading, we increased our total share by 8.7 per cent and our school leaver share by 4.6 per cent over 2001. Moreover, wherever one slices the cohort according to entry score, the University of Sydney remains the destination of first choice.

Michelle Hyde (Veterinary Science), Robyn Ewing (Education) and Erica Sainsbury (Pharmacy) received Quality Teaching Awards from the NSW Minister for Education and the Australian College of Education while Nerida Jarkey (Arts) and Rosanne Taylor (Veterinary Science) were finalists in the Australian Awards for University Teaching. In *The Australian Awards for Excellence in Educational Publishing* and APA Education Publishing Industry Awards, Deputy Vice-Chancellor Judith Kinnear, with co-author Marjory Martin, won the Secondary Single Title Category and Penny Bishop (Nursing) and Gary Lee (Biomedical Sciences) won the Tertiary Single Title Category.

In professional outreach, Tom Heneghan was awarded the Japanese Government's highest award for public architecture, the Kokyo Kenchiku Shoh, and Reuben Rose won the VMS Award for Excellence in the Equine Veterinary Field.

Our students won the overall title at the Australian University Games for the fourth year in a row, but their exploits are by no means confined to university competitions. Ann Procter won the World Open Water Skiing Championship, Loudy Tourky won diving gold at the Commonwealth Games, Zita van de Walle won gold at the World

Rowing Championships, Angie Ballard won gold in the 100-metres final (T53 wheelchair) at the World Athletics Championships for Athletes with a Disability and Sydney University Lions won the National Water Polo League.

Achievements at these high levels require constant re-dedication of purpose. In fact we are committed to making a further quantum rise in our performance. Part of the foundation for that depends on how effectively we go about our management processes. While outcomes are measured in the context of our core goals, centred on teaching and research, this is a dynamic and complex organisation dependent on employees with a wide range of sophisticated skills deployed in support roles. I congratulate these staff on their outstanding contribution to the University's success in 2002.

Our financial performance continues to be strong but it is appropriate to make some explanatory comments. The accounting standards applied to the Higher Education Sector produce a result which is an operating surplus of \$80 million. On the one hand this could be considered small relative to assets if one applied the benchmark of a conventional for-profit business. On the other hand this might be imagined by some as an inefficient deployment of income by a state-supported entity which is clearly not under-resourced.

In fact expenditure on necessary replacement and development of infrastructure, such as the acquisition and refurbishment of the Medical Foundation Building for research and the refurbishment of teaching space in the Carslaw Building, adds to our asset base when it occurs, but depreciation takes place over several years.

Recast in the conventional cash-flow terms of a family budget our performance for 2002 corresponds to an operating surplus of \$17 million and our performance for 2001 corresponds to an operating deficit of \$12 million. What this discloses, in turn, is that, with minor fluctuations, the University is expending on its educational activities all the income which it generates and is doing so in a prudent but not overly conservative manner.

With more resources we could enhance both quality and scope and the declared ambition of a further quantum step depends on having more to spend. Some of this will come from our own efforts which will create more efficiency gains and which will also increase external earnings from sale of educational services, delivery on research contracts and commercialisation of intellectual property. Some will come from borrowing for capital development (although debt-servicing has the effect of reducing expendable income), some from enlightened benefaction and some must come from increased government support. The latter should be a combination of an increased financial investment and an improved regulatory environment. The results of 2002 reinforce our confidence in our own ability. World events and the Review of Higher Education produce an uncertain climate which magnifies the challenge of the future.



Professor Gavin Brown
Vice-Chancellor and Principal



Problem solving is her specialty

Karin Wright received the Chancellor's Industry Scholarship in Engineering to attend the University of Sydney.

"I work as a process and chemical engineer. Steel cap boots, thick trousers, long shirts, fluoro orange vests, safety glasses and a hard hat – trendy.

"We built a solar-powered esky. That was nice, when you built something that actually worked."

Ms Wright graduated in 2002 in chemical engineering from the University of Sydney and now works for the engineering company, Hatch.

She was photographed in the Quadrangle on 20 September 2002.

Silver gelatin print by Lisa Giles

The Senate

The role of the Senate

The Senate of the University awards all degrees and diplomas and oversees all major decisions concerning the conduct of the University, including senior staff appointments, student discipline, financial matters and the physical and academic development of the University.

Under the University of Sydney Act, 1989, the Senate comprises 22 Fellows who hold office for differing periods under various categories of membership. The Vice-Chancellor and Principal and the Chair of the Academic Board are ex officio members of the Senate. The Senate elects the Chancellor for a term of office of four years and the Deputy Chancellor for a term of two years.

There are ten committees of Senate (see under "Supplementary Information", pages 74–75).

The Senate meets on the first Monday of each month with the exception of January and is presided over by the Chancellor.

Fellows of the Senate

In 2002, the Senate comprised:

Chancellor

The Hon Justice GFK Santow, OAM

BA LL.M.

Chancellor from 2 October 2001

Deputy Chancellor

Mrs Renata R Kaldor, AO

BA DipEd UNSW (a Fellow appointed by the Minister for Education and Training)

Deputy Chancellor from 7 February 2000

Vice-Chancellor and Principal

Professor Gavin Brown

MA StAnd PhD N'cle(UK) HonLLD StAnd, FAA

Fellow from 1 July 1996

Chair of the Academic Board

Professor Judyth Sachs

BA PhD Qld MA WMich DipTeach Kelvin Grove CAE

Fellow from 5 March 2001

Appointed

Fellows appointed by the Minister for Education and Training, to hold office for four years from 1 January 2002:

Mr David M Hoare

BEC, FCPA

Fellow from 1 January 1998

Mrs Renata R Kaldor, AO

BA DipEd NSW

Fellow from 24 January 1989

Mr John A McCarthy, QC

LLM Virg BA LLB

Fellow from 4 August 1995

Mrs Margaret Varady

BSc Otago MEd NSW DipEd Auck, FACE

Fellow from 1 January 2002

Fellow appointed by Senate for three years to 29 February 2004:

Ms Valerie Pratt, AM

BA DipSocStud HonDLitt Macq

Fellow from 6 March 1995

Elected

Fellow elected by and from the members of the Legislative Council:

The Hon John Hatzistergos, MLC

BEC LL.M.

Fellow since 13 May 1999

Fellow elected by and from the members of the Legislative Assembly:

Mr Kevin Greene, MP

BEd ACU DipTeach Milperra CAE

Fellow since 3 June 1999

Fellows elected by and from the academic staff for two years from 1 December 2001:

Dr Gavan J Butler

MAgrSc Melb PhD Calif

Fellow from 1 December 1997

Professor Margaret A Harris

PhD Lond MA

Fellow from 1 December 2001

Dr Suzanne P Jamieson

BA LLB UNSW GradDipPubSectMgt UTS LL.M. SJD

Fellow from 1 December 1999

Professor Stephen R Leeder

BSc(Med) MB BS PhD, FRACP FFPHM FAFPHM

Fellow to 31 December 2002

Fellow elected by and from the non-academic staff for two years from 1 December 2001:

Ms Kim Wilson

MA

Fellow from 1 December 2001

Fellows elected by and from the graduates of the University, to hold office for four years from 1 December 2001:

Mr Bohdan Bilinsky

MA LL.M.

Fellow from 1 December 2001

Mr R Bruce Corlett

BA LLB

Fellow from 1 December 2001

Dr Robin B Fitzsimons

MB BS BSc(Med) PhD, FRACP

Fellow from 1 December 1997

Emeritus Professor Ann E Sefton, AO

BSc(Med) MB BS PhD DSc

Fellow from 1 December 2001

Mr Adam B Spencer

BA

Fellow to 30 November 1995 and from 1 December 2001

Fellows elected by and from persons enrolled as candidates proceeding to a degree or diploma in the University for one year from 1 December 2001 and from 1 December 2002:

Ms Thalia Anthony

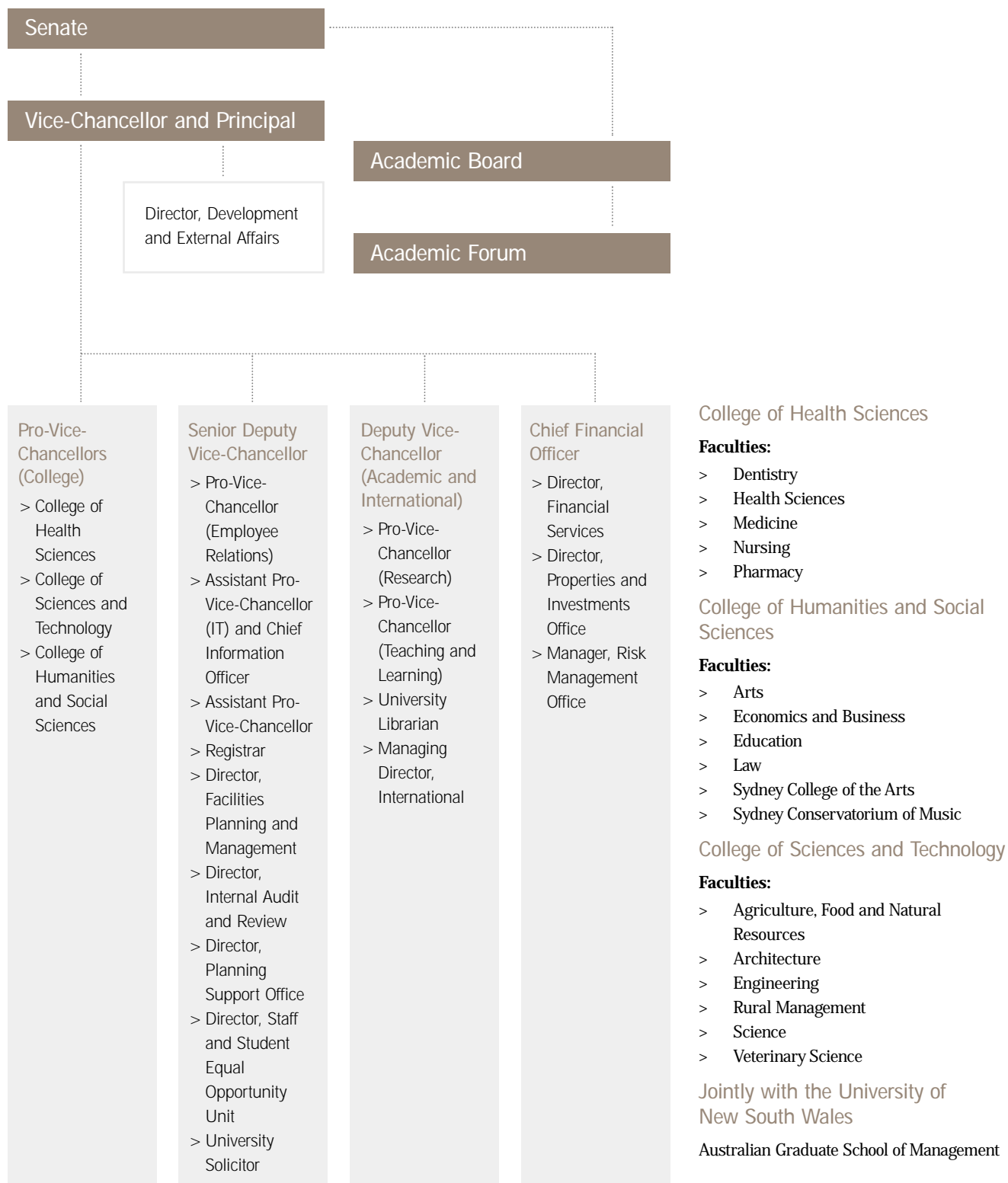
BA

Fellow from 1 December 2001

Ms Moksha Watts

Fellow from 1 December 2001

Academic and administrative structure



Principal officers of the University at 31 December 2002

Chancellor

The Hon Justice Kim Santow, OAM
BA LL.M.



Justice Santow has held the position of Chancellor of the University of Sydney since October 2001. A

graduate of the University and a University blue in rowing, he is a continuing member of the Sydney University Boat Club. He was appointed Judge in the Court of Appeal of the Supreme Court of NSW from 29 January 2002 and serves on various Court committees including Education. He is a member (part-time) of the Take-over Panel. For over 30 years he was a part-time lecturer in the Master of Laws program of the University of Sydney and subsequently the University of New South Wales. He has served as a chair, director or trustee for a large number of community organisations including Sydney Grammar School, Sydney Opera House, St Vincent's Hospital, Malcolm Sargent Fund for Children with Cancer, Bundanon Trust, the Art Gallery of NSW and its affiliate Vis-Asia, as well as being earlier on the Council of the Asia-Australia Institute.

Deputy Chancellor

Mrs Renata Kaldor, AO
BA DipEd UNSW



Mrs Kaldor has held the position of Deputy Chancellor of the University of Sydney since February 2000.

Her interests involve business, education and community affairs. She is a director of a number of private companies. During her career, she has been a director of the State Rail Authority, Chairperson of the NSW Women's Advisory Council, and a director of the Garvan Foundation. She is a director of the Sydney Symphony. Mrs Kaldor was appointed as a Fellow to the University Senate in 1989.

Vice-Chancellor

Professor Gavin Brown
MA StAnd PhD *Ncle(UK)* HonLLD *StAnd*,
FAA



Formerly Harkness Scholar in the Faculty of Arts at the University of St Andrews and Carnegie Scholar at the

University of Newcastle-upon-Tyne. Professor Brown became Professor of Pure Mathematics at the University of New South Wales in 1976. Winner of the Australian Mathematical Society Medal, former Vice-President of the Australian Academy of Science and member of the Australian Research Council, he was awarded an honorary degree by St Andrews University in 1997. From being Dean of Science at the University of New South Wales he became Deputy Vice-Chancellor then Vice-Chancellor at the University of Adelaide. He became Vice-Chancellor of the University of Sydney in 1996. Previous Chairman of the Group of Eight universities, he is on the executive of the Association of Pacific Rim Universities, the Business Higher Education Round Table, the Australian Vice-Chancellors' Committee and the Global Foundation.

Senior Deputy Vice-Chancellor

Professor Kenneth J Eltis
BA NE MA PhD *Macq* DipEd *UNSW*,
FACE



Professor Eltis became a Deputy Vice-Chancellor of the University of Sydney in 1996, following two

years as Dean of the Faculty of Education. He was appointed Senior Deputy Vice-Chancellor on 1 July 2002 and holds responsibility for the University's budget, liaison with the Department of Education, Science and Training, and institutional planning and the University's Capital Works Program. Professor Eltis has had extensive experience as a researcher and teacher in universities, as a consultant to the NSW Government on education, and has conducted educational consultancies in China, Hong Kong and Vietnam.

Deputy Vice-Chancellor (Academic and International)

Professor Judith Kinnear
MSc PhD *Melb* BEd *LaT*
GradDipComputerSim *SwinburneIT*, FLS



Before her appointment as Deputy Vice-Chancellor (Academic and International) in

1997, Professor Kinnear was Dean of the Faculty of Health Sciences and Professor of Biological Sciences at the University of Sydney since 1991. Prior to that, she was Chairperson and Director of Studies in the Department of Biological Sciences at La Trobe University. Professor Kinnear is a member of the Board of Trustees of the Australian Museum. Her portfolio is responsible for international relations, research, teaching and learning and the library.

Chief Financial Officer

Mr Borislav Kotic
BBus *NSWIT* MEc *Macq*, FCPA



Mr Kotic was appointed to the position of Chief Financial Officer (CFO) in 2002. The CFO position is at the level

of Deputy Vice-Chancellor, and has responsibility for the University's financial strategy and management.

Mr Kotic has extensive commercial experience at CFO and CEO level. Prior to joining the University, he was CFO of ING Australia Group Ltd, Zurich Australia Group Ltd, and CEO of AMPAC Ltd and Lumley Life Ltd. He was also the Chairman of the Life Insurance Complaints Service in 1996.

He has proven strategic skills and operational management expertise in leading international and Australian companies over a period of 16 years in the financial services industry, and 10 years in the manufacturing industry.

Pro-Vice-Chancellor of the College of Health Sciences

Professor John Atherton Young, AO
MD DSc *Qld*, FAA FRACP



Professor Young was appointed Pro-Vice-Chancellor of the College of Health Sciences in 1997,

following four years as Pro-Vice-Chancellor of the Health Sciences Academic Group. He was Dean of the Faculty of Medicine from 1989 to 1997, and Professor of Physiology and Head of Department from 1976 to 1989. He is Past President of the Federation of Asian and Oceanian Physiological Societies and has just retired as Secretary (Biological) and Vice-President of the Australian Academy of Science. He is Deputy Chair Central Sydney Area Health Service Board (since 1993), Director, Royal Alexandra Hospital for Children (since 1989), Chair, ANZAC Health and Medical Research Foundation (since 1995), Member, National Health & Medical Research Council (since 2000) and Member, NSW Medical Board (since 1999).

Pro-Vice-Chancellor of the College of Humanities and Social Sciences

Professor Ros Pesman
PhD *Land* BA, FAHA



Professor Pesman was appointed to the position of Pro-Vice-Chancellor in March 1999. She also holds a

personal chair in History at the University of Sydney and has previously held the positions of Head of the Department of History and Chair of the Academic Board.

Pro-Vice-Chancellor of the College of Sciences and Technology

Professor Don Napper
PhD *Camb* MSc, FAA FRACI CChem MRSC



Professor Napper became Pro-Vice-Chancellor of the College of Sciences and Technology in March

1997. A former head of the School of Chemistry and a Fellow of the Australian Academy of Science, Professor Napper has extensive experience in manufacturing industries in Australia and the UK and has served as a consultant to major companies such as Orica/Dulux. He has also served on Australian Research Council discipline panels.

Pro-Vice-Chancellor (Employee Relations)

Professor Michael Fry
MA *Cantab* MSc Lond PhD



Professor Fry became Pro-Vice-Chancellor (Employee Relations) of the University of Sydney in 2002. Prior

to this appointment he was Dean of the Faculty of Information Technology at the University of Technology, Sydney for over five years, and was Professor of Computer Networks. Professor Fry is responsible for strategic leadership in human resource matters, including headship of the Enterprise Bargaining team on behalf of the University. He has had extensive experience in research, course development and management within both the university and industrial sectors.

Acting Pro-Vice-Chancellor (Research)

Professor Leslie Field
PhD DSc, FAA FRACI CChem



Professor Field took up the position of Acting Pro-Vice-Chancellor (Research) in August 2001. He was formerly

head of the School of Chemistry, Chair of the University Research Committee and Associate Dean (Research) in the Faculty of Science. Professor Field is Professor of Organic Chemistry and Chair of the Australian Research Council's Physics, Chemistry and Geosciences Expert Advisory Committee. He is responsible for the strategic development and management of the University's profile in research and research training, development of interactions with industry and the commercialisation of the University's intellectual property. This portfolio provides support for major equipment, research infrastructure, institutional scholarships for research higher degree students, institutional grants schemes, postdoctoral fellowships, support for externally funded centres and the work of early career researchers.

Pro-Vice-Chancellor (Teaching and Learning)

Professor Paul Ramsden
BSc Lond MPhil CNA4 PhD *Lanc*



Professor Ramsden became Pro-Vice-Chancellor (Teaching and Learning) in May 1999. He was

previously Director of the Griffith Institute for Higher Education and Professor of Higher Education at Griffith University. A graduate of Lancaster University's Department of Educational Research, he has contributed to fundamental research into teaching and learning in higher education and undertaken policy-related studies of university performance and academic leadership. He is the author of one of the world's best-known texts on university teaching and learning – *Learning to Teach in Higher Education*. Professor Ramsden has responsibility for the strategic leadership of teaching and learning in the University, including quality assurance, monitoring educational effectiveness, teaching performance indicators and enhancing the student experience.

Assistant Pro-Vice-Chancellor (Information Technology)

Associate Professor Simon Carlile
BSc PhD



Associate Professor Carlile was appointed Assistant Pro-Vice-Chancellor in May 1998 and is responsible for

information technology. He completed his undergraduate and graduate degrees at the University of Sydney before moving to Oxford. In 1993 Professor Carlile rejoined the University in the Department of Physiology and was appointed Sub-Dean (Information Technology) in the Faculty of Medicine in 1996. He was involved in the implementation of the information technology components of the Graduate Medical Program and has a particular interest in the applications of information technology to teaching and learning.

Assistant Pro-Vice-Chancellor

Professor Ann Brewer
BA *Macq* MCom PhD *UNSW*



Professor Brewer became the Assistant Pro-Vice-Chancellor in 2002, following a

number of years in a range of roles in the Faculty of Economics and Business. She now provides specialist research and advice to the Senior Executive across a wide variety of strategic issues affecting both the academic and administrative units within the University and is working with them to achieve agreed change. Professor Brewer has wide experience as a researcher and teacher in universities and has collaborated closely with industry on numerous strategic business issues.

Registrar

Dr William Adams
BSc LLB PhD *UNSW*



Dr Adams was appointed Registrar in 1998. Immediately before his appointment he was Director,

Student Services at the University of Sydney, prior to which he held a number of academic and general staff appointments at the University of New South Wales. Dr Adams' principal responsibilities are in the areas of student recruitment, student administration, student welfare and University governance, as well as coordination of the University's admission and enrolment processes.

Chair of the Academic Board

Professor Judyth Sachs
BA PhD *Old MA WMich* DipTeach *Kelvin Grove* CAE



Professor Sachs was elected to the Chair of the Academic Board in March 2001. A former

Pro-Dean (International and External Relations) in the Faculty of Education, she maintains a strong interest in education, in particular teacher professionalism, education change and educational leadership. She is currently working on two ARC discovery research projects. Her executive positions in education include President of the Australian Association for Research in Education, Member of the Council and Executive of the Australian College of Education and Chair of the Research and Publications Committee of the Australian College of Education. She is currently a member of the ACE foundation.

University Librarian

Mr John Shipp
BA Dip Ed *Macq* BA *W'gong*
DipArchiveAdmin *UNSW, AALIA*



Mr John Shipp was appointed University Librarian in August 1997. From 1986 to 1997 he was University

Librarian at the University of Wollongong. He has had a long involvement in national campaigns to improve the Australian university community's access to scholarly information. Mr Shipp has served as president of the Australian Library and Information Association and of the Council of Australian University Librarians.

Deans of faculties at 31 December 2002



Finding the vision

The thymus gland is located in the chest just under the breastbone and is critically important in the body's response to disease invasion. It has also been critically important to the career of Dr Graham Mitchell AO, RDA FTSE FAA, currently a principal adviser on science, engineering and technology to the Victorian Government.

As a final-year Sydney University veterinary student, Dr Mitchell was agonising over an essay topic when Professor Bob Bain suggested either mastitis in cows or the thymus gland. In Australia, only the Walter and Eliza Hall Institute was then researching this gland.

Intrigued, Dr Mitchell travelled by train to Melbourne and established immediate rapport with the Institute's new director, Gus Nossal. He was invited to complete his PhD at the Institute despite his then unconventional background in veterinary science.

Dr Mitchell has been director of the Royal Melbourne Zoo and a Director of Research at CLS Limited. He is a principal of Foursight Associates Pty Ltd, a Melbourne-based company that assesses biotechnology projects for their suitability as investments.

Dr Mitchell was photographed in the Clock Tower on Friday 14 June 2002.

Silver gelatin print by Lisa Giles

College of Health Sciences

Faculty of Dentistry

Professor Keith Lester
MDS PhD DDDSc, FRACDS FICD

Faculty of Health Sciences

Professor Hal Kendig
AB *Calif*(Davis) MPL PhD *SCalif*, FASSA

Faculty of Medicine

Professor Stephen Leeder
BSc(Med) MB BS PhD, FRACP FFPHM (UK)
FAFPHM

Faculty of Nursing

Professor Jocalyn Lawler, RN
CertOpThNursing BSocSc MEd *NE* PhD *NSW*
AssDipNursEd *Armidale CAE*, FCN (NSW)

Faculty of Pharmacy

Professor S I (Charlie) Benrimoj
BPharm PhD *Bradford*, MPS

College of Humanities and Social Sciences

Faculty of Arts

Professor Stephen Garton
PhD *NSW* BA, FAHA FASSA

Faculty of Economics and Business

Professor Peter Wolnizer
BEc *Tas* MEc PhD, FCA FCPA

Faculty of Education

Professor Geoffrey Sherington
MA *NSW* PhD *McM* BA, FRAHS

Faculty of Law

Professor Ron McCallum
BJur LLB *Monash* LLM *Qu*

Sydney College of the Arts

Professor Ron Newman (Director)
ASTC *NAS* Grad Dip *Hed NSW*, HLFDIA

Sydney Conservatorium of Music

Professor Sharman Pretty (Principal)
BMus *Adel* Reifeprüfung *Freiburg-im-Breisgau*

College of Sciences and Technology

Faculty of Agriculture

Professor Les Copeland
BSc PhD, FRACI CChem

Faculty of Architecture

Professor Gary Moore
BArch *Calif* MA PhD *Clark*, RAIA PIA FAPA

Faculty of Engineering

Professor Judy Raper
BE PhD *NSW*, CPEng FIEAust FICChemE

Faculty of Rural Management

Provessor Kevin Parton
BCom *Liv* MSc(AgEcon) *N'cle* (UK) PhD
GradDipEconStats *NE*

Faculty of Science

Professor Beryl Hesketh
BA *C'town* MA *Well* PhD *Massey*, FAPsS

Faculty of Veterinary Science

Professor Reuben Rose
DVSc PhD DipVetAn, FRCVS FACBS
MACVSc

Jointly with the University of New South Wales

Australian Graduate School of Management

Professor Michael Vitale
BA *Mich* MBA *Harv* PhD *Dartmouth*

Quality teaching and learning

The University of Sydney will maintain and enhance its position as an outstanding provider of high quality undergraduate and postgraduate teaching, both in Australia and internationally.

Goal One

The University of Sydney Strategic Plan
1999–2004

In 2002, the University of Sydney consolidated its position as the leading first-preference university in NSW.

The University attracted 17.4 per cent of first preference applications lodged with the Universities Admission Centre, the largest share in the state. Recent school leavers' first preference applications increased by 4.6 per cent over 2001, with total first preference applications increasing by 8.7 per cent.

Strong demand led to increases in Universities Admissions Index (UAI) cut-offs in 70 per cent of courses. The UAI cut-off for the Bachelor of Arts rose from 70.00 to 80.05, and the Bachelor of Science from 76.00 to 81.00. The cut-off for Combined Law, the highest Law cut-off in the state, rose from 99.15 to 99.40. A feature of 2002 was higher demand for general degrees such as arts, science and liberal studies.

The strong demand was accompanied by a University-wide increase in international students enrolling in full degree courses, up by 25.2 per cent on 2001, including a 38.3 per cent rise in the College of Sciences and Technology, fuelled by substantial increases in the Faculties of Architecture, Engineering and Science.

The Marketing and Student Recruitment Unit continued its work in attracting high quality students.

More than 10,000 prospective students attended Information Day in January for last minute advice before the close of UAC preferences. Many school leavers also turned to the Web site, www.sydneyuni.com, for help with decision-making.

For the first time a special function was held for high-achieving HSC students. Many attended with their parents and talked with deans of faculties about the advantages of studying at Sydney.

Over 600 attended the University's "Degree in a Day" program for talented school students, where they gained a feel for the university experience through practical sessions, tutorials and debates.

More than 5000 school students from across NSW registered on the University's Web site in 2002. Those registering received special mailouts providing the latest information on the University. Prospective students could also e-mail questions direct to current students from the University's Student Ambassador Program.

Quality assurance and improvement strategy

The University's quality review processes are essential components of its overall quality assurance and improvement strategy led by the Quality Advisory and Coordination Group (QACG) chaired by the Senior Deputy Vice-Chancellor, Professor Ken Eltis.

Membership of QACG includes the Chief Financial Officer, the Chair of the Academic Board, the Pro-Vice-Chancellor (Teaching and Learning), the Pro-Vice-Chancellor (Research), the Pro-Vice-Chancellor (Employee Relations), Assistant Pro-Vice-Chancellor, the Chief Information Officer, representatives of the deans, the Director of the Planning Support Office and the administrative heads. The aim of the quality review processes is to safeguard not only the highest quality in academic standards but also to attain the utmost value of programs, services and initiatives in meeting goals specified in the University's strategic plan.

Innovation and technology in education

The Innovation and Technology in Education Ventures (ITEV) project was established to develop opportunities in e-learning that demonstrated a clearly identified return.

Projects supported by the ITEV in 2002 included:

- > evaluation of pilot projects on alternative delivery models attractive to postgraduate students in the Faculties of Law and Health Sciences;
- > evaluation and business planning for postgraduate programs in Pain Management, Project Management Outreach and Herbal Medicines;
- > strategic planning for flexible delivery in the Faculty of Rural Management and the School of Public Health;
- > an analysis of academic requirements for shared services to support technology-enhanced learning in the Faculties of Arts and Education and the Sydney College of the Arts.

Sydney University is one of seven universities on five continents pooling expertise to provide a ground-breaking online course in bioinformatics. The S-Star Alliance provides an introductory modular course in genomics, bioinformatics and medical informatics. It aims to encourage more students into the field – particularly from developing countries – and to provide a forum for international networking.

The scheme provides training, courseware, assessment and grading. Two-thirds of the first group of 90 students completed and passed the online course. The course allows up to 40,000 students to gain access to material provided by all seven S-Star members. Because of poor Internet access in many countries, the Web site material is also available on a set of CDs.

An online course on pain management won a 2002 Exemplary Course Project (ECP) award at the 4th Annual WebCT User Conference in Boston in November. Developed by Professor Michael Cousins, Dr Stephen Loftus, Ms Isobel Taylor and staff of the Pain Management and Research Centre, the course teaches students how to take medical histories as well as diagnose and treat chronic and acute pain. The course was one of eight winners from 85 applicants worldwide.

A Web-supported problem-based learning program designed by the Faculty of Medicine was licensed to the University of Nottingham, UK, for use in a new graduate entry program.

Further, the Board also approved significant new and/or revised policies, including Academic Honesty (Plagiarism), Admission to Undergraduate Courses and Submission of Doctor of Philosophy Theses Containing Published Work. The Board continued its scrutiny of course development and recommended that Senate approve four new undergraduate and 32 new postgraduate courses, and improvements to existing offerings.

The Office of the Pro-Vice-Chancellor for Teaching and Learning has responsibility for implementing quality assurance (QA) and improvement measures and methods for recognising and rewarding good teaching. In 2002, the office:

- > established and maintained benchmarking relationships with University College London, Oxford University, the University of Queensland, and the Open University (including QA for ICT-assisted learning and comparative surveys of student experience);
- > developed University policy on QA for ICT and e-learning, in collaboration with the Academic Board;
- > developed and coordinated a survey of research higher degree students' experiences of supervision and support;
- > strengthened relations with senior officers responsible for QA in other G08 universities; and
- > presented the University's teaching and learning strategy and associated outcomes at several forums, including the Danish Rectors' Conference.

A Sesqui Teaching Equipment Fund was established in the University's 2002 budget with \$1.5 million available in the first year and \$1 million a year thereafter. In 2002 \$400,000 of this budget was used for equipment to enhance the provision of audio-visual services to the University's teaching facilities. The balance of the funds was allocated on a dollar for dollar basis for specific prioritised bids.

The Academic Board is leading the review of faculties undertaken in two phases. In 2002 the Board completed Phase 1 visits to all faculties, building on initial work achieved in 2001. A key aspect of the review process is the self-evaluation report, addressing key goals and outcomes in the management of quality in teaching and learning, including processes for integrating research with undergraduate teaching, for assuring the quality of student assessment and standards, quality assurance for research training, and methods for monitoring student progress and recognising excellence in teaching.

The visits to faculties, by a panel including the Chair of the Academic Board, faculty representatives, the Pro-Vice-Chancellor (Teaching and Learning), the Pro-Vice-Chancellor (Research) and the Assistant Pro-Vice-Chancellor, comprise structured interviews between the panel and students, staff and senior faculty officers. In 2003, Phase 2 Reviews of the Academic Board and Administrative Reviews of key areas will be undertaken along similar lines.

The QACG developed a University Quality Assurance and Improvement Framework encompassing existing quality assurance activities and proposed initiatives (e.g. further training for heads of departments and administrative offices in QA processes) for 2003 and beyond, building on earlier work.

Three senior members of the University received accreditation after training as an auditor for the Australian Universities Quality Agency including the Pro-Vice-Chancellor Professor Paul Ramsden, Dean of Science Professor Beryl Hesketh and University Librarian Mr John Shipp.

Although online programs are used at the University of Queensland and Flinders University, the Sydney program is unique because education design experts from the Faculty of Medicine and IT staff have created a content management system, which will also be licensed to the University of Nottingham.

A \$20,000 Apple Australia scholarship fund was created to promote research into teaching developments involving Apple technology. The scholarship assists those who work with Apple technology either in producing teaching materials or in cutting-edge technology developments.

Rural initiatives

The NSW Minister for Education and Training, John Watkins, congratulated the University for its "exploration of new ways of delivering education to regional communities" at the launch of the Centre for Regional Education at Orange (CREO) in August.

CREO is jointly supported by the University, the Western Institute of TAFE, the NSW Department of Education and Training and the Commonwealth Department of Education, Science and Training.

From 2003, in addition to degrees in Rural Management, the University will offer at Orange the first year of its Computer Science and Technology program, the first year of Liberal Studies and, commencing with the first year in 2003, all of the Bachelor of Pharmacy (Rural).

The Federal Government allocated an initial \$2 million towards new buildings, an extra 20 places for the new Bachelor of Computer Science and Technology, and 30 places for the Bachelor of Pharmacy (Rural).

A study centre for senior school students is due to open in early 2003, while current buildings have been extended, and IT resources updated.

Several new teaching positions were advertised, along with support positions. These were jointly funded by the University and NSW Department of Education and Training. Associate Professor Stephen Crump, from the Faculty of Education, was appointed executive manager of CREO late in 2002.

The Faculty of Dentistry's Rural Placement Program continued to develop. In 2002, 36 students participated in an academic orientation at the Faculty of Medicine's Department of Rural Health in Broken Hill, followed by a wide range of clinical activities and work-experience opportunities in Broken Hill, Dubbo, Orange and Newcastle.

Evaluation of this program has shown that students develop an increased awareness of dental health issues in rural Australia, the health needs of indigenous peoples, and the barriers to the provision of health care in rural Australia.

The Faculty of Medicine's School of Rural Health brings together the Dubbo Clinical School, the Department of Rural Health at Broken Hill, the Department of Rural Health (Northern Rivers) and the Australian Centre for Agricultural Health and Safety, based in Moree. The School is rapidly developing cohesion in both teaching and research.

Teaching awards

Dr Michelle Hyde, from the Faculty of Veterinary Science, Dr Robyn Ewing, Associate Dean (Teaching and Learning) in the Faculty of Education and Ms Erica Sainsbury, from the Faculty of Pharmacy, received Quality Teaching Awards from the Australian College of Educators and the NSW Minister for Education and Training.

Associate Professor Rosanne Taylor (Veterinary Science) and Dr Nerida Jarkey (Arts) were finalists in the Australian Awards for University Teaching. Dr Jarkey was also awarded a Vice-Chancellor's award for outstanding teaching in 2002 and appointed Faculty of Arts First Year Experience Coordinator for 2003.

Vice-Chancellor's awards also went to Associate Professor Rosanne Taylor (Veterinary Science) and Associate Professor Nicholas King (Departments of Pathology and Medical Education). See also the Vice-Chancellor's awards for excellence in research higher degree supervision in the chapter on Excellence in Research.

The Faculty of Rural Management's Associate Dean (Research), Dr Geoff Gurr, received the Sydney University Postgraduate Representative Association's Teacher of the Year Award.

Ten outstanding teachers received Excellence in Teaching awards from the Faculty of Arts. Awards were made to Dr Paul Dwyer (Performance Studies), Dr Louise Marshall (Art History and Theory), Dr Alec Pemberton (Social Work, Social Policy, Sociology), Dr Ingrid Piller (Linguistics), Associate Professor Elspeth Probyn (Gender Studies) and Dr Penny van Toorn (English and Australian Studies).

A joint award was given to Mary Lane, Denise Lynch, Roy Bishop and Amanda Elliot for their teaching in Social Work, Social Policy, and Sociology.

Teaching Initiative Awards were made to Dr Nick Eckstein and Dr Stephen Robertson (both from History), while Christine Crowe and Dr Alec Pemberton shared an award for their collaboration in Social Work, Social Policy and Sociology.

The Faculty of Science gave teaching awards to Dr Kalina Yacef, from the School of Information Technologies, who won an Early Career Teaching Award, and to Dr Philip McManus (Geosciences) and Tony Grant (Psychology).

The prestigious *Financial Times* (UK) ranked the Australian Graduate School of Management's MBA (Executive) in the top 15 in the world for the second year in a row. The AGSM was also placed in the top band of *The Australian Financial Review BOSS* magazine's inaugural business school survey, and retained its number one position in Australia in the annual *Asia-Inc* magazine ranking.

The Graduate Management Association of Australia (GMAA) gave the AGSM's full-time MBA a maximum five-star quality rating.

In *The Australian Awards for Excellence in Educational Publishing* and APA Educational Publishing Industry Awards, Deputy Vice-Chancellor Professor Judith Kinnear won the Secondary Single Title Category for her high school text book *Biology 2: HSC Course*, co-authored with Marjory Martin; and Dr Penny Bishop (Nursing) and Dr Gary Lee (Biomedical Sciences) won the Tertiary Single Title Category for their second edition of *Microbiology and Infection Control for Health Professionals*.

Support for students

Half the University's faculties have developed strategic plans to improve the first year experience of students and several more are close to completion.

A forum was held to boost efforts to improve the first-year experience, with keynote speaker Professor Craig McInnis from the Centre for the Study of Higher Education at the University of Melbourne.

At the forum, staff and students from architecture, engineering, pharmacy, Japanese studies and performance studies explained a range of innovative and successful introductory activities, including study-related hands-on experiences.

For the third year the University also ran the Sydney Welcome, Orientation and Transition (SWOT) Program. Convened by Student Services, it aims to improve first year experience by helping students make the most of available resources.

College of Health Sciences

The College of Health Sciences has continued to strengthen its teaching and learning innovations through the efforts of its College Education Committee. Work has commenced to achieve an interdisciplinary Masters qualification in health education to be constructed through each of the faculties, with common core units and faculty-specific units across the five faculties. The commitment to excellence in teaching and learning through sharing resources, curriculum and expertise across the faculties has increased substantially.

The four-year graduate entry Bachelor of Dentistry (BDent) continued to be developed, and documentation supporting the accreditation of the final two years of the program was submitted to the Australian Dental Council. An Academic Board review, conducted in July, noted that the curriculum featured good clinical and small group teaching and showed an emphasis on communication and integration of skills.

The Faculty of Dentistry continued to strengthen its relationship with the Faculty of Medicine in sharing educational and IT resources. The BDent Web site was awarded second prize in an international competition by the American Dental Education Association.

Work began on a curriculum for a combined BDent/MBBS degree which aims to provide a mechanism for completing the degree in seven years instead of the present minimum eight and to allow for student work experience (and necessary income generation) as registered practitioners.

There were significant achievements in teaching and learning in the Faculty of Health Sciences in 2002. Twenty-nine cross-disciplinary units of study were introduced, providing common foundation learning in behavioural and community health sciences and biomedical sciences across the range of professions in the Faculty.

Several new courses were introduced, including a Master of Physiotherapy program; a cross-College postgraduate program in disability studies; and the Bachelor of Health Sciences, a new undergraduate degree designed to provide graduates with skills that enable them to link healthcare practice with industry.

In 2002 the Faculty created the position of Associate Dean (Students) to facilitate student representation and involvement and to address issues relating to the first-year experience. Two Chair appointments were made in the School of Occupation and Leisure Sciences.

ITL's working groups developed faculty strategic plans for first-year induction and orientation, and worked with faculties on performance indicators for research-led teaching. A Master's degree in higher education was established, to articulate with the Graduate Certificate and Diploma programs.

The Sydney Summer School increased enrolments by 40 per cent in 2002, with a particularly high increase at postgraduate level. A pilot winter program was run, to establish whether quality of learning could be sustained in a compressed three-week period. Three undergraduate courses ran successfully with a very high level of student satisfaction.

For a report on the Koori Centre, please see the chapter on Diversity, Access and Equity.

The University Library

The Library is an essential partner in the teaching, learning and research programs of the University. Services are provided through the Library Web site and from locations on nine campuses. The Library seeks to provide innovative services and comprehensive access to information resources in formats appropriate to the University's needs, and has a policy of acquiring networked versions of publications in preference to print editions.

In 2002, the Library improved access to information resources by:

- > relocating the Curriculum Collection to the Fisher Library;
- > acquiring extensive online back sets of chemistry journals;
- > establishing online access to items on course reading lists as a central University service;
- > testing virtual reference software to facilitate online assistance to users off campus;
- > implementing an e-Humanities Gateway in conjunction with the University of Newcastle, the Research Institute of Humanities and Social Sciences and the Australian Academy of the Humanities;
- > securing funds to digitise Australian literary works including books previously published by University of Sydney Press;
- > acquiring Early English Books Online.

A client satisfaction survey was conducted in association with other Australian university libraries, and a review of lending processes began.

The chemistry and geosciences collections were amalgamated, and the Library participated in collective purchasing of online access to information resources published by Elsevier Science, Kluwer and the Institute for Scientific Information.

The program provides academic orientation in O-Week, introducing students to faculties, departments, the careers centre, libraries and the central student support services. It is developed each year by a broad-based project group comprising central student support services, the Library, computer access centres, and the Arts, Science, and Economics and Business faculties.

The Union introduced a program for international students to meet local student volunteers, to discuss current issues and events and thus develop conversation skills.

In collaboration with the NSW Institute of Sport, a sports service coordinator was appointed to Sydney's elite sports program to facilitate student placements.

The Teaching and Learning division

The Teaching and Learning division includes the Office of the Pro-Vice-Chancellor (Teaching and Learning), the Institute for Teaching and Learning, the Sydney Summer School and the Koori Centre.

In addition to its work in quality assurance and indigenous education (see pages 15 and 25), in 2002 the Office of the Pro-Vice-Chancellor (Teaching and Learning):

- > changed procedures for processing Scholarship Index returns to simplify and reduce workload; and
- > co-ordinated two University submissions to the Nelson Review (Striving for Quality and Indigenous Education).

The Institute for Teaching and Learning (ITL) implemented the Academic Board's policy on Unit of Study Evaluation and made substantial progress in comparing the experiences of students at Sydney with those at the Universities of Oxford and Queensland.

In October, the Canberra Research Annex of the School of Physiotherapy was opened. The Annex will develop postgraduate physiotherapy research and education within a clinical practice environment.

The Faculty of Nursing recruited the largest proportion of students with high UAI's compared with other nursing educators in NSW. The selection processes for flexible entry into the Bachelor of Nursing were reviewed and a more rigorous screening program introduced. The benefits are being seen in higher retention rates.

Changes to the Bachelor of Nursing following a 2002 review allow students to study units in other faculties, particularly the Faculty of Science and the Koori Centre.

The Australian Medical Council's accreditation of the graduate medical program, USydMP, was extended from December 2002 until December 2005.

With a vital need to teach effectively across long distances, the Faculty of Medicine has further developed videoconferencing technology of enviable clarity, flexibility, and reliability at minimal cost. Recent major upgrades to the service are now on offer to the rest of the University, as well as assistance about how to support multi-site lectures and meetings.

Senate approved a new Bachelor of Pharmacy (Rural) course at the Orange Campus, and IT staff were employed to enhance flexible delivery of pharmacy programs. The review of the second and third year curriculum of the Bachelor of Pharmacy was completed, while a Master of Pharmaceutical Industry course was submitted to the Academic Board.

Several other new courses were approved including the Master of Science in Medicine Psychotherapy and full-time offerings of the Graduate Certificate, Graduate Diploma and Masters in Herbal Medicine, Master of Clinical Pharmacy.

Two new Foundations were established with considerable input from the College of Health Sciences: the Nepean Research Foundation and the Australian Lebanese Foundation.



Bringing Arts and Engineering together

Kate Simpson was in a second round of approximately 20 students offered the opportunity to combine her different interests in an Arts/Engineering degree.

"I enjoy engineering and arts equally now. From my experience it attracts more women than men. I took French and then took up Spanish as well.

"My ultimate job is a role with the World Bank – although the competition for these roles is pretty stiff. I have received a scholarship to study for 18 months in Toulouse. This will be a great opportunity for me to compare the European and Australian engineering industries."

Ms Simpson received a University of Sydney Distinguished Undergraduate Scholarship.

She was photographed in the Philosophy Room on 27 September 2002.

Silver gelatin print by Lisa Giles



Dispensing with a touch of reality

This award-winning Pharmacy teaching team works in curriculum development and delivery. Their speciality is to teach the realities of dispensing medicines and information in a simulated pharmacy setting.

"We work as a team in teaching and curriculum development. We aim to be authentic in the way we teach students to become pharmacists.

"One way to do this is by using marking criteria so students either pass or fail and we set the standards pretty high. Getting 50 per cent is not good enough – we ask them how they would feel if they were part of the 'wrong' 50 per cent. We encourage our students not just to learn, but to strive for excellence."

The award winning Pharmacy teaching team includes (left to right) Dr Andrew McLachlan, Dr Parisa Aslani, Dr Susan Taylor and Ms Erica Sainsbury.

They were photographed at St John's College on 12 September 2002.

Silver gelatin print by Lisa Giles

College of Humanities and Social Sciences

All faculties in the College appointed co-ordinators to improve the first year experience and were developing Web-enhanced learning.

The Faculty of Education appointed two professors in e-learning who will focus on the pedagogy of ICT-assisted learning as well as leading staff in developing high quality courses. Following the appointments, the College worked with the Innovation and Technology in Education Ventures project to develop a business plan for an Arts/Education e-learning hub.

The Sydney Conservatorium of Music worked on a ground-breaking project for instrument teaching by videoconferencing, while Sydney College of the Arts established a Sesqui lectureship in 2D and 3D visualisation and developed the curriculum in digital imaging and new media in contemporary visual art and design.

Faculties worked to improve ICT infrastructure in both equipment and personnel. Economics and Business invested significantly in new computer laboratories, while Arts reviewed Arts IT and the Language Centre, and the College funded the re-equipment and refurbishing of the Centre.

Faculties continued to adjust staffing profiles to meet new demands. In Economics and Business two chairs were filled in business information systems.

In Education appointments were under way in school leadership, school counselling, research methods, special education, teaching and learning, and TESOL. Partnerships and joint academic appointments with schools and employing authorities also expanded. In Arts, positions in media and communications were increased and an appointment made in heritage studies.

In a continuing effort to develop postgraduate offerings to meet the needs of lifelong learners, the College introduced cross-disciplinary programs in medical humanities, writing, media practice and international studies. Law led the way in introducing more flexible modes of delivery.

The Faculty of Arts successfully applied for a further ten Vice Chancellor's Strategic Development Fund lectureships for 2003. The Bachelor of Arts (Advanced) degree was developed for implementation in 2003.

The Faculty's First Year Experience Plan was highly praised by the Institute for Teaching and Learning and became a template for other faculties. The Arts Transition to University Program was also a success, with 240 enrolments.

