

Facts at a glance (as at 31 March 2004, unless otherwise stated)

Total number of full-time staff	5812
Total University enrolment <i>(includes 3257 students enrolled at the Australian Graduate School of Management which is operated jointly with the University of New South Wales)</i>	47,296
Commencing undergraduate enrolments	10,019
Commencing higher-degree enrolments	3633
International enrolments	8985
Total number of degrees and diplomas awarded in 2004 <i>(of these, 3891 recipients were male and 6169 were female)</i>	10,060
Undergraduate degrees and diplomas available	176
Graduate degrees available	317
Number of faculties	19
Number of departments/schools	45
Number of residential colleges and halls of residence	14
Distance from GPO in km	3
Volumes held in the University of Sydney Library collections	5,218,868
Fellows of the Senate	22

The University of Sydney, Australia's first university, 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 itself by international standards and aspires to have its achievements recognised throughout the world as the benchmark by which Australian higher education is judged.

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 the:

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

University of Sydney Act, 1989 (as amended)

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

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
- continue to provide access to tertiary study and appropriate support for students from a diversity of backgrounds
- 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
- further enhance its position as a university of high standing in the international community of scholars
- continue to make a significant contribution to the well-being and enhancement of the wide range of professions with which it engages
- 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, and
- 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 2004

Research successes

For the fifth year in succession, the University received more funding in new grants from the Australian Research Council (ARC) than any other university in all fields of science, social sciences and the humanities – a total of \$13 million in ARC project funding for new projects (13 per cent of the national total).

In 2004 the University's income from Research Training Scheme grants was equal to 10.5 per cent of the total allocated by these schemes nationally across all institutions, and in excess of \$3 million more than any other university.

The University was again the lead institution in attracting funding from the National Health and Medical Research Council (NHMRC). Researchers from the University of Sydney were awarded four prestigious NHMRC Research Fellowships in 2004, including a Principal Research Fellowship to Professor Mark Onslow of the Faculty of Health Sciences.

Indigenous successes

Ms Cheryl Davis, an honours graduate in the Bachelor of Health Sciences (Aboriginal Health & Community Development), was awarded the Charles Perkins Memorial Prize. This prize is awarded annually to Indigenous Australian students in their final year of a bachelor's or honours degree who have achieved outstanding results during their studies.

Shane Hearn of the School of Public Health was awarded an Aboriginal Health Career Development Fellowship.

Academic staff successes

In January 2004, Professor Tony Vinson was awarded one of three inaugural awards for services to public education in NSW.

Professor Ben Eggleton was awarded the 2004 Malcolm McIntosh Prize for Physical Scientist of the Year.

Associate Professor Christopher Semsarian was awarded one of four NSW Young Tall Poppies Awards for his work on genetic heart disorders with a focus on sudden cardiac death in the young.

Professor Roger Benjamin received the Robert Motherwell Book Award for the most significant contribution to scholarship in modern art, for *Orientalist Aesthetics: Art, Colonialism and French North Africa, 1880–1930*.

Sydney Peace Prize

In November, NSW Governor Marie Bashir presented the \$50,000 Sydney Peace Prize to Indian writer and human rights activist Arundhati Roy. The annual prize is administered by the Sydney Peace Foundation, a not-for-profit organisation within the University of Sydney.

Major building program

One aspect of the Capital Development Program – the Campus 2010+ Building for the Future program – began in 2004. Builders were commissioned and construction commenced on the School of Information Technologies Building adjacent to the Seymour Centre on Cleveland Street. The development will provide research and teaching facilities for a rapidly expanding school community, as well as commercial space that can be leased to an industry partner.

In November the NSW Premier, Bob Carr, opened the newly renovated Medical Foundation Building, a flagship facility for post-genomic research.

Federation Fellows

The University celebrated the announcement of two new Federation Fellowships in 2004, bringing to 10 the

number of Federation Fellows hosted by Sydney.

They were:

- Dr Jill Trehwella (School of Molecular and Microbial Biosciences), and
- Professor Stephen Simpson (School of Biological Sciences).

Hub for neuroscience research

The Brain and Mind Research Institute, a multi-disciplinary hub for neuroscience research into debilitating forms of neurological and psychiatric illness, was officially opened by the NSW Governor, Professor Marie Bashir.

More students choose Sydney

In 2004, the University of Sydney consolidated its position as the leading first-preference university in NSW, attracting 18.2 per cent of first preference applications lodged with the Universities Admission Centre.

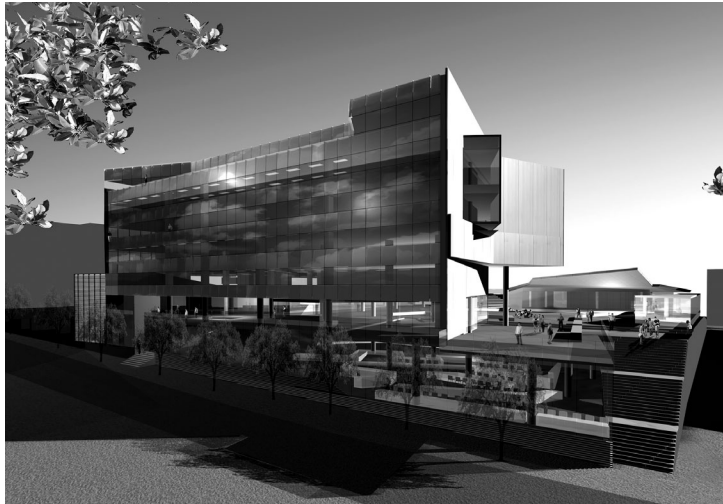
Strong demand led to increases in Universities Admissions Index (UAI) cut-offs in most courses (overall, 37 per cent of applicants receiving offers from the University had a UAI of at least 95).