Initially funded by the College, a student recruitment manager and an assistant were appointed jointly to Arts and Education, to develop both local and international markets and expedite international applications.

Sydney Conservatorium of Music third year student Katharine Tier won the Australian Singing Competition's Marianne Mathy Scholarship of \$30,000 towards further study. Four of the five national finalists in the competition were Conservatorium students.

Sydney College of the Arts began to develop information technology-based resources to support teaching and learning and to implement a flexible learning strategy.

Staff in Foundation Theories of Art Practice (THAP) implemented a pilot program, the Virtual Exhibition Project, an inter-faculty project with Biological Sciences that enables students to conduct online research and design a virtual exhibition for assessment. WebCT workshops were organised for academic staff.

The SCA also received teaching improvement funds to develop Foundation Studies. A secondary component is a professional practice program, enhancing links between the SCA and related professions.

Admission interview procedures were improved in 2002. Interviews were conducted by discipline-specific panels, with final ranking of applicants by academic co-ordinators from all disciplines. Both UAI and SCA interview scores were applied to establish final rank. The overall result was an increase in the minimum UAI and a more balanced range of offers across disciplines.

The AGSM commenced its twenty-fifth year of operation in 2002 with a record intake of 157 students in its flagship full-time MBA program. A review of the MBA program led to a seven-month reduction in completion time from 22 to 15 months, allowing students a shorter career hiatus. The program's curriculum was also revised to reflect contemporary business trends.

Accounting cluster head Professor John Lyon won the AGSM's Alumni Association Teaching Excellence Award.

College of Sciences and Technology

Demand was very high for the Faculty of Architecture's revamped undergraduate program, the Bachelor of Design (Architecture), and the new Bachelor of Design Computing, with UAI cut-offs over 90. The BDes(Arch) again had the highest UAI cut-off of any architecture program in the state. Student evaluations showed increased satisfaction.

Demand for graduate coursework programs was very strong in Architecture, with a 62 per cent increase over 2001. The number of local graduate fee-paying students was up 45 per cent from 2001.

Professor Tom Heneghan was appointed to the Chair of Architecture and the long-vacant Chair of Urban and Regional Planning was advertised.

Faculty of Engineering undergraduate programs continued to attract high achieving students, and final year students in the Advanced Engineering program completed an excellent interdisciplinary design project. Postgraduate coursework numbers have improved with high demand for project management and information technology courses as well as the new offerings in mechatronics.

The Faculty of Rural Management's revised Bachelor of Business and Bachelor of Management degrees attracted regional students. The Bachelor of Land Management (Ecological Agriculture), introduced in 2002, drew good distance education enrolments and was recognised for its quality by external reviewers of the Eureka Award for Environmental Education.

Expanded efforts to retain students, such as the First-Year Experience Program, began to bear fruit, and the Faculty performed particularly well on 2002 teaching performance indicators.

Planning progressed for the new fee-paying Master of Sustainable Management degree to be offered online from 2003. The degree is designed to attract experienced managers from the agribusiness sector.

The Faculty of Science enrolled 101 new students in the Talented Student Program. This represented approximately 10 per cent of students in the state with UAIs equal to or greater than 98.8.

Postgraduate international research enrolments in the Faculty increased from 34 in 2001 to 60 in 2002; postgraduate IT coursework degree enrolments from 10 to 168; and other postgraduate coursework enrolments from 17 to 77.

Recommendations arising from a 2001 review of the BSc (Environmental Science) were implemented, and the program greatly strengthened.

The success of the molecular biotechnology undergraduate and graduate programs continued. Funded by the Department of Education, Science and Training under the Science Lectureship initiative, these programs have been a source of innovation in teaching with strong international links.

The Faculty continued to encourage research and innovation in science teaching through funding provided to the Science Faculty Educational Research (SCIFER) program.

The first year of the tropical marine teaching program within the Marine Science degree was offered collaboratively with James Cook University and Queensland University. Student feedback was exceptionally good.

The School of Psychology offered for the first time the innovative Doctor of Clinical Psychology/PhD and Doctor of Clinical Psychology/MSc programs. These combine high level research training with clinical skills, and have set a benchmark for clinical psychology training in Australia.

The Faculty of Veterinary Science continued to attract outstanding undergraduate local and overseas students. The UAI cut off for 2002 for HECS students was 98.2. A total of 27 international students commenced in 2002.

Veterinary Science hosted the first Australasian meeting of veterinary educators. The keynote speaker was prominent University of California, Davis academic, Professor Donal Walsh, editor of the Journal of Veterinary Medical Education. An important outcome was agreement on attributes required for veterinary graduates.

The Thyne Reid Trust provided major financial support to establish a Teaching Innovation Unit in the Faculty.

Mick Rose, a PhD student in the Faculty of Agriculture, Food and Natural Resources was awarded the Harvey W Wiley Scholarship by AOAC International, an international organisation for analytical scientists.

See Supplementary section for information about undergraduate and postgraduate enrolments; destinations of first-degree graduates; mean UAIs for students entering the University in 2001; University medallists; and academic staff.

Diversity, access and equity

The University of Sydney will continue to provide access to tertiary study and appropriate support for students from a diversity of backgrounds.

Goal Two

The University of Sydney Strategic Plan
1999–2004

The University of Sydney is committed to increasing access to higher education for a broad cross-section of the community and to meeting the diverse cultural, religious and linguistic needs of its students.

Of the local student body, 27.7 per cent were born overseas, and 28.9 per cent spoke a language other than English at home. Just under 43 per cent of the total enrolment was male and 57.1 per cent female. Slightly more than 7 per cent came from a rural or isolated area, 1115 identified themselves as having a disability, and 269 identified as Aboriginal or Torres Strait Islander.

Special admissions and financial support

The University has a number of special admissions programs. These include the Mature-Age Entry Scheme, which provides a means of undergraduate entry for mature-age students; the Cadigal Program, which assists entry for Aboriginal and Torres Strait Islander students; and the Broadway Scheme, which provides places in highly competitive courses for HSC students who have experienced severe disadvantage in their final two years of high school.

In 2002, 209 students enrolled under the Broadway Scheme, of which 129 spoke a language other than English at home and 91 were born overseas. Seventeen per cent of the students who enrolled in the Combined Law program for 2002 were admitted under the Broadway Scheme.

In total, 18 students entered under the Cadigal Program and 132 under the Mature Age Entry Scheme. Of these students, 33 were born overseas and 19 students spoke a language other than English at home.

Other specific schemes include those available in the Faculty of Health Sciences for rural student entry into Physiotherapy, and a Multicultural Admissions program for HSC students who have appropriate language skills and an understanding of the needs of major community groups.

Ten faculties also offer Flexible Entry, an admissions scheme that allows school leavers to be offered a place in a course on a combination of their UAI and other criteria such as relevant work experience, a performance, or presentation of a portfolio. The UAI for Flexible Entry places is lower than the normal UAI, usually by no more than five points. Students whose UAIs fall between the normal UAI cut-off and the Flexible Entry UAI cut-off are assessed according to the other specified selection criteria.

In 2002 the Academic Board also approved a Rural Entry Scheme Pilot Program for courses offered at the University's Orange campus from 2003; and a special admission scheme for elite athletes and performers who believe that their training and/or competitive commitments have affected their HSC preparation.

The University Preparation Program, run by the Centre for Continuing Education, provides another avenue to tertiary study for mature-age prospective students. In 2002, 759 students enrolled in this program, up from 682 students in 2001. Having successfully completed course requirements, many of these students progress to undergraduate studies.

The University's major, centrally funded scholarship scheme continued to grow in 2002.

The University awarded 124 University of Sydney scholarships for first-year students, including 10 Scholarships with Distinction worth \$8000 each per year, 24 Scholarships with Merit worth \$5000 each per year, 57 entry scholarships worth \$3000 each for one year only, and a further 17 Scholarships for Outstanding Achievement in the HSC, worth \$5000 each per year.

New in 2002 were 12 Access Scholarships for students who had suffered some form of disadvantage and four Group of Eight Access Scholarships, an initiative of the Go8 universities to assist students suffering economic hardship. All Access Scholarships were worth \$3000 each per year. Increased community interest in the scholarship schemes was demonstrated by a record number of applications for entry scholarships in 2003.

Commencing students are also eligible for sports scholarships, international scholarships, a range of faculty scholarships and full fee scholarships.

The University also increased the number of scholarships available to continuing students, offering 100 Continuing Scholarships worth \$2000 each, 50 Honours Scholarships worth \$2000 each and 20 Full Fee Scholarships worth \$4000 each. Continuing students are also eligible for sports scholarships, international merit scholarships and international exchange scholarships. Students experiencing financial difficulties may also apply for assistance through loan funds and bursaries.

The Sydney Summer School also offers fee-waiver scholarships to students who can demonstrate long-term financial and educational hardship, similar to the criteria of the Broadway Scheme.

The Australian Graduate School of Management offered student scholarships worth \$700,000 in 2002 as part of its 25th anniversary celebrations. Included were four special Silver Anniversary Scholarships, totalling \$100,000, for domestic and international students from disadvantaged backgrounds wanting to undertake postgraduate study.

Support for staff teaching in a diverse environment

The Institute for Teaching and Learning offered courses for academic staff on effective teaching practice for students of non-English speaking background. A three-day program, Principles and Practice of University Teaching and Learning, now mandatory for all new academic staff, addressed issues of diversity and encouraged inclusive and flexible teaching approaches.



The Institute also works with individual faculties, and in 2002 co-facilitated a seminar, Teaching to Diversity, for the Faculty of Economics and Business.

The Faculty of Education ran workshops for staff addressing cultural differences in teaching and learning styles. In 2002 the Language and Learning Unit within the Faculty of Health Sciences presented workshops for clinical fieldwork supervisors and other members of staff on working with students with English language difficulties.

Staff at the Centre for English Teaching attended a session on Intercultural Communication with a follow-up workshop to address practical issues arising from a multicultural environment.

Throughout 2002, the Faculty of Nursing conducted a series of Cultural Awareness Workshops for staff.

Exploring the French connection

Shino Konishi is currently completing her PhD on the early European explorers' portrayal of Aboriginal masculinity.

"My family are from Broome and I lived there when I was young, but moved to Perth to finish my schooling. I came to Sydney Uni in 1996. It has such a large and diverse arts faculty.

"I am studying the portrayal of Aboriginal people by British and French explorers, in particular the Baudin expedition. Their portrayal of Aboriginal people is quite different to Cook's.

"While at Sydney Uni I received the inaugural NSW Ministry of the Arts Indigenous History fellowship. Wendy Brady encouraged me to apply, she was a real mentor for me."

Ms Konishi received her Bachelor of Arts in 1999 and is currently completing her PhD at the University of Sydney.

She was photographed in the Great Hall on 20 September 2002.

Silver gelatin print by Lisa Giles

Student services

The University offers a wide range of services to support students in their study.

The Learning Centre offers specialised courses at all levels and designated courses for students of non-English speaking background. Of the 1448 enrolments in the Centre's workshop program in 2002, 732 (50.6 per cent) were students of non-English speaking background.

The Learning Centre conducted teaching programs for over 1300 students in 11 faculties, with approximately 25 per cent specifically targeting local and international students of non-English speaking background.

The Mathematics Learning Centre provides free tutorials and individual assistance to students. In 2002, 28.3 per cent of students attending the Mathematics Learning Centre spoke a first language other than English.

The Counselling Service continued to support students from various cultural backgrounds. In 2002, 21 per cent of the Service's clients identified themselves as being of non-English speaking background.

The International Student Services Unit (ISSU) provides a range of programs and services to assist international students with cultural and personal adjustment. Staff provided counselling and advice to students and their families and continued contacts with faculties to raise awareness of cross-cultural communication and the needs of international students.

The Library worked closely with the ISSU on orientation courses for students of non-English speaking background, paying particular attention to the information resources provided in many community and foreign languages.

The Accommodation Service and Casual Employment Service provided online access to a database of accommodation and employment vacancies for students of the University.

The Careers Centre provided assistance in career preparation and job searching as well as individual careers counselling and assistance for all students. The Centre has tailored many of its services, such as a job alert e-mail system and Web pages, specifically for international students.

The Sydney Summer School liaises with faculties and centres to determine effective forms of teaching and to help provide extra services to ensure students are adequately prepared for University study.

The School conducted a teachers' seminar on teaching in intensive mode and also provided financial support to the Learning Centre and the Mathematics Learning Centre in January and February.

A program began in 2002 to erect directional and information signs on the campus, particularly to cater for people with disabilities. Planning involved wide consultation to ensure people in wheelchairs or with sight impairment were not disadvantaged. The signs have tactile lettering for the visually impaired, up-to-date recorded information about University events, LED displays, back-lit maps of the campus and a hot button link to the Security Service.

The signs program was part of a range of changes deriving from the University's Disability Action Plan. Others included wheelchair accessible entrances at the Clocktower in the Quadrangle and ramps in the Madsen and Badham buildings and the Sports and Aquatic Centre.

Funding of \$1.5 million was identified for the first three years of the barrier removal program, which will provide everything from accessible car parking to new automatic sliding doors, upgraded toilets and better access to awkward areas. Campuses at Rozelle, Cumberland and Orange as well as Camperdown/Darlington are included in this program.

The Student Services office coordinated production of a map identifying access points for all buildings on campus and marking significant areas. The map is displayed in major public areas such as the Student Centre, Information Office and University Union buildings.

Managing and promoting cultural diversity

The University's Harassment and Discrimination Prevention policies, implemented in 2001, make it clear that every student and employee has a right to study or work in an environment free from discrimination and harassment, and a right to be treated with dignity and respect. The policies provide for approximately 20 Harassment and Discrimination Support Officers on the University's several campuses. In 2002 an extra 150 staff members were trained in the Harassment and Discrimination policies and procedures.



Putting indigenous education on the agenda

Janet Mooney's first teaching appointment was at Cleveland Street High School where there is a large indigenous community. Her experiences as an indigenous educator led her to become enthusiastic about teaching in the University of Sydney's Aboriginal Teachers Assistant Program (AEAP), and she took a lecturing position there in 1990.

"When I first came to the University of Sydney to undertake my Graduate Diploma in Education, I didn't even know there was another Aboriginal person on campus, there was nowhere to meet, nothing. I did not even know then that there was an Aboriginal Teachers Assistants Program here at the time.

"Today our Centre is one of the largest in Australia, it's sort of like a 'mini college' except we deal across the whole of the University."

Ms Mooney was appointed the Director of the Koori Centre in 1996.

She was photographed in the Old Teachers' College on 19 September 2002.

Silver gelatin print by Lisa Giles

Indigenous education

The University is committed to encouraging indigenous students to participate in higher education and to supporting them during their study. The Koori Centre, on the Camperdown Campus, and Yooroang Garang, in the Faculty of Health Sciences, work with the community to encourage participation and provide support for enrolled students.

In 2002, the Pro-Vice-Chancellor (Teaching and Learning) established a Policy Advisory Group for Indigenous Education in response to the recommendations of the Review of Indigenous Education completed in 2000.

During 2002, the Koori Centre:

- > employed a new Administration Officer with responsibility for recruitment;
- > held an HSC Enrichment Camp for the first time;
- > secured strategic development funding to employ an Associate Professor for a year to develop the research capacity of academic staff and improve research grant success;
- > commenced a Scaffolding Literacy Project with postdoctoral fellow Dr David Rose (Education). Dr Rose worked with students and staff in block-mode programs;
- > completed the introduction of an online unit for block-mode students, and undertook a trial online unit in postgraduate studies in education.

The Centre's Director, Ms Janet Mooney, won an ARC Indigenous Discovery Grant.

The University's commitment to improving education and health care for indigenous people in Australia led to the establishment of three new courses, approved in 2002 for introduction in 2003.

The four-year Bachelor of Nursing (Indigenous Australian Health) should enhance opportunities for indigenous people to study nursing but will also be open to non-indigenous students. It will encompass Aboriginal and Torres Strait Islander issues such as culture, history, pre-contact history, politics, health, and comparison with other indigenous peoples around the world. Students will be enrolled in the Faculty of Nursing but will also study in the Faculties of Science and Law, and at the Koori Centre and Yooroang Garang.

A new Diploma and Advanced Diploma in Indigenous Primary Health Care in the Faculty of Medicine were also approved. Indigenous Primary Health Care courses, offered at Broken Hill, are designed to meet identified study patterns and educational aspirations of indigenous students.

Delivering the annual Charles Perkins Memorial Oration, hosted by the University in consultation with the Koori Centre, leading Aboriginal activist and anthropologist Professor Marcia Langton warned of an impending socio-economic crisis in indigenous populations unless state and federal governments focus on policy changes to prevent Aboriginal people becoming trapped in the poverty cycle.

The University celebrated Reconciliation Week in May and Aboriginal and Torres Strait Islander Week in August.

The Aboriginal flag was raised by Bidjigal elder Vic Simms, a celebrated Aboriginal entertainer and historian, for Reconciliation Week. Guest speaker Linda Burney, Director General of the Department of Aboriginal Affairs, told the audience at a second flag-raising ceremony for Aboriginal and Torres Strait Islander Week that Sydney University had contributed substantially to Aboriginal education before any other university.

Aboriginal spokesperson Nance de Vries examined the importance of mental well-being in raising standards of Aboriginal health in the 2002 Lambie-Dew Oration.

Spurred on to success by well-wishers

Associate Professor Wendy Brady overcame the educational limitations of her childhood to aim squarely at an academic career. She was the first Australian indigenous person to gain a PhD.

"I couldn't believe the number of books in the Fisher Library, it was just fantastic. I used to go in and take books off the shelf and just read them.

"Being the first Aboriginal person to graduate with a PhD sounds important – and it is, it's a milestone – but the way in which I got support to do that from my community and family was amazing."

Professor Brady left school when she was 13 years old. When she was 24, she attended technical college and earned her Higher School Certificate. She completed a Bachelor of Arts at the University of Sydney in 1981 and a PhD in Education in 1996. She became a lecturer at the University of Western Sydney after graduation.

Professor Brady was photographed at her home on 26 July 2002.

Silver gelatin print by Lisa Giles



College and faculty achievements

College of Health Sciences

A new initiative to increase indigenous participation in health programs resulted in an increased interest across the College from prospective students. The successful 2002 pilot study incorporated a strong student ambassador program and will be implemented in 2003.

The Faculty of Medicine appointed Shane Hearn, from the School of Public Health, to the first Rowan Nicks Sir Russell Drysdale Fellowship in Indigenous Health.

The fellowship has been funded by generous support from alumnus Dr Rowan Nicks, who has a long-standing interest in health in indigenous communities and in developing countries, a bequest from the widow of the artist Russell Drysdale, and from the Royal Australasian College of Surgeons. The Fellowship funds the appointment of an indigenous person to work in the field of health policy within the College of Health Sciences' Australian Health Policy Institute.

The Faculty of Pharmacy planned for the new Bachelor of Pharmacy (Rural) to be taught at the Centre for Regional Education Orange from 2003. The program will increase the exposure of pharmacy students to the needs of a culturally and regionally diverse society. The importance of communicating in a culturally appropriate manner and understanding differences is also emphasised throughout the Bachelor of Pharmacy degree.

The Faculty of Nursing employed an indigenous academic to assist staff in ensuring that units of study are appropriately presented.

The Language and Learning Unit within the Faculty of Health Sciences introduced an Academic Skills Day in Orientation Week for students to refresh their academic skills. The unit also provided lunchtime language workshops to support students' English language skills.

College of Humanities and Social Sciences

The first four students graduated from the Bachelor of Education (Secondary: Aboriginal Studies), initially offered in 2000 in response to a demand for more indigenous teachers of Aboriginal Studies in the public school system.

In this collaboration between the Faculty of Education, the Department of History, the Koori Centre and the NSW Department of Education and Training, students attend a series of six intensive one-week lecture and tutorial sessions each year over four years. The first graduates were Sarah Stonestreet from St Clare, Elizabeth Sutton from Bomaderry, Joy Wenner from Newcastle, and Maureen Wenzel from Rosemeadow.

A further 11 indigenous students are currently enrolled, along with 32 studying the two-year Diploma of Education (Aboriginal) which can be extended by another two years to become the Bachelor degree.

For the first time in 2002, Sydney Conservatorium of Music offered the undergraduate unit of study, Aboriginal and Torres Strait Islander Musics and Cultures. Also offered are units of study in non-Western music and the study of multiculturalism, including groups of students learning to play as members of a Balinese gamelan, and visits by indigenous artists.

The Faculty of Education has a compulsory unit of study, Teaching English to Speakers of Other Languages, for those intending to be primary school teachers. All undergraduate students in the Faculty learn about catering for diversity in the classroom and understanding cultural differences.

Cleonie Quayle, a Master of Criminology student and Indigenous Equity Scholarship holder, was the winner of the Aboriginal Justice award for 2002.

The Faculty of Economics and Business conducted special orientation programs for its international students, an integral component of which is a short course, English for Academic Purposes.

College of Sciences and Technology

The Faculty of Architecture introduced a new area of study in the Bachelor of Design (Architecture)/Bachelor of Architecture combined undergraduate degrees. The Environment, Behaviour and Society area addresses socio-behavioural, ethnic and cultural diversity issues. The Faculty continued to offer several culturally inclusive subjects, including Architecture, Place and Society; Social Studies in Architecture; Architecture in a Globalising World; and Housing for Health.

The Faculty of Veterinary Science encourages high achieving students from a diversity of backgrounds. It has identified quotas for intakes for mature-age students, and students entering through Special Admissions programs. There is a strong international student enrolment with undergraduate fee-paying admissions from the UK, Europe, North America and Asia.

The orientation program for international students entering Veterinary Science includes an interactive session exploring cultural differences that may be encountered within the University setting.

The Faculty liaised with the Learning Centre to identify students experiencing difficulty in English and offered special assistance with assignment and examination preparation.

See Supplementary section for the University's Ethnic Affairs Priority Statement Report for 2002.

Excellence in research

The University of Sydney will develop its reputation as an institution where pure and applied research and research training relevant to the economic, social and cultural well being of Australia and the region are conducted at nationally and internationally recognised standards.

Goal Three

The University of Sydney Strategic Plan
1999–2004

The University of Sydney's progress towards meeting its strategic research goals in 2002 was outstanding.

Total budgeted income for 2002 was \$697 million. This included the \$329 million Operating Grant, Institutional Grants Scheme, and Research Training Scheme allocation, \$12.4 million in Research Infrastructure funding and \$114 million from Research and Earmarked Grants.

The University performed well on the more global measure of research performance. The Institutional Grants Scheme, the Research Training Scheme and the Research Infrastructure Block Grants Scheme are driven by a combination of research income, research completions, research load and research publications. In 2002 the University received \$93.5 million from these block grants, or 10.4 per cent of the national share.

The University's Research Training Scheme income of \$54.08 million in 2002 represented 10.49 per cent of the national share. It ranked the University first nationally, ahead of the University of Melbourne (\$52.73 million) and the University of Queensland (\$50.24 million). The University received \$27 million in the Institutional Grants Scheme and \$12.4 million in the Research Infrastructure Block Grants Scheme.

Australian Research Council (ARC) grants

In the ARC 2002 funding round, the University maintained its position as national leader for the third consecutive year, winning \$12.9 million in new ARC funding. This ranked Sydney ahead of the University of Melbourne (\$10.9 million) and the University of Queensland (\$10.8 million). The University led the nation in both Discovery and Linkage programs despite new rules limiting the number of eligible applicants.

Sydney also led the nation in total ARC funding in 2002, attracting \$28.8 million in new and continuing grants, or 12.5 per cent of the national allocation. This put the University ahead of the University of Melbourne (\$23.9 million) and the University of NSW (\$23 million).

The University was awarded 77 new Discovery Projects valued at \$6.42 million in 2002, and received 18 of the 85 five-year grants introduced in 2002, providing funding continuity for leading researchers.

In the Linkage Infrastructure, Equipment and Facilities Program, the University was awarded \$3.9 million, ranking it first nationally for the second year running. This funding covers facilities based at the University, the international Gemini Partnership (\$1.6 million) and the Ocean Drilling Program (\$1.4 million). Other items funded were high-performance protein crystallography (\$492,000) and advanced laser diagnostics in dilute heterogeneous combustion (\$373,000).

One of the biggest ARC funding packages, totalling \$925,000 over five years, was won by leading snake and reptile expert Professor Rick Shine (Biological Sciences) to examine the ecological and evolutionary impact of the cane toad.

Another researcher from biological sciences, Dr Madeleine Beekman, received funding of almost \$500,000 over five years to study the foraging behaviour of honey bees.

Professor John Carter (Civil Engineering) won an ARC grant of \$362,000 over three years to study the effect of tunnelling on existing pile foundations, research which is significant and timely because of the trend to place city transport infrastructure underground.

The University's NHMRC Clinical Trials Centre (CTC) received \$6.5 million to investigate advances in clinical trials research and evidence-based decision making. The CTC is known for its large-scale trials in cardiovascular disease and clinical evaluations of cancer therapies.

Newly funded research includes a study of myopia and other eye conditions among Sydney school children, a Faculty of Health Sciences project headed by Professor Paul Mitchell, based at Westmead Hospital. He will receive \$564,000 from the NHMRC over three years.

Professor Les Irwig, from Public Health and Community Medicine, will lead a team examining the effectiveness of medical screening and diagnosis tests, their accuracy and the effects of their use on outcomes that are relevant to the community. The results of the research should inform decision making by policy makers, communities, individuals and clinicians and provide the best outcome at the least cost. The team will receive \$4.95 million over five years.

Interactions between herbal medicines and the anticoagulant Warfarin will be explored by Pharmacy senior lecturer Dr Andrew McLachlan and his team, with \$420,000 over three years. This is one of the first comprehensive clinical studies into the effects of combining conventional and alternative medicines.

Associate Professor Bruce Neal, of the Central Clinical School and the Institute for International Health, received two clinical trials grants. One, worth \$765,000 over five years, will study the effects of cholesterol-lowering therapy among patients with kidney disease, while the other, worth \$157,500, will examine the effects of blood pressure-lowering drugs.

Virology Professor Anthony Cunningham, Director of Westmead Millennium Institute and Research Centres, won two grants of \$450,000 over three years, to research the behaviour of the herpes simplex virus.

Breast cancer research by Dr Jacqueline Matthews (Molecular and Microbial Biosciences) received \$420,000 over three years, while at the Centenary Institute Dr Bernadette Saunders received \$435,000 for tuberculosis research.

Sydney's Professor in Public Economics in Law, Patricia Apps, is a chief investigator in a major NHMRC project to evaluate health policy by understanding consumer and provider decisions about health care. The \$6.8 million funding is to be managed by the Centre for Health Economics Research and Evaluation (CHERE) at the University of Technology, Sydney.

Professor David Celermajer, Chair of Research at RPA Hospital, is a chief investigator in a team led by UNSW, RPA Hospital and the Hanson Institute that received \$7.1 million to research the regulation of "good" cholesterol.

Federation Fellowships

Two new Federation Fellows, Professor of Mechatronic Engineering, Hugh Durrant-Whyte, and physicist Dr Catherine Stampfl of Northwestern University, started research projects at the University after the second round of fellowships was announced in July.

Federation Fellowships are the richest publicly funded research fellowships offered in Australia, part of a \$3 billion plan to establish Australia as a world-class research hub. These awards brought to five the number of Federation Fellows at the University.

Dr Stampfl is a leading theoretical surface scientist and condensed matter physicist previously based at the Fritz Haber Institute, Berlin. Her international reputation is based on her work on the absorption of alkali metals on metal surfaces, oxidation catalysis, and metal nitrides and super hard materials.

Professor Durrant-Whyte has established the Australian Centre for Field Robotics, with a focus on creating large-scale robots for use in such activities as mining, undersea exploration and aerospace – key areas for the economy. Director of the ARC Key Centre for Field Robotics since 1999, he has developed strong networks with industry to attract funding for the Centre, with British Aerospace, Patrick Stevedores and Komatsu among major firms offering support.

Flying apples launch illustrious career

Australia's unique and ancient invertebrates lured Professor Donald Anderson AO FRS from London. He has returned the favour as one of the University's most gifted and inspirational lecturers.

"That first embryology lecture in 1958 to 500 rowdy, resistant medical students, I was this long-haired English fellow. Apples flying past my ears, people eating breakfast with radios on, I'd never seen anything like it. I just carried on and then they got interested.

"I made my name from an obscure parasitic barnacle, so small that you can't see it."

Professor Anderson graduated from London University. He became a senior zoology lecturer at the University of Sydney in 1963 and was the Challis Professor of Biology between 1984 and 1991.

Emeritus Professor Anderson was photographed in the Philosophy Room on 11 July 2002.

Silver gelatin print by Lisa Giles

Two important studies into optical fibres received significant ARC funding. Federation Fellow Professor Ben Eggleton (Physics) won \$1.2 million over five years to examine components for the next generation of lightwave telecommunications systems, and Dr Maryanne Large (Optical Fibre Technology Centre) will investigate the use of microstructured polymer optical fibres as an alternative to glass fibres.

The University won 17 new Research Fellowships, including five of the 23 prestigious five-year Australian Professorial Fellowships and six of the 30 five-year Queen Elizabeth II/Australian Research Fellowships. The University won the highest number of five-year Fellowship awards.

NHMRC grants

The University consolidated its position at the cutting edge of medical and health research, winning more than \$22.4 million for 62 new National Health and Medical Research Council (NHMRC) project grants in 2002.

Overall the University attracted 15.6 per cent of the total project grant funding awarded nationally. The University of Melbourne received 54 grants (\$18.2 million) and the University of Queensland received 37 grants (\$12.7 million). Among the allocation were six five-year grants for large-scale investigations.

The University's diverse research base is reflected in the grants won by researchers within the College of Health Sciences and College of Sciences and Technology, and by researchers from health and medical research institutes affiliated with the Faculty of Medicine. These include the Westmead Millennium Institute, the Centenary Institute of Cancer Medicine and Cell Biology, the ANZAC Research Institute, the Institute for International Health and the Kolling Institute for Medical Research.





Micro view requires a macro vision

Problems in the design of new materials ranging from light alloys used in petro-refining plant equipment to magnetic nanomaterials that drive miniature motors all get a close look from Associate Professor Simon Ringer – at the nanoscale.

His work focuses on the roles that small clusters or aggregations of atoms can have on the properties of materials.

"We are starting to characterise, understand and manipulate the critical dimensions of both physical and living systems at the atomic and molecular level.

"This makes for a pivotal role in microscopy and microanalysis: indeed microscopy increasingly requires more than passive observation and inference – it is also becoming the key tool for manipulation and construction of nanostructures."

Professor Ringer became director of the Electron Microscope Unit at the University of Sydney in 2001. In 2002, he led the establishment of the Nanostructural Analysis Network Organisation (NANO), which is a Commonwealth supported Major National Research Facility.

He was photographed in the Chemistry Building on 14 June 2002.

Silver gelatin print by Lisa Giles

Centres

The University secured a Major National Research Facility grant worth \$11.5 million for the Nanostructural Analysis Network Organisation (NANO), a multi-node national facility with a head office in Sydney, supported by nodes at the universities of Sydney, NSW, Queensland, WA and Melbourne.

The Australian Photonics Cooperative Research Centre (CRC) received \$9.5 million to establish a Bandwidth Foundry at the Australian Technology Park (ATP).

The University is also involved in three other Major National Research Facilities announced in 2002, including the Australian Proteome Analysis Facility based at Macquarie University, the Gemini Project, an international astronomy partnership, and the Australian Synchrotron Research Program based at ANSTO.

In 2002 the University also gained Commonwealth funding as the lead institution for two new centres of excellence. Over five years the Centre for Ultra-high bandwidth Devices for Optical Systems will invent and develop a set of revolutionary optical devices and integrate these onto a photonic chip for use in the next generation of ultrahigh-bandwidth optical telecommunications systems; while the Centre for Autonomous Systems will bring together three leading research groups in robotics, learning and intelligent systems, with prospects of becoming the world's leading autonomous systems research centre.

The University will also play an important role in the new National Information and Communications Technology Australia (NICTA) Centre of Excellence to be based at the ATP. The Federal Government has pledged \$129.5 million to develop the centre, which is expected to be a world-class and world-scale ICT research institute. Sydney is one of six partners jointly contributing \$96 million in cash and in-kind assistance to the centre in its first five years.

Two research institutions were designated centres of clinical research excellence in 2002 and will receive a total of \$4 million over five years from the NHMRC.

The new Centre of Clinical Research Excellence to Improve Outcomes in Chronic Liver Disease will be based jointly at the Storr Liver Unit at Westmead Hospital and the AW Morrow Department of Gastroenterology and Liver Centre at RPA Hospital. The centre aims to develop non-invasive ways to identify people with progressive liver disease, and will assess whether lifestyle adjustments improve liver injury and fibrosis progression.

The new Centre of Clinical Research Excellence in Renal Medicine aims to answer questions such as whether screening for early renal disease prevents kidney failure, whether renal disease in Aboriginal people begins in early childhood, and what causes transplanted kidneys to fail.

Cooperative Research Centres

The University will be a core participant in five new CRCs announced in the 2002 round of funding from the Federal Government. These are: the CRC for Mining Technology and Equipment; the CRC for Sustainable Resource Processing; the Bushfire CRC; the CRC for Advanced Composite Structures; and the CRC for Innovative Grain Food Products. In addition, the University will be a supporting participant in three new CRCs announced in the same round, the Biosecurity CRC – Emerging Infectious Diseases; the CRC for Vision Research; and the Poultry CRC.

Sesqui Research and Development grants

The University announced more than \$7 million for internal research support for 2002 including the Sesqui Research and Development Scheme (\$2.4 million), the Sesqui New Staff Support Scheme (\$700,000), the ARC–NHMRC Near Miss Scheme (\$800,000), major equipment grants (\$3.125 million), and the Sesqui Postdoctoral Research Fellowship Scheme (\$2 million).

IT support for research

Following a review of research management information systems in 2002, the University purchased the Callista research software which will be phased in over 2003–2004, to provide a modern, flexible and reliable information system to support best practice in research management.

Postgraduate training

Stipend support was provided to 1191 full-time research students in 2002. The University awarded to commencing students 150 Australian Postgraduate Awards, 40 University Postgraduate Awards, 16 Australian Postgraduate Industry awards, 20 NHMRC scholarships and three scholarships funded by various rural sector research and development corporations.

Each of the 27 international students who received a new International Postgraduate Research Scheme Award also received stipend support in the form of a University Postgraduate Award.

In 2002, 28 commencing PhD students received stipends from bequests and the University allocated \$1.3 million under the Postgraduate Research Support Scheme for awards up to \$2000 each.

A new Dean of Graduate Studies, Professor Masud Behnia, was appointed, taking up his position in January 2003. The office of the Pro-Vice-Chancellor (Teaching and Learning) developed and coordinated a new survey of all research higher degree students' experiences of supervision and support.

Professor Russell Lansbury (Industrial Relations) and Associate Professor Margaret Harding (Chemistry) won Vice-Chancellor's Awards for Excellence in Research Higher Degree Supervision.

Recognition of staff research excellence

Four Sydney academics won high-profile national awards in August.

In the Prime Minister's Awards, Professor of Applied Physics Marcela Bilek won the Malcolm McIntosh Prize for the Physical Scientist of the Year for her work in creating designer materials for industry using plasma arcs and beams, magnetic fields and high-energy electrical pulses.

Dr Joel Mackay, School of Molecular and Microbial Biosciences, was awarded the Science Minister's Prize and the accolade of Life Scientist of the Year for his research into how genes are controlled.

Both awards are for scientists aged 35 or under, and come with a \$35,000 prize and a gold medallion.

Dr Elizabeth Harry, ARC QEII Research Fellow in the School of Molecular and Microbial Biosciences, won the 2002 Eureka Prize for Scientific Research. The prize recognised her research into the way bacterial cells regulate where and when division will take place to ensure accurate partitioning of chromosomes between newborn cells.

Nepean Hospital researcher Ben Gu won Cure Cancer Australia's Young Researcher of the Year award and a prize of \$5000 for his study of lymphocytes in relation to chronic lymphocytic leukaemia.

In November, Associate Professor Glenda Sluga won the prestigious Australian Academy of the Humanities 2002 Max Crawford Medal, a biennial award for a humanities scholar at early career stage. Dr Sluga has an international reputation for original ground-breaking research and expertise in national identity and sovereignty in 20th century Europe and gendered history.

Many other researchers were recognised for excellence in 2002. Among them were:

- > Professor David Celermajer, director of research at Royal Prince Alfred Hospital and Professor of Medicine, who was awarded the 2002 Commonwealth Health Minister's Award for Excellence in Health and Medical Research, Australia's most prestigious health award;
- > Dr Merlin Crossley (Molecular and Microbial Biosciences), awarded the Australian Academy of Science Gottschalk Medal for research on gene regulation, and the Eppendorfer Young Australian Researcher Prize;
- > Dr John Canning (Optical Fibre Technology Centre), awarded the JG Russell Award of the Australian Academy of Science;
- > Dr Ian Bassett (Australian Photonics CRC) and Dr John Haywood (Optical Fibre Technology Centre), who shared the Alan Walsh Prize of the Australian Institute of Physics for work in photonics;
- > Dr Paul McGreevy (Veterinary Science), awarded the Prince Laurent Foundation Prize for animal welfare research;
- > Dr Richard Malik (Veterinary Science), who received the European Society of Feline Medicine International Award for outstanding contributions to feline medicine research;
- > Professor Richard Whittington (Veterinary Science), who received the Ian Clunies Ross Award of the Australian College of Veterinary Scientists for research into farm animal health;
- > Dr John Triantafyllis (Agriculture, Food and Natural Resources), named the Australian Cotton Growers Research Association Researcher of the Year;
- > Professor Rob Baxter (Molecular Medicine), awarded the Clive and Vera Ramaciotti Medal for excellence in biomedical research;
- > Mr Richard Toop (Sydney Conservatorium of Music), who gave invited lectures at the 2002 Weingarten Tage für Neue Musik, the Universität der Künste, Berlin, and the Stockhausen Course at Kürten.

College and faculty achievements

College of Health Sciences

A College Research and Development Office was established, jointly funded by the College and the Faculty of Medicine, to draw together existing resources into a cooperative network for strategic planning and effective management of R&D.

The first director, Professor David Burke, took up the position in August. Professor Burke is a distinguished neurologist and is a Fellow of both the Australian Academy of Science and the Australian Academy of Technological Sciences. The director is responsible for establishing mechanisms to develop high impact, high-quality multi-disciplinary collaboration and for facilitating cultural and organisational change to enable a more effective strategic framework for research.

The third College Research Conference was held in September. Jointly funded by the College and the Medical Foundation, this biennial event brings academic staff and postgraduate students together to enhance collaboration within the College. More than 500 registrants attended this year's event, which focused on establishing important links between research students and eminent senior researchers.

The Faculty of Dentistry's Research and Research Training Management Plan was refined and an important component of the 2002 budget was the establishment of a Research Grants Scheme. The scheme's budget has already been doubled for 2003.

The Faculty received funding for five research projects from the Australian Dental Research Foundation and the Dental Board of NSW, a New Staff Support Scheme grant and a Sesqui R&D grant. Other grants were an ARC Discovery grant for 2002–2004 of \$237,000 and an NHMRC Research Grant into oral health for 2002–2003 of \$124,530.

The Faculty is reviewing its research priorities in the light of recent performance, and its resources for postgraduate students with a view to addressing essential needs. The discipline of Oral Pathology/Oral Medicine and Orthodontics was reviewed.

The Faculty of Health Sciences is investing substantially in research development. A designated part-time Director of Research Development has been appointed and early researchers are being mentored. A disability studies program will contribute to established strengths in the areas of ageing, health, and disability.

The Faculty has substantially increased submissions of research grant applications through the introduction in 2002 of a scheme which provides a small amount of financial support to experienced researchers to assist with the preparation of applications for submission to large external funding agencies in 2003.

The review of the National Voice Centre was finalised and implemented during 2002. As a result of this review the staff, students and activities of the National Voice Centre were transferred to the Sydney Conservatorium of Music as of 1 January 2003.

A major R & D network of the University's health and medical research interests was developed by the Faculty of Medicine in 2002, taking up a recommendation in the December 2000 report, Capitalising on Knowledge. The network has three major nodes geographically related to the Western, Northern and Central Clinical Schools.

Major progress was made in implementing other aspects of the report. The Medical Foundation Building, a research building adjacent to the main campus, was acquired.

The Faculty worked with other units in the University to develop the building as a centre for bioinformatics and functional genomics.

A comprehensive analysis was undertaken of research funding and funding flows in the Faculty of Medicine and its numerous affiliated institutions, and a mechanism established to maximise research infrastructure funding flows. A planning process began to improve ICT and other communications among the many health and medical research groups.

The Faculty of Nursing's published output increased and a set of research priorities was developed, to direct research more strategically from 2003.

Research indicators showed that the Faculty of Pharmacy was performing 74 per cent above comparable units in other Australian universities. The Faculty has joined with the Faculty of Medicine in the area of pharmacogenetics and pharmacogenomics research with the decision to appoint a Chair of Pharmaceutics in this area. The appointment will be housed in the Medical Foundation building research laboratories.

College of Humanities and Social Sciences

The College funded an incentive scheme to encourage applications for ARC Linkage grants and expects to see a significant increase in these applications through 2003–2004. All faculties have strategies to increase the number and success of grant applications.

In response to new Government funding arrangements for research training, the College deployed part of its Strategic Development Fund to 'top up' Australian Postgraduate Awards of the highest ranked applicants.

The College Research Committee developed protocols for research supervision. Faculties are introducing new professional doctorate programs and improving facilities for research students.

The Sydney Conservatorium of Music received significant short-term funding for research restructuring and to develop the Australian Centre for Applied Research in Music Performance. The number and success of grant applications by Conservatorium staff increased noticeably.

The Faculty of Economics and Business appointed two Professors in Business Information Systems and one Sesqui Chair in International Business. The National Australia Bank agreed to continue funding a Chair in Finance for another three-year period.

Faculty staff won seven Discovery grants and one Linkage grant in the 2002 round of ARC Grants, with a total value to 2006 of more than \$2.9 million.

The Faculty of Education enjoyed unprecedented success in obtaining new ARC Discovery, Linkage and LIEF grants: \$1.795 million was obtained for new ARC projects for the period 2003–2007. There were 14 successful applications for the internal Sesquicentenary R&D and New Staff Support Schemes.

Among several books published in 2002 by Faculty of Law members were the second edition of *Dispute Resolution in Australia* co-authored by Professor Hilary Astor; Dr Roger Magnussen's acclaimed book, *Angels of Death*; Associate Professor Chris Cunneen's book, *Juvenile Justice: Youth and Crime in Australia*; and Dr Mary Crock's *Future Seekers: Refugees and the Law in Australia*, co-authored with Mr Ben Saul.

The AGSM's faculty continued its strong research output in 2002 with one book, nine book chapters, 39 journal articles, four conference papers, and over 160 various items in progress.

Senior lecturer Dr Robert Westwood was awarded \$65,500 from the Sir Maurice Byers Research Fellowship to conduct an 18-month study on performance indicators for New South Wales police recruits, and he and Simon Sheather shared the School's inaugural faculty research award.

College of Sciences and Technology

The College again performed exceptionally well in ARC Grants, winning \$14.6 million of new grant funding and \$1.9 million in the ARC Linkage Grants scheme.

Two new research centres were established in the College.

The Centre for Salinity Assessment and Management, an Australian first, pools the expertise of staff in Agriculture, Science and Rural Management.

The University of Sydney Institute of Marine Sciences (USIMS) is an umbrella organisation for eight existing research centres: the Centre for Research on Ecological Impacts of Coastal Cities; the Coastal Studies Unit; the Ocean Technology Group; the Australian Ocean Drilling Program; the Centre for Geotechnical Research; the School of Biological Sciences; the Department of Anatomy and Histology; and the School of Geosciences. The move will help with funding and in attracting top international students.

Dr David Mills (Physics) was a finalist in the World Technology Network's Awards for his work on solar thermal electricity development.



A new Soil-Water Laboratory was established in the Faculty of Agriculture, Food and Natural Resources with a \$45,000 grant from the Cotton Research and Development Corporation (CRDC) and funding from the Sesqui program. The laboratory offers some of the latest instruments for determining the hydraulic properties of soil.

For the first time, the Faculty of Engineering received more research income in the ARC's round of grants than any other engineering faculty in Australia.

The Faculty of Agriculture, Food and Natural Resources' Australian Cereal Rust Control Program was renewed for five years with increased funding from the Grains Research and Development Corporation (GRDC), including provision for a GRDC Chair of Cereal Rust Research. This long-running program, based in the Plant Breeding Institute at Cobbitty conducts world-class applied and strategic research.

The Australian Centre for Precision Agriculture was also awarded a five-year grant from the GRDC through its Strategic Initiative for Precision Agriculture. The University is providing in-kind and financial contributions.

Faculty researchers won funding for other projects from the GRDC (in rhizobiology and soil-borne fungal plant pathogens), CRDC, and ARC Discovery and Linkage schemes.

The human side of animal research

Dr Rosanne Taylor, from the Faculty of Veterinary Science, is researching brain repair with stem cells.

"Dogs with an inherited brain disease were used as a model for treating children with the same devastating condition. It's rewarding that a number of children have been successfully treated with bone marrow transplants as a result of our work. However for many patients this is not an option, so it led me to explore stem cell and gene therapy approaches".

She is also committed to teaching and is leading the Faculty's Teaching and Learning Committee and the AT Reid innovative education project.

"I am inspired by colleagues who empower students to adopt deep approaches to learning and achieve quality outcomes. Our Faculty is developing staff to become professional, reflective learning facilitators so we will achieve our vision of excellence in veterinary education."

Dr Taylor teaches veterinary neuroscience, physiology and conducts research into gene and stem cell therapy.

She was photographed in the Great Hall on 6 August 2002

Silver gelatin print by Lisa Giles



The science of evening out the odds

Life's a game, as Research Fellow Dr Murali Agastya knows. A mathematician distinguished in game theory on both sides of the Atlantic, he has moved his base to Sydney and his attention to economics.

"Game theory involves the study of human behaviour in strategic environments. Applications of the theory range from an analysis of how to price products, to how to bid in an auction, or the design of institutions.

"Most governments have been privatising a number of their public assets. All of these require game theorists to analyse how they would go about doing this."

Dr Agastya gained his undergraduate and master's degree in India, and a PhD from the University of Western Ontario in Canada. Before joining the University of Sydney, he worked at the University College in London.

He was photographed at St John's College on 21 August 2002.

Silver gelatin print by Lisa Giles

Compared with its peers at other Go8 universities, the Faculty of Architecture had by far the highest research productivity, 97 per cent above the national average. The new Professor of Architecture, Professor Tom Heneghan, took up his Chair in 2002.

Research activity in the Faculty of Rural Management led to 20 formal publications in farming systems, teaching and learning, tax law, pasture agronomy, entomology, plant pathology and pest management.

The Faculty of Science offered a workshop on intellectual property for PhD and postdoctoral students.

The Centre for Research on Ecological Impacts of Coastal Cities received outstanding ARC reviews and was renewed for a further three years.