Teaching awards for staff

Dr Tom Hubble was a recipient of a Quality Teaching Award 2003 from the NSW Minister for Education and Training and the Australian College of Educators, NSW Chapter, in recognition of demonstrated excellence in the profession of higher education teaching.

Dr Laura Batmanian, School of Biomedical Sciences, was awarded the 2003 Pearson Education UniServe Teaching Award.

To encourage the spread of best practice in the support of the student experience, the new Vice-Chancellor's Award for Support of the Student Experience was initiated. Two awards were made:



USYD Central Building



- the Optical Fibre Technology Centre was recognised for the work of ARC Research Fellows Dr Maryanne Large and Dr Leon Poladian with talented science and engineering students, and
- the Veterinary Science Year 5 Extramural Support Team was recognised for the contribution of its members to providing an innovative and personalised approach to the clinical experience.

Commercial successes

Among the highlights of projects supported within the University is a grant of \$1 million to study the rise and decline of the city of Angkor. Associate Professor Roland Fletcher is leading a team developing an information monitoring system for World Heritage site management, using Angkor Wat in Cambodia as a test case. Industry partners include UNESCO Phnom Penh, the NSW Department of Environment and Heritage, Horizon Geoscience Consulting Pty Ltd and a Cambodian government authority.

Professor Tony Weiss co-founded the University of Sydney spin-off company Elastagen Pty Ltd, which received maximum Biotechnology Investment Fund support. Professor Weiss is also helping to establish a large biotechnology venture capital fund to nurture the growth of Australian biotechnology.

The School of Exercise and Sport Science was a partner with the University of Technology, Sydney and the Sydney Olympic Park Authority in winning a tender from the Department

of Education, Science and Training to establish the \$7.8 million International Centre of Excellence in Sport Science and Management (ICESSM), to be based at Sydney Olympic Park, Homebush.

Student successes

Two Fulbright Scholarships were granted to University graduates in 2004:

- the Fulbright Science and Engineering Award was won by Jock McOrist, who was studying for his master's degree in theoretical particle physics, and
- the Fulbright Visual and Performing Arts Award was won by Richard Doumani, who formerly tutored at the Sydney Conservatorium of Music.

Law student Thao Nguyen was appointed youth representative to the United Nations.

Law student Alexander (Sandy) Cameron was awarded the Australia-at-large Rhodes Scholarship, which he took up at Oxford in October 2004.

Medical student Imre Hunyor was awarded the NSW 2005 Rhodes Scholarship.

In rugby union, the University's men's club provided four Australian players – Brendan Cannon, David Lyons, Phil Waugh and Dan Vickerman – and all nine teams made their respective semi-finals in the Sydney grade competition.

In rowing, Kyeema Doyle was named NSW Oarswoman of the Year and selected in the Australian women's eight for the Athens Olympic Games.

Academic Consortium 21 Forum

The University hosted the Academic Consortium 21 (AC21) Universities' International Forum in July. The forum provided international and Australian academics, government officials, industry professionals, students and the public with a rare opportunity to share information on a wide range of higher education topics and to develop cooperative education programs. The theme of Universities, Cities and Society in the 21st Century invited participants to reassess the roles of universities in a changing society. The University's Vice-Chancellor, Gavin Brown, was elected president of AC21 at the forum. During 2004 he was also re-elected to the executive of the Association of Pacific Rim Universities (APRU).

Developing new degrees

The Faculty of Economics and Business finalised a proposal to introduce the Bachelor of International Studies in 2005. The new course is designed to equip students with knowledge, understanding and expertise relating to the economic and political dimensions of the global system.

Cross-faculty consultation and cooperation has led to the development of the Bachelor of Arts and Sciences. To be launched in 2005, its introduction recognises a need for a first degree that will allow students to gain foundations in core civic, commercial and academic disciplines.

Chancellor's report

“Where the best scholars go, the best tuition tends to follow.”¹

As cut-off points rise ever higher for entry to the University of Sydney, the best scholars are voting with their feet, Sydney their first preference. That very success demands that we question how we judge entry, especially for faculties where the UAI cut-off point may not be the best or only gauge. This is but one of the issues that form part of a rigorous, vitally necessary dialogue between our strategic-thinking Vice-Chancellor with his outstanding team, and an informed and enquiring Senate engaging in policy. So engaged, we share the task of grappling with how as a university we do the important things better, in both the domestic and international sphere.

In an external environment relentlessly forcing change upon the university sector, one thing is clear. Universities must now compete as well as collaborate. Our recent partnership arrangements with the Australian National University have far-reaching potential in that regard. Competition we welcome, so long as we are freed of the constraints that impede us. Why hold back from introducing proper indexation of funding grants? Recognise worthwhile efficiencies achieved with proper indexation, so universities are positively encouraged to use the freedom to compete to best advantage, rather than being reduced to unhealthily dependent mendicants queuing up for eroding government handouts. We have despite this, for long competed as best we can for the best students and academic staff, and for research money. Our concern for funding research is that government should not adopt a tweaked version of the UK Research Assessment exercise, itself

recently criticised by the Royal Society for its bureaucratic overlay and cost. Far better to stay in Australia with an improved peer-reviewed competitive grant system, with the infrastructure money following its competitive outcome; citation measurement should sensibly incorporate qualitative criteria rather than just quantitative.

However, the competition to come will be from foreign universities, who at present already attract some of our top high-school leavers before they even reach us. Some indeed will actually set up here, cherry-picking the courses that suit them. Alongside will be more teaching-only institutions, wanting to be called universities. They will often perform the starting courses reasonably well, despite self-imposed limitations, because they are freed of the constraints facing the traditional universities.

To meet that competition, it is essential that we continue to offer – as we do – superlative teaching, and depth of scholarship especially but not only at postgraduate level, constantly improved.

That needs outstanding academic leadership as well as first-class physical facilities. It also calls for that on which the University of Sydney justifiably prides itself: the most creative, stimulating and rich experience for students, but now threatened by VSU. So long as staff retain real career satisfaction, they provide the inspirational teaching that makes this university so special.

All of these are essential for a great university and call for constant improvement. But they are not by themselves enough. The challenge for our Senate, and for the Vice-Chancellor and his team, is to ensure that our internal environment underpins external success and our capacity to meet competition. That starts at the most

basic level, with how well we manage and deploy our resources backed by the quality and cost-effectiveness of our systems. This encompasses financial management, human resources and our capacity to use our intellectual capital to best advantage, not ignoring ICT and commercialisation. Collegiality enhances good decision making, so long as it is not an excuse for inertia.

Here the University has, under our Vice-Chancellor's leadership and strongly backed by a dedicated senior management, our deans and staff, made enormous strides. But there is – must be – more to come. For example, the potential for strategic links between the academic dimension and the external commercial world, both in Australia and our region, is nowhere more apparent than in the opportunities opened up for collaborative partnerships centred round our new School of Information Technologies building, a centrepiece of Campus 2010.

Other opportunities lie in our partnership, now in its second year, with the New South Wales Government and our Graduate School of Government. Its second cohort of 50 public servants is now engaged in an advanced career-enhancing course, sharing their experience with their mentors from industry and elsewhere. That offers a springboard to expand the flow of leading public servants from our region and beyond to participate in study programs at the University of Sydney, so promoting Sydney as a vital city in the region.

In this message to the communities we serve in this state, across Australia and abroad, I have only touched upon the challenges we have so far seized. There is today at the University of Sydney not the slightest hint of



complacency, despite our remarkable successes to date. What is absolutely clear is that, with the backing of alumni, staff and students, never before has the University of Sydney been so well placed to lift our achievements to a new level, where we stand comparison with the best universities abroad.

GFK Santow

The Hon Justice GFK Santow OAM
Chancellor

¹ "Oxford needs to look outwards for help" by John Kay, *Financial Times*, 11 March 2005

Vice-Chancellor's report

This is the fifth year in which our Annual Report has been built on the framework of the University's Strategic Plan 1999–2004. I am very happy that, throughout that period, we have been able to describe substantial continuous improvement and that this year is certainly no exception.

It is remarkable that our researchers achieve more and more, that our share of first preference applications continues to climb, and that we maintain what I firmly believe is the strongest extracurricular program in the nation. We can measure the latter by achievements on the sporting field (not least 17 representatives and five medals at the Athens Olympics and Paralympics) and in international debating, but it is the quality of overall participation which is truly important.

In 2004 the Australian Universities Quality Agency conducted an evaluation of our activities and the processes in place to achieve our goals. Their approach is to review each university according to its declared ambition and the outcome for us was very positive. Staff and students can be justly proud, but a true learning organisation spends no time resting on its laurels and uses such an opportunity to detect weaknesses and set even higher goals in an informed way.

On previous occasions I have selected some highlights from elsewhere in the Annual Report, then described them in my commentary in order to emphasise how much has been achieved. This year I will leave the body of the text to speak for itself. The University of Sydney has exceeded expectations over the last five-year plan and the focus is now on present and future challenges.

Some of these challenges are caused by success itself. Let me give

examples from three areas: research, teaching and extracurricular activities.

Every time a researcher or a team of researchers wins grant money there is an infrastructural gap. Sometimes this is because the institution is required to demonstrate commitment by funding a proportion of the project. Sometimes it is simply that we need new laboratory space to house the project. All of our thriving research hot spots could achieve even more and could attract additional outstanding researchers if we could keep pace with the demand for quality space. Of course there is some general infrastructure money from national schemes but paradoxically, not nearly enough to feed the successful!

On a closely related issue let me recall that in the 1999 Report, I stated that only 36 per cent of our budget came as direct operating grant. My prediction then was that this amount would continue to fall. In 2004 it was down to 16 per cent. Again, as previously noted, this is no bad thing if the absolute amount it represents is enough – and there I line up with *Oliver Twist*.

Our success in building an effective learning and teaching environment has vastly increased demand for places. In turn this has forced the required entry scores dangerously high. A partial response has been to maintain, even increase, the quota for school leavers (in marked contrast to several other universities). For 2004 entry, this allowed us to avoid UAI requirements which would have excluded good applicants in general arts and science. That was never a sustainable solution, so, during the year, we made a major strategic decision to move our teaching programs at Orange to Charles Sturt University and our major undergraduate nursing program to the University of

Technology, Sydney and the Australian Catholic University. In return we received a larger number of places to be redeployed to areas of high demand. In particular we have introduced a new combined arts and sciences degree which will also incorporate offerings from other areas of the University.

It is my belief that these changes will also strengthen nursing, which will move to graduate entry and focus on specific public health needs. The complex re-alignment caused considerable transitional pain and consumed many people's energy. I am confident that it is a sustainable response to pressure of demand.