In the Faculty of Veterinary Sciences, Professor Richard Whittington took up the Sesqui Chair of Farm Animal Health (also supported by Meat and Livestock Australia); Associate Professor Peter Windsor was appointed Associate Professor of Sheep Health and Production; Dr Jenny-Ann Toribio was appointed Sesqui Lecturer in Veterinary Epidemiology; and Associate Professor John House was appointed Head of the Bovine Clinical Unit. These researchers have already attracted substantial external research funds and provide additional capability in farm animal health and production.

Internationalisation

The University of Sydney will further enhance its position as a university of high standing in the international community of scholars.

Goal Four

The University of Sydney Strategic Plan
1999–2004

Overseas student enrolments in full degree programs at the University of Sydney rose by 25 per cent in 2002. In first semester, 1833 international students commenced studying in full degree programs, compared to 1452 in 2001 and 1277 in 2000. A total of 4755 full degree program students were studying at the University in the second semester of 2002.

The University continued to draw students from around the world, with the majority coming from China, Singapore, Malaysia, Hong Kong and South Korea.

Support for international students

International Merit Scholarships are awarded annually and provide payment of either full or half tuition fee costs to students already enrolled in a degree program at the University. In 2002, 72 awards were made to students from 16 different nations. All faculties, the Centre for English Teaching, the Foundation Studies Program and Wesley College participated in the International Merit Scholarship Program.

The John Leighton Stuart Scholarship provides support for graduates of Peking University to undertake postgraduate programs at the University. In 2002, after a ceremony at Peking University, the first John Leighton Stuart Scholar was announced: Mr Kechang Zhao will complete advanced English language studies leading to commencement of a PhD program in the Faculty of Science.

The Centre for English Teaching offers English language programs for those wishing to improve their English language. Programs are available for prospective University students who wish to improve their language proficiency prior to enrolment and for those simply wishing to achieve better English language skills.

For both the general and academic English programs, there is high demand from all regions of the world.

While seeking expanded premises, the Centre continues to operate at full capacity. In 2002, more than 2200 clients passed through the Centre over five teaching terms. The majority of these pursued formal studies after their language training.

The International Operations Committee, chaired and serviced by the International Office, achieved more timely and cost-effective means of assessing and processing applications and enrolments, and improved co-ordination of the University's international marketing activities and production of promotional material.

The International Office worked consistently with faculties in 2002 to improve support in developing and maintaining effective memoranda of understanding and student exchange agreements.

Study abroad and exchange

The University's Study Abroad Program enables international students to study at the University of Sydney for one semester or one year. The University's Exchange Program enables University of Sydney students and students of international partner universities to incorporate an overseas study period into their degree programs without having to extend their degrees or pay for overseas tuition fees.

The University's Study Abroad and Exchange programs have experienced a major cycle of growth since their inception, particularly in the last two years. This growth trend continued in 2002 with over 870 students from around the world welcomed to the University of Sydney under the Study Abroad Program and 210 Sydney students and 226 international students participating in the Student Exchange program.

Students in both programs come from many different countries with the majority coming from the USA, Germany, Norway, Sweden and Mexico.

In 2002, the University renewed a significant number of existing Study Abroad and Exchange agreements with partner universities. New agreements were established with 23 international universities including Beijing Union University, Royal Holloway, University of London, Tohoku University, University of Arizona, University of Tokyo, University of Ottawa, Catholic University of the Sacred Heart and University of Bristol. (See supplementary section for a full list of new agreements and memoranda of understanding.)

Increasing the University's international links

Two internationally renowned University graduates, Lord Robert May and Mr James Wolfensohn, were appointed as Distinguished International Fellows of the University in 2002.

The new position of Distinguished International Fellow allows the University to honour people of international stature, who in turn will provide informal advice and mentoring for the University. Distinguished International Fellows have a strong pre-existing association with the University.

Lord May, who graduated from Sydney in theoretical physics and held the University's first personal Chair, is President of the Royal Society and holds a professorship jointly in the department of Zoology at Oxford University and at Imperial College, London. For five years until September 2000, he was chief scientific adviser to the UK Government and head of its Office of Science and Technology.

Sydney Arts/Law graduate, Mr Wolfensohn became president of the World Bank in 1995 after a career as an international investment banker.

He has retained strong links with the University and was awarded an honorary degree in Economics in 1997.

The Chancellor and Vice-Chancellor represented the University at a number of international events in 2002, including an alumni reception in Boston and an alumni dinner in New York in October. Alumnus and former Australian of the Year, Dr Bryan Gaensler, spoke at the reception about research in astronomy. The Chancellor also visited Harvard University.

The Chancellor and Vice-Chancellor attended alumni functions in Hong Kong and London, when they took the opportunity to visit Oxford, Cambridge and Edinburgh Universities. The Vice-Chancellor also attended a meeting of the Association of Pacific Rim Universities in Berkeley in June and took part in a Global Foundation delegation in Rome in July.

The Vice-Chancellor paid several visits to Asia during the year. He participated in the 20th Anniversary Seminar of the Korean Council for University Education, held in Seoul in April; attended a Japan/Australia Presidents' Forum in Tokyo and visited Beijing Normal University, Peking University and Nanjing University in May; attended an international forum at Nagoya University in June; and took part in the Sino-Foreign Rector and Entrepreneur Forum in Guangzhou in November.

Both the Chancellor and the Vice-Chancellor attended the University's own graduation ceremony, held in Hong Kong in July. The University also held graduation ceremonies in Singapore in August.

In October, the NSW Selection Committee for the Rhodes Scholarship selected Nilay Hazari, an honours student in science, as NSW Rhodes Scholar for 2003. Mr Hazari will study for a Doctor of Philosophy in chemistry at Oxford University.

Young people associated with the University were selected as Australian Youth Ambassadors for Development in 2002. They included Eliza Kurtz, who will work on a cattle farming project in Bali, Indonesia; Kenny Lowe, who will work as a marketing assistant in tourism promotion in Ulaanbataar, Mongolia; and Cheryl Thomas, who will take a post as a research assistant investigating pest management in citrus crops at Can Tho University, Vietnam.

The University conducted high-level training programs for government officials of the People's Republic of China. In particular, the Centre for English Teaching conducted innovative programs for the Teaching Sciences in English Program, for academics of leading Chinese universities and the National School of Administration Intensive English Program.

The world of corporate law

Professor Jennifer Hill, from the Faculty of Law, is one of the few women involved in corporate law internationally at her level.

"Despite the popular perception that corporate law is an economic and accounting discipline, I think of it as primarily Shakespearian, in that sex, money and power are the driving forces.

"There is also often a fundamental gap between appearance and reality in corporate law (think Enron, WorldCom and One.Tel). It is these factors that make corporate law such a fascinating discipline to explore."

Professor Hill is a member of the Law Council of Australia, Corporations Committee, and has been Visiting Professor in the US at Cornell University, University of Virginia and University of Texas at Austin. In January 2003, she will be Visiting Professor at Vanderbilt University in Nashville.

She was photographed in the Philosophy Room on 10 July 2002.

Silver gelatin print by Lisa Giles



Overseas visitors to the University

In 2002, the University received overseas visitors from: Burma, Cambodia, Canada, Colombia, the Czech Republic, Ethiopia, Finland, France, Germany, Hong Kong, India, Indonesia, Iran, Italy, Japan, Jordan, Korea, Macao, Malaysia, Mauritius, Mexico, the Netherlands, Norway, Oman, Pakistan, the People's Republic of China, Romania, Russia, Saudi Arabia, Singapore, Sweden, Taiwan, Thailand, Turkey, Ukraine, the United Kingdom, the United States of America and Vietnam.

The president of the Greek Republic, Constantinos Stephanopoulos, visited the University in June. He told guests at a formal reception that Greece and Australia share common bonds in their respect for democracy, Olympic ideals and university scholarship, and that he was delighted the University offered both Classics and modern Greek.

Other significant visitors included:

- > Presidents and Vice Rectors of Charles University in Prague, Oslo University College, Tahoku Gakuin University in Japan, the University of Oregon, USA and the University of Richmond, USA;
- > Representatives of Petroleum Nasional Berhad (PETRONAS), Malaysia, which provides scholarships in the Faculty of Engineering;
- > the Finnish Higher Education Evaluation Council;
- > United States Senator Barbara Mikulski who met with the Vice-Chancellor and visited the Key Centre for Field Robotics and the Centre for the Ecological Impact of Coastal Cities;
- > Ambassador Mohammed Yousef Al-Zurafi, from the Embassy of the Sultanate of Oman in Tokyo;

- > Professor Dr Hüsnü Gökalp, Minister of Agriculture and Rural Affairs in Turkey;
- > FMT Sumitra Mahajan, the Minister of State for Women and Child Development in India;
- > a German delegation led by Mr Thomas Oppermann, Minister for Science and Culture of Lower Saxony; and
- > Delegations from institutions in the People's Republic of China included Peking University, Tsinghua University and Fudan Medical School. The University also received visits from the Chinese Academy of Social Sciences and the China Scholarship Council.

The University hosted participants in two AVCC Shadowing Projects in 2002, from the Australia Indonesia Research Management Project and the People's Republic of China Shadowing Project.

Academic initiatives

Professor Warwick Britton was one of two Australian academics to win a Fulbright Senior Scholar Award in 2002. Professor Britton, who specialises in cellular immunology and is head of the Department of Medicine (Central), took up his scholarship to the National Institute of Health in Washington DC in October.

Conservatorium lecturer Scott Kinmont, also principal trombonist with the Sydney Symphony Orchestra, received a Fulbright postgraduate scholarship to attend North Western University, Chicago.

A number of US Fulbright scholars were also based at the University in 2002.

Plant pathologist Dr John Leslie, from Kansas State University, was developing and teaching a Fusarium Laboratory Workshop for scientists in the East Asia and Pacific region. Also hosted by the Royal Botanic Gardens, Dr Leslie collected and identified fusarium fungi from the distinct grasslands of Kosciuszko and Kakadu National Parks.

Ms Robin Prichard, from UCLA, was studying the evolution of indigenous dance and modern dance of Australia as a result of Western interest in Aboriginal culture and concepts.

Dr Nicholas Shackel, a research scholar at the Centenary Institute of Cancer Medicine and Cell Biology, was awarded a US\$25,000 Sir Keith Murdoch fellowship from the New York-based American Australian Association to pursue two years of post-doctoral research at Duke University Medical Center in Durham, North Carolina.

In November, three University scientists won Australian Academy of Sciences International Collaboration Awards to visit Europe.

Dr Kevin Downard from the School of Molecular and Microbial Biosciences will access the University of Warwick's 9.4 Tesla FT-ICR mass spectrometer, which offers high mass accuracies, large mass ranges and efficient ion storage capabilities for the study of large macromolecular complexes.

Dr Cameron Kepert, from the School of Chemistry, will visit the Institut de Physique et Chimie des Matériaux de Strasbourg (IPCMS), affiliated with the Université de Strasbourg, which has a long tradition in the study of magnetism, magnetic materials, and magnetochemistry.

Dr Georg Gottwald, from the School of Mathematics and Statistics, will visit the UK to apply intricate pure mathematical theories to try to improve the reliability of long-range weather forecasts.

The mission of the University's Research Institute for Asia and the Pacific (RIAP) is to work collaboratively with partners in Australia and the region to build institutional and human resource capacity.

In 2002 RIAP hosted more than 12 executive management training programs for over 160 delegates from the People's Republic of China. The groups included directors and general managers of provincial and municipal government departments. Topics included international marketing, human resource development, insurance risk management and project management.

In addition, RIAP hosted two senior delegations from North Korea, 20 seminars and one international conference on business opportunities in East Timor, and ran an APEC-funded program on Risk Pricing in six countries in the region.

Four visiting scholars and five interns worked with RIAP in research programs during the year, and a major research project funded by the Japanese Ministry of Finance on the blurred boundaries between public and private enterprise was secured and tenured.

The Institute organised a major public lecture by the World Bank's Country Director for Papua New Guinea, the Pacific Islands and East Timor, Klaus Rohland, broadcast by Radio Australia around the Asia-Pacific region, and launched the Emerging Voices Program, an essay competition for young people in the Asia-Pacific region.

College and faculty achievements

College of Health Sciences

The Institute for International Health was awarded \$10,000 under the University's Good Neighbour Grant Scheme to enhance relations with Johns Hopkins University Bloomberg School of Public Health in Baltimore. The grant helped staff members of the Bloomberg School to visit the University of Sydney.

An initiative between the College of Health Sciences and the Lebanese University at Beirut brought the launch in December of a new foundation aimed at developing collaboration and joint ventures between the two communities. The Australian Lebanese Foundation is the first link of its kind involving a Middle Eastern country.

The Faculty of Pharmacy signed a Memorandum of Understanding with Chiang Mai University, and several staff from Chiang Mai undertook short-term training at the University. The Faculty plans to establish formal links with the Regional Schools of Pharmacy Consortium of Thailand in 2003, to foster cross-cultural understanding and exchange of expertise.

Associate Professor Chris Maher and Dr Rob Herbert from the Faculty of Health Science's School of Physiotherapy continued to work with other physiotherapists to Create PEDro, the world's first database randomised controlled trials and systematic reviews in physiotherapy. The database is widely used internationally and has been translated into Italian, Korean, German, Portuguese and Spanish.

Students from the School of Applied Vision Sciences undertook clinical training in Thailand where no orthoptic services are currently available and orthoptists from Hong Kong and Japan visited the School.

A collaborative research grant for work in the area of dysphagia screening was awarded to the School of Communication Sciences and Disorders' Dr Leanne Togher and staff of Singapore General Hospital (SGH).

Dr Susan Balandin and Dr Michelle Lincoln, also both from Communication Sciences and Disorders, were awarded an International Development Fund grant to develop a relationship with the Indian Cerebral Palsy Institute in Calcutta. The funds will be used to bring staff of the centre to Sydney to set up collaborative research projects and to commence staff and student exchanges.

Dr Laurette Batmanian (Biomedical Sciences) provided educational consultancy for the creation of high quality flexible educational programs, including e-learning and links with Spanish universities.



Leprosy pioneer seeks apathy cure

The fight against infectious diseases has absorbed Professor Warwick Britton, head of the Department of Medicine (Central), across four decades. A University Medal winner in 1972, he helped the sick at the 'rooftop of the world'.

"Working in Nepal, I became interested in leprosy and tuberculosis and then came back to Australia in 1982 and did a PhD on the immunology of leprosy.

"Universities should be relevant to the communities they're in but they should also look beyond them. That's the real place of universities."

From 1982 to 1986, Professor Britton worked on developing a vaccine against leprosy as a research scholar at the University of Sydney's Clinical Immunology Research Centre. He returned to Nepal to continue his leprosy research, before taking a position at the University of Sydney and the Centenary Institute of Cancer Medicine and Cell Biology in 1990.

Professor Britton was photographed at St John's College on 23 August 2002.

Silver gelatin print by Lisa Giles



Declare yourself and care for others

Justice Michael Kirby AC CMG has been a prominent judge and law reformer and is internationally recognised as an advocate of human rights education. He was an avid student of Professor Julius Stone, who taught him that judges make choices and have a responsibility to make their values clear.

"Greater knowledge about science and human reality has dispatched a lot of old superstitions and ignorance about women, gays and people of colour. This extra knowledge is a good thing but you also need to have a concerned involvement with fellow human beings."

Justice Kirby graduated with a Bachelor of Arts in 1959, a Bachelor of Laws in 1962, a Bachelor of Economics in 1966 and Master of Laws in 1967. He was a Fellow of the University's Senate from 1964 to 1969. In 1996 he was awarded the honorary degree of Doctor of Laws. He was the first chair of the Australian Law Reform Commission from 1975 to 1984. Justice Kirby was appointed to the High Court in 1996 and was named laureate of the UNESCO prize for human rights education in 1999.

He was photographed in his chambers on 13 June 2002.

Silver gelatin print by Lisa Giles

College of Humanities and Social Sciences

International student enrolments continued to increase across the College in 2003, most strikingly in the Faculty of Economics and Business. To support the internationalisation efforts of its faculties, the College began funding two positions in international marketing and admissions processing with an initial focus on Arts and Education. Part of the College's Strategic Development Fund was committed to establish a fund for scholarships for Sydney students whose studies required or would benefit significantly from a period in an overseas university.

The Republic of Cyprus agreed to a five-year funding package with the University's Modern Greek department, part of which will support a travelling scholarship program for postgraduate students. It is also hoped to sponsor visits by scholars from Cyprus to Sydney. The first donation of \$48,000 was presented to the Vice-Chancellor in March by the High Commissioner for Cyprus, Mr Sotos Liasidis.

The Conservatorium of Music raised its international profile with tours by a number of groups. The Sydney Conservatorium Chamber Orchestra toured Uruguay and Argentina in April; the Sydney Conservatorium Chamber Choir toured Hungary, Austria and Germany in June and July, and the Sydney Conservatorium Percussion Quartet toured Brazil in September.

The Chamber Choir won several prizes at the prestigious Bela Bartok International Choir Competition and the Vienna International Youth Music Festival.

Third-year violin student Hiroaki Yura won the Etoh Toshiya International Violin Competition in Japan. The prize included \$8000 plus a solo performance with the Nippon Symphony Orchestra in 2003.

Clarinetist Roslyn Dunlop took part in an historic concert tour of East Timor.

Accompanied by composer Martin Wesley-Smith, she played concerts at five different venues in March. It was the first time a tour of this kind had been staged in East Timor.

The Faculty of Economics and Business pushed ahead with its internationalisation plans, making an appointment in International Business, introducing its postgraduate programs in international studies and fostering and extending its collaborations. It has also made new staff appointments to manage its international operations and support international students.

The Faculty joined the premier international accreditation body for business schools, the Association to Advance Collegiate Schools of Business International (AACSB International). On the basis of its application, the Faculty was admitted directly into the self review year of AACSB International Business and Accounting accreditation, bypassing a pre-candidacy period of up to five years.

The Australian Graduate School of Management was also awarded international accreditation by the AACSB in 2002. AACSB accreditation is granted to institutions meeting highest quality standards across a range of criteria including curriculum, faculty, teaching and research.

The Faculty of Education continued to develop its links with China and welcomed the first cohorts of 25 professors of science enrolled in a 19-week program entitled "Teaching Science in English" and 26 Beijing principals undertaking a nine-week program in leadership development.

In addition memoranda of understanding and agreements of international co-operation were signed with Fudan University in Shanghai, Southeast University and Jiangsu Education International Exchange Center in Nanjing, Central China Normal University in Wuhan and Hubei Provincial Department of Education through the Hubei College of Education to offer Masters programs.

Twenty-seven faculty members attended a highly successful research symposium at the University of Waikato in December, and teacher education students from Sydney continued to undertake practical experiences and internships internationally. Links have been established with the Council of Rajabhat Institutes in Bangkok and various individual institutes throughout Thailand to provide assistance as the institutes move to university status.

The Faculty of Law hosted a major international conference on violence against women in February, attended by over 500 delegates from 25 countries.

In December, staff and students from the Faculty of Law played a major role in organising the annual regional conference of the Global Alliance for Justice Education, entitled "Social Justice in the Asia-Pacific: Refugees, HIV/AIDS and Indigenous Peoples".

In conjunction with the Netherlands Institute for the Law of the Sea, the Faculty also held a workshop on "Oceans Management in the 21st Century" in November. The workshop was attended by 40 participants, including six international speakers.

In March, the AGSM brokered a unique alliance between Stanford and Melbourne business schools to present a week-long corporate education program called "Driving Corporate Growth". The program drew on the expertise of 13 faculty members from the three schools.

International AGSM alumni chapters were established in London, Hong Kong, PR China, Singapore and the USA. A reciprocal alumni networking agreement was also established with seven UK-based business schools, and Stanford and Harvard business schools in the US.

College of Sciences and Technology

Enrolments of commencing international students in the College increased by 30 per cent in 2002.

The Faculty of Rural Management continued to develop a collaborative postgraduate coursework program in agribusiness with the Vellore Institute of Technology (VIT), India, as part of the broadening of the Master of Sustainable Management degree. A short course in rural banking was delivered by the Faculty in Vellore in December. The Faculty continued to offer its annual three-month training program for students and staff of Tianjin Institute of Foreign Economic Relations and Trade (TIFERT), China.

The Faculty expanded its study tours to the UK and China, and 27 students visited various centres in China including Shanghai, Beijing and Tianjin. The Faculty also hosted two groups of staff and students from TIFERT, and one group from the Beijing Agricultural College.

New projects in agricultural economics and agricultural and horticultural science, funded by the Australian Centre for International Agricultural Research, began in Vietnam, China and Indonesia.

In collaboration with the Faculty of Education, the Faculty of Science co-hosted the University of Sydney–China Scholarship Council's Teaching Sciences in English program. This program will lead to long-term collaborations with leading Chinese institutions.

Professor Lonnie King, Dean of Michigan State College of Veterinary Medicine, spent time in the Faculty of Veterinary Science in August, exploring collaborative opportunities and delivering the annual JD Stewart Address.

In November, Professor Tom Heneghan, Chair of Architecture, was awarded the Japanese Government's highest award for public architecture, the Kokyo Kenchiku Shoh, for his design of Forest Park Adataru, a "vacation village" for more than 1000 people in the foothills of Mount Adataru. Since opening nearly two years ago, the village has operated in all seasons, almost always at full capacity.

The Faculty of Agriculture, Food and Natural Resources is expanding already strong links within the Asia-Pacific region through its research programs in China, Vietnam and Indonesia and planned developments in Cambodia and Thailand. In particular, there was an increase in the number of Vietnamese students enrolled at both undergraduate and postgraduate level.

AusAID and Australian Centre for International Agricultural Research (ACIAR) funding was used to strengthen ties in collaborative research. Undergraduate students are using the opportunity of exchange programs with overseas institutions.

The Faculty of Science enrolled 719 international students in 2002 compared with 305 in 2001.

Dr Martijn van Eijkelenborg, from the Optical Fibre Technology Centre, and PhD Student Nader Issa, won an Australia-Korea Foundation Grant for collaboration with Korea.

University of Sydney researchers collaborate with the Australian Synchrotron Research Programs at the Advanced Photon Source (APS) in Chicago and the Australian National Beamline Facility (ANBF) at the Photon Factory in Tsukuba, Japan, as well as using other facilities such as the Stanford Synchrotron Radiation Laboratory. Sydney was the lead institution for a 2003 Linkage Infrastructure, Equipment and Facilities grant for upgrading the facilities at ANBF and have been at the forefront of new developments which place Australia at the cutting edge of such research and enhance international linkages.

The College has an active memorandum of understanding with the Key Laboratory of Optical and Magnetic Resonance Spectroscopy in East China Normal University in Shanghai. Student and researcher exchanges between the two institutions have been sponsored by the ARC and supported by funding from the two institutions.

The School of Physics has close links with researchers at Oxford and Cambridge Universities, the Institute of Ion Beam Physics and Materials Research at Rossendorf in Dresden, the University of West Bohemia in the Czech Republic, and City University of Hong Kong.

See Supplementary section for information about international memoranda of understanding and exchange agreements and awards to staff.

Engaging with industry and the professions

The University of Sydney will continue to make a significant contribution to the well-being and enhancement of the wide range of occupations with which it engages.

Goal Five

The University of Sydney Strategic Plan
1999–2004



Legal principles for dental students

Associate Professor John Dale qualified in dentistry before law. He is a pioneer in teaching legal issues to dental undergraduates and was founding president of the Australian Dental Council.

"I've been running a course since 1979 which was a first for dental schools and medical schools. We teach legal principles to dental students. When I started the course I could teach it all myself but the law is just so complicated now."

Associate Professor John Dale, AO was photographed at the Dental Board NSW on 28 June 2002.

Silver gelatin print by Lisa Giles

In the first national measure of benefits flowing to Australians and the economy from investment in research, the University of Sydney featured strongly in all indicators, and leads the way both in its creation of start-up companies and its cumulative total of business licenses, options and assignments.

The survey, carried out by the Australian Research Council and other agencies and published in 2002, demonstrated the "substantial contribution to the commercialisation of research in Australia being made by universities, medical research institutes and the CSIRO, relative to the resources at their disposal".

Information was collected from 34 universities, 15 medical research institutes and 21 research divisions of the CSIRO about invention disclosures, patents and plant-breeder rights, licensing activity and income, as well as start-up company formation listings for the year 2000.

Sydney ranked first among Australian universities with 163 items in the area of licenses, options and assignments executed, followed by the University of Queensland with 63. It also featured among the six most active universities for most other indicators. Sydney also topped the field in start-up companies, creating six during the survey period.

Sydney was second to the University of Queensland in invention disclosures, with 52; second to ANU in patent applications filed in the USA and Australia, with 102; and third among Australian universities for the value of its equity holdings, at \$10.3 million.

In terms of licence income in the form of running royalties and cashed-in equity, Sydney featured among the top six universities.

Australian Research Council Linkage projects

Twenty-six industry-linked grants were awarded to Sydney researchers in the 2002 round of ARC grants.

Among them was a project led by Professor Marcela Bilek (Physics) to develop a process which will enable strengthened glass to be used in vacuum glazing systems. The University team is working with two industry partners on the project.

Dr Dietmar Muller, director of the University's Institute of Marine Science, received funds for an interactive atlas of basin evolution as a resource for exploration geologists, with ExxonMobil as industry partner.

Support for industry-related research

The Business Liaison Office (BLO) protects and manages the University's intellectual property and facilitates collaborative and contract research, consulting, joint ventures and start-up company formation.

The Office administers industry collaborative grants programs such as the Cooperative Research Centre program and provides services by staff with commercial and technical expertise, specialising in areas such as intellectual property management, licensing, contract development and negotiation, and new venture creation.

The BLO provides incubation and interim management services for University start-up companies and assists with fundraising from investors, industry partners and government programs. Close co-operation with the Australian Technology Park provides access to a further range of services as companies move beyond the University.

In 2002:

- > contracts settled through the BLO were valued at more than \$44 million (\$39.6 million in 2001);
- > invention disclosures were assessed for 58 new inventions by University staff (including those reported through Cooperative Research Centres) and new patent applications were filed for 23 of these;
- > more than 700 contracts were settled through the BLO for research, consulting, intellectual property, licensing, joint ventures and related matters;
- > four companies were established to commercialise University technology, bringing to 21 the total number of spin-off companies formed for the purpose of intellectual property commercialisation in which the University holds equity (excluding CRCs).

More than \$1 million in income was sourced from intellectual property commercialisation, including licences and assignments. The value of equity in start-up companies, excluding those associated with CRCs, exceeded \$13 million.

The BLO's successful model for start-up company formation involves early assessment by the University's New Ventures Unit, adoption of a preliminary business plan, company formation, the engagement of a consultant with relevant experience, and the attraction of investment funds through venture capital funding or industry partnerships. Many of the new companies have been successful in attracting Commercialising Emerging Technologies (COMET) grants from the Federal Government.

There were several successful commercialisation projects in 2002:

- > Objectivision Pty Ltd developed an objective perimetry device, Accumap, for the early and better detection of glaucoma. The device is based on technology licensed from the University and derived from patents developed at the Save Sight Institute within the Department of Clinical Ophthalmology and Eye Health together with some external technology.
- > Medical Corporation Australasia Ltd invested more than \$2 million in completing the development of the technology. Accumap won an Australian design award and the company also attracted Federal START and COMET funding. After restructuring of



Objectivision, Medical Corporation holds 82.2 per cent and the University the balance. The technology is being trialled overseas after the device's launch in Australia where it is marketed by OPSM. The worldwide market for objective perimetry is estimated at \$300 million per year.

- > Healthcare company Medsaic Pty Ltd will provide diagnostic, prognostic and therapeutic solutions to disease. Medsaic is based on a portfolio of seven patents from departments in the Faculties of Medicine and Science. The technology, based on protein arrays, can be used for diagnosing a range of diseases, the first being a test for leukaemia. The company was developed and incubated through the BLO using its "entrepreneur-in-residence" model, in which a consultant is engaged to form the basis of a management team for the new company. The company (then called UCom Four) received COMET and Biotechnology Innovation funding and Biofirst funds from the NSW Government.

A good nose for quarantine business

As the first female president of the Australian Agricultural and Resource Economics Society, Carolyn Tanner is something of a pioneer in Australian agricultural economics. She has also been involved in government reviews of Australia's quarantine system and food safety.

"I'm involved in applied work in agricultural trade, things like the US lamb dispute, the allocation of beef quotas, quarantine policy and regional trade agreements.

"Because I am regularly in Canberra, I keep in touch with what's happening on the policy front. I believe that helps my research. It certainly helps my teaching."

Mrs Tanner is a senior lecturer in agricultural economics, specialising in trade policy. She graduated with a Bachelor of Science in Agriculture with first class honours in 1968.

She was photographed at Sydney International Airport on 17 September 2002.

Silver gelatin print by Lisa Giles

Following the preparation of a comprehensive business plan for Medsaic, Symbion Ltd, backed by ABN AMRO, committed \$1 million in venture capital funding with rights to further funding. Medsaic transferred to the ATP with the entrepreneur-in-residence as CEO and has met all its milestones to date.

The BLO promoted commercialisation opportunities through its Web site and at national and international exhibitions, including BIO 2003 in Toronto, the world's largest biotechnology conference.

As the importance of commercialisation increased in 2002, the BLO strengthened its expertise in commerce, intellectual property and the law, and framed a range of standard agreements to ease contractual arrangements with other organisations.

The Office ran workshops for staff on intellectual property and commercialisation matters and produced a regular newsletter on intellectual property matters.

Research centres

The University will be a core participant in five new CRCs announced in the 2002 round of funding from the Federal Government. These are: the CRC for Mining Technology and Equipment; the CRC for Sustainable Resource Processing; the Bushfire CRC; the CRC for Advanced Composite Structures; and the CRC for Innovative Grain Food Products. In addition, the University will be a supporting participant in three new CRCs announced in the same round, the Biosecurity CRC – Emerging Infectious Diseases; the CRC for Vision Research; and the Poultry CRC.

Ways of measuring the thickness of cells and solving other valuable microscopic questions were within reach after the University joined forces with vision science company IATIA Pty Ltd to create a centre of excellence for quantitative phase microscopy.

In August, Federal Science Minister Peter McGauran launched the new IATIA Imaging Facility at the University's Australian Key Centre for Microscopy and Microanalysis.

Quantitative phase imaging, covered by world patents, measures the density of samples under a microscope to reveal fresh data on biological and material specimens.

The Careers Centre

The Careers Centre provides career counselling and advice, career education workshops and career guidance testing to students, staff and alumni; graduate recruitment programs for final year students; and a wide range of services to employers. The Centre also analyses graduate employment data and gives feedback on employer satisfaction to faculties and departments.

The "2002 Careers Endeavour", held by the Centre in April, attracted more than 2800 students and 66 organisations. The annual Law Showcase attracted 26 employers and the Alternative Law Fair took place in August.

The Australian Public Service "Meet and Greet" function, run for the second time in 2002, was a popular way for representatives of major Federal Government departments to meet students.

The Careers Centre hosted the NSW Department of Education's Teacher Interview Program and facilitated other employer interviews as part of the Campus Interview Program.

Numerous faculty-specific and general career skills workshops were held and more than 2000 students received individual careers assistance. The Careers Centre expanded its online services with an Internet facility for students to book interviews with employers participating in the Campus Interview Program.

College and faculty achievements

College of Health Sciences

Building on expertise in the Faculty of Medicine, the Department of Medical Education's Project Development Group continued to expand its commercial activities with external educational and health organisations, bringing additional income to the Faculty and enhancing its standing in delivery of leading educational technology.

The knowledge and skills gained through meeting the requirements of external contracts were, where appropriate, applied to the management and delivery of the USydMP.

In a campaign to attract new students, the College released promotional videos in 2002 showing glimpses of the professional lives of Sydney health science graduates, from rural nurses to sports coaches.

The campaign followed the expansion of the range of health sciences courses, including the introduction of a full-time Master of Herbal Medicines and "Study Age Online", an interdisciplinary approach to studying ageing and aged care through the Internet.



Managing the outcomes of research

A senior figure in the nation's science and technology sector, Professor Helen Garnett has been executive director of the Australian Nuclear Science and Technology Organisation since 1995.

"Sydney Uni was 'the university' as far as I was concerned. I was the first person in my family to go to uni.

"Initially, I started medicine because I got such good marks but switched to science as I was interested in doing research."

Professor Garnett was photographed in MacLaurin Hall on 17 July 2002.

Silver gelatin print by Lisa Giles

Two very successful forums for health professionals were held by the Faculty of Health Sciences in 2002.

The first, a Sesquicentenary Forum for Health Professionals, was held in March. Media personality Julie McCrossin led an expert panel of over 400 allied health professionals and academics in discussion on steps being taken across the allied health professions to cope with political and economic changes.

More than 300 students, academics, employers and exercise and sport professionals attended the second forum, entitled "Whose Job Is It?", in October. A panel of experts, facilitated by ABC presenter Adam Spencer, explored a range of questions concerning the employment of exercise and sport scientists.

Throughout the Faculty, staff continued to have strong engagements with industry. Dr Chris Lenning (Behavioural and Community Health Sciences) served as a tribunal member for the Professional Standards Committee of the NSW Registration Board; a panel member for the Commonwealth Government Department of Health and Aged Care Review of Tobacco Legislation; and as a member of the Collaborative Research Unit of the Department of Juvenile Justice.

Dr Michelle Lincoln (Communication Sciences and Disorders) worked alongside the Speech Pathology Association of Australia (SPAA) to develop a national competency-based assessment tool for speech pathology students.

The School of Communication Sciences and Disorders established clinical affiliate relationships with the Autism Association and the Spastic Centre of NSW to ensure that speech pathology and hearing and speech students can access clinical placements within these organisations and that the profile of disabilities within both courses is raised.

The School of Applied Vision Sciences provided a report to the NSW Fire Brigade on vision standards for fire fighters.

The Faculty of Pharmacy has instigated a Certificate, Diploma and Master of Pharmaceutical Industry to prepare pharmacy and non-pharmacy graduates for work within the pharmaceutical industry.

The Faculty has continued its leadership position as the leader in the identification, development and evaluation of new models of pharmacy practice, having received over \$2 million in grants for the Commonwealth and professional organisations.

The Herbal Medicines Research and Education Centre has continued its success with the establishment of a company, UCON2, to develop essential fatty acids from Australian plants.

College of Humanities and Social Sciences

Planning began in 2002 for the discipline of Social Work to move from the Faculty of Arts to the Faculty of Education from January 2003. The discipline will become the School of Social Work in the renamed Faculty of Education and Social Work.

The move is underpinned by the natural synergies in the two areas of professional education and problem-based learning. It will also raise the profile of social work as a profession. A College-funded Chair in Social Work will be advertised in 2003.

The Faculty of Education consolidated the Division of Professional Experience, Partnerships and Development with the engagement of an academic director. A manager of Professional Experience and Partnerships was appointed to work with academic coordinators to establish and develop partnerships with schools. The Division again won the NSW Department of Education and Training tender to supply retraining programs for a further three years in Technical and Applied Studies and Special Education.

The Faculty of Arts developed two professional doctorate programs, the Doctor of Arts and Doctor of Social Sciences, to be introduced in 2003.

The degrees will allow candidates to pursue the rigorous scholarships of a higher degree at the same time as advancing their professional practice. They have been developed to provide an integrated course of theory, practice and research which will produce graduates who are scholars with advanced knowledge and with the potential to lead in the various fields of the humanities and social sciences.

All lawyers in Australia are required to participate in ongoing continuing legal education. The Faculty of Law is a major provider of this and in 2002 there were 854 enrolments in seminars conducted by the Continuing Legal Education Unit. More than 60 students enrolled in postgraduate units on a continuing legal education basis.

Continuing its commitment to fostering links with industry and government, the AGSM attracted several high-profile leaders as guest speakers during 2002 including Michael Chaney, Kim Beazley, David Gonski, Rosemary Kirkby, Julie Hammer, Rob Ferguson, who was appointed Executive-in-Residence in April, and two-time Pulitzer Prize-winning *New York Times* journalist and academic, Anthony Lewis.

College of Sciences and Technology

The Faculty of Architecture's revamped undergraduate degree program, the Bachelor of Design (Architecture), and the new degree program, the Bachelor of Design Computing, were very successful both in the marketplace and in terms of student and professional satisfaction. The Faculty seeks constant input from leading professionals in architecture.

The Faculty of Science obtained 10 of the University's 26 Linkage grants, and five out of nine Linkage Infrastructure grants, an increase on the previous year's success.

Researchers in Molecular and Microbial Biosciences and Anatomy and Histology obtained \$0.5 million from AusIndustry and venture capitalists for the spin-off company Array Technologies which will commercialise a CD antibody microarray for diagnosis of leukaemias.

The School of Physics is involved in developing and marketing energy efficient glazing with Nippon Sheet Glass Company Ltd, a company based in Kyoto, Japan.

The Faculty of Veterinary Science developed a new, flexibly delivered postgraduate program in veterinary public health management, with qualifications to be provided at Certificate, Diploma and Master's levels, to be offered for the first time in 2003. The Vincent Fairfax Family Foundation and Meat and Livestock Australia also provided significant financial support for this program.

Professor Reuben Rose, Dean of Veterinary Science, won the highly regarded VMS Award for Excellence in the Equine Veterinary Field. This award is presented to a veterinarian who has shown leadership and enterprise, contributed to knowledge, been involved in postgraduate education and who has made significant contributions to the equine veterinary profession.

See Supplementary section for information about: undergraduate and postgraduate enrolments; destinations of first-degree graduates; research centres; departments of the University; honorary degrees; academic and general staff.

Effective management

The University of Sydney will improve its position as an efficient, effective and responsible institution, striving to meet the needs of students and staff, and committed to quality in all aspects of its operations.

Goal Six

The University of Sydney Strategic Plan
1999–2004

The University's role in the Australian higher education sector was a focus of discussion in 2002 in the context of the Federal Government's Review of Higher Education.

The University's position was agreed at September's meeting of Senate, following considerable input from all sections of the University and from expert advice and economic modelling.

In its submission to the Review, the University put a qualified case for all universities to be allowed to charge additional fees up to a maximum of 25 per cent above the standard HECS bands, to be covered by substantially improved HECS arrangements benefiting students. It is integral to the University's submission that the Federal Government must then provide funding equal to the money raised by the additional top-up fees.

The submission advocated that freedom to charge additional fees must be accompanied by a review of the current HECS bands and restoration of the HECS repayment threshold to the level of average male weekly earnings.

Another key recommendation was an adequate method of indexation to protect salary costs as well as funds for the library, IT and scientific equipment, which are subject to dramatic shifts in the exchange rate. A further recommendation involved expansion of public/private partnerships, assisted by tightly safeguarded and limited tax benefits, for funding teaching, research and capital infrastructure. These have the potential, over time, to greatly augment industry contributions and private philanthropy to universities.

Early in 2002, Senate implemented resolutions on University governance, arising from a review by Cordiner King in 2001. These resolutions included:

- > the introduction of an induction program for new Fellows;
- > revised terms of reference for the Finance Committee;
- > restructure of the Audit Committee as a committee of Senate, with revised terms of reference and composition; and
- > establishment of a Remuneration Committee as a Committee of Senate and approval of terms of reference and composition.

The Advisory Committee for the Selection of Candidates for Honorary Awards, the Chair Appointments Committee, the Senate/SRC Liaison Committee, the Senate/SUPRA Liaison Committee, the Senate Academic Appeals Committee and the Senate Appeals Committee (Exclusions and Readmissions) remained unchanged.

Revised procedures were implemented for honorary awards, arising from a Senate review in 2001. Senate also adopted a rule confirming Fellows' fiduciary duty of loyalty to the University.

A Senate/Sports Liaison Committee was established and developed a draft mission statement for sport for the University.

As recommended in the Cordiner King report, the Senate also sought feedback on its performance, and a review was conducted by the Hon Terry Ludeke QC in the second half of the year.

With effect from 1 July 2002 a new senior management structure was approved. The Senior Executive Group now consists of the Vice-Chancellor, new positions of Senior Deputy Vice-Chancellor and Chief Financial Officer, the Deputy Vice-Chancellor (Academic and International), a new position of Deputy Vice-Chancellor (Research) and the Pro-Vice-Chancellors (College). Professor Ken Eltis was appointed Senior Deputy Vice-Chancellor.

A number of new senior managers were appointed to the University during 2002.

Mr Bob Kotic was appointed Chief Financial Officer. Mr Kotic brought extensive experience in senior roles with some of Australia's leading financial services companies, including ING Australia Group Ltd, Zurich Australia Group Ltd, AMPAC Ltd and Lumley Life Ltd.

Professor Michael Fry was appointed to the position of Pro-Vice-Chancellor (Employee Relations). Professor Fry is a distinguished researcher in computer networks and was formerly a dean at the University of Technology, Sydney, where he acted as Deputy Vice-Chancellor (Academic) and director of Equal Opportunity and Affirmative Action.

Professor Ann Brewer, formerly of the Faculty of Economics and Business, was appointed Assistant Pro-Vice-Chancellor to contribute to strategic planning and the management of change in the University, including the development of strategies and their implementation.

Professor Ron Newman became the new Director and Dean of Sydney College of the Arts. Professor Newman was Head of the School of Design Studies in the College of Fine Arts at the University of NSW from 1994 to 2000.

Professor Ron McCallum, previously foundation Blake Dawson Waldron Professor in Industrial Law, became Dean of the Faculty of Law.

The International Office was reviewed and a new structure implemented that takes into account new legislative reporting requirements and better addresses the key operational areas of admissions, student services and marketing.

Academic Board

The Review of the Academic Board and the Academic Forum was completed in 2002. Recommendations for the future direction of the Board were adopted by Senate and transitional provisions arranged pending full implementation of changes to the Board and committee structure, scheduled for 2004. The Academic Forum ceased to operate at the end of 2002.

As a result of the Review, the Board considered and revised its communication processes with the University community.

The budget process

Since 1996, the Budget Advisory Committee has been responsible for providing advice to the Vice-Chancellor on the development of the University Budget. It provides an overview of strategic considerations, recommends budget priorities and evaluates budget proposals. This committee is chaired by the Senior Deputy Vice-Chancellor and includes the Chief Financial Officer and representatives from the colleges and faculties.

Budget submissions, including preliminary operational plans for the coming year, are required mid-year from all budget units, aggregated to the level of each college and administrative portfolio. The Committee then meets with senior managers to discuss their submissions.

This process allows the Committee to develop a sound understanding of planning throughout the University and to identify problems arising and steps being taken to overcome difficulties.

The matrices associated with budget submissions have been successively refined and have led to a much more inclusive and revealing picture. Faculty and college staff have gained a better understanding of the budget process, aided by a series of training programs.

The Committee has seen significant improvements in control processes across the University, reflected in stronger performance in budget reporting.

The Capital Development Program

The capital development needs of the University continued to be guided by the Capital Development Program Coordinating Group (CDPCG). Recognition of the need to develop several new signature building projects led to a detailed review of the master plan for the Camperdown and Darlington Campuses. The planning process was conducted by the Facilities Management Office with important input from MGT Architects, a leading firm responsible for the design of the highly successful Eastern Avenue Auditorium and Lecture Theatre Complex.

A new Campus Planning Strategy has been prepared and a program of major capital works known as "Campus 2010" has been proposed. The signature projects in this program include the relocation of the Law School from the CBD, a new School of Information Technologies building, a new student services building to be known as Usyd Central where students and members of the public will be able to deal with the University face-to-face, a combined sciences and technology library and extensive improvements to the campus grounds.

The planning process included widespread community consultation with details of the proposed strategies presented in a public display and on the University Web site at www.usyd.edu.au/campus2010. The feedback from this consultation has been taken into account in subsequent development of the project plans and refinement of the Campus Planning Strategy.

A Campus 2010 Steering Committee, chaired by the Senior Deputy Vice-Chancellor, Professor Ken Eltis, was established. The committee's role has been to further refine the scope, costing and feasibility of the Campus 2010 program. Valuable assistance to this process was provided by Adjunct Professor Chris Johnson, the NSW Government Architect.



A businessman, not a bibliophile

The University Library is a business with a turnover of \$26 million, 240 staff and 20 locations. The five millionth item was added to the collection in October 2002.

John Shipp became University Librarian in August 1997.

"My background is teaching and archives – I became a library manager by chance. In a way I'm in the service business rather than looking after a building full of books.

"I don't read as avidly as people might think. Mostly I read detective fiction and travel books for escapism. Being a librarian to me is a career rather than a vocation. I'm not a bibliophile but I am committed to the concept of the library as a knowledge service – the heart of the University."

He was photographed at Fisher Library on 14 August 2002.

Silver gelatin print by Lisa Giles

The landmark Economics and Business Building was completed for first semester 2002, providing accommodation for the School of Business, postgraduate students and computing laboratories. Its unique design by architects Noel Bell, Ridley Smith and Partners and engineers Steensen Varming Australia, includes innovative energy efficiency measures such as natural ventilation to upper floors.

Works to upgrade University Avenue were completed, reinstating the ceremonial entrance linking the campus to Victoria Park and enhancing the historic vista from the Clock Tower to the original City Road entrance. The works were opened as part of the Sesquicentenary celebrations in October and have received widespread acclaim from both the local and University communities.

The construction of the Sydney University Village, the 650-bed student housing complex on Carillon Avenue reached completion at the end of the year in time for occupancy at the start of 2003. This project has been developed by the University with private sector partners AMP Henderson Global Investors Ltd, Multiplex Developments (NSW) Pty Ltd and Tuscan Corporation Pty Ltd. The Village is a leading example of how affordable student housing can be provided in an inner city context which includes flexible accommodation, excellent food service and recreational and study facilities.

The Darlington Centre completed its first full year of operation and continued to attract a wide range of business from the University and external groups. Its popularity for meetings, conferences, seminars and casual dining grew significantly with consistent heavy bookings. Further facilities in the school wing of the Institute Building were completed, providing additional meeting and seminar spaces to complement those in the Darlington Centre.

Leading architects Bligh Voller Nield were engaged to design a surgical skills training facility, a joint venture between the University and the Royal Australasian College of Surgeons with funding support from the Commonwealth and State governments. The facility will also incorporate a Central Rodent Facility which will support research activity across the University.

Planning for the Arts/Psychology Project was completed and construction of the first two of six stages commenced. This project is a major enhancement of academic, teaching and research accommodation for the Faculty of Arts and the School of Psychology. Recent restructuring and growth in these areas will be greatly supported and enhanced by the refurbishment of over 15,000 square metres of floor space in many buildings including the Quadrangle, Mungo McCallum, Christopher Brennan, Griffith Taylor, R.C.Mills, Old Teachers College and Badham. Working conditions are being improved through the installation of air conditioning, new lifts and upgraded building finishes and data systems.

Maintenance services were enhanced through the launch of the Facilities Management Office e-Service Desk. The facility enables online logging of maintenance and service requests. Over 40 per cent of requests are now lodged electronically.

Audiovisual services were enhanced through additional equipment in smaller teaching spaces and a continued program to upgrade facilities in larger lecture theatres. Three additional technical staff were employed to support teaching in these venues and students were employed on a casual basis.