Our football club won the NSW rugby club championship in 2004 and our Colts teams were especially awesome. Here one problem of success is that we can act as a nursery for the Waratahs, Brumbies and Wallabies and scarcely play our own guys in club competition on the way through! There is no material reward for club success so we depend even more on our network of friends and supporters.

In this area, as with all of those activities which enrich the university experience without being directly related to courses of study, we face the grave threat of voluntary student unionism (VSU). What is, in my view, unnecessarily punitive legislation directed at preventing compulsory union membership, would make it illegal for us to levy any amenities fee.

As we define and refine our strategy for the next five years we are conscious that success brings its problems. We are also conscious that there are areas of our operations which need strengthening. There is no danger of complacency, but too sharp an awareness of the



efforts that have allowed us to come this far could make us less audacious in reaching upwards.

It is vitally important that we set any such thoughts aside and that we aim to be measured by the highest international standards. That, in turn, requires that we engage with overseas universities in even more active collaborations and exchanges. We can further these objectives only on the basis of prudent but not risk-averse financial management. I am glad to be able to say that in 2004, the University of Sydney was identified as the clear sector leader in business performance. This fact, and the evidence in this Report, shows that we have established the base for a further leap forward. I have confidence that the next five years will fulfil that

promise. We will approach them with renewed vigour.

Professor Gavin Brown
Vice-Chancellor and Principal

The Senate

The role of the Senate

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.

It awards all degrees and diplomas and is responsible to the Parliament of NSW.

Under the *University of Sydney Act, 1989*, the Senate comprises 22 Fellows who hold office for differing periods under various categories of membership. The Chair of the Academic Board and the Vice-Chancellor and Principal are both 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 10 committees of Senate (see under "Supplementary Information", pages 80 and 81).

Fellows of the Senate

In 2004, the Senate comprised:

Chancellor

The Hon Justice GFK Santow OAM
BA LLM

Chancellor from 2 October 2001

Deputy Chancellor

Emeritus Professor Ann E Sefton AO
BSc(Med) MB BS PhD DSc

(a Fellow elected by and from the graduates of the University)

Deputy Chancellor from 20 February 2004

Vice-Chancellor and Principal

Professor Gavin Brown
MA StAnd PhD Newcastle(UK) HonLLD StAnd HonLLD Dundee, 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

Professor John P Carter
BE PhD DEng, MASCE FIEAust CPEng FTSE

Fellow from 7 July 2004

Appointed

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

Mr Alan Cameron AM
BA LLM

Fellow from 20 February 2004

Mr David M Hoare
BEc, FCPA

Fellow from 1 January 1998

Mr John A McCarthy QC
LLM Virg BA LLB

Fellow from 4 August 1995

Mrs Margaret Varady
BSc Otago MEd UNSW DipEd Auck, FACE

Fellow from 1 January 2002

One Fellow appointed by Senate for three years to 29 February 2004 and to 28 February 2007:

Ms Valerie Pratt AM
BA DipSocStud HonDLitt Macq

Fellow from 6 March 1995

Ms Kim Anderson
DipLibInfSc UTS BA

Fellow from 1 March 2004

Elected

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

The Hon Henry S-L Tsang OAM
BArch UNSW DipBdgSc, MLC

Fellow from 7 May 2003

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

The Hon John J Aquilina
BA DipEd, FACE, MP

Fellow from 27 May 2003

Four Fellows elected by and from the academic staff for two years from 1 December 2003:

Professor Leslie D Field
PhD DSc, FAA FRACI CChem

Fellow from 1 January 2003

Professor Margaret A Harris
PhD Lond MA

Fellow from 1 December 2001

Dr Suzanne P Jamieson
BA LLB UNSW GradDipPubSectMgt UTS LLM SJD

Fellow from 1 December 1999

Associate Professor Anthony F Masters
BSc Melb PhD ANU, FRACI CChem

Fellow from 1 December 2003

One Fellow elected by and from the non-academic staff for two years from 1 December 2003:

Ms Kim Wilson
MA

Fellow from 1 December 2001

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

Mr Bohdan Bilinsky
MA LLM

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 2003 and from 1 December 2004:

Mr Matthew D Hall
BSc PhD

Fellow from 1 December 2003

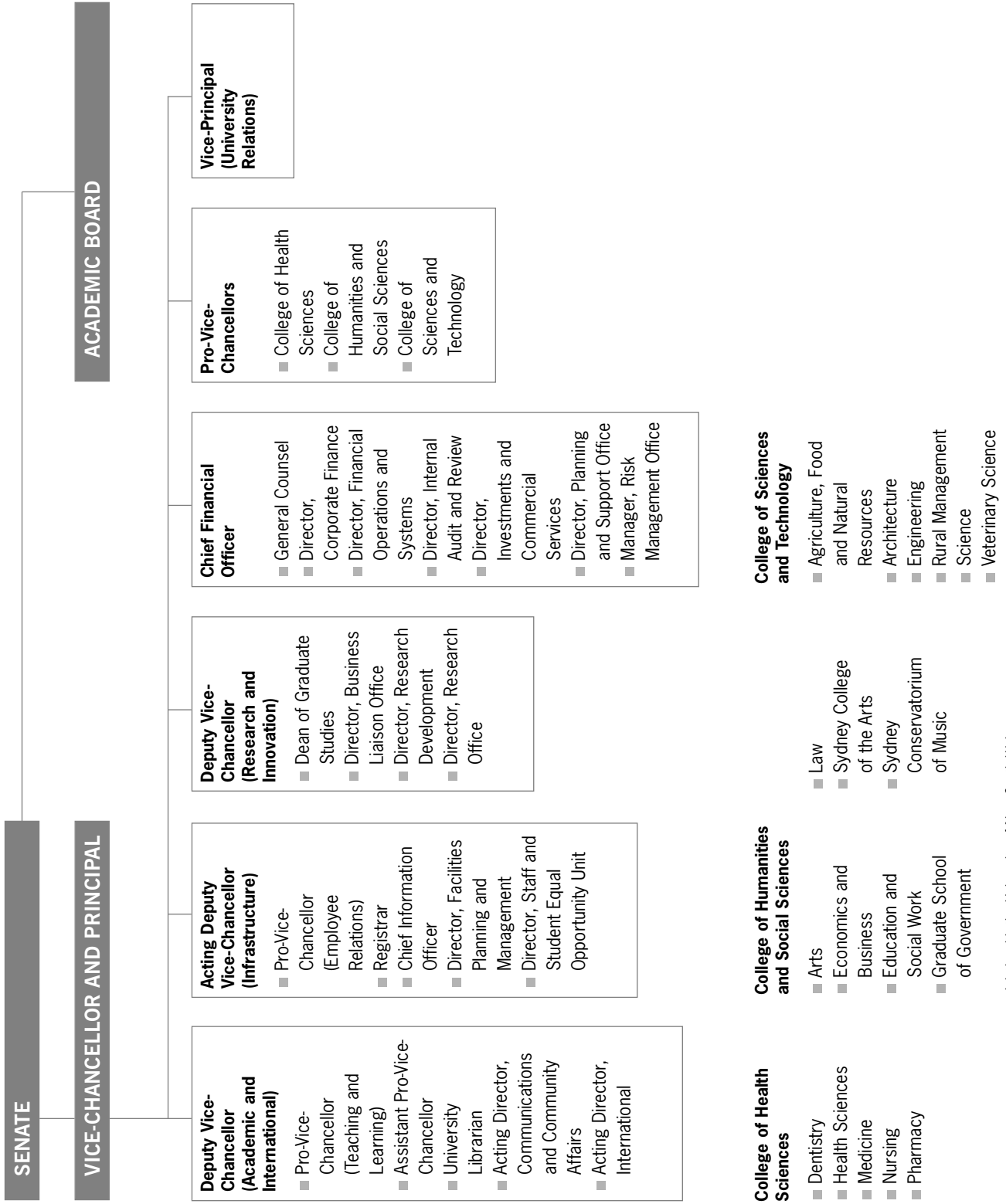
Mr Jack K Clegg
BLibStud

Fellow from 1 December 2004

Ms Joanna (Jo) E Haylen
Fellow from 1 December 2003

Academic and administrative structure

as at 31 December 2004



Principal officers of the University

as at 31 December 2004

Chancellor

The Hon Justice Kim Santow OAM
BA LLM



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, NSW, from 29 January 2002 having previously served in the Equity Division of the Supreme Court for nine years and being in charge of its Companies Lists. He serves on various Court committees including Education. He is a member (part-time) of the Take-over Panel. For more than 30 years he was a part-time lecturer in the Master of Laws program of the University of Sydney and at 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, and until December 2001 on the Council of the Asia-Australia Institute.

Deputy Chancellor

Emeritus Professor Ann Sefton AO
BSc(Med) MB BS PhD DSc



Emeritus Professor Ann Sefton was elected Deputy Chancellor in February 2004 after joining the Senate in

December 2001 as one of five fellows elected by and from the graduates of the University. Professor Sefton's scientific interests have been in the area of the structure and function of the visual system and its development, for which she was awarded a DSc in 1990. She is also highly regarded for her work in medical education and was instrumental in the development of the four-year graduate medical degree. Professor Sefton has had a long-standing involvement with the Academic Board of the University and her commitment to teaching saw her awarded the prestigious Australian Award for University Teaching in 1998.

Vice-Chancellor

Professor Gavin Brown
MA StAnd PhD Newcastle(UK) HonLLD StAnd HonLLD Dundee, 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, Gavin 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 and by the University of Dundee in 2004. 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 Chair of the Group of Eight universities, he is on the executive of the Association of Pacific Rim Universities, the Business Higher Education Round Table, and the Global Foundation. He is President of Academic Consortium 21, the international consortium of universities, and serves on the Business Industry Higher Education Collaboration Council.

Deputy Vice-Chancellor (Academic and International)

Professor John Hearn
MSc UCD Dublin PhD ANU



Professor Hearn is responsible for the University's Teaching and Learning, International, Community

Engagement and Academic Planning portfolios. Previously he served as Deputy Vice-Chancellor (Research) at the Australian National University. He led programs with the World Health Organisation (WHO) and World Wildlife Fund in Kenya, Brazil, Thailand and China and was responsible for coordinating the development of the WHO global strategic plan in reproductive health research 1998-2004. A developmental and reproductive biologist, Professor Hearn has written more than 160 refereed publications in animal and human fertility, the endocrinology of early pregnancy, and stem-cell biology. He was the scientific adviser to the House of Representatives inquiry into human cloning and stem-cell biology. He is currently Chair of the Australian Biotechnology Advisory Council to Federal Government and the WHO Asia Pacific Panel in Reproductive Health Research.