Federal Education Minister Dr Brendan Nelson opened the Australian Graduate School of Management's new \$3.1 million CBD campus in May. The state-of-the-art facility in O'Connell Street is the latest of the AGSM's national teaching campuses and its fifth in Sydney. The school has campuses in all Australian mainland capitals.

A major refurbishment of the University Archives was completed, resulting in more storage space and improved work areas. The main storage area for non-current administrative records was refitted and security improved. A purpose-built record-keeping training room was also installed.

Environment and heritage

The University hosted a workshop for facilities management staff throughout the Australian and New Zealand higher education sector entitled "The Environmentally Responsible University – A Facilities Perspective". Best practice in environmental design and performance was highlighted including this University's initiatives in energy management and the design features of the new Economics and Business Building.

Eighty staff and students participated in a forum on environmental sustainability research initiatives within the College of Science and Technology in August.

The City Within a City forum, organised jointly by staff of the Faculties of Architecture and Science and the Facilities Management Office, attracted speakers from architecture, engineering, philosophy, education, economics and physics. The forum concluded that the University was uniquely placed and obliged to set a good example in environmental sustainability.

Researchers in the School of Physics carried out the world's first comprehensive case study of a university's environmental impact.

Dr Manfred Lenzen and third-year student Richard Wood conducted a holistic assessment of the "ecological footprint" of the School of Physics, using methodology developed by Dr Lenzen and Shauna Murray from the School of Biological Sciences based on economic input-output analysis. This footprint is expressed as the total area of land required to support the operation of the institution indefinitely.

Physics was found to have an ecological footprint of about 800 hectares – or 6.8 hectares per employee. This figure can be compared with the ecological footprint of the average Australian, which is 7.2 hectares.

New recycling programs were developed and major improvements to stormwater management and filtering implemented. Extensive monitoring of energy and water usage using real-time web based systems resulted in controlling consumption and solving problems quickly. As a result of these and other measures, the University performed very highly when benchmarked against other institutions.

Completion of the Grounds Conservation Plan significantly enhanced understanding of heritage aspects of the Camperdown and Darlington campuses.

The document provided a strong base from which to review existing campus planning strategies and further develop management plans for individual buildings and infrastructure. New plans were prepared for conservation of the Blackburn and Macleay buildings. In recognition of the high heritage value of many University buildings, a program to monitor building movement was established in conjunction with the Faculty of Engineering.

Extensive physical conservation work on the Macleay building included re-roofing and conservation of masonry and timber. Continuing conservation was carried out on the Great Hall, including stained glass windows, roof framing and carvings.

The work of the Heritage Management Committee has been greatly enhanced by the appointment of Dr Julia Horne to the position of University Historian.

Links with the NSW Heritage Office have been enhanced through the efforts of the Assistant Director, Environment and Heritage from the Facilities Management Office and through completion and submission of the University's section of the NSW Heritage Register.

Information technology

In 2002, the Information Technology Services division:

- > purchased a PABX system for the Medical Foundation Building at less than 50 per cent of the cost of a new system;
- > determined a preferred supplier contract for desktop/laptop PCs;
- > negotiated a Council of Australian University Directors of Information Technology (CAUDIT) Microsoft licence agreement;
- > opened a new Computer Access Laboratory on the Orange campus;
- > developed a central software distribution system for licences managed by the Information Technology Committee;
- > managed the IT infrastructure solution for the Sydney University Student Village;
- > developed an online application process for ITC infrastructure funding;

- > upgraded SydNet, the University's network, at Orange and Cumberland campuses, in the Education, Blackburn, Old Teachers College, Link and Madsen buildings. This represented around \$600,000 in capital works.

A substantial number of project outcomes were delivered by the Information Technology Major Projects Group in 2002. These included:

- > a suite of incremental projects to increase efficiency in procurement, revenue receipting and asset management;
- > implementing online software at Orange and Cumberland to support improvements to facilities management;
- > substantial functional improvements to the student system, FlexSIS;
- > determining enterprise-wide requirements for the first stage of implementation of portal, directory services and content management technologies for online service delivery, and the commencement of stage 1;
- > training, development and support for the rollout of the WebCT Learning Management System;
- > the Applicant Tracking System, used in attracting prospective students;
- > a Request for Tender, acquisition and stage 1 implementation of the SunGard Advancement system to support donor and alumni management (AIMS Project);
- > Retrospective Pay customisations to the PeopleSoft HR/Payroll system.

Employee relations

The University received advice in August 2002 that it had met the requirements of the Government's Workplace Reform program, leading to the provision of additional funding of around \$4.9 million and an adjustment to the University's Base Operating Grant from 2003.

The next Enterprise Bargaining round began in September 2002 with the final 4 per cent salary increase of the previous agreement being paid in September 2002.

A secure Internet application was introduced that retrieves data from the Human Resource Management System, allowing staff to deal with a range of personnel matters electronically.

Called eStaff, the application enables staff to notify the University of changes of address, to look at their own payslips and check annual leave balances. The project was developed by the Major Projects Group, Information Technology Services and Personnel Services, using existing intranet technology and resources.

For the fourth year the University provided financial help for female general staff members to further their educational and professional development.

The 2002 Career Development Support Program provided grants to nine applicants whose projects added value to their departments and their own careers. Administered by the Staff and Student Equal Opportunity Unit, the scheme is supported by the three academic Colleges and two central administrative portfolios, which each contributed \$4000 to the program.

Six of the recipients took up further study. They were: Georgina Hibberd (Publications); Jacqueline Radom (Industrial Relations); Nicole Sullivan (Nursing); Monique Rooney (English, Art History, Film and Media); Amanda Peters (Public Health and Community Medicine); and Barbara Smith (Language Centre). The three other recipients used the grant for travel. Susie Davies (Macleay Museum) visited the South Australian Museum; Patricia Waley (Medicine) attended the Second International Congress on vascular dementia, and Kristin van Barneveld (ACIRRT) presented a paper on Australian workplace agreements to an industrial relations conference in NZ.

Guarantee of service and handling of complaints

The University of Sydney is committed to the values of:

- > University autonomy;
- > intellectual freedom and social responsibility;
- > recognition of the importance of ideas and pursuit of critical and open inquiry;
- > tolerance, honesty and respect as the hallmarks of relationships throughout the University community;
- > understanding the needs and expectations of the communities it serves;
- > constantly improving the quality and delivery of its services.

Subject to the above, the University has established a range of mechanisms for dealing with complaints. At the core of the process is the University's Code of Conduct, which sets out guidelines for staff to follow in the conduct of their University business. The University recently developed a general complaints policy to supplement the Code. In addition, the University's Academic Board has developed a range of codes of practice covering dealings between University staff and students.

The majority of complaints are of a minor nature and are satisfactorily resolved at the local level. In 2002, a total of 42 complaints were handled at the University level. These complaints related to student administration (12), admission to courses (5), student or staff discipline (5), employment conditions (4), parking (3), venue hire charges (2), fees (2), and miscellaneous (9).

Twenty two of the complaints were resolved by the simple provision of an explanation of the policy and process, with, in several cases, an expression of regret; six resulted in revised outcomes; five led to a review of policy or procedures; another five were withdrawn or refused as being inappropriate or subject to other authorities; two were the subject of negotiated settlements or legal action; and two are as yet unresolved.

The University monitors its service delivery on an ongoing basis with a view to improving the quality and efficiency of its service. Key policies and procedures are also updated on a regular basis.

The University's Code of Conduct was revised in 2002 and, as a result of reports by the Ombudsman in 2001, the section on conflicts of interest was developed to improve clarity and require staff to record real or potential conflicts of interest.

The section on security of official information and use of University resources was altered considerably to address privacy legislation and electronic media. The Corruption Prevention Committee endorsed the revision after consultations with the Academic Board and unions.

The revised Code was considered by Senate and the final version e-mailed to all staff in April.

The Code is available on the University's Web site at www.usyd.edu.au/audit/policy/policy.shtml, along with University policies on corruption prevention and reporting, maladministration or serious and substantial waste of public money.

Archives and record management

The Archives and Record Management Service (ARMS) runs a comprehensive training and awareness program on the legislation directing its activities: NSW State Records Act, Freedom of Information Act and the Privacy and Personal Information Protection Act.

During the year, 382 University staff attended sessions conducted by ARMS. All campuses except Orange were visited. In order to promote good record-keeping, 19 consultancies were carried out in departments and centres.

The Health Service

The University Health Service achieved certification of status as an Accredited Practice under Federal Government guidelines. The certificate acknowledges the dedicated and continued effort by doctors, nursing and reception staff to deliver a superior quality of medicine to the University community.

College and faculty information

College of Health Sciences

The Faculty of Nursing restructured in 2002 to achieve a staged reduction in new undergraduate enrolments with a focus on quality and improved retention; a consequent reduction of academic staff positions through voluntary redundancies; curriculum review to achieve greater integration with the University and greater academic strength in the undergraduate course; and a review of funding arrangements for clinical education.

The review of funding for clinical education allowed the Faculty to plan and staff its clinical program with a greater degree of security. The review contributed significantly to developing a stronger new Bachelor of Nursing course, both academically and clinically.

The Pharmacy Lecture Theatre and an additional dry laboratory were refurbished.

College of Humanities and Social Sciences

To strengthen synergies across the University, the College supported and funded the collaboration of the Archaeology Computer Laboratory with Geosciences to form the Spatial Science Innovation unit.

The College was able to contribute \$3 million to the Arts/Psychology refurbishment and to develop a business plan to pay off half the Faculty of Arts accumulated deficit over the next three years.

As a result of several strategies and decisions, the Faculty of Arts moved in 2002 from a deficit to a healthy surplus position, and over 20 positions were created in traditional areas of high student demand and to support new directions and opportunities.

Contributing to this outcome were: the 2001 Voluntary Early Retirement Scheme for staff over the age of 55; a series of strategic flexibility contracts; a significant increase in the numbers of fee-paying students, both domestic and international; the success of new programs, most notably media and communication studies; and strategic investment by the College and Vice-Chancellor.

The Faculty introduced a new general staff development program to encourage greater communication between school and faculty administrative staff. It also refurbished and re-equipped the Language Centre.

The second largest faculty (after the Faculty of Arts) in terms of student enrolments, the Faculty of Economics and Business implemented a new client-oriented structure for the Student Information Office and filled the position of Timetabling Manager. The Merewether Building was fully air-conditioned.

The Faculty of Education launched a new Web site in 2002. While still being developed, the site greatly enhances the capacity for delivering information in a digestible format to incoming and current students as well as staff.

Three new appointments were made to the AGSM Board during 2002: experienced retail sector manager and Coles Myer Ltd Director, Patty Akopiantz; Westpac Bank's Group Executive New Zealand and Pacific Banking, Ann Sherry; and former business analyst and consultant James Robertson, who is the student representative on the Board. In December, the School embarked on a reorganisation of its management and operations to achieve across-the-board savings and more efficient delivery of its suite of education programs.

College of Sciences and Technology

The Faculty of Agriculture, Food and Natural Resources completed its restructuring to form a single administrative unit.

The Faculty of Architecture restructured from its previous four departmental units into a non-departmental one-school model from January 2002. The four major disciplinary areas became disciplinary groups, each with a Professor or Associate Professor as disciplinary head.

Stage 1 of the Wilkinson Building renovations was completed and opened in July. The first part of a five-stage master plan, these renovations led to the complete refurbishment and expansion of the Bachelor of Design (Architecture) architectural design studios and teaching and learning support spaces.

The Faculty of Science held its two annual "Future Focus" sessions, one with administrative staff and the other with academic staff, which helped consolidate planning priorities for 2003.

The Faculty also offered sessions for new staff to help them understand its functioning and held staff forums on events and issues.

The Faculty of Veterinary Science ran a unique leadership development program for academic and general staff, in collaboration with Vantage Point Consulting. Involving 20 staff and offering residential components and action learning projects, the program developed individual leadership skills and led to new collaborative projects between the Sydney and Camden campuses.

In May the Faculty launched the new Faculty Web site, www.vetsci.usyd.edu.au, and a Faculty intranet. The new Web site provides information about all areas of the Faculty in a searchable format, and the intranet enables password-protected information to be accessed.

See Supplementary section for information about: undergraduate and postgraduate enrolments; academic and general staff; research centres; departments of the University; Senate committees and attendance; capital works; Freedom of Information and Privacy legislation; risk management; and publications about the University.



Ups and downs in the Manning Bar

Adam Spencer spent nine years as a full-time student at the University of Sydney, and is still involved in the University at many levels, including as a Fellow of the Senate and the coach of the Women's 6th Grade Soccer team, which reached the grand final in 2002.

"I had so many good times at university. Being voted Best Speaker in the World at the World Debating Championship in 1996 was probably right up there.

"The Manning Bar? I won the open pool comp a couple of times, competed in and hosted Theatre Sports for six years, debated, did stand up comedy and had my amorous advances rejected on too many occasions to remember at end-of-semester parties."

Mr Spencer graduated with a Bachelor of Arts in 1992 and has almost completed a PhD in pure mathematics. His broadcasting career includes hosting Quantum and FAQ, and co-hosting the Triple J Breakfast Show.

He was photographed in Manning Bar on 24 September 2002.

Silver gelatin print by Lisa Giles

Service to the community

By providing knowledge, opportunity and encouragement, the University of Sydney will maintain and enhance its position as a leading contributor to the opinions and ideas, cultures and lifestyles of the many communities it serves, locally, nationally and internationally.

Goal Seven

The University of Sydney Strategic Plan
1999–2004

The University's sesquicentenary celebrations, begun in 2000, concluded in 2002 with a series of public events.

The culmination was a weekend of special events in October, including a colloquium on the topic "Revisiting the Idea of a University". Broadcaster Adam Spencer convened the evening and the panel included NSW Chief Justice James Spigelman, architecture critic Elizabeth Farrelly, headmaster of Sydney Grammar John Vallance, Sydney University researcher Professor Max Bennett, biologist Professor Margaret Burchett and businessman Angus Taylor.

Other activities included concerts by alumni James Morrison and Tim Freedman, tours of museums, galleries and buildings, and an exhibition of the University's foundation documents, organised by Archives and Records Management Services.

A sesquicentenary photographic exhibition, "Schools of Thought", black and white works of alumni, staff and students by photographer Lisa Giles, are highlighted in this report.

Another popular sesqui project was "Alumni Sidneinses", a publicly available Web database of all graduates of the University up to 1970.

Distinguished experts participating in an expanded program of sesquicentenary lectures included:

- > Harrison Schmitt, lunar module pilot for Apollo 17 and one of 12 moon walkers to date;
- > Liberal Party federal treasurer, republican and alumnus, Malcolm Turnbull, who claimed the biggest challenge facing Australia and most developed nations was the collapse in fertility and consequent ageing of the population;

- > Marcia Langton, chair in Australian Indigenous Studies, University of Melbourne, who gave the second Dr Charles Perkins AO Annual Memorial Oration;
- > Kathleen Coleman of Harvard University, who in the Todd Memorial Lecture described life in the gladiatorial barracks of ancient Rome;
- > Lend Lease Corporation chair and alumna, Jill Ker Conway, whose lecture gave an insight into the mind of an autobiographer;
- > businessman Alex Hartmann, who said Australia should encourage innovation and nurture entrepreneurs; and
- > classicist Graeme Clarke, who described more than a decade of archaeological excavations in eastern Syria, in the Trendall Lecture.

An Australian-made Stuart and Sons Concert Grand Piano was installed in the Great Hall during the year, thanks to a donation by Robert Albert AM.

Several areas celebrated anniversaries with activities of interest to the wider community. The Department of Classics marked its own sesquicentenary with the launch of *Writing on the Wall*, which translated and amplified the Greek inscriptions on University buildings. Classics also hosted an international conference on Greek drama and a lecture on the works of Sophocles by Cambridge Professor of Classics, Pat Easterling.

Australia's first national business school, the Australian Graduate School of Management, celebrated its 25th birthday with a reunion of nearly half of its first graduates.

A number of activities highlighted the University's interest in social justice issues.

Former UN high commissioner for human rights and the first woman to be elected president of Ireland, Mrs Mary Robinson, received the 2002 Sydney Peace Prize at Parliament House and gave a lecture.

The Dalai Lama was recognised by the Sydney Peace Foundation with a medal for his contribution to human rights, non-violence and world peace. Two Sydney academics, Professor Allan Snyder, director of the Centre for the Mind, and Professor Max Bennett, head of the neurobiology laboratory, took part in a unique forum with the Dalai Lama at which experts in science and philosophy shared their thoughts on the human brain.

In a public forum initiated by the University's Senate and organised by the Centre for Peace and Conflict Studies, Father Frank Brennan, Associate Director of Uniya Jesuit Social Justice Centre, spoke about working with refugees in East Timor and Woomera Detention Centre.

Academics' research also touched the wider community. A new way of improving people's health and well-being through diet was introduced, with the launch of a symbol on some food packaging giving information about its glycemic index (GI) rating.

The GI symbol is based on the work of Professor Jennie Brand-Miller of the Human Nutrition Unit and was developed by a non-profit company formed by the University, Diabetes Australia and the Juvenile Diabetes Research Foundation.

Supported by an ARC grant, the University and the Royal Blind Society (RBS) created the Vision and Living Skills Project, producing a teaching kit for parents and carers of blind children. The kit explains the importance of developing early "underpinning" skills such as the ability to hold objects between fingers and thumb and keeping balance. Requests for the kit came from Sweden, Slovenia, the UK, Portugal and Poland.

Academics also helped to raise the University's profile in the community. According to independent data compiled for the Media Office, the University and its staff were the most widely reported of all Australian universities in print, radio and television. Most media attention focussed on the University's extensive research activities, with attention also given to higher education policy and governance.

The University's museums and art collection actively pursue engagement with the community.

The University Art Curator mounted a diverse range of six exhibitions for the War Memorial Art Gallery, each focusing on a different aspect of the University's collection.

Beauty and the Beast, the first important survey of leading surrealist James Gleeson's paintings made between 1937 and 1958, was a highlight. The National Gallery of Australia, Kerry Stokes and Janet Holmes a Court lent important paintings to the exhibition.

The *Botanica* exhibition helped to launch the professional careers of four new talented artists, all recent graduates from the Sydney College of the Arts.

The University continued to benefit from the generosity of donors. Three artworks by Dusan Marek were donated by James Agapitos and Ray Wilson, and Dr Peter Valesse made a gift of three significant early paintings by Margaret Olley.

A generous grant from the Chancellor's Committee enabled important repairs and conservation work to be carried out on the 18th century French tapestry in the Great Hall. With the assistance of the curator the Faculty of Medicine commissioned the artist Italian/Australian Neil Moore to paint the portraits of distinguished retiring professors, Professor Stephen Leeder, Dean of Medicine, and Pro-Vice Chancellor Professor John Young.

An active program of furnishing and external loans to other institutions included paintings lent to the National Gallery of Australia, the State Library of Victoria, the National Trust and Mosman Art Gallery.

More than 17,000 people visited the Nicholson Museum in 2002, including over 5,000 school children from around NSW who participated in the School Education Program. This number of students is the largest since the program's commencement nearly ten years ago, and represents a watershed in growth of the Museum's teaching mission. The increased visitor numbers are largely due to new exhibitions and improved marketing of the Museum.

In September, the Macleay Museum published *Collected: 150 Years of Aboriginal Art and Artifacts*, a book based on the exhibition of the same name. Launched by NSW Governor Marie Bashir, the book documents many items from the museum's rich holding of Aboriginal material culture.

The museum's Miklouho-Maclay Fellow for 2002 was anthropologist Kirk Huffman, honorary curator of the Vanuatu Cultural Centre, who studied cultural material from Vanuatu, mostly dating from the nineteenth century.

Through extensive liaison with Aboriginal and Torres Strait Islander communities and those institutions which hold ancestral remains and culturally significant items, the University is maintaining its commitment to the return of indigenous heritage. Following the return of a number of remains and artifacts in 2001, work in 2002 established a basis for possible repatriation of significantly more items in 2003–2004.

In 2002, the Centre for Continuing Education continued to raise the profile of the University in the wider community. There were nearly 20,000 enrolments in its four general programs, and strong growth in professional and university preparation programs. The Centre also continued to contribute to internationalisation through its growing inbound and outbound study programs. Diversification of the University's income stream was further enhanced, with the Centre receiving a record amount of course fees.

Supporting secondary education

Supporting secondary education is a key part of the University's interactions with the community.

The Sydney Summer School piloted two one-unit HSC courses, "Problem Solving and Communication in Science" and "Mind and Morality", for students in Year 12 in 2002. Both Board of Studies-endorsed units focused on research and critical thinking skills. Completion gave students who later chose to enrol at Sydney six credit points towards degrees in Arts or Science.

The Faculty of Arts plans to include archaeology in Summer School HSC courses, and Sydney College of the Arts is developing a Board-endorsed course in visual arts.

A free online resource for IT teachers was established by academics from the School of Information Technologies, working with Monash and Queensland Universities. Called "webworkforce" (www.webworkforce.org/), the system stores learning materials for teachers and students in schools, universities and TAFEs.

The initiative was funded by the Federal Government's Science Lectureships scheme and sponsorship from Telstra, Sun Microsystems, Compuware, research cooperative Distributed Systems Technology Centre, and Multimedia Victoria.

Over 200 careers advisers from NSW schools attended the Careers Advisers and Teachers Day organised by the Marketing and Student Recruitment Unit, and received regular follow-up information through the University's newsletter, *commUNicate*.

A University fellowship, the brainchild of Associate Professor Peter Harrowell (Chemistry), was established to support creativity, exploration and inspiration among NSW secondary science teachers. It provides a year's salary for the selected teacher to pursue a project of their own making and is supported by the Department of Education, Science and Technology.

Inaugural Fellow Matthew Ryan, of Brigidine College Randwick, will be based in the School of Physics. He will use his Fellowship to construct a radio observatory and space communication centre for students from kindergarten to Year 12.

Academic Excellence Awards were presented to the top Year 10 students in 40 key schools.

Support from the community

Renewed growth of an endowment culture continued during the year. A \$3.54 million bequest was received for the promotion of medical research, and another \$1 million was given in donations and bequests to enable the establishment of a Fellowship in Indigenous Health. The aim of the fellowship is to educate and train indigenous people in the field of health policy.

Increasing numbers of alumni, friends and supporters donate to the University through a bequest. An expanded bequest program has been established within the department of Development and External Affairs to facilitate the process for prospective benefactors, ensuring donors direct their gifts to the areas they choose. Provision of pertinent advice is core to this approach.



The 2002 Annual Appeal raised almost \$354,000. Of this, \$121,000 was allocated to University priorities, \$84,000 to scholarships, \$56,000 to refurbishment and restoration, \$34,000 to the Library and \$25,500 to research.

A response rate of more than 20 per cent to an alumni census mail-out was well above expectations. In their feedback, respondents enthusiastically welcomed efforts by the University to build better alumni relationships.

The Chancellor's Committee continued to support the University. Its annual Research Scholarship and Exchange Students Scholarships were upgraded in value, in keeping with inflation. A short history of the University, Liberal Education and Useful Knowledge, by former vice-chancellor Sir Bruce Williams, was published by the Committee.

Family precedent for water ski whiz

Ann Procter became the world champion in women's open water skiing in October 2001 and the same year was named the University of Sydney's sportswoman of the year.

"I chose Sydney University to do nursing because it offered the best course for what I wanted to do and my father went to the University. I thought I'd keep it in the family.

"I broke my back earlier this year. The boat was travelling at around 180km/h at the time of the accident. When I was in hospital I got to really appreciate just how important a nurse's job is."

Ms Procter's family moved to the Hawkesbury River when she was 10 months old. At four, she was water skiing; at five, on one ski. Each holiday, she learned new skills such as barefoot skiing.

She was photographed at St John's College on 4 September 2002.

Silver gelatin print by Lisa Giles

The Union's volunteer programs continued to expand. Over 500 students supported fellow students as well as disadvantaged high school students in the local area. The Union held a function and presented awards to honour outstanding volunteers.

The Union's support of its 150 social, cultural, political, religious and faculty-based clubs and societies was expanded with grants worth over \$150,000 to club activities, events and programs. Highlights included:

- > The Dramatic Society's production of *Hamlet* at the Seymour Centre and their all-female production of *The Vagina Monologues*;
- > The Japanese Animation Society's Convention attended by more than 500 students from across Australia;
- > The Art Theory and History Society's initiatives to promote art on campus, which included participation in the Sesquicentenary celebrations. Students, staff and the local community were encouraged to help create a mock "Pollock" canvas which was later presented to the University.

The Union awarded grants worth over \$47,000 to students on affiliated campuses for social and cultural events. It also encouraged their involvement in events at the Darlington/ Camperdown Campus and held two social functions in Manning House. Two common rooms were opened on affiliated sites at Canberra Hospital and the Dental Hospital at Surry Hills.

The Union's successful entertainment and cultural programs continued to grow: the improvisation competition, Theatresports, filled Manning Bar every Thursday; the Band and DJ Competitions gave students the opportunity to experience the thrill of performing; a variety of theme weeks drew students' attention to major community issues; and cultural competitions in art, photo and literature provided opportunities to showcase artistic talents.

In addition to providing 32 catering outlets across the various campuses, the Union also continued to maintain student space across its three buildings, Manning, Holme and Wentworth, meeting grounds that create a strong sense of community.

Sport in 2002

After operating independently for almost a century, members of the Sydney University Sports Union and the Sydney University Women's Sports Association voted at separate special general meetings to unite under the title of Sydney University Sport from the beginning of 2003.

In addition to this historic decision, the year proved to be exceptionally successful in the sporting field both in team and individual achievements:

- > Sydney won its fourth consecutive Australian University Games in Adelaide in September;
- > Sydney University Lions took out their first National Water Polo League Championship;
- > diver Loudy Tourky won gold in the ten-metre women's platform, shooter Susan McCready won silver in the women's Pairs 50m Rifle Three Positions, and women's hockey goalkeeper Nina Bonner won bronze at the Manchester Commonwealth Games;
- > Angie Ballard won gold in the 100-metres final (T53 wheelchair) at the World Athletics Championships for Athletes with a Disability, held at Lille in France;
- > rowers Zita Van de Walle (gold – lightweight women's quad scull) and Carly Bilson (silver – women's eight) collected medals at the World Rowing Championships in Seville;
- > Kyeema Doyle teamed with Catriona Oliver to win the Women's Lightweight Coxless Pair at the World Under-23 Championship regatta in Genoa;
- > the Men's Lightweight Four of Tim O'Callaghan, Simon Strong and Stewart Wood (with Tom Gibson – Tasmania) finished third behind France and Russia in the final of the prestigious Nations Cup regatta;
- > Ann Procter won the World Open Water Skiing Championship, at 18 the youngest to win the title and the fastest woman on water at 177km/h on the Colorado River in Arizona;
- > Sydney University won the NSW Tertiary Rugby League Cup.

Other University athletes to represent Australia during the year were Daniel Vickerman, David Lyons and Brendan Cannon (Rugby Union – Wallabies), Will Caldwell, Jone Tawake and Brock James (Rugby Union – Australia Under 21), Nigel Staniforth, Brock James and Ed Carter (Rugby Union – Australia Sevens), Anna McIllwaine and Loudy Tourky (Diving), and Michael Dickson (Skiing).

Australian men's water polo goalkeeper Aaron Jones and diver Anna McIllwaine were named male and female Blues of the Year.

The Committee also commissioned a sandstone boss by sculptor Kris Krawczyk, as a memorial to University artist, academic and long-standing friend, Allan Gamble, who died in 2002. The boss was placed on the Clock Tower, facing the Great Hall.

The University's 43 foundations provide invaluable support by raising funds to support research and teaching activities and strengthening links between the University and industry, business and the community in general.

The Medical Foundation provided \$10 million towards the purchase of an 11,000 square metre building on Parramatta Road adjacent to the main campus which will be used for postgenomic biomedical research. The building, formerly occupied by Worksafe, includes a library, lecture theatre, laboratories and animal house facilities.

The Education Heritage Foundation endowed \$200,000 to secure the future of the University's annual Julius Stone Address, an important public lecture on jurisprudence and public policy. The Foundation has supported the Address since its inception. The 2002 Address was given by Professor Patricia Williams from Columbia School of Law.

Macquarie Bank and the Julius Stone Institute for Jurisprudence also hosted four important lectures on bioethics, by distinguished scholars Professors Alan Irwin, Dame Marilyn Strathern, Loane Skene and Peter Singer.

The student community

The University of Sydney Union continued to focus on building a sense of belonging on campus and positive connections with the wider community. The Board allocated significant funds to areas such as entertainment, social and cultural events, student support and welfare, catering subsidies and student-friendly spaces.

Olympic swimming representatives Michael Klim, Elka Graham, Clementine Stoney and Lori Munz joined Sydney's elite performance program under Brian Sutton, who was named Australian men's coach for the 2004 Athens Olympic Games.

College and faculty achievements

College of Health Sciences

The Faculty of Medicine continued to support the important work of the Centre for Values, Ethics and the Law in Medicine. Given increasing community concern about ethical issues relating to health care (such as euthanasia, stem cell research, use of DNA, privacy, distribution of resources) it decided to fund an appointment in this field at the level of Associate Professor, commencing in 2003.

Professor Michael Kidd, head of the Department of General Practice, was elected president of the Royal Australian College of General Practitioners.

The Faculty of Health Science's School of Applied Vision Sciences undertook screening of children and residents of Liverpool Hospital Brain Injury Unit. Students also screened members of the community as part of the Royal Blind Society screening day.

Dr Patricia Weerakoon (Biomedical Sciences) was a consultant on human sexuality and related issues to the Social Issues Executive Committee of the Anglican Diocese of Sydney, and Professor Simon Chapman (Public Health) was made a life member of the Australian Consumer's Association after retirement as Chair.

College of Humanities and Social Sciences

The Sydney Conservatorium of Music's Access Centre continued to grow. The NSW Premier attended a demonstration by school students from the Coonabarabran district of instrument teaching by videoconferencing. A significant sponsorship from Yamaha Australia will help develop this work in 2003.

The Conservatorium's innovative Name-the-Seat Program, launched in 2002, raised \$40,000 for enhancement and upkeep of facilities. The program thanks donors by allocating a plaque, with wording of their choice, on the back of a seat in one of the Conservatorium's four performance halls.

The Dhammakaya Foundation, a Thailand-based foundation, donated \$500,000 to the Faculty of Arts to sponsor a new lectureship in Buddhist Studies, and at least three Thai doctoral students each year will undertake research in Buddhism at Sydney.

The Faculty of Arts also received a significant donation to enhance its Music department, as well as continuing strong support from Jewish organisations for academic positions in the Faculty.

The Faculty of Law's Institute of Criminology contributed significantly to the criminal justice community by donating 20 sets of their journal, *Current Issues in Criminal Justice*, to NSW prison libraries, and four sets to the NSW Aboriginal Legal Service.

The Faculty arranged several key lectures by international visitors. In addition to those organised by the Julius Stone Institute for Jurisprudence, renowned lawyer, Lord Mustill, spoke on international commercial arbitration, in association with the law firm Clayton Utz. The John Lehane Memorial Lecture was delivered by Lord Steyne at St Paul's College.

College of Sciences and Technology

In September the School of Chemistry established the Cornforth Foundation, named after its graduates Sir John and Lady Cornforth. The Foundation will support teaching and research, particularly in organic chemistry, and appointments to the School from other institutions. It will also promote seminars, courses and workshops and fund scholars, teachers and research workers to visit other institutions and attend conferences.

Sir John Cornforth won the Nobel Prize for Chemistry in 1975.

The Faculty of Rural Management conducted a highly successful four-day high school student workshop for 19 Year 11 students. Entitled "Promoting Tomorrow's Agribusiness Leaders", the workshop was made possible by a Sesquicentenary Grant. It received considerable media coverage and is expected to become an annual event.

The Faculty of Agriculture, Food and Natural Resources conducted its annual AgCamp at Camden and Cobbitty. The event was attended by over 70 Year 11 students from high schools throughout NSW.

Faculty of Science outreach activities to secondary schools were further strengthened. The School of Chemistry's outreach officer gave laboratory classes to over 1600 high school students, and outreach officers were appointed in physics, biology and mathematics and statistics to conduct similar programs.

Science in the City, a collaborative venture with the Australian Museum, UTS and UNSW, was an outstanding success when it ran for the second time in 2002.

Professor Peter Lay (Chemistry) organised a successful research and teaching symposium at Orange to foster wider Faculty engagement with rural and regional Australia.

The University Veterinary Teaching Hospitals play an important role in serving the community. More than 3000 people attended the Camden Veterinary Teaching Hospital Open Day in June. In conjunction with Courses and Careers Day, the Sydney Veterinary Teaching Hospital held a successful Open Day attended by 4000 people.

During Seniors Week in March, pets owned by seniors were given free health checks, and the Hospital was represented with a stall at South Sydney City Council's annual Fur, Fang and Feather Festival. The innovative canine desexing clinic, part of the Faculty of Veterinary Science's surgical teaching program, won financial and product support from CSL Animal Health.

Associate Professor Tony English (Veterinary Science) was elected Chair of the World Association of Wildlife Veterinarians for the next four years and also has been appointed to the NSW Zoological Parks Board.

The 2002 Helen Lempriere National Sculpture award, Australia's richest sculpture prize, was won by sculptor and sound artist Dr Nigel Helyer, an Honorary Associate in Architecture and Design Science. Dr Helyer won the \$105,000 award with his sound sculpture *Meta-Diva*, a construction of 30 aluminium rods, which sprout from a lake at Werribee Park near Melbourne.

See Supplementary section for information about awards to staff; honorary degrees awarded in 2002; and other publications about the University.



A certain grandeur which never fades

The Australian Labor Party's elder statesman for more than a quarter of a century, the Honourable Gough Whitlam AC QC was elected Prime Minister in 1972 and dismissed in 1975.

"The University of Sydney was the nearest university to Canberra where I got my secondary education.

"My fondest memory of the University was meeting Margaret Elaine Dovey."

Mr Whitlam gained a Bachelor of Arts degree from the University of Sydney in 1938, and a Bachelor of Laws in 1946. He was also given an Honorary Doctorate of Literature in 1981.

He was photographed in his office on 19 July 2002.

Silver gelatin print by Lisa Giles

Supplementary information

Student statistics

Undergraduate enrolments 1997–2002

Enrolment Status	1997	1998	1999	2000	2001	2002
Full-time (female)	12,412	12,980	13,709	14,185	14,942	15,669
Full-time (male)	9,045	9,369	9,932	9,990	10,339	10,774
Part-time (female)	2,407	2,701	3,182	3,263	2,702	2,640
Part-time (male)	1,718	1,884	2,009	2,254	1,712	1,661
Total	25,582	26,934	28,832	29,692	29,695	30,744

Postgraduate enrolments 1997–2002

Enrolment status	1997	1998	1999	2000	2001	2002
Full-time (female)	1,410	1,371	1,615	1,689	2,054	2,422
Full-time (male)	1,422	1,386	1,816	1,768	1,972	2,215
Part-time (female)	2,908	3,039	3,333	3,417	3,148	3,456
Part-time (male)	2,411	2,417	3,223	3,384	3,113	3,583
Total	8,151	8,213	9,987	10,258	10,287	11,676

Undergraduate and postgraduate enrolments by faculty 1999–2002

Faculty	Undergraduate enrolments				Postgraduate enrolments				Total enrolments			
	1999	2000	2001	2002	1999	2000	2001	2002	1999	2000	2001	2002
Agriculture, Food & Natural Resources	540	547	535	596	179	171	137	144	719	718	672	740
Architecture	429	471	501	538	473	433	423	521	902	904	924	1,059
Arts	6,338	6,294	6,416*	6,442	1,014	936	889	908	7,352	7,230	7,305	7,350
Australian Graduate School of Management	0	0	0	0	1,843	2,404	2,482	2,774	1,843	2,404	2,482	2,774
Dentistry	283	287	280	280	74	84	81	79	357	371	361	359
Economics and Business	3,161	3,118	3,229	3,474	1,152	1,291	1,289	1,650	4,313	4,409	4,518	5,124
Education	1,556	1,694	1,782	1,874	516	478	428	452	2,072	2,172	2,210	2,326
Engineering	2,144	2,213	2,319	2,497	291	304	338	413	2,435	2,517	2,657	2,910
Graduate School of Business	0	0	0	0	416	0	0	0	416	0	0	0
Health Sciences	3,642	3,509	3,701	3,841	756	844	826	985	4,398	4,353	4,527	4,826
Law	726	709	758	869	745	719	752	999	1,471	1,428	1,510	1,868
Medicine	790	791	850	908	998	1,096	1,106	1,066	1,788	1,887	1,956	1,974
Nursing	1,313	1,298	1,132	1,016	416	329	315	263	1,729	1,627	1,447	1,279
Pharmacy	619	743	788	813	76	102	113	94	695	845	901	907
Rural Management	1,009	1,006	890	802	58	57	75	78	1,067	1,063	965	880
Science	3,556	3,865	4,203	4,403	720	726	769	949	4,276	4,591	4,972	5,352
Sydney College of the Arts	546	555	524	533	83	93	96	102	629	648	620	635
Sydney Conservatorium of Music	524	534	547	543	98	95	72	94	622	629	619	637
Veterinary Science	464	503	526	553	71	75	69	73	535	578	595	626
Special Programs	1,192	1,555	714	762	8	21	27	32	1,200	1,576	741	794

* incorrectly reported as 7,305 last year.

Postgraduate enrolments by level 1999–2002

Enrolment level	1999	2000	2001	2002
Higher doctorate	0	2	0	0
Doctor of philosophy	2,518	2,675	2,544	2,511
Doctorate (coursework)	0	0	0	25
Masters (research)	852	781	674	686
Masters (coursework)	3,253	3,777	3,814	4,568
Masters (preliminary)	6	7	1	1
Diploma (postgraduate)	1,176	1,464	1,671	1,986
Graduate certificate	251	1,442	1,473	1,751
Non-award (postgraduate)	31	65	61	80
Cross-institutional (postgraduate)	1,900*	45	49	68
Total	9,987	10,258	10,287	11,676

* Includes Australian Graduate School of Management enrolments

Major destinations of University of Sydney first-degree graduates, 1997–2002

Australian citizens and permanent residents

	1997 %	1998 %	1999 %	2000 %	2001 %	2002 %
Further study*	26.5	29.3	29.5	38.5	34.4	38.3
Public sector	19.7	18.5	18.3	17.5	15.0	15.5
Private sector	25.4	28.6	28.7	25.7	26.6	26.9
Other employment**	3.0	6.0	6.0	4.3	6.4	5.9
Not working, seeking full-time work	4.9	3.8	3.3	2.2	3.2	2.2
Not working, seeking part-time only	0.9	0.7	0.7	0.5	0.6	0.3
Working part-time, seeking full-time work	10.5	5.8	5.2	3.6	4.6	4.1
Working part-time, not seeking full-time work	5.9	4.5	4.9	4.0	5.0	4.6
Unavailable for work or study	3.2	2.8	3.4	3.7	4.2	2.2
Total	100	100	100	100	100	100

The year refers to the date of the survey – graduates will have completed their degree studies in the previous year or mid-year in the survey year.

* From 2000, further study data is supplemented from University records.

** "Other employment" includes those working in educational and non-profit organisations.

Mean UAIs for students commencing at the University of Sydney

	1999	2000	2001*	2002
Agriculture	86.35	86.55	86.45	86.80
Architecture	92.10	94.55	93.65	94.40
Arts	84.75	85.60	85.35	88.95
Economics	92.10	93.00	93.45	94.40
Education	81.50	82.05	82.70	86.55
Engineering	91.10	93.60	93.50	92.90
Health Sciences	87.90	85.90	86.15	86.45
Law	99.45	99.50	99.55	99.65
Liberal Studies			89.60**	91.35**
Nursing	80.45	79.00	81.30	80.55
Science	89.40	89.40	89.95	92.15
Veterinary Science	98.90	99.00	99.00	98.95
Overall mean	87.95	88.15	88.60	90.35

* Figures for 2001 mean UAIs have been recalculated since the 2001 annual report was published.

** In previous years, Liberal Studies students' UAIs have been included in the calculation for the Arts mean UAI.

Note: data are included only for those degrees for which entry is via the UAC system, excluding students admitted under flexible entry or special admissions schemes.

Ethnic Affairs Priority Statement Report 2002

The University of Sydney is committed to increasing awareness of the diverse cultural, religious and linguistic needs of its staff and student body, and to promoting positive values and attitudes towards that diversity.

To this end, the University's Ethnic Affairs Priority Statement links a range of initiatives and strategies to the seven major goals of the University's Strategic Plan 1999–2004. The following is an outline of the University's commitments under the Ethnic Affairs Priority Statement, and an overview of the University's cultural diversity achievements during 2002 and initiatives for 2003.

Diversity in teaching and learning

The University of Sydney is dedicated to providing quality teaching and learning that is responsive to the culturally diverse local, national and international communities in which students and staff participate as graduates and professionals. In order to achieve this, the University fosters the development of culturally inclusive teaching methods and curriculum across all of its faculties, administrative, and service areas. For example:

- > The Faculty of Pharmacy will be offering a new degree in 2003, a Bachelor of Pharmacy (Rural). The program will increase the exposure of Pharmacy students to the needs of a culturally and regionally diverse society. Throughout the Bachelor of Pharmacy degree the importance of communicating in a culturally appropriate manner and understanding cultural differences are continuously emphasised.
- > The Faculty of Nursing has also developed a new degree, Bachelor of Nursing (Indigenous Australian Health) and it hopes to encourage an increased number of indigenous students in 2003 when the degree begins, particularly through its external study option. The faculty has also employed an Indigenous academic to assist staff in ensuring that units of study are appropriately presented.
- > The Faculty of Economics and Business offers an undergraduate unit of study, Communication and Critical Analysis 1B, that is specifically designed for students of non-English speaking background (NESB). It is aimed at enhancing oral and written communication skills and providing a greater understanding of the philosophy underlying academic discourse.
- > The Sydney Conservatorium of Music has offered, for the first time in 2002, a new undergraduate unit of study, Aboriginal and Torres Strait Islander Musics and Cultures. Units of study in non-Western music and the study of multiculturalism, including groups of students learning to play as members of a Balinese gamelan, and visits by indigenous artists are also offered. In the compulsory Historical and Cultural Studies course, topics covered include Historical and Social Constructions of Islam; Cultural Effects of Missionisation in Asia; and Orientalism and Imperialism as Dogmas. In 2003 the faculty is planning the introduction of new units of study in Musicology, especially those that cover cultural readings of Russian music in the 19th century.
- > The Faculty of Architecture introduced a new area of study in the BDes(Arch)/BArch combined undergraduate degree, Environment, Behaviour and Society, that addresses socio-behavioural, ethnic and cultural diversity issues. The Faculty continues to offer several culturally inclusive subjects, including Architecture, Place and Society; Social Studies in Architecture; Architecture in a Globalising World; and Housing for Health.
- > The Faculty of Education has a compulsory unit of study, Teaching English to Speakers of Other Languages, for those intending to be primary school teachers. All undergraduate students in the Faculty of Education learn about catering for diversity in the classroom and understanding cultural differences.
- > The Centre for Continuing Education offers short courses investigating the history, culture and belief systems of many ethnic groups represented in the Australian population, as well as courses in community languages including Chinese, Modern Greek, Indonesian, Spanish, Turkish and Vietnamese. Courses which attract students from non-mainstream ethnic backgrounds, such as University Preparation Courses, place particular emphasis on developing literacy and research skills for tertiary study.

The Library is working to have information literacy included as one of the University's graduate generic skills. The Library's Information Literacy Policy which guides the user training provided, states as one of its objectives, that an information literate person understands "cultural issues in the use of information".

Staff training

Workshops are run in the Faculty of Education for staff that address cultural differences in teaching and learning styles. The Language and Learning Unit within the Faculty of Health Sciences has, in 2002, presented several workshops, including, Working with Students with English Language Difficulties, for clinical fieldwork supervisors and other members of staff. Staff at the Centre for English Teaching attended a session on Intercultural Communication with a follow-up workshop to address practical issues arising from working in a multi-cultural environment. Throughout 2002, the Faculty of Nursing has conducted a series of Cultural Awareness Workshops for staff.

The Institute for Teaching and Learning (ITL) offers courses for academic staff on effective teaching to students of NESB. A three-day program, Principles and Practice of University Teaching and Learning, now mandatory for all new academic staff, addresses issues of diversity and encourages inclusive and flexible teaching approaches. ITL also works with individual faculties – for example, it recently co-facilitated a seminar, Teaching to Diversity, for the Faculty of Economics and Business. It is presently preparing a report, *Diversity and Inclusive Teaching*.

Support for students from non-English speaking backgrounds

The International Student Services Unit (ISSU) provides a range of programs and services which assist international students with cultural and personal adjustment. ISSU staff also provide counselling and advice to the families of students and continue to develop close links with faculties to raise awareness of cross-cultural communication and the particular needs of international students.

The Library works closely with the ISSU to offer orientation courses for students of NESB, paying particular attention to the information resources provided in many community and foreign languages. In 2003, the Library will install new public workstations which will offer the facility to read web pages in non-Roman scripts, for example Chinese and Arabic.

The Learning Centre, within the division of Student Services, offers designated courses for students of non-English speaking backgrounds covering grammar, academic reading and writing skills, oral presentation skills and discussion skills. Of a total of 1448 enrolments in the centre's workshop program in 2002, 732 (50.6 per cent) were students of NESB. The Learning Centre also conducted teaching programs for over 1300 students in 11 faculties, with approximately 25 per cent specifically targeting local and international students of NESB. The Centre plans to introduce several new programs in 2003, for example, diagnostic assessments of student writing in cooperation with departments, thesis consultation for NESB postgraduate research students and a course for credit in Engineering for students of NESB, focusing on the development of their writing.

The Mathematics Learning Centre, also within the Student Services Division, provides free tutorials and one-on-one assistance to enrolled students and international students who have studied mathematics and other languages. In 2002, 28.3 per cent of students attending the Mathematics Learning Centre spoke a first language other than English. The Counselling Service continues to support students from various cultural backgrounds. In 2002, 21 per cent of the Service's clients identified themselves as being of NESB.

International House provides accommodation for approximately 200 undergraduate and postgraduate students and visiting academics from around the world.

International House staff organise conferences and seminars on cultural diversity issues, provide English language classes and assistance in the editing of English in assignments, offer opportunities for residents to share cultures and beliefs, assist in organising visits to other areas of Australia and where possible assist residents with professional connections. The Accommodation Service and Casual Employment Service provide online access to a database of accommodation and employment vacancies for all students of the University.

The International Student Adviser at the Centre for English Teaching runs an extremely popular fitness and health awareness program, including orientation sessions in the gymnasium and equipment demonstration for students to encourage them to remain healthy during their time at the University. Guest speakers address students on issues such as nutrition, stress reduction and healthy lifestyles. This program has been targeted towards local and international students of NESB.

The Careers Centre provides assistance in career preparation and job searching as well as individual careers counselling and assistance for all students. The Centre has tailored many of its services, such as a job alert e-mail system and Web pages, specifically for international students.