Deputy Vice-Chancellor (Research and Innovation)

Professor Tim Hirst
BSc Kent DPhil York



Before taking up his appointment as Deputy Vice-Chancellor (Research and Innovation) in September 2003

Professor Hirst was the Chair of Microbiology at the University of Bristol, where he led an internationally recognised team researching the toxins that cause cholera and related diseases. He has responsibility for the strategic leadership of research and innovation in the University. Professor Hirst has published more than 130 articles and reviews, and holds patents on the applications of bacterial factors as modulators of the human immune system. He has held non-executive directorships of several biotechnology companies including Hunter-Fleming Ltd, a UK-based pharmaceutical company that is developing novel therapies for stroke victims as well as treatments for Alzheimer's disease and chronic allergic and autoimmune disorders such as diabetes, rheumatoid arthritis and inflammatory bowel disease. He has held several prized Fellowships including a European Molecular Biology Organization Fellowship at the University of Goteborg, Sweden, and a Wellcome Trust Senior Research Fellowship at the University of Leicester.

Acting Deputy Vice-Chancellor (Infrastructure) and Pro-Vice-Chancellor (Employee Relations)

Professor Michael Fry
MA Camb MSc Lond PhD



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

for more than five years, he was Dean of the Faculty of Information Technology at the University of Technology, Sydney, and Professor of Computer Networks. Professor Fry is responsible for strategic leadership on human resource matters. He has had extensive experience in research, course development and management within the industrial and tertiary education sectors.

Chief Financial Officer

Mr Borislav (Bob) J 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. Before joining the University, he was CFO of ING Australia Group Ltd and CEO of AMPAC Ltd and Lumley Life Ltd. He was also the Chair of the Life Insurance Complaints Service in 1996. He has strategic and operational management expertise in leading international and Australian companies gained over a period of 16 years in the financial services industry and 10 years in the manufacturing industry.

Pro-Vice-Chancellor, College of Health Sciences

Professor Don Nutbeam
BEd MA PhD S'ton, FFFHM



Professor Nutbeam was appointed Pro-Vice-Chancellor of the College of Health Sciences in 2003, after three years as

Head of Public Health in the UK Department of Health, where he led policy development in a range of major public health challenges. Between 1990 and 2000 he was Professor of Public Health at the University of Sydney as well as Associate Dean of Medicine and Head of the School of Public Health. He is a Visiting Professor at the London School of Hygiene and Tropical Medicine. Professor Nutbeam's research interests and publications include studies of health literacy, adolescent health behaviour, intervention research in schools and communities, and evaluations of community-based health-promotion programs. More recently he has examined the transfer of research into policy. He is co-author (with Elizabeth Harris) of a popular textbook on health promotion theories.

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

Professor June Sinclair

BA LLB LLD *Witw*



Professor Sinclair was Deputy Vice-Chancellor at the University of the Witwatersrand in Johannesburg from 1991 to 1997, and then Deputy Vice-Chancellor at the University of Pretoria until her appointment as Pro-Vice-Chancellor, College of Humanities and Social Sciences, University of Sydney on 1 July 2003. She has a continuing appointment as an advocate of the High Court of South Africa. Professor Sinclair has published widely, mainly in the areas of family and constitutional law. She has also served on the South African Law Commission and the Commission of Inquiry into the Tax Structure of South Africa, and is a member of the Academy of Science of South Africa and the Executive Council of the International Society of Family Law.

Pro-Vice-Chancellor, College of Sciences and Technology

Professor Beryl Hesketh

BA (Hons) *Cape Town MA Wellington*
PhD Massey, FAPsS FASSA



Professor Hesketh became Pro-Vice-Chancellor of the College of Sciences and Technology in March 2003. A

former Dean of the Faculty of Science at the University of Sydney and a Fellow of the Academy of Social Sciences Australia, Professor Hesketh has extensive experience in graduate teaching and research in industrial and organisational psychology as well as in the application of cognitive principles to decision-making. She has also served as a chair of an Australian Research Council discipline panel, and retains an active research program.

Acting Pro-Vice-Chancellor (Teaching and Learning)

Professor Judyth Sachs

BA PhD *Qld MA WMich* DipTeach
Kelvin Grove CAE



Professor Sachs was elected to chair the Academic Board in February 2000. She stepped down from this position in June

2003 to act in the role of Pro-Vice-Chancellor (Teaching and Learning). A former Pro-Dean (International and External Relations) in the Faculty of Education, she maintains a strong interest in education, in particular teacher professionalism, higher education policy and educational leadership. Her most recent books are *The Activist Teaching Profession*

and the *International Handbook of Continuing Teacher Professional Development*. 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 Council of Newington College.

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BA Macq MCom PhD UNSW



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Vice-Principal, University Relations

Mr Don Wilson

MBA BS *Bryant*



Appointed Vice-Principal in January 2004, Mr Wilson is responsible for providing strategic leadership and

direction for the University's fundraising, alumni relations and external relations activities. Formerly Vice-President, Alumni, Development and College Relations at The Colorado College, he was responsible for alumni and public relations, development and marketing communications, and led the successful Campaign for Colorado College, raising over US\$100 million for current operations, capital projects and endowment. Mr Wilson has held similar positions at The Claremont Colleges, the University of Denver, Bryant University, and the US Ski Team, as well as serving as a partner at several US public relations and fundraising consulting firms, with clients including the Sundance Institute, The Grand Canyon Historic Trust and the Wasatch Land Trust.

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BSc LLB PhD UNSW



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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's principal responsibilities are in the areas of student recruitment, student administration, student welfare and University governance, as well as in coordination of the University's admission and enrolment processes.