The Sydney Summer School liaises with various University faculties and centres to determine effective forms of teaching and to assist in the provision of extra services to ensure that students of NESB are adequately prepared for University study. The school has also conducted a teachers' seminar to look at issues surrounding teaching in intensive mode, particularly to students of NESB.

The Language and Learning Unit within the Faculty of Health Sciences has introduced an Academic Skills Day, a one-day program in Orientation Week for students entering the faculty to refresh their academic skills. Fifty-seven per cent of students attending this program in 2002 were identified as being of NESB. To follow up, the unit also provides lunchtime language workshops designed to support the development of students' English language skills. In 2003 the Faculty will trial an online preparatory course designed specifically for students of NESB. The Faculty also has a permanent welfare adviser in Student Welfare Services for students of NESB.

The Faculty of Veterinary Science has liaised with the Learning Centre to identify students experiencing difficulty in English expression and grammar and special assistance has been offered in relation to assignment and examination preparation. In 2003, students with English language difficulties will be monitored more closely with a detailed program of assistance being devised in collaboration with the Learning Centre. The Faculty of Education is planning in 2003 to provide special classes for students of NESB to develop their English language skills. The Faculty of Economics and Business conducts special orientation programs for its international students, and an integral component of this is an English for Academic Purposes short course.

Special admissions

The University has a number of special admissions programs. These include a Multicultural Admissions program in the Faculty of Health Sciences that offers admission to HSC students who have appropriate language skills and an understanding of the needs of major community groups; the Broadway Scheme, for the educationally disadvantaged; and the Cadigal Program which assists entry for Aboriginal and Torres Strait Islander students.

In 2002 there were 209 students enrolled under the Broadway Scheme, of which 129 spoke a language other than English at home and 91 were born overseas. Of a total 150 enrolments under the Mature Age Entry Scheme and Cadigal Program, 33 students were born overseas and 19 students spoke a language other than English at home. Of the students who enrolled in the Combined Law program for 2002, 17 per cent were admitted under the Broadway Scheme. In 2003 the Faculty of Nursing will offer several equity-based scholarships.

Research and critical reflection

The Research Institute for Asia and the Pacific (RIAP) is the leading international projects and multidisciplinary agency of the University of Sydney and is overseen by the Deputy Vice-Chancellor (Academic and International). Established in 1987, its main activity is to develop international collaborative projects that contribute to the building of developmental capacities and promote network linkages between Australia and the Asia Pacific region. Key Asia-Pacific partner institutions are in China, Indonesia, Korea, Malaysia, Singapore Thailand and the Philippines.

The Research Office, also overseen by the Deputy Vice-Chancellor (Academic and International), is responsible for co-ordinating the management and administration of all external public sector funding as well as internal funding for research projects. The Research Office and the Director of Research Development actively encourage and provide support to University departments and staff members undertaking research projects that examine cultural diversity issues. Recently funded research projects include: "Identity, Belonging and Citizenship in Urban and Regional Australia"; "Success and failure in second language learning (SLL)"; "Transnationalism and Citizenship: the Australian experience in comparative perspective"; and "Australia's International Relations in Education 1945-2000".

The Research Institute for Humanities and Social Sciences (RIHSS) within the Faculty of Arts aims to establish the University as a recognised centre for discussion, debate and comment on matters of public importance. In particular, RIHSS held a conference entitled "Papua New Guinea Then and Now", produced a report, *The future of Australian Multiculturalism*, and hosted a talk on the issue of Australian refugee policy.

The Faculty of Rural Management continues to conduct research in collaboration with colleagues in China, India and Korea. The Conservatorium of Music has undertaken research on student attitudes to cross-cultural learning experiences, international practice teaching, and on interactions between ethnomusicology and music education.

Diversity and internationalisation: making connections

The Faculty of Pharmacy has signed a memorandum of understanding between the University of Sydney and Chiang Mai University and several staff from Chiang Mai have already undertaken short-term training at the University of Sydney. The Faculty is also planning to establish formal links with the Regional Schools of Pharmacy Consortium of Thailand in 2003. Such a link will foster cross-cultural understanding and an exchange of expertise. The Faculty of Architecture is actively pursuing international relations agreements with other faculties of its type in international universities, especially in Asia, with the aim of increasing cultural understanding through student and staff exchanges and other strategic international activities.

The Faculty of Agriculture, Food and Natural Resources is currently expanding already strong links with the Asia-Pacific region through its research programs in China, Vietnam and Indonesia. The Faculty is also planning developments in Cambodia and Thailand. From Vietnam in particular, there has been an increase in the number of international students at both the undergraduate and postgraduate level. AusAID and ACAIR funding has been successfully utilised to strengthen the ties in collaborative research which continue to grow as graduates return home, and academic staff offer more workshops overseas in China, Vietnam and Indonesia. Undergraduate students of the Faculty are using the opportunity of exchange programs with overseas institutions which enhances their understanding of the global nature of a number of problems faced in agriculture.

The Faculty of Rural Management expanded its study tours to the UK and China, with 27 students visiting various centres in China, including Shanghai, Beijing and Tianjin in July 2002. In 2002, the faculty hosted two groups of staff and students from the Tianjin Institute of Foreign Economic Relations and Trade, and one group from the Beijing Agricultural College. Staff at the Conservatorium of Music continue to foster links with Aboriginal and Torres Strait Islander communities, and with musicians and teaching institutions in Indonesia. Personnel Services takes an active role in welcoming visitors and delegations from overseas universities, and sharing their knowledge and expertise on personnel issues.

Since 2001 the orientation program for international students entering the Faculty of Veterinary Science has included an interactive session exploring cultural differences that may be encountered within the University setting. It is proposed to expand this program in 2003 to encourage the exchange of ideas and experience between students from diverse cultural backgrounds and to support these students as they encounter veterinary practice for the first time.

The University of Sydney Union hosted its annual Cultural Diversity Awareness Week in May 2002 which included staging debates, hosting forums and screening films centred on the celebration of cultural diversity. It also hosted its annual Multicultural Day where many international student clubs and societies participated in a food fair, national costume parade and a debate on refugee policy. The Union has also organised an Australian Discussion Group in which more than 30 resident student leaders assisted over 100 international students with their understanding of Australian English on a weekly basis throughout the year. In 2002 the *Daily Bull* was published in Mandarin, a community language spoken widely among students on campus.

Managing and promoting cultural diversity

The University collects data on the cultural background of students annually through the enrolment process. Of total enrolments in 2002, 27.7 per cent of local students were born outside of Australia, and 28.9 per cent of local students speak a language other than English. The University keeps data on specific countries and languages represented among these groups, and also reports to the Department of Education, Science and Training in the triennial Equity Plan on issues relating to students of NESB.

The University's Staff Support and Development Unit (SSDU), within Personnel Services, provides development and training for University staff. The code of practice for all SSDU programs is that they incorporate an awareness of cultural diversity issues. SSDU includes a cultural diversity workshop in its staff development and training program and manages the University's Staff Assistance Services policy. The SSDU training course "Selecting the Best Person for the Job" is a two-day course that contains a section on cultural diversity issues in relation to recruitment. This session is conducted by the Staff and Student Equal Opportunity Unit (SSEOU). Training for Academic Board Nominees also contains a briefing session on cultural diversity. This session is also conducted by the SSEOU. University staff members are able to take special leave for religious and cultural purposes and the SSEOU promotes and encourages staff to participate in the Skillmax program, aimed at maximising the skill of overseas trained immigrants who wish to improve their workplace communication skills.

The University's newly implemented Harassment and Discrimination Prevention policies specifically make it clear that every student and employee has a right to study or work in an environment that is free from discrimination and harassment, and a right to be treated with dignity and respect, regardless of their race. The effect of these policies is to promote University community harmony by emphasising the rights of all members of ethnic communities to practice their religious and cultural beliefs free from harassment and discrimination. The policies have included a provision for approximately 20 Harassment and Discrimination Support Officers located throughout the University's several campuses. These officers come from various cultural backgrounds and speak several languages. In 2002 an extra 150 staff members were trained on the University's Harassment and Discrimination policies and procedures.



From laboratory worker to La Scala

"Peachy sounding" with a "gorgeous middle register", Science graduate Yvonne Kenny is Australia's most popular soprano and sang at the closing ceremony of the 2000 Olympic Games.

"We had a fantastic chemistry lecturer who I think has a segment on one of those gardening programs, Peter Valder. His lectures were always incredibly interesting.

"One of the great highlights of my life was when I was conferred an honorary doctorate in music... it was a surprise when it was offered to me."

Ms Kenny gained a Bachelor of Science degree from the University of Sydney in 1972. She made her operatic debut in London in 1975. In 1999, the University awarded Ms Kenny an honorary doctorate in music.

She was photographed at St John's College on 4 September 2002.

Silver gelatin print by Lisa Giles

University of Sydney centres, research centres and institutes

at 31 December, 2002

Australian Research Council Centre of Excellence

- > National Information and Communication Technology Australia (NICTA)

Australian Research Council Special Research Centre

- > Ecological Impacts of Coastal Cities

Australian Research Council Key Centres for Teaching and Research

- > Australian Centre for Field Robotics
- > Key Centre for Polymer Colloids

Cooperative Research Centres

- > Australian Photonics Cooperative Research Centre
- > Bushfire Cooperative Research Centre
- > Cooperative Research Centre for Advanced Composite Structures
- > Cooperative Research Centre for Asthma
- > Cooperative Research Centre for Biological Control of Pest Animals
- > Cooperative Research Centre for Cochlear Implant and Hearing Aid Innovation
- > Cooperative Research Centre for Construction Innovation
- > Cooperative Research Centre for Innovative Grain Food Products
- > Cooperative Research Centre for Mining Technology and Equipment
- > Cooperative Research Centre for Polymers
- > Cooperative Research Centre for Smart Internet Technology
- > Cooperative Research Centre for Sustainable Cotton Production
- > Cooperative Research Centre for Sustainable Resource Processing
- > Cooperative Research Centre for Sustainable Rice Production
- > Cooperative Research Centre for Welded Structures
- > Innovative Dairy Products Cooperative Research Centre
- > Technology Enabled Capital Markets Cooperative Research Centre
- > Value Added Wheat Cooperative Research Centre

College of Health Sciences

- > Australian Centre for Agricultural Health and Safety
- > Australian Centre for Health Promotion
- > Australian Health Policy Institute
- > Australian Pharmacy Research Centre
- > Australian Stuttering Research Centre
- > Centre for Perinatal Health Services Research
- > Centre for the Study and Treatment of Dieting Disorders
- > Centre for Values, Ethics and the Law in Medicine
- > Clinical Immunology Research Centre

- > Family Medicine Research Centre
- > Herbal Medicines Research and Education Centre
- > Institute for Biomedical Research
- > National Centre for Classification in Health
- > National Health and Medical Research Council Clinical Trials Centre
- > Nursing History Research Unit
- > Pain Management and Research Centre
- > Rehabilitation Research Centre
- > Research Centre for Adaptation in Health and Illness
- > Sydney Nursing Research Centre
- > Sydney University Biological Information and Technology Centre (jointly between the Faculties of Science and Medicine)
- > WHO Collaborating Centre for Rehabilitation
- > WHO Collaborating Centre in Health Promotion

Associated Research Units

- > ANZAC Health and Medical Research Institute
- > Australian Centre for Effective Healthcare
- > AW Morrow Gastroenterology and Liver Centre
- > Centenary Institute of Cancer Medicine and Cell Biology
- > Children's Cochlear Implant Centre
- > Children's Medical Research Institute
- > CSAHS Drug and Alcohol Unit
- > Department of Anatomical Pathology
- > Department of Endocrinology, Royal Prince Alfred Hospital
- > Department of Forensic Medicine, Central Sydney Area Health Service
- > Heart Research Institute
- > Institute for Immunology and Allergy Research
- > Institute for International Health
- > Institute of Bone and Joint Research
- > Institute of Clinical Neurosciences
- > Institute of Clinical Pathology and Medical Research
- > Institute of Magnetic Resonance Research
- > Institute of Neuromuscular Research, Children's Hospital
- > Institute of Paediatric Endocrinology, Diabetes and Metabolism
- > James Fairfax Institute of Paediatric Clinical Nutrition
- > Kanematsu Laboratories
- > Kolling Institute of Medical Research
- > Melanoma and Skin Cancer Research Institute
- > Menzies School of Health Research
- > National Centre for Immunisation Research
- > NSW Breast Cancer Institute
- > Sydney Melanoma Unit
- > Westmead Millennium Institute of Health Research
- > Woolcock Institute of Medical Research

College of Humanities and Social Sciences

- > Accounting Research Centre
- > Australian Archaeological Institute at Athens
- > Australian Centre for Applied Research in Music Performance
- > Australian Centre for Environmental Law
- > Australian Centre for Industrial Relations Research and Training (ACIRRT)
- > Australian Gay and Lesbian Research Centre
- > Australian Marketing Science Institute
- > Centre for Asian and Pacific Law
- > Centre for Celtic Studies
- > Centre for Classical Civilisation
- > Centre for Cypriot Archaeology
- > Centre for European Studies
- > Centre for International and Public Affairs
- > Centre for Medieval Studies
- > Centre for Microeconomic Policy Analysis
- > Centre for Performance Studies
- > Centre for Practitioner Research
- > Centre for Research and Teaching in Civics
- > Centre for South Asian Studies
- > Centre for the Study of the History of Economic Thought
- > Children's Hospital Education Research Institute (CHERI)
- > China Education Centre
- > Classical Languages Acquisition Research Unit
- > Educational Technology Centre
- > Evelyn McCloughan Children's Centre
- > Health Education Unit
- > Institute of Criminology
- > Institute of Transport Studies
- > International Institute for Educational Development
- > Julius Stone Institute of Jurisprudence
- > Language Centre
- > Micro-Economic Modelling Laboratory (MEMLab)
- > Multicultural Research Centre
- > National Children's and Youth Law Centre
- > National Micro-Economic Modelling Laboratory
- > Research Institute for Humanities and Social Sciences
- > Shakespeare Globe Centre Australia
- > Teaching Resources and Textbooks Research Unit (TREAT)

Australian Graduate School of Management (jointly with the University of New South Wales)

- > Centre for Applied Marketing
- > Centre for Corporate Change
- > Fujitsu Centre

College of Sciences and Technology

- > Asian Agribusiness Research Centre
- > Australian Centre for Innovation and International Competitiveness
- > Australian Centre for Precision Agriculture
- > Australian Key Centre for Microscopy and Microanalysis
- > Australian Marine Mammal Research Centre
- > Australian Mekong Resource Centre
- > Australian Membrane and Biotechnology Research Institute
- > Australian National Genomic Information Service
- > Australian Research Council Special Research Centre for Offshore Foundation Systems

- > Centre for Advanced Materials Technology
- > Centre for Advanced Structural Engineering
- > Centre for Animal Immunology Research
- > Centre for Conservation Biology
- > Centre for Geotechnical Research
- > Centre for Heavy Metals Research
- > Centre for Human Aspects of Science and Technology (CHAST)
- > Centre for Risk, Environment and Systems Technology Analysis
- > Centre for Salinity Assessment and Management
- > Centre for Wave Physics
- > Coastal Studies Unit
- > Coral Reef Research Institute
- > Finite Element Analysis Centre
- > Fruit Fly Research Centre
- > IA Watson Grains Research Centre
- > Ian Buchan Fell Housing Research Centre
- > Institute of Astronomy
- > Institute for Information Technology and the Knowledge Economy
- > Institute of Wildlife Research
- > Key Centre for Design Computing and Cognition
- > Molonglo Observatory
- > Institute for Marine and Ocean Sciences
- > One Tree Island Research Station
- > Optical Fibre Technology Centre
- > Plant Breeding Institute
- > Reprogen Advanced Technologies in Animal Genetics and Reproduction
- > Research Centre for Theoretical Astrophysics
- > Sydney Regional Visualisation Laboratory (VISLAB)
- > Sydney University Biological Information and Technology Centre (jointly between the Faculties of Science and Medicine, with the Australian National Genomic Information Service and the Faculty of Veterinary Science)
- > Sydney University Nitrogen Fixation Centre
- > Sydney University Stellar Interferometer
- > University of Sydney AHURI Housing & Urban Research Centre
- > Warren Centre for Advanced Engineering

University-wide centres

- > Centre for the Mind
- > Electron Microscope Unit (EMU) (includes NWG Macintosh Centre for Quaternary Dating)

Academic and International Portfolio

- > Centre for Continuing Education
- > Centre for English Teaching
- > Centre for Peace and Conflict Studies
- > Institute for Teaching and Learning
- > The Koori Centre
- > Research Institute for Asia and the Pacific
- > The Sydney Summer School

Planning and Resources Portfolio

- > Learning Centre
- > Mathematics Learning Centre

Departments and schools of the University of Sydney

at 31 December, 2002

College of Health Sciences

Faculty of Dentistry

No departments or schools

Faculty of Health Sciences

- > Applied Vision Sciences
- > Behavioural and Community Health Sciences
- > Biomedical Sciences
- > Communication Sciences and Disorders
- > Exercise and Sport Science
- > Health Information Management
- > Medical Radiation Sciences
- > Occupation and Leisure Sciences
- > Physiotherapy
- > Yooroang Garang, School of Indigenous Health Studies

Faculty of Medicine

- > Biomedical Sciences
- > Population Health and Health Services Research
- > Education, Research and Development Support Unit
- > Canberra Clinical School
- > Central Clinical School
- > Northern Clinical School
- > Western Clinical School (Nepean)
- > Western Clinical School (Westmead)
- > Children's Hospital at Westmead Clinical School

Faculty of Nursing

- > Clinical Nursing
- > Family and Community Nursing

Faculty of Pharmacy

- > No departments or schools

College of Humanities and Social Sciences

Faculty of Arts

- > English, Art History, Film and Media
- > European, Asian and Middle Eastern Languages and Studies
- > Philosophical and Historical Inquiry
- > Society, Culture and Performance

Faculty of Economics and Business

- > Business
- > Economics and Political Science

Faculty of Education

- > Development and Learning
- > Policy and Practice

Faculty of Law

No departments or schools

Sydney College of the Arts

No departments or schools

Sydney Conservatorium of Music

- > Performance and Academic Studies

College of Sciences and Technology

Faculty of Agriculture, Food and Natural Resources

- > Agricultural and Resource Economics
- > Land, Water and Crop Sciences

Faculty of Architecture

- > Architecture, Design Science and Planning

Faculty of Engineering

- > Chemical Engineering
- > Civil Engineering
- > Electrical and Information Engineering
- > Aerospace, Mechanical and Mechatronic Engineering

Faculty of Rural Management

No departments or schools

Faculty of Science

- > Biological Sciences
- > Biomedical Sciences
- > Chemistry
- > Geosciences
- > Information Technologies
- > Mathematics and Statistics
- > Molecular and Microbial Biosciences
- > Physics
- > Psychology

Faculty of Veterinary Science

No departments or schools

Jointly with the University of New South Wales:
Australian Graduate School of Management

- > Management Studies

Staff awards 2002

Community awards to staff

Mrs Renata Kaldor

Deputy Chancellor

Officer in the General Division of the Order of Australia for services to the community and to education.

Professor Ian Fraser

Reproductive Medicine

Officer in the General Division of the Order for Australia for service to medicine, particularly in the fields of obstetrics, gynaecology, family planning and reproductive endocrinology.

Staff elected as Fellows of academies in 2002

Academy of the Social Sciences in Australia

Professor Stephen Garton

Professor of History and Dean of the Faculty of Arts

Professor Beryl Hesketh

Dean of the Faculty of Science

American Academy of Arts and Letters

(Life member)

Professor Peter Sculthorpe

Department of Music

Association for Information Systems

Professor Michael Vitale

Dean and Director, Australian Graduate School of Management

Australian Academy of the Humanities

Professor Roslyn Pesman

Professor of History and Pro-Vice-Chancellor, College of Humanities and Social Sciences

Associate Professor Elspeth Probyn

Gender Studies

Professor Margaret Sankey

McCaughey Professor of French Studies

Professor Garry Trompf

Personal Chair in the History of Ideas in the Department of Religion

Associate Professor Shane White

Department of History

Australian Academy of Technological Sciences and Engineering

Professor Hugh Durrant-Whyte

School of Aerospace, Mechanical and Mechatronic Engineering

Professor Brian Haynes

Department of Chemical Engineering

Bayerische Akademie der Wissenschaften (Bavarian Academy of Sciences)

(Corresponding Fellow, Humanities Division)

Professor Anthony Stephens

School of European, Asian and Middle Eastern Languages and Studies

Institute of Mathematical Statistics

Professor Robert Kohn

Australian Graduate School of Management

Marketing Science Institute

(Academic Trustee)

Professor John Roberts

Australian Graduate School of Management

Promotions to professor

Professor Robert Bartels

School of Business

Professor Jennie Brand-Miller

School of Molecular and Microbial Biosciences

Professor Gareth Evans

Faculty of Veterinary Science

Professor Trevor Hambley

School of Chemistry

Professor Jennifer Hill

Faculty of Law

Professor Assaad Masri

School of Aerospace, Mechanical and Mechatronic Engineering

Professor Robert Minasian

School of Electrical and Information Engineering

Professor Paul Mitchell

Western Clinical School (Westmead)

Professor Christopher Murphy

School of Biomedical Sciences

Professor Frank Nicholas

Faculty of Veterinary Science

Professor Margaret Sankey

School of European, Asian and Middle Eastern Languages

Professor Richard Waterhouse

School of Philosophical and Historical Inquiry

Professor Linda Weiss

School of Economics and Political Science

Honorary degrees awarded at 2002 graduations

26 April 2002

Dr William James Peacock AC, Hon DSc *CSturt* BSc PhD, FAIAS FTSE FAA FRS, Chief of CSIRO Plant Industry

Honorary Doctor of Science in Agriculture

24 May 2002

Emeritus Professor Enid Mona Campbell OBE, Hon LLD *Tas* PhD *Duke* BEc LLB, former Associate Professor of Law, University of Sydney; Sir Isaac Isaacs Professor of Law at Monash University from 1967 to 1997; Emeritus Professor, Monash University

Honorary Doctor of Laws

The Hon Justice Donald Graham Hill, LL.M. *Harv* BA LLB, Judge of the Federal Court of Australia; Challis Lecturer in Taxation, University of Sydney

Honorary Doctor of Laws

The Hon Dennis Leslie Mahoney AO QC, BA LLB, former President of the Court of Appeal

Honorary Doctor of Laws

11 October 2002

Her Excellency Professor Marie Bashir AC, MB BS, Governor of NSW

Honorary Doctor of Medicine

8 November 2002

Professor Colin Power, FACE ARACI MIIS, former Assistant Director General for Education of UNESCO; Adjunct Professor in the School of Education, University of Queensland

Honorary Doctor of Letters

Mr David Rowe, DipMechEng *ASTC*, former Chief Mechanical Engineer for the NSW Office of Public Works; Honorary Senior Lecturer in the Faculty of Architecture, University of Sydney

Honorary Master of Design Science (Building Services)

The Hon Mr Thomas Uren AO, Hon DUniv *CSturt*, former Minister for Urban and Regional Development; has played a pivotal role in the development of the heritage and conservation movement in Australia

Honorary Doctor of Science in Architecture

Professor Giancarlo Elia Valori, Hon LLD *Melb*, a distinguished Italian economist who has made outstanding contributions to world economics, international relations and peace

Honorary Doctor of Science in Economics

Honorary Fellows

18 October 2002

Mr Robert Otto Albert AO RFD RD CStJ, BA LLB, a Fellow of St Paul's College; a long-standing, major benefactor to the University of Sydney

8 November 2002

Mr Ian George Hudson AM, member of the Rotary Committee involved with the establishment of International House within the University of Sydney in 1967, and member of the International House Council for almost 30 years, including being appointed Vice-Chairman and Chairman

20 December 2002

Honorary Associate Professor Peter Deane Barnard, MPH *Mich* MDS DDSc, FRACDS FAPHA FICD, former Director of Preventive Dentistry, Westmead Hospital Dental Clinical School; Honorary Associate Professor, University of Sydney

Dr Arthur Webster, BVSc *Qld* DipBact *Lond*, veterinarian with a long-term involvement in the Post Graduate Foundation in Veterinary Science, member of the Executive Committee of the Veterinary Science Foundation, Chair of the Veterinary Clinics Advisory Board for the Faculty of Veterinary Science

University medals presented at 2002 graduation ceremonies

for students completing their studies in 2001

Faculty of Agriculture

Bachelor of Agricultural Economics

Susan Angela Madden

Bachelor of Science in Agriculture

Cathy Deborah Stimson

Michael Timothy Rose

Faculty of Architecture

Bachelor of Architecture

Hannah Amy Tribe

Bachelor of Science (Architecture)

Josephine Alison Hurley

Isabelle Aeleen Toland

Faculty of Arts

Bachelor of Arts

Stuart Grant

Anthony Peter Cordingley

Emma Jones

Ulrike Karoline Krahn

Julieanne Valerie Lamond

Robert Ernest Wilson

Lara Kostakidis-Lianos

Matthew John McNamara

Alan Shearer

James Kerchee Tan

Robert Adam Yezerki

Emerson Kent Bowyer

Kim Chandraseka Frost

Andrew Stuart Hartwig

Nicole Renee Dean

Andrew Mellas

Sheryn Omeri

Aaron Brian Timms

Roham Alvandi

Sanushka Mudaliar

Bachelor of Social Work

Megan Jane Lethbridge

Bachelor of Music

Esther Cheng

Faculty of Dentistry

Bachelor of Dental Science

Geoffrey Russell Young

Faculty of Economics and Business

Bachelor of Commerce

Peter James Strickland

Bachelor of Economics (Social Sciences)

Kathryn Elizabeth Hufton

Rachel Anna Livingston

Faculty of Engineering

Bachelor of Engineering (Aeronautical)

Stuart Llywelyn Davies

Bachelor of Engineering (Chemical)

Xuan Tien Doan

Simon Stephen Kemp

Wing Kan Yee

Bachelor of Engineering (Civil)

Timothy Joseph Burns

Bachelor of Engineering (Computer)

Marcus Kiam Hui Lim

Bachelor of Engineering (Electrical)

Karl Raymond Deenick

Michael Kean Chong Lim

Bachelor of Engineering (Mechanical)

Briony Jane Cadwallader

Andrew James Carter

Evelyn Hui Ling Chen

Bachelor of Engineering (Mechatronic)

Matthew James Barton

Richard Francis Grover

Bachelor of Engineering (Software)

Canice Ying Yip Cheung

Andrew Wai Kwong Lum

Bachelor of Engineering (Telecommunications)

Jonathan Van Keung Quan

Faculty of Health Sciences

Bachelor of Applied Sciences

Nicole Hickman

Joanne Louise Pulis

Sally Marise Krieg

Faculty of Law

Bachelor of Laws

Eloise Anne Scotford

Yane Svetiev

David Frederick Callum Thomas

Faculty of Medicine

Bachelor of Medicine and Bachelor of Surgery

Chong Wei Ong

Faculty of Pharmacy

Bachelor of Pharmacy

Rachel Lynsey Aitken

Emmanuel Kiriakos

Cara Maree Taylor

Faculty of Science

Bachelor of Psychology

David Boyd Bowman

Bachelor of Science

Rebecca Elise Sinclair McIntyre

Michael James Ireland

Bachelor of Science (Advanced Maths)

James Phillip Hinton East

Richard Gould

Jonathan Kusilek

Bachelor of Science (Advanced)

Karena Wei Mi Chapman

Kayesh Fairley

Andrew Goodwin

Kristin Maher

Emily Clare Shuter

Alexander Kah Liem Yuen

Stephanie Jane Arnold

Graeme Lachlan Cuthbert

Patricia Jusuf

Peter Jonathan Tobin

Alexander Argyros

Katalin Anna Grubits

Tristan Patience

Gregory Michael White

Mark David Wilkinson

Ilana Joanne Klamer

Bachelor of Science (Bioinformatics)

Daniel Patrick Ryan

Sydney College of the Arts

Bachelor of Visual Arts

Nathan Dunne

Faculty of Veterinary Sciences

Bachelor of Veterinary Science

Christopher Gregory Wearne



A Waugh with the Wallabies

The tradition of Rugby Union is a strong one within the University of Sydney. Phil Waugh, until recently a member of the Wallabies squad, is part of that continued tradition.

"It is a great honour to play for the University of Sydney as well as for your country.

"I am an external student at the Orange Campus, which means I am able to concentrate on my sporting commitments as well as continuing to study."

Mr Waugh is currently enrolled in a Bachelor of Agriculture in the Faculty of Rural Management of the University of Sydney.

He was photographed at Mona Vale Beach on 14 August 2002.

Silver gelatin print by Lisa Giles

Memoranda and exchange programs

Memoranda of Understanding signed in 2002

Faculty/College specific memoranda

- > Beijing Broadcasting Institute – Faculty of Arts (Media and Communications Program)
- > Chiang Mai University – Faculty of Pharmacy
- > Chonbuk National University – Faculty of Rural Management
- > ENSC Ecole Normale Supérieure de Cachan – Faculty of Arts
- > Fudan University – Faculty of Engineering
- > INTI Group of Colleges (Malaysia) – Faculty of Economics and Business
- > Massey University – College of Health Sciences
- > Nagoya City University – College of Health Sciences
- > Nanyang Polytechnic – Faculty of Economics and Business
- > NgeeAnn Polytechnic – Faculty of Economics and Business
- > Otto-Friedrich Universität Bamberg – Faculty of Arts
- > Singapore Institute of Manufacturing Technology (GINTIC) – Faculty of Engineering
- > Singapore Polytechnic – Faculty of Economics and Business
- > Temasek Polytechnic – Faculty of Economics and Business
- > Erasmus University – Faculty of Arts (Philosophy)
- > Romanian Ministry of Health – College of Health Sciences
- > Shanghai Jiao Tong University – School of Information Technology
- > University of Santiago de Compostela – College of Health Sciences
- > University of Waikato – Faculty of Education
- > Vellore Institute of Technology Deemed University – Faculty of Rural Management
- > Wenzhou Municipal Government – Research Institute for Asia and the Pacific (RIAP)

University-wide memoranda

- > Beijing Union University
- > China Scholarship Council
- > National School of Administration
- > University of Arizona
- > University of Durham

Memoranda of Understanding renewed in 2002

University-wide memoranda

- > Hosei University
- > Mahidol University
- > Microsoft China Ltd
- > Nanjing University
- > National Taiwan University
- > Tohoku University

Cotutelle agreements signed in 2002

- > University Françoise Rabelais de Tours, Pharmacology

Study Abroad agreements signed in 2002

University-wide agreements

- > Beijing Union University

Student Exchange agreements signed in 2002

University-wide agreements

- > Royal Holloway, University of London
- > Tohoku University
- > University of Arizona
- > University of Bristol

Faculty/College specific agreements

- > Bucerius Law School – Faculty of Law
- > Catholic University of the Sacred Heart – Faculty of Arts and Faculty Economics and Business
- > City University of Hong Kong – Faculty of Economics and Business and Faculty of Arts (limited)
- > Chiba University – College of Humanities and Social Sciences
- > Emory University–Goizueta School of Business – Faculty of Economics and Business
- > ENSC Ecole Normale Supérieure de Cachan – Faculty of Arts
- > Erasmus University – Faculty of Economics and Business
- > Erasmus University – Faculty of Arts (Philosophy)
- > Kobe University – Faculty of Law
- > Musik Hochschule Detmold – Conservatorium of Music
- > Nagoya City University – College of Health Sciences
- > Otto-Friedrich Universität Bamberg – Faculty of Arts
- > Royal College of Music London – Conservatorium of Music
- > Sungkyunkwan University – College of Humanities and Social Sciences
- > The Central Academy of Fine Arts Beijing – Department of Art History and Theory
- > University of Durham – Faculty of Engineering
- > University of Tokyo – Faculty of Engineering
- > University of Ottawa – Faculty of Economics and Business
- > University of the Ryukyus – College of Humanities and Social Sciences

Student Exchange agreements renewed in 2002

University-wide agreements

- > Chulalongkorn University
- > Hosei University
- > Leiden University
- > McGill University
- > Thammasat University
- > University of Guelph
- > University of Illinois – Urbana Champaign

Faculty/College specific agreements

- > Academy of Fine Arts Vienna – Faculty of Architecture
- > Bezalel Academy of Arts and Design – Sydney College of the Arts
- > Maastricht University – Faculty of Economics and Business
- > Queen's University – Faculty of Law
- > Royal Danish Academy of Fine Arts – Faculty of Architecture

Senate committees

- > Advisory Committee for the Selection of Candidates for Honorary Awards
- > Audit Committee
- > Chair Appointments Committee
- > Finance Committee
- > Remuneration Committee
- > Senate/Sports Liaison Committee
- > Senate/SRC Liaison Committee
- > Senate/SUPRA Liaison Committee
- > Student Academic Appeals Committee
- > Student Appeals Committee (Exclusions and Re-admissions)

Committee membership as of December 2002

Advisory Committee for the Selection of Candidates for Honorary Awards

The three ex-officio members:

- > The Chancellor (The Hon Justice Kim Santow)
- > The Deputy Chancellor (Mrs Renata Kaldor)
- > The Vice-Chancellor and Principal (Professor Gavin Brown)

The Deputy Vice-Chancellors (non-voting):

- > Professor Ken Eltis
- > Professor Judith Kinnear

The Chair of the Academic Board:

- > Professor Judyth Sachs

Not more than six other Fellows:

- > Mr Bohdan Bilinsky
- > Dr Robin Fitzsimons
- > Dr Suzanne Jamieson
- > Mr John A McCarthy
- > Emeritus Professor Ann Sefton (Chair)
- > Ms Moksha Watts

Audit Committee

A Chair appointed by Senate on the nomination of the Chancellor after consultation with the Chair of the Finance Committee:

- > Mr R Bruce Corlett

Not less than one, or more than three Fellows (excluding Fellows who are currently members of University Staff)

- > Mr Bohdan Bilinsky
- > The Hon John Hatzistergos
- > Mrs Margaret Varady

Not less than one, or more than two co-opted external members, appointed by Senate:

- > Dr Michael Sharpe

Chair Appointments Committee

The three ex-officio members:

- > The Chancellor (The Hon Justice Kim Santow)
- > The Deputy Chancellor (Mrs Renata Kaldor) (Chair)
- > The Vice-Chancellor and Principal (Professor Gavin Brown)

The Deputy Vice-Chancellor (Academic and International)

- > Professor Judith Kinnear

The Chair of the Academic Board:

- > Professor Judyth Sachs

Five other Fellows:

- > Mr Bohdan Bilinsky
- > Dr Gavan Butler
- > Dr Robin Fitzsimons
- > Professor Margaret Harris
- > Emeritus Professor Ann Sefton

Finance Committee

The Chair of the Finance Committee elected by Fellows of Senate annually:

- > Mr David Hoare

The three ex-officio members:

- > The Chancellor (The Hon Justice Kim Santow)
- > The Deputy Chancellor (Mrs Renata Kaldor)
- > The Vice-Chancellor and Principal (Professor Gavin Brown)

The Chair of the Academic Board:

- > Professor Judyth Sachs

Five other Fellows elected by Fellows of Senate annually:

- > Ms Thalia Anthony
- > Mr R Bruce Corlett
- > Professor Stephen Leeder
- > Mr John McCarthy
- > Ms Valerie Pratt

Two external members appointed by Senate every two years:

- > Mr Robert Elstone
- > Vacancy

Remuneration Committee

- > The Chancellor (The Hon Justice Kim Santow)
- > The Deputy Chancellor (Mrs Renata Kaldor)
- > The Chair of the Finance Committee (Mr David Hoare)

One person appointed from outside the University

- > Mr Ian Johnson

Senate/Sports Liaison Committee

Ex-officio:

- > The Vice-Chancellor and Principal (Professor Gavin Brown)
- > The Chair of the Academic Board (Professor Judyth Sachs)
- > The Executive Director of the Sydney University Sports Union (Mr Greg Harris)
- > The Executive Director of the Sydney University Women's Sports Association (Ms Ann Mitchell)
- > The President of the Sydney University Sports Union (Mr Bruce Ross)
- > The President of the Sydney University Women's Sports Association (Ms Denise Wee)

Fellows of Senate:

- > Mr John McCarthy (Convenor)
- > Mr Bohdan Bilinsky
- > Mr R Bruce Corlett

Undergraduate Fellow (ex-officio) or alternate:

- > Ms Moksha Watts

Postgraduate Fellow (ex-officio) or alternate:

- > Ms Thalia Anthony
- > Ms Lilla Smee (alternate)

Alumni representatives:

Female alumni representative

recommended by Director of the Sydney University Women's Sports Association in consultation with the Association's Management Committee:

- > Ms Sue Pratt
- > Ms Ann Titterton (alternate)

Other alumni representatives:

- > Mr John Boulton
- > Mr Peter Montgomery

Senate/SRC Liaison Committee

The three ex-officio members:

- > The Chancellor (The Hon Justice Kim Santow) (Chair)
- > The Deputy Chancellor (Mrs Renata Kaldor)
- > The Vice-Chancellor and Principal (Professor Gavin Brown)

Four other Fellows:

- > Dr Gavan J Butler
- > Emeritus Professor Ann Sefton
- > Mr Adam Spencer
- > Ms Moksha Watts

Four SRC nominees: varies each meeting

Senate/SUPRA Liaison Committee

The three ex-officio members:

- > The Chancellor (The Hon Justice Kim Santow)
- > The Deputy Chancellor (Mrs Renata Kaldor)
- > The Vice-Chancellor and Principal (Professor Gavin Brown)

Four other Fellows:

- > Ms Thalia Anthony
- > Dr Robin Fitzsimons
- > Dr Suzanne Jamieson
- > Mr Adam Spencer

The Deputy Chair of the Academic Board (nominated by the Chair of the Board):

- > Associate Professor Russell Ross (Chair of the Graduate Studies Committee)

Three members of the Graduate Studies Committee (nominated by the Chair of the Graduate Studies Committee):

- > Associate Professor Anthony J Masters
- > Vacancy
- > Vacancy

Four SUPRA nominees: varies each meeting

Student Academic Appeals Committee

The three ex-officio members:

- > The Chancellor (The Hon Justice Kim Santow)
- > The Deputy Chancellor (Mrs Renata Kaldor)
- > The Vice-Chancellor and Principal (Professor Gavin Brown)

The Chair of the Academic Board:

- > Professor Judyth Sachs

A Deputy Chair of the Academic Board on the nomination of the Chair

Two student Fellows of Senate:

- > Ms Thalia Anthony
- > Ms Moksha Watts

Two Fellows of Senate who are not members of the academic staff:

- > Mr Bohdan Bilinsky
- > Mr Adam Spencer

Student Appeals Committee (Exclusions and Re-admissions)

The three ex-officio members:

- > The Chancellor (The Hon Justice Kim Santow)
- > The Deputy Chancellor (Mrs Renata Kaldor)
- > The Vice-Chancellor and Principal (Professor Gavin Brown)

The Chair of the Academic Board:

- > Professor Judyth Sachs

The Deputy Chairs of the Academic Board:

- > Professor Sue Armitage
- > Associate Professor Peter McCallum
- > Associate Professor Anne Reynolds
- > Associate Professor Russell Ross

The student Fellows:

- > Ms Thalia Anthony
- > Ms Moksha Watts

Up to four other Fellows:

- > Professor Margaret Harris
- > Dr Suzanne Jamieson
- > Mr Adam Spencer
- > Ms Kim Wilson

Meetings of the Senate

Attendance at Senate in 2002 was as follows:

	Formal Senate meetings attended (including a special meeting)	Maximum possible
The Hon Justice GFK Santow OAM	11	12
Mrs RR Kaldor AO	11	12
Professor G Brown	12	12
Professor J Sachs	11	12
Ms T Anthony	12	12
Mr B Bilinsky	12	12
Dr GJ Butler	9	12
Mr RB Corlett	10	12
Dr RB Fitzsimons	12	12
Mr K Greene MP	6	12
Professor MA Harris	10	12
The Hon J Hatzistergos MLC	12	12
Mr DM Hoare	12	12
Dr SP Jamieson	12	12
Professor SR Leeder	11	12
Mr JA McCarthy OC	11	12
Ms V Pratt AM	10	12
Associate Professor R Ross (Acting Chair, Academic Board)	1	1
Emeritus Professor AE Sefton AM	11	12
Mr AB Spencer	8	12
Mrs M Varady	11	12
Ms M Watts	11	12
Ms K Wilson	12	12

Staff statistics at 31 March 2002

Academic staff by level, appointment term and gender

Classification level	Salary range	No. of women	% of level who are women	% of women at this level	No. of men	% of level who are men	% of men at this level	Total
Tenured								
Level E & above	\$105,598 +	35	17.4%	6.7%	166	82.6%	21.0%	201
Level D	\$81,977–\$90,312	46	20.4%	8.9%	180	79.6%	22.7%	226
Level C	\$68,083–\$78,504	140	37.0%	27.0%	238	63.0%	30.1%	378
Level B	\$55,578–\$65,999	240	57.0%	46.2%	181	43.0%	22.9%	421
Level A	\$38,905–\$52,798	58	68.2%	11.2%	27	31.8%	3.4%	85
Total		519	39.6%	100.0%	792	60.4%	100.0%	1311
Fixed term								
Level E & above	\$105,598 +	16	19.5%	4.0%	66	80.5%	12.4%	82
Level D	\$81,977–\$90,312	17	25.8%	4.2%	49	74.2%	9.2%	66
Level C	\$68,083–\$78,504	39	32.5%	9.7%	81	67.5%	15.2%	120
Level B	\$55,578–\$65,999	134	51.0%	33.2%	129	49.0%	24.2%	263
Level A	\$38,905–\$52,798	198	48.8%	49.0%	208	51.2%	39.0%	406
Total		404	43.1%	100.0%	533	56.9%	100.0%	937
Academic staff total		923	41.1%	100.0%	1325	58.9%	100.0%	2248

General staff by level, appointment term and gender

Classification level	Salary range	No. of women	% of level who are women	% of women at this level	No. of men	% of level who are men	% of men at this level	Total
Tenured								
HEO 10 & above	\$68,157 +	42	45.7%	3.5%	50	54.3%	5.2%	92
HEO 9	\$63,762–\$67,280	36	34.0%	3.0%	70	66.0%	7.3%	106
HEO 8	\$54,980–\$62,007	98	44.7%	8.2%	121	55.3%	12.6%	219
HEO 7	\$49,122–\$53,515	127	52.9%	10.6%	113	47.1%	11.7%	240
HEO 6	\$44,730–\$48,244	257	62.4%	21.5%	155	37.6%	16.1%	412
HEO 5	\$38,871–\$43,557	289	69.0%	24.2%	130	31.0%	13.5%	419
HEO 4	\$35,943–\$37,992	215	66.0%	18.0%	111	34.0%	11.5%	326
HEO 3	\$31,550–\$35,065	69	49.3%	5.8%	71	50.7%	7.4%	140
HEO 2	\$30,086–\$30,964	60	30.0%	5.0%	140	70.0%	14.6%	200
HEO 1 & below	< = \$28,035–\$29,207	3	75.0%	0.3%	1	25.0%	0.1%	4
Total		1196	55.4%	100.0%	962	44.6%	100.0%	2158
Fixed term								
HEO 10 & above	\$68,157 +	24	45.3%	4.0%	29	54.7%	9.8%	53
HEO 9	\$63,762–\$67,280	17	47.2%	2.8%	19	52.8%	6.4%	36
HEO 8	\$54,980–\$62,007	58	66.7%	9.6%	29	33.3%	9.8%	87
HEO 7	\$49,122–\$53,515	83	69.2%	13.7%	37	30.8%	12.5%	120
HEO 6	\$44,730–\$48,244	141	68.8%	23.2%	64	31.2%	21.6%	205
HEO 5	\$38,871–\$43,557	148	67.3%	24.4%	72	32.7%	24.3%	220
HEO 4	\$35,943–\$37,992	76	80.9%	12.5%	18	19.1%	6.1%	94
HEO 3	\$31,550–\$35,065	40	78.4%	6.6%	11	21.6%	3.7%	51
HEO 2	\$30,086–\$30,964	13	52.0%	2.1%	12	48.0%	4.1%	25
HEO 1 & below	< = \$28,035–\$29,207	7	58.3%	1.2%	5	41.7%	1.7%	12
Total		607	67.2%	100.0%	296	32.8%	100.0%	903
General staff Total		1803	58.9%	100.0%	1258	41.1%	100.0%	3061

Academic and general staff total

Appointment term	No. of women	% of women	No. of men	% of men	Total
Tenured	1715	49.4%	1754	50.6%	3469
Fixed term	1011	54.9%	829	45.1%	1840
University total	2726	51.3%	2583	48.7%	5309

Academic staff by level, appointment term and gender, 1998–2002

Classification level	1998			1999			2000			2001			2002		
	No. of women	No. of men	Total	No. of women	No. of men	Total	No. of women	No. of men	Total	No. of women	No. of men	Total	No. of women	No. of men	Total
Tenured															
Level E & above	17	151	168	20	148	168	26	169	195	31	175	206	35	166	201
Level D	49	181	230	47	174	221	50	179	229	49	178	227	46	180	226
Level C	127	292	419	140	278	418	152	285	437	145	266	411	140	238	378
Level B	171	128	299	190	164	354	237	167	404	234	165	399	240	181	421
Level A	21	4	25	44	21	65	62	40	102	61	36	97	58	27	85
Total	385	756	1141	441	785	1226	527	840	1367	520	820	1340	519	792	1311
Fixed term															
Level E & above	16	69	85	18	71	89	15	87	102	14	60	74	16	66	82
Level D	27	69	96	24	69	93	12	56	68	16	47	63	17	49	66
Level C	45	94	139	48	101	149	30	78	108	30	79	109	39	81	120
Level B	185	199	384	141	155	296	118	164	282	134	144	278	134	129	263
Level A	254	239	493	209	213	422	172	197	369	185	199	384	198	208	406
Total	527	670	1197	440	609	1049	347	582	929	379	529	908	404	533	937
Academic staff total	912	1426	2338	881	1394	2275	874	1422	2296	899	1349	2248	923	1325	2248

Academic and general staff total, 1998–2002

Classification level	1998			1999			2000			2001			2002		
	No. of women	No. of men	Total	No. of women	No. of men	Total	No. of women	No. of men	Total	No. of women	No. of men	Total	No. of women	No. of men	Total
Tenured	1158	1536	2694	1319	1610	2929	1623	1748	3371	1648	1782	3430	1715	1754	3469
Fixed Term	1470	1173	2643	1248	1057	2305	963	919	1882	943	826	1769	1011	829	1840
University total	2628	2709	5337	2567	2667	5234	2586	2667	5253	2591	2608	5199	2726	2583	5309

Capital works



Education provides a nice union

Jennie George got involved in union work when she took her first teaching appointment at Bankstown Girls High. She went on to an elected position with the NSW Teachers Federation and that was the start of a 30-year career with the Union movement. She became the President of the ACTU and in March 2000 became the Labor representative for the Federal seat of Throsby.

"I was very keen to be a teacher and really enjoyed that. I guess it was the opportunity that I had to mix intellectual pursuit with a broader political environment – it kind of opened up the path for me.

"I was very involved in the trainee teachers' club, we had our own newspaper and I used to write a column".