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Professor John Carter

BE PhD DEng MASCE, FIEAust CPEng
FTSE



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appointments at the University of Cambridge and the University of Queensland, he joined the University of Sydney in 1982, where he was appointed to a personal chair in 1990 and to the Challis Professorship in Civil Engineering in 1999. He is a former Head of the Department of Civil Engineering and former Associate Dean for Research in the Faculty of Engineering. From 2002 to 2004 he was Chair of the Australian Research Council's Expert Advisory Committee for Engineering and Environmental Sciences. In 2003 he was elected as a Fellow of the Australian Academy of Technological Sciences and Engineering. Professor Carter maintains an active research program in geotechnics and provides higher level consultancy to industry and the engineering profession. He is currently a member of the Council of the Women's College.

Chief Information Officer

Mr Ed Binney

BAppSc(CompSc) *UTS*



Mr Binney was appointed to the position of Chief Information Officer (CIO) in January 2004. The position was

previously filled by a Pro-Vice-Chancellor. The CIO's role has been broadened to provide strategic leadership and coordination of the University's Information and Communications Technology (ICT) resources. Mr Binney has extensive commercial experience at CIO level. He has worked across many industries, including fast moving consumer goods, manufacturing, financial services, travel and petroleum, for leading corporations such as Goodman Fielder, CSR, Thomas Cook and Esso.

University Librarian

Mr John Shipp

BA Macq BA *Wgong* DipEd Macq
DipArchiveAdmin UNSW, FALIA



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 access to scholarly information by the Australian university community. He is currently project director to the Australian Research Information Infrastructure Committee. He also chairs the Australian Lending Rights Committee. Mr Shipp has served as President of both the Australian Library and Information Association and the Council of Australian University Librarians.

General Counsel

Ms Nancy Dolan

BA *Cant* LLB *Well*



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to coordinate the provision of legal services for the University by both in-house and external lawyers. This includes the provision of legal advice to the Senate and Chancellor, the Vice-Chancellor and senior executives as required. Ms Dolan has extensive legal experience as a solicitor and a partner in the Commercial Disputes group of Mallesons Stephen Jacques where she provided advice and conducted litigation in the areas of contracts, equity, torts, corporate and commercial law. She was also a partner and General Counsel for Coopers & Lybrand and PriceWaterhouseCoopers with responsibility for legal risk management issues, the management of potential claims and disputes, and the provision of legal advice to executive partners.

Principal officers of the University

as at 31 December 2004

Chancellor

The Hon Justice Kim Santow OAM
BA LLM



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, NSW, from 29 January 2002 having previously served in the Equity Division of the Supreme Court for nine years and being in charge of its Companies Lists. He serves on various Court committees including Education. He is a member (part-time) of the Take-over Panel. For more than 30 years he was a part-time lecturer in the Master of Laws program of the University of Sydney and at 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, and until December 2001 on the Council of the Asia-Australia Institute.

Deputy Chancellor

Emeritus Professor Ann Sefton AO
BSc(Med) MB BS PhD DSc



Emeritus Professor Ann Sefton was elected Deputy Chancellor in February 2004 after joining the Senate in

December 2001 as one of five fellows elected by and from the graduates of the University. Professor Sefton's scientific interests have been in the area of the structure and function of the visual system and its development, for which she was awarded a DSc in 1990. She is also highly regarded for her work in medical education and was instrumental in the development of the four-year graduate medical degree. Professor Sefton has had a long-standing involvement with the Academic Board of the University and her commitment to teaching saw her awarded the prestigious Australian Award for University Teaching in 1998.

Vice-Chancellor

Professor Gavin Brown
MA StAnd PhD Newcastle(UK) HonLLD StAnd HonLLD Dundee, 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, Gavin 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 and by the University of Dundee in 2004. 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 Chair of the Group of Eight universities, he is on the executive of the Association of Pacific Rim Universities, the Business Higher Education Round Table, and the Global Foundation. He is President of Academic Consortium 21, the international consortium of universities, and serves on the Business Industry Higher Education Collaboration Council.

Deputy Vice-Chancellor (Academic and International)

Professor John Hearn
MSc UCD Dublin PhD ANU



Professor Hearn is responsible for the University's Teaching and Learning, International, Community

Engagement and Academic Planning portfolios. Previously he served as Deputy Vice-Chancellor (Research) at the Australian National University. He led programs with the World Health Organisation (WHO) and World Wildlife Fund in Kenya, Brazil, Thailand and China and was responsible for coordinating the development of the WHO global strategic plan in reproductive health research 1998–2004. A developmental and reproductive biologist, Professor Hearn has written more than 160 refereed publications in animal and human fertility, the endocrinology of early pregnancy, and stem-cell biology. He was the scientific adviser to the House of Representatives inquiry into human cloning and stem-cell biology. He is currently Chair of the Australian Biotechnology Advisory Council to Federal Government and the WHO Asia Pacific Panel in Reproductive Health Research.

Deputy Vice-Chancellor (Research and Innovation)

Professor Tim Hirst
BSc Kent DPhil York



Before taking up his appointment as Deputy Vice-Chancellor (Research and Innovation) in September 2003

Professor Hirst was the Chair of Microbiology at the University of Bristol, where he led an internationally recognised team researching the toxins that cause cholera and related diseases. He has responsibility for the strategic leadership of research and innovation in the University. Professor Hirst has published more than 130 articles and reviews, and holds patents on the applications of bacterial factors as modulators of the human immune system. He has held non-executive directorships of several biotechnology companies including Hunter-Fleming Ltd, a UK-based pharmaceutical company that is developing novel therapies for stroke victims as well as treatments for Alzheimer's disease and chronic allergic and autoimmune disorders such as diabetes, rheumatoid arthritis and inflammatory bowel disease. He has held several prized Fellowships including a European Molecular Biology Organization Fellowship at the University of Goteborg, Sweden, and a Wellcome Trust Senior Research Fellowship at the University of Leicester.