Ms George graduated from the University with a Bachelor of Arts in 1969 and a Diploma in Education in 1969.

She was photographed at the Old Teacher's College on 8 July 2002.

Silver gelatin print by Lisa Giles

Significant projects completed in 2002

Project	Cost
Law School refurbishment and essential services upgrade	\$3.8 million
Barrier removal program	\$1.5 million
Sydney University Village (funded by Build, Own, Operate & Transfer Scheme)	\$50 million
New Economics and Business building	\$19.3 million
Chemistry Heavy Metals Laboratory	\$0.2 million
University Avenue upgrade	\$2.2 million
Wilkinson Building refurbishment stage 1	\$1.3 million
Medical Foundation Building upgrade	\$0.3 million
Carslaw Building teaching spaces refurbishment	\$0.9 million
Biochemistry and Microbiology fume cupboard replacement stage II	\$0.2 million
Services Building new accommodation for Development Office	\$0.3 million
Anderson Stuart Building conservation works	\$0.5 million
Camden Equine Clinic upgrade	\$0.4 million
External directional signage project	\$0.9 million
Fisher Library toilets refurbishment stage II	\$0.3 million
Refurbishment of accommodation for Arts/Psychology stage I and II	\$7.6 million
Merewether Building air conditioning	\$0.8 million
Quadrangle Building part air conditioning	\$0.2 million
Refurbishment Level 3 Services Building (Major Projects IT and Computing Science)	\$1.3 million

Significant works initiated or continuing in 2002 and continuing into 2003

Project	Cost
Biochemistry and Microbiology fume cupboard replacement stage III	\$0.83 million
Centre for Regional Education Orange stage I	\$6 million
Refurbishment of Accommodation for Arts/Psychology stage III	\$18 million
Refurbish Badham Library stage I	\$0.75 million
Refurbish Law School lecture theatres	\$0.4 million
Upgrade Small Animal Hospital	\$3 million
University and College of Surgeons Development and Rodent Facility	\$15 million
Shute Building refurbishment, Camden	\$2 million
Dubbo and Orange Clinical Schools	\$6.7 million
Brain and Mind Research Institute stage 1	\$4.6 million
Dermatology Laboratory – Blackburn Building	\$0.6 million

Risk management

Risk management continues to be a high priority. The University employs a Risk Management Office to coordinate and facilitate risk management and to manage the University's occupational health and safety (OHS), injury management and insurance programs.

Corporate governance, risk management and compliance

Through the organisational changes to Financial Services and the introduction of the new Chief Financial Officer position, the University has begun to take a broader focus on issues of risk management and corporate governance. Several risk management initiatives were introduced in the latter part of the year, including the establishment of a project team to focus on the overall risk management approach of the University, with a view to enhancing current policies and procedures and general governance.

Risk management guidelines and training

Training and resource development continued to be a major focus for the Risk Management Office. Occupational health and safety training of staff was given a high priority and courses were conducted in manual handling and office ergonomics, emergency control, driver safety, first aid, radiation safety for laboratory workers and OHS risk management. Staff and contractors involved in construction work attended accredited construction industry OHS induction courses. Newsletters were published and forums held quarterly to disseminate information on topical risk management issues within the University.

Gene technology legislation

The Gene Technology Act 2000 and Gene Technology Regulations 2001 came into effect on 21 June, 2001. This legislation governs all research involving gene technology in Australia with the objective of protecting the

environment and the health and safety of people from all activities associated with genetically modified organisms (GMOs). Organisations have been provided with a two-year transitional period in which to comply with this legislation.

In response to this, the University reconstituted the Institutional Biosafety Committee (IBC). Any University researcher wishing to undertake a project involving GMOs must apply to the IBC for approval before commencing work. Additionally, the University employed a full-time Biosafety Officer in 2002 to support the IBC and assist the University in complying with the new legislation. The University successfully applied to the Office of the Gene Technology Regulator (OGTR) for accreditation to conduct work involving GMOs.

A major aspect of the new gene technology legislation is the physical containment requirements of laboratories dealing with GMOs. Inspections of the 80 currently certified Physical Containment Level 2 (PC2) laboratories were conducted throughout the year and a project to upgrade numerous PC2 facilities commenced late in the year with expected completion in February 2003. Laboratories and animal houses in the departments of Infectious Diseases, Chemical Engineering and Anatomy and Histology and the School of Molecular and Microbial Biosciences will benefit from these refurbishments.

The OGTR provided a number of training workshops in Sydney on Monitoring and Compliance Protocols. The aim of the workshop was to provide organisations with an increased awareness of OGTR monitoring and compliance activities and to provide organisations with information regarding the detail required by the Regulator when submitting applications. The University of Sydney hosted one of these training workshops in August.

The University's insurance program

The University experienced a 29 per cent reduction in the total number of property losses and a 25 per cent reduction in the total cost of property losses in comparison to 2001. The largest single property claim in 2002 was caused by water damage to an x-ray diffractometer in the Electron Microscope Unit, resulting in a total cost of \$55,596.

During 2002, insurance markets continued to harden resulting in further increases in premium rates and decreasing insurance capacity. The key elements of the University's Insurance Program were renewed for 2003 through the Australian and New Zealand Universities Protection and Indemnity Foundation (Unimutual). Unfortunately the University, along with most other Australian Universities, continues to experience problems in securing medical malpractice insurance, particularly for clinical academics working in public hospitals. As a result of this, the NSW Health Department has continued to provide an indemnity to the University for these activities until 31 December, 2003.

The University engaged a new insurance broker, Chambers Gallop McMahon Pty Ltd, to review and renew its auxiliary policies for 2003. Although some of the auxiliary programs experienced premium increases, the renewal was successfully completed at the end of 2002 with a nominal increase in costs in the overall auxiliary insurance program.



Creativity to burn

A world renowned ceramicist, Mitsuo Shoji has a wide circle of creative friends including the chef, Mr Tetsuya Wakuda. Mr Shoji's nickname is 'the cockroach in Tetsuya's kitchen'.

"My specialty is ceramics and I do painting too. Not so-called painting, I explore mediums, I burn wood etc.

"Having young students around is a good thing, especially for someone like me, an old man sitting there, having the experience to pass on."

Mr Shoji, a senior lecturer at Sydney College of the Arts, was photographed there on 6 August 2002.

Silver gelatin print by Lisa Giles

Workers compensation and injury management

Major amendments to the NSW Workers Compensation and Injury Management Legislation Act occurred during 2002, placing greater demands on the University in relation to the early reporting of injury and the provision of immediate benefits and injury management for employees. Additional legislative amendments affecting the process of estimating claims resulted in a substantial increase in the University's initial claims in early 2002. As workers compensation premiums are based on such claims estimates, to counteract the potential of large premium increases for 2003, all claims estimates were monitored closely and prompt information provided to the insurer.

The Injury Management Policy was also reviewed and amended in response to the new legislative requirements and was approved by senior management. Throughout the year, the University maintained a very high return to work rate of employees suffering workers compensation claims with 94 per cent of cases being successfully returned to full employment.

Occupational health and safety

The **ohsrm** Program

With the requirements of the OHS Act 2000 and OHS Regulation 2001 coming into effect during 2002, a new occupational health and safety risk management **ohsrm** Program was developed and implemented throughout

the University. The program provides a systematic approach and a consistent framework for managing OHS risk. A draft OHS Consultation Statement was prepared for consideration by the Central OHS Committee at its December meeting. This statement, a specific requirement of the OHS legislation, summarises how the University is complying with the consultation aspects of the legislation.

OHS Committees

There continues to be strong support for OHS Committees, with some faculties reporting that they rely heavily on the stimulus provided by the committee inspections. The existing OHS Committee structure was therefore retained as a supplement to the **ohsrm** Program. Elections for employee representatives were held in May–June, prior to the commencement of the two-year committee term on 1 July, 2002. The employer representative positions were also reviewed to ensure that local management groups had suitably senior representation. Accredited training was provided for around 30 new OHS Committee members.

The Peter Dunlop Memorial OHS Award

The Peter Dunlop Memorial OHS Award for 2002 was presented to Mr Colin Bailey of the School of Land, Water and Crop Sciences in recognition of his significant contribution to health and safety. Professor Ken Eltis, Chair of the Central OHS Committee, presented the award to Colin at a ceremony in December.

Publications about the University of Sydney

Many departments and offices produce publications which provide information about the University and its activities. Listed below is a selection of the more general publications, but for information about the activities of a specific office or department, please contact them directly or explore the University's Web site.

The University of Sydney Web site: www.usyd.edu.au

The Web site provides information about the University, including much of the information available in printed publications.

Available from Archives and Records Management Services

Summary of Affairs and *Statement of Affairs*: both produced in accordance with the NSW Freedom of Information Act 1989.

Privacy Management Plan: produced in accordance with the NSW Privacy and Personal Information Protection Act 1998.

Available from the International Office

Exchange program brochure 2003: information for local students about exchange programs with overseas universities.

Undergraduate study for international students 2003–2004: general information about the University and its undergraduate courses for international students.

Postgraduate Study for International Students 2002–2003: general information about the University and its graduate courses for international students.

Study Abroad 2002–2003: information about study abroad and exchange programs at the University.

Available from the Marketing and Student Recruitment Office

Studying at Sydney Uni 2004: general information about the University and its undergraduate courses for local students.

Studying at Sydney Uni: a brochure for Year 10 students.

Available from the Planning Support Office

The University of Sydney Strategic Plan 1999–2004

Research Degree Completion Rates

Statistics 2002

Also see www.planning.usyd.edu.au

Available from the Publications Office

Annual Report 2002

The University of Sydney Gazette: a magazine for graduates produced twice each year.

Uninews: a fortnightly newspaper providing news and information about the University. Twenty-two issues are produced each year, including two special editions of international news and one special edition for prospective students.

The University of Sydney Bulletin Board x 26 issues in 2002: notices, vacancies and other official information.

Australia's first university: a DL brochure providing an overview of the University's achievements.

Available from the Scholarships Unit

Undergraduate Scholarships at Sydney Uni: details of the University's scholarships for first-year students.

Available from the Student Centre

The University of Sydney Calendar 2003: statutes and regulations governing the University and details of senior staff.

General information DL brochures: Mature Age Entry, Scholarships, Admissions, Accommodation, Sydney Welcome Orientation and Transition (also available from faculties).

Postgraduate Studies Coursework and Research Handbooks 2002: general information for graduate students about regulations and services.

Faculty handbooks 2003 x 15 volumes: Agriculture, Architecture, Arts, Dentistry, Economics and Business, Education, Engineering, Health Sciences, Law, Nursing, Pharmacy, Science, Social Work, Sydney College of the Arts (Visual Arts), Sydney Conservatorium of Music, Veterinary Science.

University of Sydney Map Guide

Student Information Bulletin

Other publications

Faculty of Health Sciences Postgraduate Handbook 2003: available from the Cumberland campus.

Faculty of Rural Management Handbook 2003: available from the Faculty.

Course information DL brochures: (including brochures in Agriculture, Architecture, Arts, combined degrees (including Arts/Law, Science/Law, Nursing/Arts, Nursing/Science), Computer Science, Dentistry, Education, Health Sciences, Law, Liberal Studies, Medical Science, Nursing, Pharmacy, Psychology, Science Social Work, Sydney Conservatorium of Music, Veterinary Science, Visual Arts) available from faculties.

Continuing Education Program: a seasonal program, available from the Centre for Continuing Education. Four produced each year.

Freedom of information

Under the NSW Freedom of Information Act 1989, the University is required to include in its *Annual Report* information on the processing of requests received by the University. The tables below show the figures for calendar year 2002 with the figures for 2001 given in brackets.

Section A

Numbers of new FOI requests – information relating to the numbers of new FOI requests received, those processed and those incomplete from the previous period.

FOI requests	Personal	Other	Total
A1 New (incl. transferred in)	12 (11)	4 (2)	15 (13)
A2 Brought forward	1 (1)	0 (0)	1 (1)
A3 Total to be processed	13 (12)	4 (2)	17 (14)
A4 Completed	12 (12)	4 (1)	16 (13)
A5 Transferred out	0 (0)	0 (0)	0 (0)
A6 Withdrawn	0 (0)	0 (0)	0 (0)
A7 Total processed	12 (12)	4 (1)	16 (13)
A8 Unfinished (carried forward)	1 (0)	0 (1)	1 (1)

Section B

What happened to completed requests? (Completed requests are those on line A4)

Result of FOI request	Personal	Other
B1 Granted in full	7 (10)	1 (1)
B2 Granted in part	4 (2)	3 (0)
B3 Refused	1 (0)	0 (0)
B4 Deferred	(0)	(0)
B5 Completed*	12 (12)	4 (1)

* Note: The figures on line 5 should be the same as the corresponding ones on A4

Section C

Ministerial Certificates – number issued during the period.

C1 Ministerial Certificates issued	0 (0)
------------------------------------	-------

Section D

Formal consultations – number of requests requiring consultations (issued) and total number of formal consultation(s) for the period.

	Issued	Total
D1 Number of requests requiring formal consultation(s)	1 (1)	2 (1)

Section E

Amendment of personal records – number of requests for amendment processed during the period.

Result of Amendment Request	Total
E1 Result of amendment – agreed	1 (0)
E2 Result of amendment – refused	0 (0)
E3 Total	1 (0)

Section F

Notation of personal records – number of requests for notation processed during the period

F1 Number of requests for notation	0 (0)
------------------------------------	-------

Section G

FOI requests granted in part or refused – basis of disallowing access – number of times each reason cited in relation to completed requests which were granted in part or refused.

Basis of disallowing or restricting access	Personal	Other
G1 Section 19 {application incomplete, wrongly directed}	0 (0)	0 (0)
G2 Section 22 {deposit not paid}	0 (0)	0 (0)
G3 Section 25(1)(a1) {diversion of resources}	0 (0)	0 (0)
G4 Section 25(1)(a) {exempt}	4 (2)	2 (0)
G5 Section 25(1)(b), (c), (d) {otherwise available}	1 (0)	0 (0)
G6 Section 28(1)(b) {documents not held}	0 (0)	1 (0)
G7 Section 24(2) {deemed refused, over 21 days}	0 (0)	0 (0)
G8 Section 31(4) {released to Medical Practitioner}	0 (0)	0 (0)
G9 Totals	5 (2)	3 (0)

Section H

Costs and fees of requests processed during the period (i.e. those included in lines A4, A5 and A6)

	Assessed costs	FOI fees received
H1 All completed requests	\$1550.00	(\$310.00)
	\$1550.00	(\$310.00)

Section I

Discounts allowed – numbers of FOI request processed during the period where discounts were allowed.

Type of discount allowed	Personal	Other
I1 Public interest	0 (0)	0 (0)
I2 Financial hardship – pensioner/child/student	3 (1)	0 (0)
I3 Financial hardship – non-profit organisation	0 (0)	0 (0)
I4 Total	3 (1)	0 (0)
I5 Significant correction of personal records	0 (0)	0 (0)

Section J

Days to process – number of completed requests (A4) by calendar days (elapsed time) taken to process.

Elapsed time	Personal	Other
J1 0–21 days	9 (12)	4 (1)
J2 22–35 days	2 (0)	1 (0)
J3 Over 35 days	0 (0)	0 (0)
J4 Totals	11 (12)	5 (1)

Section K

Processing time – number of completed requests (A4) by hours taken to process.

Processing hours	Personal	Other
K1 0–10 hours	9 (11)	3 (1)
K2 11–20 hours	2 (1)	2 (0)
K3 21–40 hours	0 (0)	0 (0)
K4 Over 40 hours	0 (0)	0 (0)
K5 Totals	11 (12)	5 (1)

Section L

Review and Appeals – number finalised during the period.

L1 Number of internal reviews finalised	1 (0)
L2 Number of Ombudsman reviews finalised	0 (0)
L3 Number of District Court appeals finalised	0 (0)

Details of Internal Review Results – in relation to reviews finalised during the period.

Bases of internal review Grounds on which internal review requested	Personal		Other	
	Upheld*	Varied*	Upheld*	Varied*
L4 Access refused	0 (0)	0 (0)	0 (0)	0 (0)
L5 Deferred	0 (0)	0 (0)	0 (0)	0 (0)
L6 Exempt matter	0 (0)	0 (0)	1 (0)	0 (0)
L7 Unreasonable charges	0 (0)	0 (0)	0 (0)	0 (0)
L8 Charge unreasonably incurred	0 (0)	0 (0)	0 (0)	0 (0)
L9 Amendment refused	0 (0)	0 (0)	0 (0)	0 (0)
L10 Totals	0 (0)	0 (0)	1 (0)	0 (0)

* Note: relates to whether or not the original agency decision was upheld or varied by internal review.

Freedom of Information continues to have little overall impact on the University's activities. Access to documents is generally granted on the basis of informal administrative processes. During the year Archives and Records Management Services promoted awareness and understanding of Freedom of Information within the University through training sessions, briefings, and a publication available via the Web and in hardcopy.

There were no official investigations carried out by the Ombudsman during the year, nor were any matters referred to the NSW Administrative Decisions Tribunal (ADT).

NSW Privacy and Personal Information Protection Act

Section 33(3) of the NSW Privacy and Personal Information Protection Act 1998 (the Act) requires the University to report on the actions it has taken to comply with the Act and to provide statistical details of any review conducted by or on its behalf.

A significant feature of the Act is the requirement for all NSW public sector agencies to prepare a Privacy Management Plan. The University's Privacy Management Plan sets out the policies and practices it has adopted to ensure compliance with the Act. It provides details on how the policies and practices are to be disseminated throughout the University, and also details the procedures adopted by the University to deal with applications for internal review of complaints regarding privacy matters.

The University has complied with the Privacy and Personal Information Protection Act in 2002 by:

- > adding Privacy notices to electronic and hardcopy forms used to collect personal information;
- > developing Privacy statements for the University's Web sites;
- > adding warnings against the unauthorised disclosure of personal information to login screens of major computer systems;
- > continuing the awareness and training program on the Act and privacy related matters;
- > widely disseminating copies of the Privacy Management Plan;
- > updating the chapter on Privacy in the University Recordkeeping Manual. The manual is available both in hardcopy and on the University's Web site at www.usyd.edu.au/arms/privacy;
- > providing timely and accurate advice to members of the University community on privacy matters.

The Manager of Archives and Records Management Services continues to be member of the Privacy Roundtable which was established by the NSW Privacy Commissioner, Mr Chris Puplick, in 2000.

Reviews conducted under Part 5 of the Act

In 2002, no applications were received under section 53 of the Act.

Index

A	
Academic Board.....	16, 47
Access.....	22–26
Art Collection.....	54
ARC research grants.....	27, 42
ARC Linkage Project grants.....	27, 42
B	
Budget.....	47
Business Liaison Office.....	42
C	
Capital development program.....	47, 78
Careers Centre.....	44
Centres.....	30, 44, 66–67
Chancellor's report.....	7
Charter.....	3
Code of conduct.....	50
College of Health Sciences	
.....	18, 26, 32, 39, 44, 51, 57, 66, 68
College of Humanities and Social Sciences	
.....	20, 26, 32, 40, 45, 51, 57, 67, 68
College of Sciences and Technology	
.....	21, 26, 33, 41, 45, 51, 57, 67, 68
Community links.....	42–45, 53–57
Continuing Education (Centre for).....	22, 54
Cooperative Research Centres.....	30, 44, 66
Corruption prevention.....	50
Cultural diversity.....	22–26, 61–64
D	
Deans.....	14
Departments of the University.....	68
Diversity.....	22–26, 61–64
E	
Enrolments.....	15, 59–60
international.....	35
Employee relations.....	50
Environment.....	49
Equity.....	22–26, 61–64
Ethnic Affairs Priority Statement.....	61–64
Exchange programs.....	35, 73
F	
Facts at a glance.....	6
Faculty listing.....	11, 14, 68
Federation Fellows.....	28
Financial Statements	
See accompanying booklet in back pocket	
Freedom of information.....	82
G	
Goals.....	3
Governance structure of the University.....	11
Grants	
Australian Research Council grants.....	27
National Health and Medical	
Research Council grants.....	28
Guarantee of service and handling of complaints.....	50
H	
Heritage.....	49
Highlights.....	4–5
Honorary degrees.....	70
I	
Indigenous education.....	25
Industry and professional links.....	42–45
Information technology.....	16, 31, 49
Innovation and Technology in Education.....	16
Institute for Teaching and Learning.....	18
International.....	35–41
memoranda of understanding.....	73
scholarships.....	35
student exchange agreements.....	73
visitors.....	38
K	
Key Centres.....	66
L	
Library.....	18
M	
Management initiatives.....	46–51
Management systems.....	49
Memoranda of understanding.....	73
Museums.....	54
N	
National Health and Medical Research	
Council grants.....	28
O	
Officers, principal.....	12–13
P	
Peace Prize, Sydney.....	54
Postgraduate training.....	31
Principal Officers.....	12–13
Privacy and Personal Information Protection Act.....	83
Publications about the University.....	81
Q	
Quality assurance and improvement strategy.....	15
R	
Research.....	27–34
awards.....	31
centres.....	30, 44, 66–67
Rhodes Scholarships.....	36
Risk management.....	79–80
Roles and values.....	3
Rural initiatives.....	17
S	
Scholarships.....	22, 35
Schools of the University.....	68
Senate.....	
activities.....	46
attendance at meetings.....	75
Committees.....	74–75
Fellows.....	10
Sesqui Research and Development Grants.....	30
Sesquicentenary activities.....	53
Special admissions.....	22
Sport.....	56
Staff statistics.....	76–77
Staff awards.....	17, 31, 69
Structure, academic and administrative.....	11, 68
Student statistics.....	59–60
Student support.....	17–18, 24, 35
Study Abroad.....	35
Summer School.....	18, 24
Supplementary information.....	59–83
T	
Teaching.....	15–21, 23
quality.....	15
Teaching and Learning Division.....	18
Teaching awards.....	17
U	
University medallists.....	71
University of Sydney Union.....	56
V	
Vice-Chancellor's Report.....	8–9

The address of the University is:
The University of Sydney
NSW 2006 Australia
Telephone: (02) 9351 2222
Web site: www.usyd.edu.au

Hours of opening:
Switchboard
Monday–Friday, 8.30am–5pm

Fisher Library (during semester)
Monday–Thursday: 8.30am–10pm
Friday: 8.30am–8pm
Saturday: 9am–5pm
Sunday: 1pm–5pm
Library hours outside semester vary throughout the year. (See the Web site at www.library.usyd.edu.au for these details and for opening hours of other University libraries.)

University of Sydney Union facilities (during semester): 7.30am–7.30pm
Hours for specific services vary.
Non-semester opening hours are reduced and vary throughout the year.

Many offices of the University are open beyond the above times. To check opening times, please telephone the unit or department you wish to visit.

Produced by the Publications Office of the University of Sydney.
Design by Pro Bono Publico Pty Ltd
Printed by Graphic World Printing Group
Print run and cost: 1,700 at \$11.58 per copy.

ISSN 0313-4474

© The University of Sydney 2003

For further copies of this Annual Report, please contact the Publications Office, A14, University of Sydney 2006.
Phone +61 2 9351 7595,
Fax +61 2 9351 3289,
e-mail: Imaral@extrels.usyd.edu.au

The Annual Report is also available on the University's Web site at www.usyd.edu.au/publications/annual/

2002 ANNUAL FINANCIAL REPORT
AND INDEPENDENT AUDIT REPORT



The University of Sydney



GPO BOX 12
SYDNEY NSW 2001

INDEPENDENT AUDIT REPORT

THE UNIVERSITY OF SYDNEY

To Members of the New South Wales Parliament

Audit Opinion Pursuant to the *Public Finance and Audit Act 1983*

In my opinion, the financial report of the University of Sydney:

- (a) presents fairly the University of Sydney's and the consolidated entity's financial position as at 31st December 2002; and its financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements, in Australia, and
- (b) complies with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act).

Audit Opinion Pursuant to the *Charitable Fundraising Act 1991*

In my opinion:

- (a) the accounts of the University of Sydney and the consolidated entity show a true and fair view of the financial result of fundraising appeals for the year ended 31st December 2002
- (b) the accounts and associated records of the University of Sydney and the consolidated entity have been properly kept during the year in accordance with the *Charitable Fundraising Act 1991* (the CF Act) and the *Charitable Fundraising Regulation 1998* (the CF Regulation)
- (c) money received as a result of fundraising appeals conducted during the year has been properly accounted for and applied in accordance with the CF Act and the CF Regulation, and
- (d) there are reasonable grounds to believe that the University of Sydney and the consolidated entity will be able to pay its debts as and when they fall due.

The Senate's Role

The financial report is the responsibility of the Senate of the University of Sydney. It consists of the statement of financial position, the statement of financial performance, the statement of cash flows and the accompanying notes.

The Auditor's Role and the Audit Scope

As required by the PF&A Act and the CF Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides *reasonable assurance* to Members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Senate in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report, and

- performed procedures, including obtaining an understanding of the internal control structure for fundraising appeal activities and examined a sample of the evidence that supports the compliance with the accounting and associated record keeping requirements for fundraising appeal activities pursuant to the CF Act.

An audit does not guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that the Senate had failed in their reporting obligations.

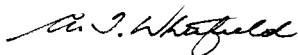
My opinion does not provide assurance about the future viability of the University of Sydney or that the University of Sydney has carried out its activities effectively, efficiently and economically.

My audit opinion was formed on the above basis.

Audit Independence

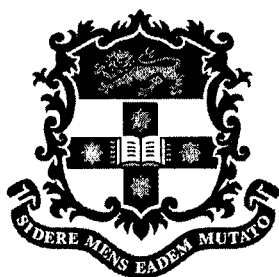
The Audit Office complies with all professional independence requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.



A T Whitfield FCA
Auditor-General

SYDNEY
16 April 2003



The University of Sydney

STATEMENT BY APPOINTED OFFICERS

In accordance with a resolution of the Senate of The University of Sydney dated 4 February 1991 and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that to the best of our knowledge and belief:

1. The financial reports present a true and fair view of the financial position of the University at 31 December 2002 and the results of its operations and transactions of the University for the year then ended;
2. The financial reports have been prepared in accordance with the provisions of the New South Wales Public Finance and Audit Act 1983 and the Commonwealth Guidelines for the Preparation of Annual Financial Statements for the 2002 Reporting Period by Australian Higher Education Institutions;
3. The financial reports have been prepared in accordance with applicable Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board and Consensus views of the Urgent Issues Group.
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate.
5. There are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due; and,
6. The amount of Commonwealth grants expended during the reporting period was for the purposes for which it was granted.

The Hon. Justice Kim Santow, OAM
Chancellor

David Hoare
Chair, Finance Committee

Statement of financial performance for the year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Revenue from ordinary activities					
Commonwealth government financial assistance	2.1	353,691	326,251	353,691	326,251
Higher education contributions scheme (HECS):					
Student contributions	40.1	22,327	22,936	22,327	22,936
Commonwealth payments	40.1	81,556	81,075	81,556	81,075
Post graduate education loans scheme (PELS)	40.1	5,401	0	5,401	0
New South Wales government financial assistance	2.2	2,704	3,241	2,704	3,241
Superannuation:					
Deferred government contributions	30	77,305	69,826	77,305	69,826
Commonwealth supplementation	2.1	2,169	2,180	2,169	2,180
Fees and charges	2.3	136,598	116,757	136,598	115,830
Investment income	2.4	45,649	53,298	45,638	53,248
Royalties, trademarks and licences	2.5	3,708	552	3,708	552
Consultancy and contract research	2.6	67,829	62,592	67,829	62,592
Other revenue	2.7	94,875	116,561	94,634	107,626
Total revenue from ordinary activities		893,812	855,269	893,560	845,357
Share of net result of associates and joint ventures accounted for using the equity method	31, 32	493	(139)	0	0
Total revenue		894,305	855,130	893,560	845,357
Expenses from ordinary activities					
Employee benefits:					
Academic	3.1	223,511	210,875	223,511	210,875
Non academic	3.1	197,367	184,814	197,367	181,285
Deferred employee superannuation	3.1	77,305	69,826	77,305	69,826
Depreciation and amortisation	3.2	43,112	41,573	43,112	41,250
Buildings and grounds expenses	3.3	30,772	13,853	30,772	13,853
Bad and doubtful debts	3.4	555	830	555	7,444
Other expense	3.6	241,331	237,122	240,946	232,033
Borrowing cost expenses	4	0	26	0	0
Loss on disposal of controlled entity	1.1, 35	13,730	0	0	0
Total expenses from ordinary activities		827,683	758,919	813,568	756,566
Operating result from ordinary activities before income tax expense		66,622	96,211	79,992	88,791
Income tax expense related to ordinary activities	1.3, 5	(28)	(13)	0	0
Operating result after related income tax		66,594	96,198	79,992	88,791
Net operating result		66,594	96,198	79,992	88,791

Statement of financial performance (continued) for the year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Net operating result		66,594	96,198	79,992	88,791
Net operating result attributable to outside equity interests		0	0	0	0
Net operating result attributed to parent entity		66,594	96,198	79,992	88,791
Increase/(decrease) in reserves arising from revaluations excluding shares of associates increase/(decrease) in reserves	22.1	(18,710)	28,875	(18,710)	28,875
Share of associates increase/(decrease) in reserves	22.1	(13)	(1,505)	0	0
Total revenue, expense, valuation and adjustments attributed to the parent entity and recognised directly in equity	22.1	(18,723)	27,370	(18,710)	28,875
Total changes in equity other than those resulting from transactions with owners as owners	22.3	47,871	123,568	61,282	117,666

Statement of financial position as at 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Current assets					
Cash	36.1	12,478	5,619	12,101	2,553
Inventories	1.6, 8	824	1,105	804	767
Receivables	1.6, 9	43,409	81,861	45,421	80,811
Other financial assets	1.6, 10.1	313,421	185,160	313,231	184,978
Other	11	1,876	73	1,875	73
Total current assets		372,008	273,818	373,432	269,182
Non current assets					
Other financial assets	1.6, 10.2	446,471	496,422	448,792	496,424
Investment properties	12	64,758	52,665	64,758	52,665
Amounts owing by Commonwealth/State Governments	29	324,448	247,143	324,448	247,143
Property, plant and equipment	1.6, 13	1,177,837	1,167,815	1,177,822	1,161,743
Heritage assets	1.6, 14	151,690	151,166	151,690	144,629
Library	1.6, 15	493,664	497,356	493,664	497,347
Works in progress	1.6, 16	33,953	45,489	33,953	45,489
Other non-current assets	1.6, 17	1,930	2,740	1,924	2,740
Intangibles	1.9, 18	3,422	969	1,160	967
Joint ventures operation/partnership	1.13, 32, 34	356	5	5	5
Associated entities	1.14, 31	5,073	4,970	0	0
Total non-current assets		2,703,602	2,666,740	2,698,216	2,649,152
Total assets		3,075,610	2,940,558	3,071,648	2,918,334
Current liabilities					
Accounts payable	1.7, 19	55,802	49,621	57,409	46,598
Provisions	21.1	27,049	25,721	27,031	25,654
Other	20	6,519	6,449	6,516	6,436
Total current liabilities		89,370	81,791	90,956	78,688
Non-current liabilities					
Joint ventures liabilities	32	1,209	0	1,209	0
Provisions	21.2	427,951	349,558	427,942	349,387
Total non-current liabilities		429,160	349,558	429,151	349,387
Total liabilities		518,530	431,349	520,107	428,075
Net assets		2,557,080	2,509,209	2,551,541	2,490,259
Equity					
Reserves	1.12, 22.1	1,899,144	1,917,902	1,894,048	1,912,793
Accumulated funds	22.2	657,936	591,307	657,493	577,466
Total equity	22.3	2,557,080	2,509,209	2,551,541	2,490,259



Statement of cash flows for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Cash flows from operating activities					
Inflows:					
Financial assistance:					
Commonwealth Government		355,860	328,431	355,860	328,431
New South Wales State Government		2,946	3,829	2,946	3,829
Higher Education Contribution Scheme:					
Student payments		24,875	22,936	24,875	22,936
Commonwealth payments		81,636	81,169	81,636	81,169
PELS		5,401	0	5,401	0
Fees and charges		132,412	111,634	132,318	110,630
Research		67,829	62,592	67,829	62,592
Dividends received		3,484	3,851	3,484	3,851
Interest		6,189	31,811	6,178	31,770
Other investment income		63,968	21,718	63,968	21,707
Scholarships and prizes		1,385	1,341	1,385	1,341
Donations and bequests		25,563	16,492	25,563	15,941
Other		66,052	67,736	63,462	58,924
Outflows:					
Employee benefits		(406,231)	(383,626)	(406,231)	(383,259)
Building and grounds		(30,772)	(13,853)	(30,772)	(13,853)
Scholarship grants and prizes		(32,034)	(32,566)	(32,009)	(32,566)
Teaching & research grants, contract – ext. Orgs.		(55,689)	(38,586)	(55,689)	(38,586)
Consultant & contractor		(23,706)	(25,265)	(23,706)	(25,265)
Payment out of provisions		(7,940)	(9,050)	(7,940)	(9,050)
Leases		(2,225)	(1,357)	(2,225)	(1,357)
Other payments		(129,663)	(118,770)	(127,058)	(111,156)
Net cash provided by operating activities	36.2	149,340	130,467	149,275	128,029
Cash flows from investing activities					
Inflows:					
Proceeds from sale of investments		158,342	8,159	158,342	8,159
Rental income		6,531	9,410	6,531	9,410
Proceeds from the sale of equipment		0	294	0	271
Outflows:					
Purchases of property, plant and equipment		(58,785)	(105,238)	(58,769)	(105,013)
Purchases of long term investments		(86,833)	(14,300)	(86,833)	(14,300)
Net cash provided/(used) in investing activities		19,255	(101,675)	19,271	(101,473)
Cash flows from financing activities					
Inflows:					
Issue of share capital & borrowings		286	0	0	0
Net cash provided/(used) in financing activities		286	0	0	0
Net increase/(decrease) in cash held		168,881	28,792	168,546	26,556
Cash at beginning of reporting period		139,737	110,945	136,488	109,932
Disposal of controlled entities		(3,019)	0	0	0
Cash at end of reporting period	36.1	305,599	139,737	305,034	136,488

Notes to the financial reports for the financial year ended 31 December 2002

Note	Contents	
1	Summary of significant accounting policies	11
2	Revenue from ordinary activities	16
3	Expenses from ordinary activities including sales of non-current assets	18
4	Borrowing cost expense	20
5	Income tax	20
6	Responsible persons and executive officers	20
7	Remuneration of auditors	21
8	Inventories	21
9	Receivables	21
10	Other financial assets	22
11	Other current assets	23
12	Non-current assets - investment properties	23
13	Property, plant and equipment	24
14	Heritage assets	26
15	Library collections	27
16	Works in progress	27
17	Other non-current assets	27
18	Intangibles	28
19	Accounts payable	28
20	Other current liabilities	28
21	Provisions	28
22	Reserves and equity	29
23	Commitments for expenditure	30
24	Operating leases income projections	30
25	Revenue recognition	31
26	Contingent liabilities	31
27	Sydney University Village	31
28	Remuneration of directors	31
29	Amounts owing by Commonwealth/State Governments	31
30	Superannuation plans	32
31	Associated entities	33
32	Joint venture partnership	34
33	Investments accounted for using the equity method	35
34	Joint venture operations	35
35	Controlled entities	37
36	Notes to the statement of cash flows	39
37	Financial instruments	40
38	Non cash financing and investment activities	42
39	Financing facilities and balances	42
40	Acquittal of Commonwealth Government Financial Assistance and the Higher Education Contribution Scheme	43
41	Charitable fundraising activities	47
42	Disaggregation information	48

Notes to the financial reports for the financial year ended 31 December 2002

1. Summary of significant accounting policies

General statement of accounting policies

This general purpose financial report has been prepared in accordance with The Public Finance and Audit Act 1983, the Public Finance and Audit Regulation 2000, other mandatory professional reporting requirements and Australian statutory reporting requirements, the Department of Education, Science and Training (DEST) – Guidelines for the Preparation of Annual Financial Statements by Australian Higher Education Institutions (this includes the preparation of the Financial Report along with full acquittal of grants in the notes). The Financial Report has been prepared on an accrual accounting basis and on the basis of historical costs and except where stated in note 1.6, does not take into account changing money values or current valuations of non-current assets. The accounting policies have been consistently applied except where there is a change as identified below. Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year amounts and other disclosures.

Changes in significant accounting policies

During 2001 the University had the option of measuring each class of non-current assets on either a cost basis or fair value basis under AASB1041. Note 1.6 indicates the method adopted for each class of asset

In 2001 the University also recognised the need to capitalise major Information Technology (IT) Systems Development and implementation costs along with other Communications IT expenditure which results in the provision of a future economic benefit to the University. Major Systems costs were first brought to account in this way for 2001 and depreciation calculated in accordance with Australian Taxation Office effective life table (refer notes 13 and 16.2).

1.1 Principles of consolidation

The consolidated Financial Report is prepared in accordance with AAS 24 "Consolidated Financial Reports". The University of Sydney is the parent entity with the following controlled entities: Wentworth Annexe Limited, Rural Australia Foundation Limited, U.O.S. Superannuation Pty Limited, Ucom Three Pty Ltd, Medsaic Pty Ltd, Evisense Pty Ltd, Ucom Six Pty Ltd, Ucom Seven Pty Ltd and Ucom Eight Pty Ltd (refer note 35).

During 2001 negotiations took place in connection with the control of Museum of Contemporary Art (MCA) Limited. The Senate of the University of Sydney approved that the University agree to relinquish control of the MCA Board so that MCA Limited could be reconstituted as a controlled entity of a State Government Agency. As the new arrangements took effect from 1 January 2002, MCA Limited continued to be treated as a controlled entity for the year ended 31 December 2001. During 2001 Ucom Two Pty Ltd was a controlled entity but for 2002 has been treated as an associate (see note 31) For the 2002-year the balances brought forward for the consolidated entity reflect both MCA and Ucom Two Pty Ltd and the assets, liabilities and equity have been adjusted to reflect the current status. This is reflected by a write back of controlled entities to the value of \$13,730K.

1.2 Insurance

The University and its controlled entities have insurance policies for coverage of properties, public liability, professional indemnity, directors and officers personal accident/travel, motor vehicles, workers compensation, aviation liability, principal controlled contract works, marine hull, livestock, transit and crops. There are elements of self-insurance within the overall insurance program.

1.3 Tax status

The activities of the parent entity (University) are exempt from income tax.

1.4 Revenue recognition

The University's operating activity income consists of Commonwealth Grants, Higher Education Contribution Scheme, Post Graduate Education Loans Scheme (PELS), NSW State Government Grants, Other research grants and contracts, Investment Income, and Fees and charges. Apart from the Deferred government contribution to superannuation income, the remaining balance of income is from outside operating activities. The University has treated the operating and research income received from the Commonwealth in 2002 in advance for the year 2003, as income in the year of receipt. Revenue is recognised where it can be reliably measured in the period to which it relates. However where there is not an established pattern of income, revenues are recognised on a cash receipt basis.

Operating grants in advance – In accordance with AAS15 DEST operating grants which are received in advance of the period for which they are appropriated are recognised as revenue in the period in which funds are received. However the advance payment for the next year from the Higher Education Trust Fund (HECS) is treated as income in advance. Refer to note 40.1 for financial comparison and materiality.

Interest – Interest revenue is recognised as it accrues.

Rental income – Rental income is recognised as it accrues over the period that the properties are leased to third parties.

Asset sales – The gross proceeds of asset sales are included as revenue, and the carrying amount of these assets is recognised as an expense (note 3.5).

Other revenue – The revenue recognition policies for investment income are described in Note 1.6.

Dividends – Dividend revenue represents dividends received for the year.

Notes to the financial reports for the financial year ended 31 December 2002

1.5 Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the item of expense.

Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position. Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

1.6 Valuation of assets

The University in accordance with AASB 1041 had the option of measuring each class of non-current asset on either a cost basis or fair value basis. The University adopted either cost or fair value for each of the classes as indicated below.

Until 31 December 2000, all land, buildings, infrastructure, heritage assets, library collections, livestock and investments were revalued at regular intervals. Plant and equipment, including computer equipment and motor vehicles were recorded at historical cost. Under AASB1041 with effect from 1 January 2001, the University elected to apply the cost basis to its plant and equipment, library collections and non-commercial teaching and research land, buildings and infrastructure and the fair value basis for commercial teaching and research land, buildings, infrastructure, heritage assets, livestock and investments.

Land, buildings and infrastructure were recategorised into non-commercial teaching and research land, buildings and infrastructure and commercial teaching and research land, buildings and infrastructure.

Non-commercial land, buildings and infrastructure are those assets, which are subject to specific restrictions eg. land grants, zoned specific use and specific contractual arrangements. These assets have been carried at a deemed cost basis, being the valuation applied in 1996 or at cost for subsequent acquisitions. These assets can not be readily disposed of in the open market. The significant cost associated with a fair value assessment of these assets every three years would be of little value in the management of the University.

The value of commercial land, buildings and infrastructure used for teaching and research purposes (and not forming part of the Investment class) but not subject to the same restrictions as the non-commercial teaching and research land, buildings and infrastructure are to be valued every three years.

In changing the policy for the measurement of its property, plant and equipment no retrospective adjustment had to be made as the valuation applied in 1996 was deemed to be the cost and subsequent acquisitions were brought to account at cost.

Each year the University undertakes a process of rolling perpetual stocktake of its fixed assets. This form of stocktake means that the University reviews the assets held by each area at least once per annum.

Other financial assets

All other financial assets are initially brought to account at cost and subsequently carried at market value (fair value). Increases or decreases in the value of current asset investments are reflected as investment gains or losses, respectively, in the statement of financial performance in the period in which they arise. Increases in the value of non-current other financial assets are required by Accounting Standards to be credited directly to the asset revaluation reserve unless they are reversing a previous decrement charged to the statement of financial performance in which case the increment is credited to the statement of financial performance. Decreases in the value of non-current other financial assets are charged as investment losses in the statement of financial performance unless they reverse a previous increment credited to the asset revaluation reserve in which case the decrement is debited to the asset revaluation reserve.

The University has investments in a number of companies that are unquoted. These are brought to account at cost as there is no available market value. Based on the latest available published financial accounts the University estimates that the recoverable amounts are greater than cost. The following organisations provide the University with an equity interest in excess of \$1M which are recorded at nil cost to the University:-

Aurema Pty Ltd
Benthic Geotech Pty Ltd
Australian Photonics Pty Ltd (*including Redfern Photonics Pty Ltd*)
ObjectVision Pty Ltd

Land

Land was independently valued as at 1996 by the New South Wales Valuer-General's Office at current market price subject to any restrictions. With the application of AASB 1041 for the 2001 reporting period the University adopted the cost basis for its non-commercial Teaching and Research Land, Buildings and Infrastructure and the Fair value basis for commercial Teaching and Research Land, Buildings and Infrastructure.

Buildings

Independent valuers from the New South Wales Valuer-General's Office provided valuations for the University buildings in December 1996. All buildings were valued at written down replacement cost for the modern equivalent. With the application of AASB 1041 for the 2001 reporting period the University adopted the cost basis for its non-commercial Teaching and Research Land, Buildings and Infrastructure and the Fair Value basis for commercial Teaching and Research Land Buildings and Infrastructure.

The University buildings have been insured at replacement cost of \$1,417,202,653.

Notes to the financial reports for the financial year ended 31 December 2002

Infrastructure

Infrastructure includes roadways, paths and paving, ovals, playing fields, perimeter fencing, boundary gates, farm fencing (wire, electric or post and rail), water supply, electricity, gas, telecommunications services, sewerage, drainage, bridges, pedestrian ramps, surface carparks, power generation plants, reservoirs, dams and landscaping which were independently valued in December 1996 by the New South Wales Valuer-General's Office at written down replacement cost. With the application of AASB 1041 for the 2001 reporting period the University adopted the cost basis for its non-commercial Teaching and Research Land, Buildings and Infrastructure and the Fair value basis for commercial Teaching and Research Land Buildings and Infrastructure.

Plant and equipment

The University's plant and equipment are recorded at historical cost. All such items in excess of \$5,000 have been capitalised.

Motor vehicles

The University's motor vehicles are recorded at historical cost.

Heritage assets

Valuations for the University's heritage assets were provided by the curators of each collection. The valuation for the University's rare books collection was as at 31 December 2002, the valuation for the other collections was at 31 December 2000 and they are based on current market value using a combination of prices at auction of similar works and the curator's experience. Where assets are valued in a foreign currency they are translated into \$A equivalent at reporting date. These assets are not subject to depreciation. With the application of AASB 1041 the valuations are arrived at by curator's using the fair value method.

Library

Valuations for the University's libraries were provided by University librarians. The University's research and undergraduate collections were capitalised as at 31 December 1998 based on 1997 price indexed to 1998 prices to reflect current market value. With the application of AASB 1041 for the 2001 reporting year the University adopted the cost basis for valuation of its library collections. The undergraduate collection only has been subject to depreciation; the research collection does not diminish in value because of the nature of the collection.

Capital works in progress

Capital works in progress represent the cost of unoccupied and incomplete building projects and other major capital works projects at reporting date. It also includes the costs of Major Information Technology (IT) systems developments that had not been implemented as at the reporting date.

Other non-current assets

Milk quota

As a result of dairy deregulation, the Dairy Adjustment Authority advised the University that its entitlement to compensation would be \$901,779 payable in 32 quarterly instalments. A total of \$281,800 has been received.

Self Generating and Regenerating Assets (SGARA)

These assets comprise livestock and other living assets such as crops. The University values its SGARAs on a fair value basis.

- **Livestock**

Livestock was valued at current market prices by independent valuers at reporting date.

- **Crops**

The University has a number of crops at its farms. All winter crops had been harvested and sold by 31 December 2002. Some summer crops were growing at that time but had not reached sufficient maturity to enable them to be insured with an underwriter. Therefore no value has been recognised in the accounts at reporting date.

The vineyard at Faculty of Rural Management (Orange Campus) continues to be included as part of infrastructure assets on the basis that it is an integral part of that campus. The value is \$507,480.

Inventories

Inventories consist of store stock. Inventories are valued at cost. Costs have been assigned to inventory quantities on hand at reporting date using the first in first out basis.

Receivables

All debtors are recognised at the amounts receivable and are due for settlement in no more than 30 days. A provision is raised for any doubtful debts based on a review of all outstanding amounts at reporting date. Bad debts are written off in the period in which they are identified.

Notes to the financial reports for the financial year ended 31 December 2002

1.7 Accounts payable

Accounts payable, including accruals not yet billed, represent liabilities for goods and services provided to the economic entity prior to the end of the reporting period. These amounts are unsecured and are usually settled within 30 days of recognition.

1.8 Foreign currency transactions

Foreign currency transactions are translated into Australian currency at rates of exchange ruling at the dates of the transactions. Amounts receivable and payable in foreign currency at reporting date are translated at the rates of exchange ruling on that date. Exchange differences relating to amounts payable and receivable in foreign currencies are brought to account as exchange gains or losses in the statement of financial performance.

1.9 Intangibles

The University in the course of its normal operations expends substantial sums on pure and applied research along with training and development activities consistent with its strategic plans and subject to budgetary constraints. Such sums are included as expenditure within the statement of financial performance. If a commercial advantage arises a patent is taken out, the costs of which are capitalised. If there is no exploitation of the patent it is written off.

1.10 Employees entitlements

Employee entitlements comprising annual leave, long service leave and superannuation benefits together with related on-costs have been fully provided. The total liability in respect of employee entitlements has been brought to account, in accordance with AAS30.

(i) Annual leave

Liabilities for annual leave are recognised and measured as to the amount unpaid at the reporting date at current pay rates in respect of employees' service up to that date.

(ii) Long service leave

A liability for long service leave is recognised, and is measured using the nominal method based on services provided by employees up to the reporting date. Accrued long service leave is treated as a non-current liability.

(iii) Superannuation

The University provides for superannuation based on information and formulae provided by the Superannuation Administration Corporation in respect of contributors to the defined benefit schemes administered by the SAS Trustee Corporation. These schemes include the State Superannuation Scheme, the State Authorities Superannuation Scheme and the State Authorities Non-Contributory Scheme. In addition the University contributes to the Superannuation Scheme for Australian Universities which is a fully funded defined benefits scheme. The University also contributes to the University of Sydney Professorial Superannuation System.

1.11 Depreciation

Depreciation is calculated on a straight line basis. The depreciation rates are based on the estimated useful lives of the various classes of assets employed. Pro-rata depreciation is charged in the year of purchase and disposal. Depreciation rates by class of assets are as follows: -

	Per annum
Plant and equipment	10%
Computing equipment	25%
Motor vehicles	5%
Buildings	2%
Library undergraduate collection	20%
Leasehold improvements	2%
Major IT Projects	40%
Infrastructure	2%



Notes to the financial reports for the financial year ended 31 December 2002

1.12 Reserves

The University has the following reserves:-

Initial asset valuation reserve

This reserve was created in 1992 for the purpose of bringing to account the University's assets for the first time and includes the transfer of properties between the University and the Department of School Education in 1994; this transfer did not involve any cash transactions.

Asset revaluation reserve

This reserve is used to account for the increases or decreases in the value of assets as a result of revaluations and was created in accordance with AAS10 "Accounting for the revaluation of non-current assets".

Increases in the value of non-current asset investments are required by accounting standards to be credited directly to an asset revaluation reserve unless they are reversing a previous decrement charged to the statement of financial performance in which case the increment is credited to the statement of financial performance. Decreases in the value of non-current asset investments are charged as investment losses in the statement of financial performance unless they reverse a previous increment credited to asset revaluation reserve.

Associates reserves

This represents the reserves held by associated entities and is brought to account in the consolidated financial report using the equity method of accounting.

1.13 Joint ventures

The proportionate interests in the assets, liabilities and expenses of joint venture operations have been incorporated in the financial report under the appropriate headings. Details of the joint ventures are set out in notes 32 and 34.

1.14 Associates

The proportionate interests in the profits or losses of associates have been incorporated in the financial report. Details of the associated entities are set out in note 31.

Notes to the financial reports for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
2. Revenue from ordinary activities					
2.1 Commonwealth Government financial assistance (including superannuation contributions from the Commonwealth, but excluding HECS and PELS)					
Teaching and learning	40.1				
Operating purposes excluding HECS and PELS		159,551	231,930	159,551	231,930
Higher education innovation program		879	1,014	879	1,014
Teaching hospitals		908	888	908	888
Equality of opportunity		182	141	182	141
Australian Research Council (ARC)	40.2				
Discovery projects (large grants)		15,882	13,573	15,882	13,573
Special research centres		0	750	0	750
Key research centres		1,748	831	1,748	831
Research infrastructure equipment & facilities		10,081	5,173	10,081	5,173
SPIRT – Other (incl. Aust. postgraduate awards Ind.)		5,266	5,240	5,266	5,240
Discovery fellowships		3,004	3,655	3,004	3,655
International researcher exchange		244	214	244	214
Discovery federation fellowships		1,566	0	1,566	0
DEST	40.3				
Institutional Grants Scheme		27,109	0	27,109	0
Research training scheme		54,336	0	54,336	0
Systemic infrastructure initiative		3,064	242	3,064	242
Research infrastructure block		12,600	9,661	12,600	9,661
Australian postgraduate awards		8,491	7,971	8,491	7,971
International postgraduate research		1,339	1,263	1,339	1,263
Small research		0	3,023	0	3,023
Sub-total pursuant to Higher Education Funding Act		306,250	285,569	306,250	285,569
Other Commonwealth Government financial assistance					
Environment, sport and territories		593	607	593	607
Education, science and training		8,912	8,547	8,912	8,547
Human services and health		28,685	21,980	28,685	21,980
Industry, technology and regional development		3,654	4,566	3,654	4,566
Primary industry and energy		6,311	6,864	6,311	6,864
Other		1,455	298	1,455	298
Sub-total other Commonwealth Government financial assistance		49,610	42,862	49,610	42,862
Total Commonwealth Government financial assistance received excluding HECS and PELS *		355,860	328,431	355,860	328,431
* The total Commonwealth government financial assistance received excluding HECS and PELS is represented in the Statement of financial performance as:					
Commonwealth government financial assistance		353,691	326,251	353,691	326,251
Superannuation – Commonwealth supplementation		2,169	2,180	2,169	2,180
		355,860	328,431	355,860	328,431

Notes to the financial reports for the financial year ended 31 December 2002

Notes	Economic entity (Consolidated)		Parent entity (University)	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
2.2 New South Wales State Government financial assistance				
Sydney Conservatorium of Music	2,019	2,604	2,019	2,604
Other	685	637	685	637
Total state government financial assistance	2,704	3,241	2,704	3,241
2.3 Fees and charges				
Continuing education	10,101	9,173	10,101	9,173
Fee-paying non-overseas undergraduate students	10,706	6,762	10,706	6,762
Fee-paying overseas students	77,934	60,553	77,934	60,553
Fee-paying non-overseas postgraduate students	9,514	11,212	9,514	11,212
Law extension course fees	1,491	1,288	1,491	1,288
Summer school fees	5,950	3,782	5,950	3,782
Course fees	7,732	11,474	7,732	11,474
Students undertaking non-award courses	285	185	285	185
Fees late enrollment	135	96	135	96
Hire of equipment and venues	1,579	2,464	1,579	1,682
Library fines	777	710	777	710
Parking fees	1,731	1,515	1,731	1,515
Rental – other	1,417	987	1,417	987
Student residences	4,280	3,628	4,280	3,628
Miscellaneous	892	986	892	841
Library service charges	2,074	1,942	2,074	1,942
Total fees and charges	136,598	116,757	136,598	115,830
2.4 Investment income				
Rental income from investment properties	2,251	5,782	2,251	5,782
Interest:				
affiliated parties	216	330	205	305
other	33,424	31,490	33,424	31,465
Dividends received – other	3,579	3,851	3,579	3,851
Distributions from managed funds	7,116	11,005	7,116	11,005
Realised gain/(loss) on managed funds	(821)	345	(821)	345
Revaluation gain/(loss) on investments	(116)	495	(116)	495
Total investment income	45,649	53,298	45,638	53,248
2.5 Royalties, trademarks & licences				
Licence and royalty income	3,708	552	3,708	552
Total royalties, trademarks & licences	3,708	552	3,708	552
2.6 Consultancy and contract research				
Consulting fees	53,316	49,447	53,316	49,447
State government research grants	2,628	1,848	2,628	1,848
Research grants industry	1,494	2,020	1,494	2,020
Research grants individuals & foundations	3,356	2,537	3,356	2,537
Research grants overseas organisations	3,986	3,665	3,986	3,665
Miscellaneous	3,049	3,075	3,049	3,075
Total consultancy and contract research	67,829	62,592	67,829	62,592

Notes to the financial reports for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
2.7 Other revenue					
Contributions (external organisations)		24,983	19,129	22,675	19,129
Shop sales (incl. commercial services)		6,036	5,366	6,036	5,269
Veterinary / medical practice		5,406	4,682	5,406	4,682
Special events income		927	666	927	666
Commission received		683	509	683	509
Membership and subscriptions		735	647	735	647
Farms		5,573	5,312	5,573	5,312
Joint venture income		0	(64)	0	(64)
Income from associates		0	139	0	0
Scholarships and prizes		1,360	1,341	1,385	1,341
Donations and bequests		26,406	16,469	26,406	15,941
Proceeds from sale of assets	3.5	13,214	42,986	13,214	42,986
Other		9,552	19,379	11,594	11,208
Total other revenue		94,875	116,561	94,634	107,626
3. Expenses from ordinary activities					
3.1 Employee benefits					
Academic					
Salaries		173,686	164,180	173,686	164,180
Contributions to superannuation and pension schemes:					
Emerging costs		8,744	8,347	8,744	8,347
Funded		20,401	19,477	20,401	19,477
Payroll tax		12,498	12,668	12,498	12,668
Workers compensation		2,076	1,938	2,076	1,938
Long service leave expense		5,489	5,766	5,489	5,766
Annual leave		617	(1,501)	617	(1,501)
Total academic excluding deferred superannuation		223,511	210,875	223,511	210,875
Deferred employee benefits for superannuation *		40,390	36,812	40,390	36,812
Total academic		263,901	247,687	263,901	247,687
Non-academic					
Salaries:		158,741	150,730	158,741	147,268
Contributions to superannuation and pension schemes:					
Emerging costs		6,287	5,584	6,287	5,584
Funded		14,668	13,051	14,668	13,030
Payroll tax		11,283	11,211	11,283	11,192
Workers compensation		1,600	1,474	1,600	1,456
Long service leave expense		4,192	4,085	4,192	4,080
Annual Leave		596	(1,321)	596	(1,325)
Total non-academic excluding deferred superannuation		197,367	184,814	197,367	181,285
Deferred employee benefits for superannuation *		36,915	33,014	36,915	33,014
Total non-academic		234,282	217,828	234,282	214,299
Total employee benefits		498,183	465,515	498,183	461,986
Total employee benefits excluding deferred superannuation		420,878	395,689	420,878	392,160
Deferred superannuation *		77,305	69,826	77,305	69,826
		498,183	465,515	498,183	461,986

* Total deferred superannuation for 2002 is \$77,305K (2001 – \$69,826K), this is offset by the recognition of revenue of the same amount (see note 29 & note 30).

Notes to the financial reports for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
3.2 Depreciation and amortisation					
Plant, equipment and office furniture		8,932	7,620	8,932	7,520
Motor vehicles		564	580	564	566
Computer equipment		3,496	3,278	3,496	3,233
Infrastructure		2,475	2,572	2,475	2,572
Buildings		15,485	16,908	15,485	16,908
Libraries		9,188	9,017	9,188	9,009
Leasehold improvements		426	578	426	422
Major IT Software		1,250	1,020	1,250	1,020
Commercial T & R Building		1,290	0	1,290	0
Commercial T & R Infrastructure		6	0	6	0
Total depreciation and amortisation		43,112	41,573	43,112	41,250
3.3 Building and grounds expenses					
Buildings and grounds expenses		30,772	13,853	30,772	13,853
Total buildings and grounds		30,772	13,853	30,772	13,853
3.4 Bad & doubtful debts					
Bad debts		144	137	144	101
Doubtful debts		411	693	411	693
Write off Loans (MCA) *		0	0	0	6,650
Total bad and doubtful debts		555	830	555	7,444
* The Museum of Contemporary Art was reconstituted as a controlled entity of a State Government agency on 1 January 2002. In return the University agreed to relinquish control of the MCA Board and waived all outstanding loans and interest on the MCA. The outstanding loans and interest to the MCA totalled \$6.65 million and were written off in accordance with the approval of the Senate of the University.					
3.5 Sales of non-current assets					
Proceeds from sale					
Property, plant & equipment		4,898	2,572	4,898	2,572
Investment – shares & properties		8,316	40,414	8,316	40,414
	2.7	13,214	42,986	13,214	42,986
Carrying amount of assets sold					
Property, plant & equipment		6,664	4,712	6,664	4,712
Investment – shares & properties		6,659	33,650	6,659	33,650
	3.6	13,323	38,362	13,323	38,362
Net profit/(loss) from sales of non current assets		(109)	4,624	(109)	4,624

Notes to the financial reports for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
3.6 Other expenses					
Advertising and promotion		3,322	2,628	3,322	2,628
Audit fees (note 7), bank charges, legal costs, insurance and taxes		6,246	4,670	6,246	4,662
Carrying amount of assets sold	3.5	13,323	38,362	13,323	38,362
Consultants and contractors		23,891	25,265	23,706	25,265
Equipment and maintenance		6,420	4,859	6,420	4,859
Farm operations		3,380	3,028	3,380	3,028
Investments – amortisation expense		2,899	2,989	2,899	2,989
Laboratory, medical supplies and materials		16,963	15,563	16,963	15,563
Library materials		8,325	6,832	8,325	6,832
Licences, patents, copyright and commissions		5,790	4,067	5,776	4,067
Minor equipment		20,053	15,213	20,053	15,213
Miscellaneous expenses		6,024	6,877	5,838	2,383
Operating lease rental expenses		2,225	1,944	2,225	1,357
Printing, postage and stationery		5,770	5,440	5,770	5,440
Rent and room hire		1,481	2,401	1,481	2,401
Scholarships, grants & prizes		32,009	32,566	32,009	32,566
Teaching & research grants, contracts-external organisations		55,689	38,586	55,689	38,586
Telecommunications		7,547	7,393	7,547	7,393
Travel, staff development & entertainment		19,974	18,439	19,974	18,439
Total other expenses		241,331	237,122	240,946	232,033
4. Borrowing cost expense		0	26	0	0
		0	26	0	0
5. Income tax		28	13	0	0
		28	13	0	0

6. Responsible persons and executive officers

6.1 Responsible persons

The Senate of the University oversees all major decisions concerning the conduct of the University including staff appointments and welfare, student welfare and discipline, financial matters and the physical and academic development of the University. Apart from members of staff serving on Senate receiving remuneration as per their employment conditions, the Fellows of Senate received no remuneration in their capacity as fellows of Senate. A list of the Fellows of Senate are shown in the University's Annual Report in the Chapter entitled 'The Senate'.

Notes to the financial reports for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
6.2 Executive officers					
\$160,000 to \$169,999		1	0	1	0
\$210,000 to \$219,999		2	2	2	2
\$220,000 to \$229,999		1	1	1	1
\$260,000 to \$269,999		1	0	1	0
\$270,000 to \$279,999		0	1	0	1
\$280,000 to \$289,999		0	1	0	1
\$290,000 to \$299,999		1	0	1	0
\$490,000 to \$499,999		1*	1*	1*	1*

	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Aggregate remuneration of executives	1,888	1,723	1,888	1,723

The above figures include superannuation, performance loading, motor vehicle usage and the associated FBT costs.

* As a responsibility of office, one executive occupies a residence owned by the University. The residence is required to be available and used regularly for official University functions and promotional activities. The deemed value of this benefit for the executive is \$104,000. The associated costs, including FBT are valued at \$281,000 (2001: \$281,000).

	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
7. Remuneration of auditors				
Auditing the financial report	312	315	292	281
	312	315	292	281

	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
8. Inventories				
Finished goods	3	0	3	0
Other **	821	1,105	801	767
	824	1,105	804	767

** The consolidated beginning balance for the year was reduced by \$319K for disposal of controlled entity.

	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
9. Receivables				
Current				
Accrued income	14,964	51,961	14,964	51,958
Debtors ***	25,233	26,837	27,245	25,992
Provision for doubtful debts	(1,495)	(1,481)	(1,495)	(1,481)
GST recoverable	2,136	2,386	2,136	2,386
Other	2,571	2,158	2,571	1,956
	43,409	81,861	45,421	80,811

*** The consolidated beginning balance for the year was reduced by \$929K for disposal of controlled entity.

Notes to the financial reports for the financial year ended 31 December 2002

Notes	Economic entity (Consolidated)		Parent entity (University)	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
10. Other financial assets				
10.1 Current				
Investment securities at market valuation:				
Government and government guaranteed stock	55,357	0	55,357	0
Bank securities and deposits	171,741	100,515	171,551	100,333
Unsecured company loans	33,651	60,478	33,651	60,478
Promissory notes – property trusts	52,472	23,795	52,472	23,795
	<u>313,221</u>	<u>184,788</u>	<u>313,031</u>	<u>184,606</u>
Other investments				
Loans to affiliated organisations	200	372	200	372
	<u>200</u>	<u>372</u>	<u>200</u>	<u>372</u>
Total current other financial assets	<u>313,421</u>	<u>185,160</u>	<u>313,231</u>	<u>184,978</u>
10.2 Non – current				
Investment securities at market valuation:				
Government and government guaranteed stock	132,361	192,090	132,361	192,090
Bank securities and deposits	79,332	73,970	79,332	73,970
Secured company loan	9,300	0	9,300	0
Shares – quoted	62,629	70,419	62,629	70,419
Shares – unquoted	502	402	502	402
Convertible notes – quoted	1,001	851	1,001	851
Property trusts – quoted	1,614	1,609	1,614	1,609
External fund managers – domestic equities	79,409	79,046	79,409	79,046
External fund managers – foreign equities	45,879	36,864	45,879	36,864
External fund managers – property equities	29,496	35,783	29,496	35,783
Investment in controlled entity	0	0	2,321	0
	<u>441,523</u>	<u>491,034</u>	<u>443,844</u>	<u>491,034</u>
Other investments:				
Loans to affiliated organisations	4,948	5,388	4,948	5,390
	<u>4,948</u>	<u>5,388</u>	<u>4,948</u>	<u>5,390</u>
Total non – current other financial assets	<u>446,471</u>	<u>496,422</u>	<u>448,792</u>	<u>496,424</u>
Total other financial assets	<u>759,892</u>	<u>681,582</u>	<u>762,023</u>	<u>681,402</u>

Notes to the financial reports for the financial year ended 31 December 2002

Notes	Economic entity (Consolidated)		Parent entity (University)	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
10. Other financial assets (continued)				
10.3 Summarised by class				
Bank securities and deposits	251,073	174,485	250,883	174,303
Promissory notes – property trusts	52,472	23,795	52,472	23,795
Convertible notes – quoted	1,001	851	1,001	851
Government and government guaranteed stock	187,718	192,090	187,718	192,090
Loans to associated organisations	5,148	5,760	5,148	5,762
Property trusts – quoted	1,614	1,609	1,614	1,609
Shares – unquoted	502	402	502	402
Shares – quoted	62,629	70,419	62,629	70,419
Unsecured company loans	33,651	60,478	33,651	60,478
Secured company loans	9,300	0	9,300	0
External fund managers – domestic equities	79,409	79,046	79,409	79,046
External fund managers – foreign equities	45,879	36,864	45,879	36,864
External fund managers – property equities	29,496	35,783	29,496	35,783
Investment in controlled entity	0	0	2,321	0
	759,892	681,582	762,023	681,402

10.4 Summarised by maturity date

Within 3 months	293,121	134,117	292,933	133,935
Within 4 to 12 months	20,298	51,044	20,298	51,044
Within 1 to 2 years	105,904	5,300	105,904	5,302
Within 2 to 5 years	88,787	253,057	88,787	253,057
More than 5 years	12,689	5,171	12,689	5,171
No maturing date (shares, convertible notes, property trusts, freehold, etc.)	239,093	232,893	241,412	232,893
	759,892	681,582	762,023	681,402

11. Other current assets

Current

Deposits on assets	1,876	73	1,875	73
Total other current assets	1,876	73	1,875	73

12. Non current assets – investment properties

Freehold *	57,044	52,665	57,044	52,665
Plus Arthursleigh Farm – recategorised	7,714	0	7,714	0
	64,758	52,665	64,758	52,665

* In 2002 freehold consisted of 68 properties including 35 home units (in 2001 – 69 properties including 38 home units).

Notes to the financial reports for the financial year ended 31 December 2002

13. Property, plant and equipment

With adoption of AASB1041 for non commercial land, buildings and infrastructure, no retrospective adjustment had to be made as the carrying amount from 31 December 2000 was deemed to be the cost in accordance with the standard and subsequent acquisitions were brought to account at cost. The bases of valuation are as set out in note 1.6.

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Non commercial teaching & research land					
Balance 1 January		177,724	188,719	177,724	188,719
Less: recategorisation		0	(10,995)	0	(10,995)
recategorisation – Arthursleigh Farm		(5,160)	0	(5,160)	0
Written down value 31 December		172,564	177,724	172,564	177,724
Non commercial teaching & research buildings					
Balance 1 January		779,492	778,914	779,492	778,914
Add: completed capital works	16	35,774	36,302	35,774	36,302
acquisitions		361	508	361	508
		815,627	815,724	815,627	815,724
Less: retirements		(138)	(97)	(138)	(97)
recategorisation		(5,947)	(36,135)	(5,947)	(36,135)
recategorisation – Arthursleigh Farm		(1,303)	0	(1,303)	0
Balance 31 December		808,239	779,492	808,239	779,492
Less: accumulated depreciation		(87,007)	(71,721)	(87,007)	(71,721)
Written down value 31 December		721,232	707,771	721,232	707,771
Non commercial teaching & research infrastructure					
Balance 1 January		127,755	123,967	127,755	123,967
Add: completed capital works	16	5,478	1,439	5,478	1,439
acquisitions		240	2,589	240	2,589
recategorisation		156	(204)	156	(204)
revaluation		5	0	5	0
		133,634	127,791	133,634	127,791
Less: disposals		0	(36)	0	(36)
recategorisation – Arthursleigh Farm		(1,251)	0	(1,251)	0
Balance 31 December		132,383	127,755	132,383	127,755
Less: accumulated depreciation		(17,250)	(15,078)	(17,250)	(15,078)
Written down value 31 December		115,133	112,677	115,133	112,677
Commercial teaching & research land					
Balance 1 January		14,508	0	14,508	0
Add: recategorisation		0	10,995	0	10,995
revaluation		0	3,513	0	3,513
Balance 31 December		14,508	14,508	14,508	14,508
Less: accumulated depreciation		0	0	0	0
Written down value 31 December		14,508	14,508	14,508	14,508

* During 2002 the property known as Arthursleigh Farm was recategorised as freehold investment property. The total value transferred was \$7,714K, represented by Land (\$5,160K), Buildings (\$1,303K), and Infrastructure (\$1,251K), see note 12.

Notes to the financial reports for the financial year ended 31 December 2002

Notes	Economic entity (Consolidated)		Parent entity (University)	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
13. Property, plant and equipment (continued)				
Commercial teaching & research buildings				
Balance 1 January	64,190	0	64,190	0
Add: acquisition	0	19,018	0	19,018
recategorisation	803	36,135	803	36,135
revaluation	0	9,037	0	9,037
Balance 31 December	64,993	64,190	64,993	64,190
Less: accumulated depreciation	(1,385)	(95)	(1,385)	(95)
Written down value 31 December	63,608	64,095	63,608	64,095
Commercial teaching & research infrastructure				
Balance 1 January	320	0	320	0
Add: recategorisation	0	204	0	204
revaluation	0	116	0	116
Balance 31 December	320	320	320	320
Less: accumulated depreciation	(6)	0	(6)	0
Written down value 31 December	314	320	314	320
Plant and equipment				
Balance 1 January	120,626	112,674	119,530	111,504
Add: recategorisation/transfer	392	0	392	0
Add: acquisitions	11,165	13,133	11,149	13,081
	132,183	125,807	131,071	124,585
Less: disposal of controlled entities	(1,093)	0	0	0
disposals	(7,679)	(5,181)	(7,679)	(5,055)
Balance 31 December	123,411	120,626	123,392	119,530
Less: accumulated depreciation	(75,840)	(74,181)	(75,836)	(73,274)
Written down value 31 December	47,571	46,445	47,556	46,256
Motor vehicles				
Balance 1 January	11,980	10,935	11,910	10,875
Add: recategorisation / transfer	(37)	0	(37)	0
acquisitions	5,741	4,511	5,741	4,501
	17,684	15,446	17,614	15,376
Less: disposal of controlled entities	(70)	0	0	0
disposals	(5,775)	(3,466)	(5,775)	(3,466)
Balance 31 December	11,839	11,980	11,839	11,910
Less: accumulated depreciation	(1,834)	(1,884)	(1,834)	(1,861)
Written down value 31 December	10,005	10,096	10,005	10,049

Notes to the financial reports for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
13. Property, plant and equipment (continued)					
Computer equipment					
Balance 1 January		31,107	30,111	30,837	29,685
Add: recategorisation / transfer acquisitions		(432)	0	(432)	0
		3,808	5,625	3,808	5,625
		34,483	35,736	34,213	35,310
Less: disposal of controlled entities disposals		(270)	0	0	0
		(4,091)	(4,629)	(4,091)	(4,473)
		30,122	31,107	30,122	30,837
Less: accumulated depreciation		(22,596)	(23,274)	(22,596)	(23,063)
Written down value 31 December		7,526	7,833	7,526	7,774
Leasehold improvements					
Balance 1 January		29,896	29,995	22,282	22,010
Adjustment to recoverable amount		0	(371)	0	0
Add: acquisitions		(368)	272	(368)	272
Less: disposal of controlled entities		(7,614)	0	0	0
		21,914	29,896	21,914	22,282
Less: accumulated depreciation		(3,669)	(5,080)	(3,669)	(3,243)
Written down value 31 December		18,245	24,816	18,245	19,039
Major IT software					
Balance 1 January		2,550	0	2,550	0
Add: acquisitions		0	2,550	0	2,550
completed capital works	16	6,851	0	6,851	0
		9,401	2,550	9,401	2,550
Less: accumulated depreciation		(2,270)	(1,020)	(2,270)	(1,020)
Written down value 31 December		7,131	1,530	7,131	1,530
		1,177,837	1,167,815	1,177,822	1,161,743
14. Heritage assets					
Works of art – University collection					
Balance 1 January		33,406	33,006	26,869	26,492
Add: acquisitions		140	400	140	377
revaluation		(25)	0	(25)	0
Less: disposal of controlled entities		(6,537)	0	0	0
		26,984	33,406	26,984	26,869
Rare books					
Balance 1 January		53,631	53,543	53,631	53,543
Add: acquisitions		78	88	78	88
revaluation		6,868	0	6,868	0
		60,577	53,631	60,577	53,631
Museum collection					
Balance 1 January		64,129	64,129	64,129	64,129
Balance 31 December		64,129	64,129	64,129	64,129
		151,690	151,166	151,690	144,629

Notes to the financial reports for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
15. Library collections					
Undergraduate collection					
Balance 1 January		46,287	45,135	46,173	45,021
Add: acquisitions		476	1,152	476	1,152
recategorisation		(729)	0	(729)	0
		46,034	46,287	45,920	46,173
Less: disposal of controlled entities		(114)	0	0	0
Balance 31 December		45,920	46,287	45,920	46,173
Less: accumulated depreciation		(35,901)	(26,818)	(35,901)	(26,713)
Written down value 31 December		10,019	19,469	10,019	19,460
Research collection					
Balance 1 January		477,887	473,900	477,887	473,900
Add: acquisitions		6,212	3,987	6,212	3,987
recategorisation		729	0	729	0
		484,828	477,887	484,828	477,887
Less: disposals		(1,183)	0	(1,183)	0
Balance 31 December		483,645	477,887	483,645	477,887
Total library collections		493,664	497,356	493,664	497,347
16. Works in progress					
16.1 Capital works in progress					
Balance 1 January		41,047	34,653	41,047	34,653
Add: new capital works expenditure		28,847	44,135	28,847	44,135
		69,894	78,788	69,894	78,788
Less: completed capital works – buildings	13	(35,774)	(36,302)	(35,774)	(36,302)
completed capital works – infrastructure	13	(5,478)	(1,439)	(5,478)	(1,439)
Balance 31 December		28,642	41,047	28,642	41,047
16.2 Major IT works in progress					
Balance 1 January		4,442	0	4,442	0
Add: new capital works expenditure		7,720	4,442	7,720	4,442
		12,162	4,442	12,162	4,442
Less: completed major IT software	13	(6,851)	0	(6,851)	0
Balance 31 December		5,311	4,442	5,311	4,442
Total works in progress		33,953	45,489	33,953	45,489
17. Other non-current assets					
17.1 Livestock					
Balance 1 January		2,740	1,951	2,740	1,951
Add: acquisitions		0	320	0	320
revaluation		0	469	0	469
Less: disposals		(816)	0	(816)	0
Balance 31 December		1,924	2,740	1,924	2,740
17.2 Deferred tax assets					
		6	0	0	0
Total other non-current assets		1,930	2,740	1,924	2,740

Notes to the financial reports for the financial year ended 31 December 2002

	Notes	Economic entity (Consolidated)		Parent entity (University)	
		2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
18. Intangibles					
Patents	1.9	3,422	967	1,160	967
Other – formation expenses		0	2	0	0
Total intangibles		3,422	969	1,160	967
19. Accounts payable					
Creditors *		29,558	28,530	31,165	27,178
Accrued expenses		7,958	6,521	7,958	6,506
Prepaid income		18,286	14,570	18,286	12,914
		55,802	49,621	57,409	46,598
* The consolidated beginning balance for the year was reduced by \$2,938K for disposal of MCA \$2,922K and Ucom Two Pty Ltd \$16K.					
20. Other current liabilities					
Current					
Income in advance	1.4, 40.1	6,516	6,436	6,516	6,436
Deferred income tax liability		3	13	0	0
		6,519	6,449	6,516	6,436
21. Provisions					
21.1 Current					
Provision for annual leave					
Balance 1 January		22,860	25,776	22,793	25,621
Less: disposal of controlled entities		(50)	0	0	0
Add/(less): net movements		1,264	(2,916)	1,263	(2,828)
Balance 31 December		24,074	22,860	24,056	22,793
Deferred contribution to superannuation schemes					
Balance 1 January		2,861	2,750	2,861	2,750
Add/(less): net movements		114	111	114	111
Balance 31 December		2,975	2,861	2,975	2,861
Total current provisions		27,049	25,721	27,031	25,654
21.2 Non-current					
Deferred contributions to superannuation schemes					
Balance 1 January		274,926	205,197	274,926	205,197
Increase/(decrease) in unfunded liability (SASS,SANCS,SSS)		80,169	71,040	80,169	71,040
Increase/(decrease) in unfunded liability (professorial/widow)		(2,975)	(1,311)	(2,975)	(1,311)
Balance 31 December		352,120	274,926	352,120	274,926
Provision for long service leave					
Balance 1 January		74,414	74,562	74,243	74,442
Less: disposal of controlled entities		(162)	0	0	0
Add/(less): net movements		1,361	(148)	1,361	(199)
Balance 31 December		75,613	74,414	75,604	74,243
Other					
Balance 1 January		218	204	218	204
Add/(less): net movements		0	14	0	14
Balance 31 December		218	218	218	218
Total non-current provisions		427,951	349,558	427,942	349,387

Notes to the financial reports for the financial year ended 31 December 2002

Notes	Economic entity (Consolidated)		Parent entity (University)	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
22. Reserves & equity				
22.1 Reserves				
Equipment and capital projects reserve				
Capital works				
Balance 1 January	0	2,616	0	0
Less: transfers from reserves and to accumulated funds	0	(2,616)	0	0
Balance 31 December	0	0	0	0
Initial asset valuation reserve				
Balance 1 January	1,660,499	1,660,499	1,660,499	1,660,499
Balance 31 December	1,660,499	1,660,499	1,660,499	1,660,499
Asset revaluation reserve				
Balance 1 January	252,294	229,422	252,294	229,422
Add: transfers to reserves	7,567	1,203	7,567	1,203
Less: sale of Challis House	0	(5,775)	0	(5,775)
transfers from reserves	(7,602)	(1,431)	(7,602)	(1,431)
Revaluations	(18,710)	28,875	(18,710)	28,875
Balance 31 December	233,549	252,294	233,549	252,294
Associates reserves				
Balance 1 January	5,109	6,614	0	0
Add: transfers to reserves	0	0	0	0
Less: transfers from reserves	0	0	0	0
Revaluation and adjustments	(13)	(1,505)	0	0
Balance 31 December	5,096	5,109	0	0
Total reserves				
Balance 1 January	1,917,902	1,899,151	1,912,793	1,889,921
Add: transfers to reserves	7,567	1,203	7,567	1,203
Less: transfers from reserves and to accumulated funds	(7,602)	(9,822)	(7,602)	(7,206)
Revaluation increments and adjustments	(18,723)	27,370	(18,710)	28,875
Balance 31 December	1,899,144	1,917,902	1,894,048	1,912,793
Increase (decrease) in reserves arising from revaluations				
Reserves revaluation art works	(53)	58	(53)	58
Reserves revaluation buildings	(1,303)	16,246	(1,303)	16,246
Reserves revaluation livestock	(789)	352	(789)	352
Reserves revaluation asset other	5,966	0	5,966	0
Reserves revaluation land	(5,160)	0	(5,160)	0
Reserves revaluation infrastructure	(1,093)	0	(1,093)	0
Reserves share pool distribution	0	(246)	0	(246)
Revaluation investments	(16,278)	11,976	(16,278)	11,976
Realised gains investments	0	489	0	489
Asset revaluation reserve	(18,710)	28,875	(18,710)	28,875
Associates reserve	(13)	(1,505)	0	0
	(18,723)	27,370	(18,710)	28,875

Notes to the financial reports for the financial year ended 31 December 2002

Notes	Economic entity (Consolidated)		Parent entity (University)	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
22. Reserves & equity (continued)				
22.2 Accumulated funds				
Accumulated funds at the beginning of the reporting period	591,307	486,490	577,466	482,672
Plus net operating result	66,594	96,198	79,992	88,791
Transfer to and from reserves	35	8,619	35	6,003
Accumulated funds at the end of the reporting period	657,936	591,307	657,493	577,466
22.3 Equity				
Equity at beginning of the reporting period	2,509,209	2,385,641	2,490,259	2,372,593
Total changes in equity other than those resulting from transactions with owners as owners	47,871	123,568	61,282	117,666
Equity at end of the reporting period	2,557,080	2,509,209	2,551,541	2,490,259
23. Commitments for expenditure				
Capital expenditure commitments				
Not longer than 1 year	14,503	10,843	14,503	10,843
Longer than 1 year and not longer than 5 years	0	0	0	0
Longer than 5 years	0	0	0	0
	14,503	10,843	14,503	10,843
Operating lease commitments				
Not longer than 1 year	1,296	1,305	1,296	1,305
Longer than 1 year and not longer than 5 years	1,450	1,162	1,450	1,162
Longer than 5 years	11	0	11	0
	2,757	2,467	2,757	2,467
Other expenditure commitments				
Not longer than 1 year	16,293	14,865	16,293	14,865
	16,293	14,865	16,293	14,865
24. Operating leases income projections				
Income projections for operating leases in respect of rental properties				
Not longer than 1 year	2,299	3,037	2,299	3,037
Longer than 1 year and not longer than 5 years	4,209	3,604	4,209	3,604
Longer than 5 years	17,526	17,665	17,526	17,665
	24,034	24,306	24,034	24,306

The University has granted leases over properties within its investment portfolio as well as other properties for activities that support teaching and research activities.

Notes to the financial reports for the financial year ended 31 December 2002

25. Revenue recognition

In general, revenue is recognised, where it can be reliably measured, in the period to which it relates. However, where there is not an established pattern of income flow, revenue is recognised on a cash receipts basis. Revenue, excluding deferred income government contributions for superannuation, was derived from:

Notes	Economic entity (Consolidated)		Parent entity (University)	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Operating activities	718,417	673,522	717,913	672,545
Outside operating activities	98,583	76,035	98,342	67,378
Total	817,000	749,557	816,255	739,923

26. Contingent liabilities

The University currently has no significant legal claims outstanding, nor any outstanding claims which are not covered by appropriate insurance.

Consequent upon the HIH Insurance Group being placed in provisional liquidation on 16 March 2001 the University may have an exposure to the non-settlement of claims arising from unreported incidences. At this time the extent of any potential exposure can not be estimated.

27. Sydney University Village

The University of Sydney has entered into an agreement for the long term lease of land in Carillon Avenue Newtown for the development and management of a 650 bed student housing complex to be known as Sydney University Village. The lease became operative on 20th December 2002. The lease income projections are included in note 24.

28. Remuneration of directors (as defined under the Public Finance and Audit Regulation 1985 s4(1) (I))

The members of the Senate and the Directors of the controlled entities (refer note 34) received no remuneration during the year for their services as directors.

29. Amounts owing by Commonwealth/State governments

Since 1987, the University has recognised amounts owing from the Commonwealth and State Governments for unfunded deferred liability for superannuation schemes on the basis of a number of past events. These events include correspondence that provides for the Commonwealth Government, together with the State Government, to meet the unfunded liability for the University's State Superannuation Schemes on an emerging cost basis. The events also include the State Grants (General Reserve) Amendment Act 1987, Higher Education Funding Act 1988 and subsequent amending legislation which authorises annual expenditure, and estimates for the expenditure in the Commonwealth's three-year forward program. Whilst there is no formal agreement and therefore no guarantee regarding these specific amounts between the State Government, the Commonwealth Government and the University, and the three-year life of the forward budget estimates is less than the time period which the Commonwealth Government would require to meet its obligations, the University has no evidence that the Commonwealth and State Governments will not continue to progressively meet this amount in accordance with current practice. The amount owing in respect of these schemes as at 31 December 2002 was \$324,448,238 (2001 \$247,143,232). The accounting adopted is consistent with UIG Issue Summary 02/4 dated 18 December 2002. (also see note 3.1)

Notes to the financial reports for the financial year ended 31 December 2002

30. Superannuation plans

State Authorities Trustee Corporation

The University maintains a reserve account within the State Authorities Superannuation Trustee Corporation to assist in financing the employer contributions to the State Authorities Superannuation Scheme (SASS), the State Authorities Non-contributory Scheme (SANCS) and the State Superannuation Scheme (SSS).

The 2002 assessment of SASS, SANCS and SSS is based on the full requirements of AAS25. This requires that "market determined risk adjusted discount rate" be applied as the valuation interest rate in the calculation of the value of accrued benefits. The membership databases used in the 2002 assessment are those as at 30 November 2002 and projected forward to 31 December 2002.

Economic assumptions used in the assessment were:

	2002/03 p.a.	2003/04 p.a.	thereafter p.a.
Rate of investment return	7.00%	7.00%	7.00%
Rate of general salary increase	6.50%	4.00%	4.00%
Rate of increase in CPI Sydney, all Groups)	2.50%	2.50%	2.50%

The change in the actuarial assessment of superannuation as at 31 December 2002 provided by the State Authorities Superannuation Board resulted in a deferred income item of \$77,305,006 (2001: \$69,825,555) that is offset by an expenditure item under "Deferred employee benefits for superannuation" (see note 3.1).

Professorial Superannuation Scheme

The gross liability for the University of Sydney Professorial Superannuation System was based on the KPMG Actuaries Pty Ltd assessment as at 31 December 2000. The economic assumptions used in the assessment were:

	Rate p.a.
Rate of investment return (after tax and investment related expenses)	8.00%
Rate of general salary increases	5.50%

A net unfunded liability for retirement benefits of \$355,095,216 (2001:\$277,786,848) is included in the statement of financial position as \$352,120,182 non-current liability and \$2,975,034 current liability \$324,448,238 of this is payable by the Commonwealth and State governments (refer note 12).

Liability and prepaid contributions comprise the following

	SASS \$,000	SANCS \$,000	SSS \$,000	Professorial \$,000	Total \$,000
Gross liability assessed by actuaries 31-12-02	48,622	25,744	630,007	22,004	726,377
Less – Reserve account balance	(63,433)	(12,667)	(295,182)	0	(371,282)
Net liability/ (prepaid contributions)	(14,811)	13,077	334,825	22,004	355,095

Superannuation Scheme for Australian Universities

In addition to the above State Superannuation Schemes the University contributes to the Superannuation Scheme for Australian Universities (SSAU) which is a fully funded defined benefits scheme. An actuarial assessment of SSAU was completed in 2000 and performed by Towers Perrin and conducted as at 31 December 1999. The economic assumptions used in the assessment were:

	Rate p.a.
Rate of investment return – after tax (active members and deferred pensioners)	7.50%
Rate of investment return – before tax (current pensioners)	8.00%
Rate of salary increases (non-promotional)	4.50%
Rate of price increases	3.50%
Details of the University's share of the scheme as at 30 June 2002 (refer to AAS30 (51))	
	<u>\$,000</u>
Accrued benefits	140,571
Vested benefits	140,571
Net market value of assets	130,754
Net surplus/(shortfall)	(9,817)



Notes to the financial reports for the financial year ended 31 December 2002

31. Associated entities

Investments in associates are accounted for in the financial statements using the equity method of accounting. Information relating to the associates is set out below:-

Name of entity	Principal activity	Ownership interest		Carrying amount	
		2002	2001	2002 \$,000	2001 \$,000
Australian Technology Park Innovations Pty Ltd (ATPI)	Business incubation	25.0%	25.0%	4,590	4,582
SunPrime Seeds Pty Ltd	Commercial seed sales	33.33%	33.33%	481	388
ObjectiVision Pty Ltd *	Optometry products	N/A	31.58%	0	0
University of Sydney Foundation Program Pty Ltd	Education programmes	50.0%	50.0%	0	0
I-care Medical Pty Ltd	Commercialisation of research	33.33%	0%	0	0
Ucom Two Pty Ltd	Commercialisation of research	50.0%	0%	2	0
Nufflora International Pty Ltd	Commercialisation of research	40.0%	0%	0	0
				5,073	4,970

For the purposes of the University's final accounts and due to the lack of audited or published accounts, the University's equity interest at 31 December 2002 is based on audited accounts as at 30 June 2002 for ATPI Pty Ltd, as at 30 September 2002 for Sunprime Seeds Pty Ltd, and based on management accounts as at 30 June 2002 for Ucom Two Pty Ltd.

The carrying amount of the investments in University of Sydney Foundation Program, I-Care Medical Pty Ltd are below zero and therefore in accordance with AAS14 the investment has been recorded as zero. In addition the University has interests in Australian Photonics Pty Ltd (and its subsidiary Redfern Photonics Pty Ltd) and Benthic GeoTech Pty Ltd. APPL is the commercialisation of the Australian Photonics Co-operative Research Centre ("CRC").

* The equity interests of the investments in ObjectiVision Pty Ltd has fallen below 20% and therefore this company is no longer an associate.

Economic entity (Consolidated)

2002 \$'000	2001 \$'000
----------------	----------------

Movements in carrying amounts of investments:

Carrying amounts of investments at the beginning of the year	4,970	6,561
Restatement of investment in associate	0	(903)
Share of operating profits (losses) after income tax	116	(86)
Share of associates increase/(decrease) in capital	(28)	271
Write off in associate to bring the carrying amount to zero	0	167
Share of increment/(decrement) on revaluation of land and buildings	15	(1,040)
Carrying amount at the end of the financial year	5,073	4,970

Profits attributable to associates

Operating profits (losses) before income tax	142	(86)
Income tax expense	(26)	0
Operating profits (losses) after income tax	116	(86)
Retained profits (losses) attributable to associates at the beginning of the financial year	(139)	(53)
Retained profits (losses) attributable to associates at the end of the financial year	(23)	(139)

Reserves attributable to associates

Associates capital reserve		
Balance at the beginning of the financial year	5,109	6,614
Share of associates increase/(decrease) in capital	(28)	(465)
Share of associates increase/(decrease) on revaluation of land and buildings	15	(1,040)
Balance at the end of the financial year	5,096	5,109

Notes to the financial reports for the financial year ended 31 December 2002

32. Joint venture partnership

Name of entity	Principal activity	Ownership interest	
		2002	2001
Nanostructural Analysis Network Organisation	Facilitate commercial outcome of the Major National Research Facility	27.4%	0%

Economic entity (Consolidated)

2002 \$'000	2001 \$'000
----------------	----------------

Equity accounted investment

Movement in carrying amount of investment in partnership

Carrying amount at the beginning of the financial year	0	0
Share of profits from ordinary activities before income tax	351	0
Share of increment on revaluation of freehold land and buildings	0	0
Carrying amount at the end of the financial year	351	0

Share of partnership's assets and liabilities

Current assets		
Receivables	1,209	0
Non-current assets		
Plant and equipments	6	0
Total assets	1,215	0
Current liabilities	0	0
Non-current liabilities		
Payables	864	0
Total liabilities	864	0
Net assets	351	0

Share of operating result

Operating revenue	1,351	0
Operating expenses	1,000	0
Operating result	351	0
Retained results:		
at the beginning of the financial year	0	0
at the end of the financial year	351	0

Lease commitments, capital commitments and contingent liabilities

There are no lease commitments, capital commitments and contingent liabilities at the end of financial year.

Notes to the financial reports for the financial year ended 31 December 2002

Notes	Economic entity (Consolidated)	
	2002 \$'000	2001 \$'000

33. Investments accounted for using the equity method

Interest in joint venture partnership	32	351	0
Associated entities	31	5,073	4,970
		<u>5,424</u>	<u>4,970</u>

34. Joint venture operations

Name of entity	Principal activity	Ownership interest	
		2002	2001
Australian Institute of Steel Construction	Commercialisation of software package known as LIMSTEEL	50%	50%

For the purpose of the University's final accounts and due to the lack of audited accounts as at 31 December 2002, the University's interest in assets employed in the above joint venture operations is based on unaudited accounts as at 30 June 2002 and detailed below. The amounts are included in the financial reports and consolidated financial reports under their respective asset categories.

	Economic entity (Consolidated)	
	2002 \$'000	2001 \$'000
Current assets		
Cash	5	5
Receivables	0	0
Total current assets	<u>5</u>	<u>5</u>
Current liabilities		
Creditors and borrowings	0	0
Total current liabilities	<u>0</u>	<u>0</u>
Net assets	<u>5</u>	<u>5</u>

Notes to the financial reports for the financial year ended 31 December 2002

34. Joint venture operations (continued)

The University has a 33.3% participating interest in the Australian Graduate School of Management (AGSM) joint venture with the University of New South Wales. The universities together formed a non profit company limited by guarantee for the purpose of providing a new centre of excellence for teaching and research in business. The University provides annual funding which is recognised as expenses in the Statement of Financial Performance.

The University has an interest in the following joint ventures in the same proportion as the total economic entity contribution bears to the total contribution of all venturers:

	Interest	Contributions cash & in-kind to 31/12/02 \$'000
CRC for Australian Cotton, the principal activity of which is to enhance the development and growth of the Australian cotton industry through the application of collaborative research, education and the adoption of sustainable farming systems.	3.87%	0
CRC for Biological Control of Pest Animals, the principal activity of which is to develop new biological control agents for Australia's most damaging pest animals.	5.58%	56
CRC for Cochlear Implant, Speech and Hearing Research, the principal activity of which is to improve communication for the millions of hearing-impaired adults and children in Australia and the world.	0.59%	42
CRC for Construction Innovation, the principal activity of which is to deliver innovative and sustainable constructed assets to further the financial, environmental and social benefit to the construction industry and the community.	6.05%	60
CRC for Innovative Dairy Products, the principal activity of which is the development of innovative dairy products using genomic technology.	11.61%	91
CRC for Polymers, the principal activity of which is research into polymer synthesis.	2.82%	59
CRC for Sustainable Rice Production, the principal activity of which is to increase the economic contribution of the rice industry to the regional and national economy through increased production efficiency, increased revenue from new value added products and increased exports, and the improvements in the management of soil and water resources.	4.75%	52
CRC for Technology Enabled Capital Markets, the principal activity of which is to underpin the research and development effort of enterprises striving to be the technology provider of choice to global securities businesses/markets.	11.54%	62
CRC for Value Added Wheat, the principal activity of which is to stimulate commercial innovations and advances in quality wheat products and processes through an integrated program of basic, strategic and applied research, education and training.	19.83%	72
CRC for Mining Technology and Equipment, the principal activity of which is to deliver safety and productivity enhancing technologies to the Australian mining industry. CMTE limited, a company limited by guarantee was established to further these aims.	4.39%	55
CRC for Advanced Composite Structures, the principal activity of which is to conduct research and development programs into the design, manufacture, testing, durability and supportability of advanced composite structures. CRC for Advanced Composite Structures Limited, a company limited by guarantee was established to further these aims.	8.81%	0
CRC for Asthma, the principal activity of which is to reduce the burden of asthma on the Australian community. CRC for Asthma Limited, a company limited by guarantee was established to further this aim.	11.83%	40
CRC for Welded Structures, the principal activity of which is to maximise the economic, environmental and social benefits to Australia through collaborative research, technology transfer and education in the total product life cycle engineering of welded structures. CRC for Welded Structures Limited, a company limited by guarantee was established to further these aims.	3.87%	56

Notes to the financial reports for the financial year ended 31 December 2002

35. Controlled entities

	Country of incorporation	Ownership interest	
		2002	2001
Parent entity University of Sydney	Australia	100%	100%
Controlled entities Museum of Contemporary Art Limited was established by the University in 1989. It is limited by guarantee and its objects include the development and conduct of a Museum of contemporary art. During 2001 negotiations took place in connection with control of the MCA Board so that MCA Limited was reconstituted as a controlled entity of the NSW State Government agency. This new arrangement took effect from 1 January 2002 resulting in a loss on disposal of \$13,724K.	Australia	Now controlled by the NSW State Government	The University approves the appointment of directors
Wentworth Annexe Limited was incorporated in 1987 as a company limited by guarantee. The objects include the administration of the planning and construction of the Wentworth Annexe and other building works the University of Sydney Students' Union may wish to undertake. A summary of the company's results is shown below.	Australia	The University approves the appointment of directors	The University approves the appointment of directors
Rural Australia Foundation Limited was incorporated in 1979 as a company limited by guarantee. Principal activities include the operation of Agrimart Bookshop and externally funded projects in co-operation with the University. A summary of the company's results is shown below.	Australia	The University approves the appointment of directors	The University approves the appointment of directors
U.O.S. Superannuation Pty Limited was incorporated in 1994 and is limited by shares. The company was formed for the purpose of acting solely as the trustee of the University of Sydney Professorial Superannuation System. As at 31 December 2002 the company is non operating and therefore has no assets or liabilities.	Australia	100%	100%
Ucom Two Pty Limited was a controlled entity as at 31 December 2001 and is an associate as at 31 December 2002. The loss on the disposal was \$6K.	Australia	n/a	50%
The Darlington Centre Pty Limited was set up by the University to facilitate the running of the University's function areas. At a meeting held on 6 December 2002 a resolution was passed to voluntarily deregister the company as it had not operated.	Australia	100%	100%
Ucom Three Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents.	Australia	100%	100%
Medsaic Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents. Paid up capital includes one million \$1 shares partly paid to 25 cents so that the University's interest in Medsaic was 71% at the time when financial accounts for Medsaic were prepared as at 30 June 2002. During the second half of the year, two further calls were made so that the one million shares were partly paid to 75 cents as at 31 December 2002. This effectively reduces the University's interest to 62% at reporting date.	Australia	71%	100%
Evisense Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents	Australia	100%	100%
Ucom Six Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents.	Australia	100%	100%
Ucom Seven Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents	Australia	100%	100%
Ucom Eight Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents.	Australia	100%	100%

Notes to the financial reports for the financial year ended 31 December 2002

35. Controlled entities (continued)

	Economic entity (Consolidated)	
	2002 \$'000	2001 \$'000
Museum of Contemporary Art Limited		
Gross income	0	15,200
Surplus/(deficit)	0	7,458
Net assets	0	13,724
Wentworth Annexe Limited		
Gross income	5	5
Surplus/(deficit)	0	0
Net assets	0	0
Rural Australia Foundation Limited		
Gross income	78	482
Surplus/(deficit)	0	6
Net assets	227	227
Ucom Three Pty Ltd		
Gross income	5	33
Surplus/(deficit)	(22)	20
Net assets	(2)	20
Medsaic Pty Ltd (previously Ucom Four Pty Ltd)		
Gross income	178	108
Surplus/(deficit)	(75)	2
Net assets	2,236	2
Evisense Pty Ltd (previously Ucom Five Pty Ltd)		
Gross income	35	0
Surplus/(deficit)	7	0
Net assets	7	0
Ucom Six Pty Ltd		
Gross income	0	0
Surplus/(deficit)	(1)	0
Net assets	(1)	0

Note: Ucom Seven Pty Ltd and Ucom Eight Pty Ltd were set up in October 2002 and have not had any activity up to 31 December 2002 (note 1.1).

Notes to the financial reports for the financial year ended 31 December 2002

36. Notes to the statement of cash flows

36.1. Reconciliation of cash

For the purposes of the statement of cash flows, and in accordance with AAS28, the University considers cash to include cash on hand and in banks and all investments in the short term money market with maturities of up to but not exceeding three months. Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

Notes	Economic entity (Consolidated)		Parent entity (University)	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Cash/ bank balance *	12,478	5,620	12,101	2,553
Short term money market at call / maturity up to but not exceeding three months	293,121	134,117	292,933	133,935
	<u>305,599</u>	<u>139,737</u>	<u>305,034</u>	<u>136,488</u>

* In the consolidated accounts, cash at the beginning of year was reduced by \$3,019K for the write back of MCA \$2,996K and Ucom Two Pty Ltd \$23K.

36.2 Reconciliation of net operating result to net cash inflow

Net operating result	66,594	96,198	79,992	88,791
Depreciation / amortisation expense	43,113	41,573	43,112	41,250
Bad and doubtful debts	555	7,444	555	7,444
Loss on sale of fixed assets	3,159	5,694	3,159	5,696
Unrealised (gain)/loss on foreign exchange	(49)	0	(49)	0
Investment revaluation	116	(1,629)	116	(495)
Gain on sale of investments	0	(6,735)	0	(6,735)
Non cash other income and bequests	(843)	(6,890)	(843)	(1,582)
(Increase) / decrease in inventories	(38)	(464)	(37)	(663)
(Increase) / decrease in receivables	11,813	(3,316)	14,139	(2,828)
(Increase) / decrease in joint venture operation and associates	(467)	1708	0	64
(Increase) / decrease in controlled entities	16,051	0	0	0
(Increase) / decrease in intangible	(2,447)	0	(193)	0
(Increase) / decrease in other assets	(1,798)	0	(1,802)	0
Increase / (decrease) in payables	9,632	4,161	7,184	4,327
Increase / (decrease) in provisions	79,937	66,790	79,932	66,827
Increase / (decrease) in other liabilities	82	0	80	0
Non cash adjustment for superannuation	(77,305)	(73,887)	(77,305)	(73,887)
Increase in patents	26	(180)	26	(180)
Increase / (decrease) in joint venture partnership	1,209	0	1,209	0
Net cash provided by operating activities	<u>149,340</u>	<u>130,467</u>	<u>149,275</u>	<u>128,029</u>

Included in the cash/bank balances of the University are the following foreign currency accounts.

The balances shown are in Australian dollar equivalent as at 31 December 2002.

The accounts and balances are:

	\$'000	\$'000
United States dollar bank account	231	136
English pound bank account	888	47
Euro bank account	655	656
	<u>1,774</u>	<u>839</u>

Notes to the financial reports for the financial year ended 31 December 2002

37. Financial instruments

The following table details the economic entity's exposure to interest rate risk as at 31 December 2002:

2002	Average interest rate %	Variable interest rate \$'000	Fixed interest rate maturity			Non interest bearing \$'000	Total \$'000
			Less than 1 year \$'000	1 to 5 years \$'000	More than 5 years \$'000		
Financial assets							
Cash	3.89	12,478					12,478
Receivables (excl. prepaid)						28,445	28,445
Amounts owing by Commonwealth						324,448	324,448
Govt. and govt. guaranteed stock	9.59		55,357	132,361			187,718
Bank securities and deposits	5.47		171,741	60,772	18,560		251,073
Secured company loans	8.03				9,300		9,300
Unsecured company loans	4.73		33,651				33,651
Promissory notes – property trusts	4.76		52,472				52,472
Shares – quoted						62,629	62,629
Shares – non quoted						502	502
Convertible notes – quoted	6.50				1,001		1,001
Property trust – quoted						1,614	1,614
Freehold						64,758	64,758
Ext. fund managers-domestic equities						79,409	79,409
Ext. fund managers-foreign equities						45,879	45,879
Ext. fund managers-property equities						29,496	29,496
Loans to affiliated organisations	5.95		200	1,558	3,390		5,148
Total financial assets		12,478	313,421	194,691	32,251	637,180	1,190,021
Weighted average interest	6.80						
Financial liabilities							
Revenue received in advance						6,519	6,519
Creditors						29,558	29,558
Provisions for employee entitlements						455,000	455,000
Total financial liabilities		0	0	0	0	491,077	491,077
Net financial assets (liabilities)		12,478	313,421	194,691	32,251	146,103	698,944

Notes to the financial reports for the financial year ended 31 December 2002

37. Financial instruments (continued)

The following table details the economic entity's exposure to interest rate risk as at 31 December 2001:

	Average interest rate %	Variable interest rate \$'000	Fixed interest rate maturity			Non interest bearing \$'000	Total \$'000
			Less than 1 year \$'000	1 to 5 years \$'000	More than 5 years \$'000		
2001							
Financial assets							
Cash	3.75	5,619					5,619
Receivables (excl. prepaid)						81,861	81,861
Amounts owing by Commonwealth						247,143	247,143
Govt. and govt. guaranteed stock	9.66			192,090			192,090
Bank securities and deposits	8.65		100,515	66,051	7,919		174,485
Unsecured company loans	5.06		60,478				60,478
Promissory notes – property trusts	4.87		23,795				23,795
Shares – quoted						70,419	70,419
Shares – non-quoted						402	402
Convertible notes – quoted	6.50				851		851
Property trust – quoted						1,609	1,609
Freehold						52,665	52,665
Ext. fund managers-domestic equities						79,046	79,046
Ext. fund managers-foreign equities						36,864	36,864
Ext. fund managers-property equities						35,783	35,783
Loans to affiliated organisations	8.04		372	216	5,172		5,760
Total financial assets		5,619	185,160	258,357	13,942	605,792	1,068,870
Weighted average interest	7.34						
Financial liabilities							
Revenue received in advance						6,436	6,436
Creditors						49,634	49,634
Employee entitlements						375,279	375,279
Total financial liabilities		0	0	0	0	431,349	431,349
Net financial assets (liabilities)		5,619	185,160	258,357	13,942	174,443	637,521

Notes to the financial reports for the financial year ended 31 December 2002

37. Financial instruments (continued)

	Economic entity (Consolidated)	
	2002 \$'000	2001 \$'000
Reconciliation of net financial assets to net assets		
Net financial assets as above	698,944	637,521
Non-financial assets and liabilities:		
Inventories	824	1,105
Land, buildings, plant and equipment	1,177,837	1,167,815
Heritage assets	151,690	151,166
Library collections	493,664	497,356
Capital works in progress	33,953	45,489
Intangibles	3,422	969
Other assets	24,199	28,866
Other liabilities	(27,453)	(21,078)
Net assets as per statement of financial position	2,557,080	2,509,209

Interest rate risk

Cash at bank, loans and investments in government bonds, debenture and bank securities and deposits are exposed to the risk that their value will fluctuate due to changes in market interest rates.

Credit risk exposure

The maximum exposure to credit risk on financial assets of the economic entity, excluding investments, relates to receivables which are exposed to the risk of financial loss due to the other party to the contract failing to discharge a financial obligation. The maximum credit risk exposure in relation to receivables is the carrying amount less the provision for doubtful debts as set out in note 9.

The economic entity is not materially exposed to any individual or group.

Market risk

Shares, listed convertible notes and investments with managed funds are exposed to the risk that their value will fluctuate due to changes in market valuation.

Foreign currency risk

Balances in the foreign currency bank accounts are in that country's currency as part of investment program the University also has investments in foreign equities through external fund managers. These arrangements expose the economic entity to the risk of currency fluctuations.

Net fair value of financial assets and liabilities

The net fair value of cash and cash equivalents and non-investment financial assets and financial liabilities of the economic entity approximate their carrying value. The net fair value of investment assets is based upon market prices where a market exists or at the lower of cost or net recoverable amount where no ready market exists for the investment.

38. Non-cash financing and investing activities

The University had no non-cash financing or investing activities, with the exception of the following non-cash items received in 2002: books of \$734K (2001 – \$1.28M) and works of art gifted to the University of \$109K (2001 – \$302K).

39. Financing facilities and balances

The University has access to an unsecured overdraft facility of \$5,000,000 (2001: \$2,000,000).

At balance date the overdraft facility was unused. The University has no other borrowings.

Notes to the financial reports for the financial year ended 31 December 2002

40. Acquittal of Commonwealth Government financial assistance

40.1 Teaching and learning

Parent entity [University] ONLY

	Operating financial assistance including super supplement excluding HECS & PELS		Higher education innovation program		Teaching hospitals		Equality of opportunity	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Financial assistance in advance (paid in previous reporting period)	18,315	17,643	0	0	72	71	12	11
Plus financial assistance received during reporting period	159,551	231,930	879	1,014	908	888	182	141
Less financial assistance in advance (received in the reporting period for the next reporting period)	(19,293)	(18,315)		0	(74)	(72)	(13)	(12)
Accrual adjustments	0	0	0	0				
Revenue attributed to the reporting period	158,573	231,258	879	1,014	906	887	181	140
Plus surplus/deficit prior year	0	0	142	152	0	0	232	196
Funds available for the reporting period	158,573	231,258	1,021	1,166	906	887	413	336
Less expenses for current period	(158,573)	(231,258)	(979)	(1,024)	(906)	(887)	(413)	(104)
Surplus/(deficit) for reporting period	0	0	42	142	0	0	0	232

	Capital development pool		HECS (see note 20)		PELS	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Financial assistance in advance (paid in previous reporting period)	0	0	6,436	6,342	0	0
Plus financial assistance received during reporting period	0	0	81,636	81,169	5,401	0
Plus contributions actually received from students	0	0	22,327	22,936	0	0
Less financial assistance in advance (received in the reporting period for the next reporting period)	0	0	(6,516)	(6,436)	0	
Accrual adjustments	0	0	0	0	0	0
Revenue attributed to the reporting period	0	0	103,883	104,011	5,401	0
Plus surplus/deficit prior year	0	1,628	0	0	0	0
Funds available for the reporting period	0	1,628	103,883	104,011	5,401	0
Less expenses for current period	0	(1,628)	(103,883)	(104,011)	(6,432)	0
Surplus/(deficit) for reporting period	0	0	0	0	(1,031)	0

Notes to the financial reports for the financial year ended 31 December 2002

40. Acquittal of Commonwealth Government financial assistance (continued)

40.2 Australian Research Council

Parent entity [University] ONLY

	Discovery projects large grants		Special research centres		Key research centres		Research infrastructure equipment & facilities	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Financial assistance in advance (paid in previous reporting period)	0	0	0	0	0	0	0	0
Plus financial assistance received during reporting period	15,882	13,573	0	750	1,748	831	10,081	5,173
Less financial assistance in advance (received in the reporting period for the next reporting period)	(956)				(132)		(6,105)	
Accrual adjustments	0	0	0	0	0	0	0	0
Revenue attributed to the reporting period	14,926	13,573	0	750	1,616	831	3,976	5,173
Plus surplus/deficit prior year	619	2,042	(841)	(805)	(16)	0	166	721
Funds available for current period	15,545	15,615	(841)	(55)	1,600	831	4,142	5,894
Less expenses for current period	(9,671)	(14,996)	841	(786)	(1,600)	(847)	(502)	(5,728)
Surplus/(deficit) for current period	5,874	619	0	(841)	0	(16)	3,640	166

	SPIRT other incl. Australian postgraduate awards (Ind.)		Discovery fellowships		International research exchange		Discovery federation fellowships	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Financial assistance in advance (paid in previous reporting period)	0	0	0	0	0	0	0	0
Plus financial assistance received during reporting period	5,266	5,240	3,004	3,655	244	214	1,566	0
Less financial assistance in advance (received in the reporting period for the next reporting period)	(77)		(196)		(4)		(119)	0
Accrual adjustments	0	0	0	0	0	0	0	0
Revenue attributed to the reporting period	5,189	5,240	2,808	3,655	240	214	1,447	0
Plus surplus/deficit prior year	115	468	688	560	(87)	(123)	0	0
Funds available for current period	5,304	5,708	3,496	4,215	153	91	1,447	0
Less expenses for current period	(4,507)	(5,593)	(3,496)	(3,527)	(153)	(178)	(1,447)	0
Surplus/(deficit) for current period	797	115	0	688	0	(87)	0	0

Notes to the financial reports for the financial year ended 31 December 2002

40. Acquittal of Commonwealth Government financial assistance (continued)

40.3 DEST research financial assistance

Parent entity [University only] ONLY

	Institutional grants scheme		Research training scheme		Systemic research infrastructure Initiative		Research infrastructure block	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Financial assistance in advance (paid in previous reporting period)	0	0	0	0	242	0	993	754
Plus financial assistance received during reporting period	27,109	0	54,336	0	3,064	242	12,600	9,661
Less financial assistance in advance (received in the reporting period for the next reporting period)	0	0	0	0	(89)	(242)	(1,161)	(993)
Accrual adjustments					0	0		
Revenue attributed to the reporting period	27,109	0	54,336	0	3,217	0	12,432	9,422
Plus surplus/deficit prior year	0	0	0	0	0	0	986	660
Funds available for current period	27,109	0	54,336	0	3,217	0	13,418	10,082
Less expenses for current period	(27,109)	0	(54,336)	0	(2,528)	0	(1,426)	(9,096)
Surplus/(deficit) for current period	0	0	0	0	689	0	11,992	986

	Australian postgraduate awards		International postgraduate research s'ships		Small research	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Financial assistance in advance (paid in previous reporting period)	0	0	0	0	0	263
Plus financial assistance received during reporting period	8,491	7,971	1,339	1,263	0	3,023
Less financial assistance in advance (received in the reporting period for the next reporting period)	0	0	0	0	0	0
Accrual adjustments						
Revenue attributed to the reporting period	8,491	7,971	1,339	1,263	0	3,286
Plus surplus/deficit prior year	(154)	(857)	150	1,118	0	410
Funds available for current period	8,337	7,114	1,489	2,381	0	3,696
Less expenses for current period	(8,274)	(7,268)	(1,227)	(2,231)	0	(3,696)
Surplus/(deficit) for current period	63	(154)	262	150	0	0

Notes to the financial reports for the financial year ended 31 December 2002

40. Acquittal of Commonwealth Government financial assistance (continued)

40.4 Summary of unspent financial assistance

	Amount of unspent grant as at 31 December 2002	Amount of unspent financial assistance that is more likely to be approved by the Commonwealth for carrying forward	Amount of unspent financial assistance that is more likely to be recovered by the Commonwealth
Category of grant	2002 \$,000	2002 \$,000	2002 \$,000
Teaching and learning			
Operating purposes excluding HECS and PELS			
Higher education innovation program	42	42	
Teaching hospitals			
Equality of opportunity			
Capital development pool			
HECS			
PELS	(1,031)	(1,031)	
Australian Research Council (ARC)			
Discovery projects (large grants)	5,874	5,874	
Special research centres			
Key research centres			
Special research initiatives			
Research infrastructure equipment & facilities	3,640	3,640	
SPIRT – Other (incl. Aust. postgraduate awards Ind.)	797	797	
Discovery fellowships			
International researcher exchange			
Discovery federation fellowships			
DEST			
Institutional Grants Scheme			
Research training scheme			
Systemic infrastructure initiative	689	689	
Research infrastructure block	11,992	11,992	
Australian postgraduate awards	63	63	
International postgraduate research	262	262	
Small research			
Total	22,328	22,328	

Notes to the financial reports for the financial year ended 31 December 2002

41. Charitable fundraising activities

The University of Sydney conducts direct fundraising through Foundations under its control.

Income received and the cost of raising income has been recognised in the Financial Statements of the University of Sydney.

Fundraising activities are dissected as follows:

	Income raised \$'000	Direct expenditure * \$'000	Indirect expenditure + \$'000	Net proceeds \$'000
Appeals	6,357	555	779	5,023
Functions	152	40	13	99
Raffles	5	0	0	5
	<u>6,514</u>	<u>595</u>	<u>792</u>	<u>5,127</u>
Percentage of income	100%	9%	12%	79%

* Direct expenditure includes printing, postage, consulting fees etc.

+ Indirect expenditure includes overheads such as office staff administrative costs, cost apportionment of light, power, and other overheads.

	<u>\$'000</u>
The net proceeds were used for the following purposes:	
Purchase of equipment & consumables	1,221
Scholarships/Prizes & Academic Chairs	741
Held for research purposes or scholarships	3,165
	<u>5,127</u>

The provisions of the Charitable Fundraising Act 1991 and the regulations under that Act have been complied with and internal controls exercised by the University of Sydney are considered appropriate and effective in accounting for all the income received in all material respects.

Notes to the financial reports for the financial year ended 31 December 2002

42. Disaggregation information

The University reports revenue, expenses and assets by segments in accordance with "Guidelines for the Preparation of Annual Financial Statements for the reporting period by Australian Higher Education Institutions" issued by Department of Education, Science & Training.

Consolidated

Industry	Revenue		Results		Assets	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Higher education	805,960	739,271	59,871	90,106	3,071,648	2,902,054
TAFE	0	0	0	0	0	0
Other	88,345	80,112	6,723	6,092	3,962	22,267
	894,305	819,383	66,594	96,198	3,075,610	2,924,321

Geographical	Revenue		Results		Assets	
	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000	2002 \$'000	2001 \$'000
Australia	891,937	816,652	66,185	95,706	3,075,610	2,924,321
Asia	1,452	2,109	144	589	0	0
Other	916	622	265	(97)	0	0
	894,305	819,383	66,594	96,198	3,075,610	2,924,321

B J Kotic, FCPA
Chief Financial Officer

END OF FINANCIAL STATEMENTS
AUDITED BY THE AUDITOR GENERAL



Finance – Year 2002 in review

The University recorded an Operating Surplus of \$80.0 million for the year ended 31 December 2002 (\$88.8 million in 2001).

The Surplus was derived from Operating Revenue of \$816.3 million, after excluding non-cash income of \$77.3 million for Deferred Government contributions to Superannuation, less Operating Expenditure of \$736.3 million (excluding the \$77.3 million expenditure side of the Deferred Superannuation transaction). Expenditure on Assets totalled \$64.4 million. A comparison of the results to Year 2001 is set out hereunder:-

	2002		2001		Increase for Year 2002
	\$M	\$M	\$M	\$M	\$M
Operating revenue	893.6		845.3		+48.3
(deduct)/add non-cash revenue for contributions to Deferred Government Superannuation	(77.3)		(69.8)		-7.5
Net operating revenue		816.3		775.5	+40.8
LESS					
Operating expenses	813.6		756.5		+57.1
(deduct)/add non-cash expense for deferred Superannuation costs	(77.3)		(69.8)		-7.5
Net operating expenses		(736.3)		(686.7)	+49.6
Net operating result		80.0		88.8	(8.8)
LESS					
Expenditure on assets					
Capital works program (including the acquisition of buildings)	29.1		66.5		
Equipment/I.T.	28.4		30.2		
Other	6.9		5.9		
Expenditure on assets		(64.4)		(102.6)	38.2
Surplus/(shortfall) for year		15.6		(13.8)	29.4

The 2002 surplus of \$15.6 million includes bequest income of \$17.4 million which will be expended in future years. The 2001 shortfall was funded from accumulated funds from previous years.

Deferred superannuation

As in previous years the revenue and corresponding expense items relating to deferred superannuation, each at \$77.3 million are excluded from this review of the year 2002 as they are non-cash items which distort both the Operating Revenue and Operating Expense comparisons to the previous year.

The deferred non-cash revenue and the offsetting deferred non-cash expenses for superannuation, both with a value of \$77.3 million referred to above, relate principally to the movement on the assessed unfunded liability for superannuation as at 31 December 2002. The Commonwealth and State Governments have accepted responsibility for these unfunded amounts, which stand at \$324.4 million as at 31 December 2002.

Operating surplus

The 2002 operating surplus of \$80.0 million was in line with the result for the previous year of \$88.8 million. The \$80.0 million operating surplus was used to fund expenditure on assets during 2002 totalling \$64.4 million.

The annual expenditures incurred by the University fall into four main categories:-

	2002 \$M	2001 \$M	Increase for 2002 \$M
1. Employee Benefits	420.9	392.1	+28.8
2. Payments for services/purchase of minor equipment and consumables/buildings and grounds	258.4	207.5	+50.9
3. Non-cash expenses including depreciation	57.0	87.1	(30.1)
Sub-total operating expenses	736.3	686.7	+49.6
4. Expenditure on assets - including new equipment, building and infrastructure upgrades, as well as IT software and hardware	64.4	102.6	(38.2)
Total	800.7	789.3	+11.4

The revenues generated to fund the above expenditures are recorded in the Statement of financial performance as part of operating revenue of \$816.3 million referred to above. However, in accordance with accounting standards, only the first three categories of expenditure shown above are included as operating expenses of \$736.3 million in the statement of financial performance. The remaining expenditures, totalling \$64.4 million, appear separately in the statement of financial position as they represent non-current assets of the University, having a life longer than one year and are not included in the calculation of the operating surplus.

The University's annual budget processes demand that there is a matching of revenues to support expenditures of both operating and capital nature in a given year. However, the presentation of results in the Annual Financial Report, in accordance with accounting standards, does not provide the matching of revenue and expenditure in a single statement.

Accordingly, the Operating Surplus of \$80.0 million, which is the product of categories 1-3 - Operating Expenses of \$736.3 million as reflected in the Statement of Financial Performance, needs to be read in the context as the source of funds for the expenditure on assets of \$64.4 million which occurred in the same year but which are reflected separately in the Statement of Financial Position. The \$80.0 million has effectively been applied to capital expenditure.

Operating revenue

The Major components of the increased revenue of \$40.8 million were:-

	2002 \$M	2001 \$M	Increase for Year 2002	
			\$M	%
Income from students	233.1	208.5	+24.6	+11.8
Commonwealth Government Operating Grants	159.6	231.9	(72.3)	(31.2)
Consulting and research activities	262.2	157.1	+105.1	+66.9
Other	161.4	178.0	(16.6)	(9.3)
Total	816.3	775.5	+40.8	+5.3

The increased revenue from students of \$24.6 million included additional fees from overseas students of \$17.4 million (+29%); local postgraduate students of \$3.7 million (+33%) and local undergraduate students at \$3.9 million (+58%).

A change in funding allocation categories by the Commonwealth resulted in the reduction of funding from the Operating Grant (\$72.3 million) offset by increases to specific Department of Employment Science and Technology (DEST) revenue lines for research activities. The introduction of the Institutional Grants Scheme (\$27.1 million) and the Research Training Scheme (\$54.3 million) were the main areas which reflected the changes from Operating Grant to Consulting and Research Activities in the Commonwealth funding.

It is not possible to reconstruct the funding arrangements to provide a comparable figure for the 2001 Operating Grant. However, a comparison of overall funding from the Commonwealth, including research grants from the Australian Research Council (ARC) and the National Health and Medical Research Council (NHMRC) shows an increase of \$27.5 million or 8.4% over the previous year:-

	2002 \$M	2001 \$M	Variation \$M
Teaching and Learning	161.5	234.0	(72.5)
Australian Research Council	37.8	29.4	+8.4
DEST	107.0	22.2	+84.8
Other Commonwealth Government Departments	49.6	42.8	+6.8
Total	355.9	328.4	+27.5

As noted above, the bulk of the increase in the Consulting and Research Activities comes from the recategorisation of revenue lines by the Commonwealth. However, the University also experienced significant growth in other research areas as shown in the following table:-

	2002 \$M	2001 \$M	Variation \$M
DEST	107.0	22.2	+84.8
ARC	37.8	29.4	+8.4
NHMRC	27.1	20.1	+7.0
Other Commonwealth Departments	22.5	22.8	(0.3)
Other Research Grants	14.5	13.1	+1.4
<i>Sub-Total Research</i>	<i>208.9</i>	<i>107.6</i>	<i>+101.3</i>
Consulting Income	53.3	49.4	+3.9
Total	262.2	157.0	+105.2

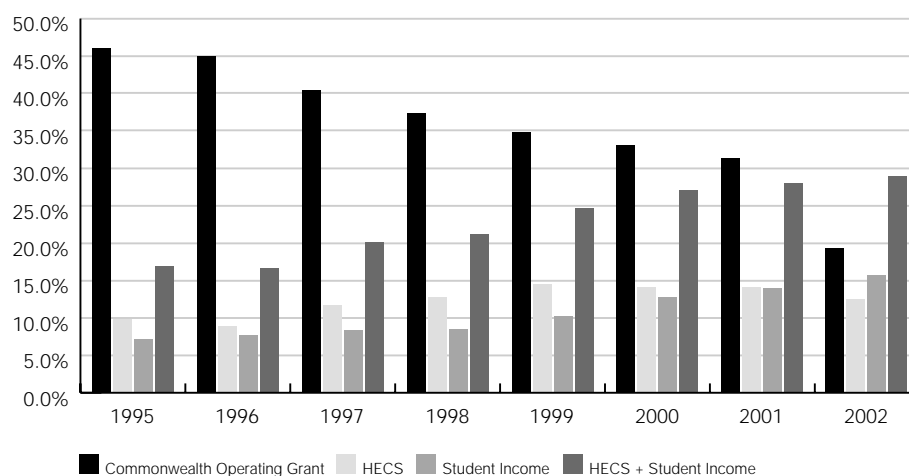
The apparent decrease of \$16.6 million in Other Revenue (\$161.4 million) sources on 2002 compared to the previous year is due to the impact of the one-off sale of Challis House in 2001. Proceeds from the sale of assets in 2001 were \$43.0 million compared to \$13.2 million in 2002, resulting in a comparative decrease of \$29.8 million.

After excluding this anomaly, Other Revenue sources increased by \$13.2 million whilst Total Operating Revenue increased by \$80.6 million.

The only area of Revenue to exhibit a real decline was Investment Income which fell by \$7.6 million to \$45.6 million. This decrease reflected the adverse performance of the financial markets during 2002.

The growth in student fee income / HECS and the decline of funding through the Commonwealth Operating Grant meant that the proportion of University revenue from HECS and student fee income increased to 28.6% (2001 = 26.9%) compared to the Commonwealth Operating Grant proportion of 19.5% which was down from 29.9% in Year 2001 and 46.0% in 1995 (due in part to the DEST recategorisation of revenue lines discussed earlier). The continual financial pressure on the University arising from the ongoing decline in financial support from the Commonwealth is set out in the following graph:

University revenue sources as a % of total revenue



Operating expenses

The operating expenditure of \$736.3 million is \$49.6 million greater than that reported for Year 2001. The major components of the increase were:-

	2002	2001	Increase for Year 2002	
	\$M	\$M	\$M	%
Salaries	332.4	311.4	+21.0	+6.7
Payroll on-costs	88.5	80.7	+7.8	+9.7
Total employee benefits	420.9	392.1	+28.8	+7.3
Payments for services/purchase of minor equipment and consumables	227.6	193.7	+33.9	+17.5
Buildings and grounds	30.8	13.8	+17.0	+123.2
Depreciation and amortisation	43.1	41.3	+1.8	+4.4
Other (including the carrying amount of assets sold)	13.9	45.8	(31.9)	(69.7)
Total expenses	736.3	686.7	+49.6	+7.2

The increase of \$21.0 million in salary payments is 6.7% higher than the expenses for Year 2001 and included an additional \$2.0 million for part-time teaching expenses. The increase in Payroll On-Costs of \$7.8 million includes an increase in the Provision for Annual Leave of \$4.0 million.

The higher Operating Expense reported under the category of Buildings and Grounds (\$17.0 million greater than Year 2001) reflects a change in the mix for building and grounds activity to maintenance from capital in Year 2002 compared to the previous year. However, such expenditure needs to be considered with the expenditures on Capital Works in Progress to gain a true picture of the overall level of building and infrastructure construction, refurbishment and maintenance activity across the University.

The level of activity on buildings and infrastructure did not change significantly during 2002 from the previous year. However, the work in 2002 had a higher maintenance component than in the previous year resulting in more of the expenditure being reflected as Operating Expenses and less as Non-Current Assets in the Statement of Financial Position. The mix of expenditure in this area between maintenance (Operating Expense) and asset improvements (Capital – Non-Current Asset) is shown in the following table.

	2002 \$M	2001 \$M	Increase /(Decrease) for 2002 \$M
Buildings and grounds (Operating expense – statement of financial performance)	30.8	13.9	+16.9
Capital works in progress (Non-current asset – statement of financial position)	28.8	44.1	(15.3)
	59.6	58.0	+1.6

Expenditure on assets

The operating surplus of \$80.8 million provided the University with the funds for its expenditure on non-current assets. The major areas of expenditure were:-

	2002 \$M	2001 \$M	Increase for 2002 \$M
Non-current assets			
Buildings	0.3	22.4	(22.1)
Equipment	20.7	23.2	(2.5)
I.T.	7.7	7.0	+0.7
Capital works program	28.8	44.1	(15.3)
Other	6.9	5.9	+1.0
	64.4	102.6	(38.2)

As noted above, the decrease in non-current assets related partially to the increase in maintenance-type activities in 2002 compared to the previous year whilst maintaining the same overall level of activity. The purchase of the new Medical Foundation building in 2001 accounts for the significant variation in the Buildings category for 2002.

The University of Sydney operating statement for the year ended 31 December, 2002

Parent entity (University)	Budget 2002 \$000	Actual 2002 \$000	Budget 2003 \$000
Operating revenue			
Commonwealth government grants	332,592	353,691	341,330
Higher education contributions scheme			
Student contributions	22,308	22,327	23,277
Commonwealth payments	81,878	81,556	81,449
Post graduate education loans scheme(PELS)	3,092	5,401	6,045
New South Wales government grants	1,570	2,704	1,562
Superannuation			
Deferred government contributions	77,305	77,305	77,305
Commonwealth supplementation	2,169	2,169	2,158
Fees and charges	121,681	134,937	134,823
Investment income	45,787	47,295	56,865
Royalties, trademarks and licenses	2,256	3,708	2,605
Consultancy and contract research	61,721	67,829	47,590
Other revenue	66,850	83,140	74,655
	819,209	882,062	849,664
Operating expenses			
Employee benefits:			
Academic	222,841	223,511	232,696
Non academic	199,541	197,367	210,341
Deferred government contributions	77,305	77,305	77,305
Depreciation and amortisation	43,000	43,112	43,000
Buildings and grounds expenses	29,500	30,772	30,000
Bad and doubtful debts		555	
Net losses from disposal of assets		2,993	
Other expense	256,881	226,455	252,194
	829,068	802,070	845,536
Operating result	(9,859)	79,992	4,128

Notes

- (1) The approved budget, where possible, has been adjusted above to take account of the year end presentation of accounting adjustments, including deferred government contributions, fixed asset purchases and depreciation, to provide a meaningful comparison. However other year end, statutory accounting requirements, are not included in the development of the approved budget.
- (2) Of the total \$742m budget income (\$819m less \$77m deferred government contributions) for the University approximately 78% (\$580) supports the general teaching and research activities.
- (3) Actual income for the year exceeded budget for Commonwealth research income and non-grant income (fees and charges, consultancy and contract research and other income). Note: under the year end accounting policy 2003 prepaid research income is recorded as 2002 income.
- (4) Actual operating expenditure levels overall were within operating budgets.
- (5) The 2003 approved budget will be revisited mid-year following the 2002 outcomes.

Financial services

Financial Services projects during the year were directed at taking advantage of e-Business opportunities in the procurement areas. Negotiations were completed for a pilot system to implement a purchase card. The system under trial, myPCard, allows purchasing to be effected at the appropriate operational levels of faculties and departments whilst providing effective internal controls through workflow. The results of the pilot have been positive for a usability point of view as well as improving the efficiency of the purchasing process.

The Procurement Project strategy also involved the upgrade of the Financial Services web page to provide University users with easy-to-use assistance to identify supplier options and pricing details. In addition to providing University-wide access to contractual arrangements, including the N.S.W. Department of Public Works and Services Quix site detailing State Government contracts, the web-site provides links to relevant University policies and procedures.

A comprehensive review of the Finance and Accounting Manual was completed and signed-off by the Senior Executive Group during 2002. Wide-spread consultation across the University allowed the review to benefit from significant input thereby ensuring that the updated Manual gained a high level of acceptability across the University.

The settlement of the divestment of Challis House in early 2002 was the start of a number of significant property projects during 2002. The sale of land surplus to the requirements at the "Talimba" property, Camden as well as the commencement of the sale of land parcels from the Glamorgan Estate subdivision at Arthursleigh Farm, Marulan, enabled the University to capitalise on the strong property market to provide increased liquidity in the investment portfolio.

Action to consolidate dairying activities at the Camden Campus and to better integrate the academic and commercial operations saw work commence on the construction of new dairying facilities at Camden. Construction is expected to be completed during the third quarter of 2003. The Properties and Investment Group within Financial Services played an integral role in the successful implementation and development of the Sydney University Village which opened in the first quarter of 2003.

The appointment of a Chief Financial Officer in June 2002 saw a number of structural changes in the provision of financial services across the University. The College Finance Managers now form part of Financial Services with a direct reporting line to the Chief Financial Officer. These managers, together with senior managers from the corporate finance area and the Director, Internal Audit and Review have also been brought together as a Board of Management, chaired by the CFO, with the responsibility for the effective and efficient delivery of financial services to the University community. New governance structures, with particular attention to expanding the contribution of risk management to improve the effectiveness of the overall management of the University, are also being developed. These structures will assist both the Senate and the senior managers to achieve the optimal management outcomes for the University.

Investments and investment performance

The University's investment portfolio is derived from a number of sources. These include balances of bequests and donations, government grants, research awards, fees and business activities. The funds are held for general operations, research, infrastructure, reserves and provisions.

Investments in fixed interest, money market and income securities represented 68 per cent of the total market value of funds in the portfolio. The balance was held in equities, property securities and real estate.

Under the Annual Reports (Statutory Bodies) Regulations, the University must include details of the investment performance of its surplus funds and, for comparison, the return on the appropriate NSW Treasury Corporation Hour-Glass investment facility. In the table below, the University's return for All Funds is compared with that of the NSW Treasury Corporation Hour-Glass Medium Term Growth units.

Investment performance

	University investment category all funds	Treasury Hour-glass benchmark medium term growth units
Return 2002	1.5%	2.7%
(Return 2 years p.a.)	5.2%	
Return 2001	9.1%	6.0%

The return on the University's All Funds for the year was 1.5 per cent as compared to 2.7 per cent for the Hour-Glass Medium Term Growth units. The main reason for the difference in performance related to the shorter maturity of the University's debt investments. Also the Hour-Glass Medium Term Growth units had a significant investment in international bonds (hedged) which the University did not.

Creditors payment performance for the period ended 31 December 2002

	March quarter 2002		June quarter 2002		September quarter 2002		December quarter 2002	
	Actual	Target	Actual	Target	Actual	Target	Actual	Target
Percentage of accounts paid on time:								
by number of invoices	71%	80%	74%	80%	77%	80%	75%	80%
by value	74%	80%	62%	80%	69%	80%	74%	80%
	(\$'000)		(\$'000)		(\$'000)		(\$'000)	
Amount of accounts paid on time	59,812		56,679		52,162		71,300	
Total amount of accounts paid (excludes investments)	81,103		90,937		75,579		96,622	

Summary of land owned or occupied by the University

Land currently used or planned for teaching and research purposes

The major teaching and research facilities of the University are located on the Camperdown and Darlington campuses, adjoining Parramatta Road and City Road, Sydney, cover a total area of 50.6 hectares.

In addition, several teaching and research facilities are located away from these premises. These include the Law School, in Phillip Street, Sydney, the Faculty of Health Sciences, Lidcombe, the Sydney College of the Arts, Rozelle, Sydney Conservatorium of Music, Sydney, the Faculty of Nursing, Camperdown, the Australian Graduate School of Management, Kensington and City, the Australian Technology Park, Redfern, Faculty of Rural Management, Orange, the Australian Archaeological Institute at Athens and Thessalonike, Greece and the University Teaching Hospitals.

In addition, the teaching and research activities of the Faculties of Veterinary Science, Agriculture and Science are supported by 20 farms and/or field stations throughout eastern Australia, comprising a total area of approximately 14,000 hectares and owned by the University. The University holdings of land for teaching and research are largely under specialised land zonings and were valued as at 31 December 1996 at \$188,711,613.

Investment properties in support of teaching and research

The University owned 68 properties in this category as at 31 December 2002.

These were valued at \$64,758,500 (book value: \$23,914,727).

One property was sold during 2002 with a gross realisation of \$3,750,000 (Book Value \$2,500,000).

Controlled entities

Rural Australia Foundation Limited

The Rural Australia Foundation Limited is a company limited by guarantee. Its objectives are to promote the development of agriculture by research, scholarship and other suitable means and, in particular, the development of the University of Sydney Orange Campus and Faculty of Rural Management in furthering its objectives.

In 2002 the Company has continued to support students at Orange through the operation of the campus bookshop and the PC Pye entrance scholarship. The company has also continued its support for the Overseas Travel Scholarship and the ongoing costs associated with the newly appointed Chair in Farm Management within the Faculty of Rural Management.

The Wentworth Annexe Limited

The Wentworth Annexe Limited administers the planning and construction of the Wentworth Annexe and other building work that the University of Sydney Union may wish to be undertaken. As this is a non-trading enterprise, performance and accrual performance measures are not applicable.

All work associated with the redevelopment of Manning House is now complete and no residual matters are outstanding at 31 December 2002.

**Ucom Three Pty Ltd, Medsaic Pty Ltd, Evisense Pty Ltd, Ucom Six Pty Ltd,
Ucom Seven Pty Ltd and Ucom Eight Pty Ltd.**

Ucom Three Pty Ltd was incorporated in 2000 as a company limited by shares. The company was formed for the purpose of commercializing a niche high technology based on a range of mining-focused and engineering products.

Medsaic Pty Ltd was incorporated in 2000 as a company limited by shares. The company was formed for the purpose of commercializing a novel platform technology based on a protein micro-array.

Evisense Pty Ltd was incorporated in 2001 as a company limited by shares. The company was formed for the purpose of commercializing a superior range of instruments for evaluating the mechanical properties of soft materials and fluids, with application in the medical and industrial fields.

Ucom Six Pty Ltd was incorporated in 2001 as a company limited by shares. The company exists for the purpose of commercialization Intellectual Property relating to intercalating compounds of the therapeutic treatment of cancer and other conditions.

Financial accounts for controlled entities

The financial accounts for the controlled entities which form part of the University's annual report tabled in Parliament are available on request by contacting the University's Publications Office on

Tele: +612 9351 7595

Fax +612 9351 3289 or

email: Imaral@extrels.usyd.edu.au

These financial accounts include Wentworth Annexe Limited, Rural Australia Foundation Limited, Ucom Three Pty Ltd, Medsaic Pty Ltd and Evisense Pty Ltd. The remaining Ucom companies either had no transactions or had not been established for a full financial year and as a result no audited financial accounts are available.

Consultants

Name	Amount	Name	Amount
A C Nielsen Aust P/L	30,550.00	Mccredie Richmond & Ptners P/L	38,472.00
Alasdair Macdonald Architects	71,055.17	Mellisa Offord	47,005.00
Aurora Projects Pty Ltd	78,500.00	Mercer Investment Consulting	41,809.08
Bates Smart P/L	176,479.00	MGT Architects	45,292.72
Boundary Consulting	35,381.41	Michael Davies Associates	38,500.00
Bray Consulting Engineers P/L	38,210.00	Mike Smith Design & Documentation P/L	83,162.37
Burnigula Developments P/L	49,800.00	Minale Bryce & Partners	30,872.00
Capital Insight	63,962.50	Minter Ellison	64,057.16
Carson Group P/L	34,150.00	Morse Mcvey & Associates P/L	58,362.73
Caudit	47,000.00	Mumiga Pty Ltd	36,845.66
Clive Lucas Stapleton & Partners	62,686.01	Natsem P/L	33,100.00
Cordiner King & Co P/L	78,806.23	Nibago P/L Michael Fay Consulting	31,718.19
Crawford Partners Arc (Use 0000044653)	40,270.00	Noel Bell, Risley Smith & Partners	205,186.58
Dalrymple-Hay & Co	43,918.00	Noggin	36,802.64
Davis Langdon Australia Pty Ltd	56,850.00	Page Kirkland Partnership	42,690.00
Design Inc Sydney Pty Ltd	53,622.00	Pickford Consulting Pty Limited	44,846.00
Don White & Co Services P/L	32,500.00	Port Jackson Partners Ltd	41,250.00
DTB Architects P/L	93,265.54	Price Waterhouse Coopers	44,000.00
Eakin Mccaffery Cox	158,318.01	QS Commercial Interiors P/L	34,964.18
Edact P/L	30,000.00	Regalcorp Projects P/L	46,960.00
Egon Zehnder International	61,580.17	Siri Consultants P/L	32,930.00
Ernst & Young	42,960.96	Steensen Varming (Australia) Pty Ltd	153,510.50
Finrep Services	77,326.29	Steven Parker	56,050.00
Frank B Tipton	40,909.09	Sun Microsystems Aust P/L	75,800.00
Grahame Feletti	74,064.60	Sydney Institute	251,945.45
George Clark & Associates	33,550.00	Taylor Lauder Bersten P/L	31,537.50
Heidrick & Struggles Australia Ltd	336,825.00	Tim J Rose Consulting	34,200.00
Heine Architects P/L	35,300.00	WHP Architects Pty Ltd	40,608.00
Hughes Trueman	35,450.00	Widnell	109,370.42
IBM Global Services Australia Ltd	45,167.00		<hr/> 4,874,850.27
ICAD Consultants P/L	47,910.00		
Janmic P/L	40,000.00	Total > \$30K	4,874,850.27
John C & Rochelle S Semmler	37,882.29	Total <\$30K	3,277,358.03
Knapp & Moore Pty Ltd	91,300.00		
Knox & Partners Landscape Architects P/L	64,205.00	Total	<hr/> 8,152,208.30 <hr/>
Lincolne Scott Australia P/L	650,031.36		
Lonsdale & Associates	53,216.46		









The University of Sydney