Acting Deputy Vice-Chancellor (Infrastructure) and Pro-Vice-Chancellor (Employee Relations)

Professor Michael Fry
MA Camb MSc Lond PhD



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

for more than five years, he was Dean of the Faculty of Information Technology at the University of Technology, Sydney, and Professor of Computer Networks. Professor Fry is responsible for strategic leadership on human resource matters. He has had extensive experience in research, course development and management within the industrial and tertiary education sectors.

Chief Financial Officer

Mr Borislav (Bob) J 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. Before joining the University, he was CFO of ING Australia Group Ltd and CEO of AMPAC Ltd and Lumley Life Ltd. He was also the Chair of the Life Insurance Complaints Service in 1996. He has strategic and operational management expertise in leading international and Australian companies gained over a period of 16 years in the financial services industry and 10 years in the manufacturing industry.

Pro-Vice-Chancellor, College of Health Sciences

Professor Don Nutbeam
BEd MA PhD S'ton, FFFHM



Professor Nutbeam was appointed Pro-Vice-Chancellor of the College of Health Sciences in 2003, after three years as

Head of Public Health in the UK Department of Health, where he led policy development in a range of major public health challenges. Between 1990 and 2000 he was Professor of Public Health at the University of Sydney as well as Associate Dean of Medicine and Head of the School of Public Health. He is a Visiting Professor at the London School of Hygiene and Tropical Medicine. Professor Nutbeam's research interests and publications include studies of health literacy, adolescent health behaviour, intervention research in schools and communities, and evaluations of community-based health-promotion programs. More recently he has examined the transfer of research into policy. He is co-author (with Elizabeth Harris) of a popular textbook on health promotion theories.

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

Professor June Sinclair

BA LLB LLD *Witw*



Professor Sinclair was Deputy Vice-Chancellor at the University of the Witwatersrand in Johannesburg from 1991 to 1997, and then Deputy Vice-Chancellor at the University of Pretoria until her appointment as Pro-Vice-Chancellor, College of Humanities and Social Sciences, University of Sydney on 1 July 2003. She has a continuing appointment as an advocate of the High Court of South Africa. Professor Sinclair has published widely, mainly in the areas of family and constitutional law. She has also served on the South African Law Commission and the Commission of Inquiry into the Tax Structure of South Africa, and is a member of the Academy of Science of South Africa and the Executive Council of the International Society of Family Law.

Pro-Vice-Chancellor, College of Sciences and Technology

Professor Beryl Hesketh

BA (Hons) *Cape Town MA Wellington*
PhD Massey, FAPsS FASSA



Professor Hesketh became Pro-Vice-Chancellor of the College of Sciences and Technology in March 2003. A

former Dean of the Faculty of Science at the University of Sydney and a Fellow of the Academy of Social Sciences Australia, Professor Hesketh has extensive experience in graduate teaching and research in industrial and organisational psychology as well as in the application of cognitive principles to decision-making. She has also served as a chair of an Australian Research Council discipline panel, and retains an active research program.

Acting Pro-Vice-Chancellor (Teaching and Learning)

Professor Judyth Sachs

BA PhD *Qld MA WMich* DipTeach
Kelvin Grove CAE



Professor Sachs was elected to chair the Academic Board in February 2000. She stepped down from this position in June

2003 to act in the role of Pro-Vice-Chancellor (Teaching and Learning). A former Pro-Dean (International and External Relations) in the Faculty of Education, she maintains a strong interest in education, in particular teacher professionalism, higher education policy and educational leadership. Her most recent books are *The Activist Teaching Profession*

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Deans of faculties

as at 31 December 2004

College of Health Sciences

Dean, Faculty of Dentistry

Professor Eli Schwarz KOD

DDS *Copenhagen* MPH *Jerusalem* PhD *Copenhagen*, FHKAM FCDHK FACD

Dean, Faculty of Health Sciences

Professor Hal Kendig

AB *Calif(Davis)* MPI PhD *SCalif*, FASSA

Dean, Faculty of Medicine

Professor Andrew J S Coats

MB BChir *Camb* MA DM *Oxf* MBA *Lond* Bus DSc *Lond*, FRACP FRCP FESC FACC FAHA

Dean, Faculty of Nursing

Professor Jocalyn Lawler

CertOpThNursing BSocSc MEd *UNE* PhD *UNSW* AssDipNursEd *Armidale* CAE, RN FCN(NSW)

Dean, Faculty of Pharmacy

Professor S I (Charlie) Benrimoj

BPharm PhD *Bradford* MPS

Dean, Research and Development

Professor David Burke AO

MD DSc *UNSW* MB BS, FAA FTSE FRACP

College of Humanities and Social Sciences

Dean, Faculty of Arts

Professor Stephen Garton

PhD *UNSW* BA, FAHA FASSA FRAHS

Dean, Faculty of Economics and Business

Professor Peter Wolnizer

BEc *Tas* MEc PhD, FCA FCPA

Dean, Faculty of Education and Social Work

Professor Derrick Armstrong

BA *UCLond* MA PhD *Lanc*

Dean, Faculty of Law

Professor Ron McCallum

BJur LLB *Monash* LLM *Qu*

Director, Graduate School of Government

Professor David Richmond AO

MEc

Director and Dean, Sydney College of the Arts

Professor Ron Newman

ASTC NAS GradDipHEd *UNSW*, HLFDA

Dean, Sydney Conservatorium of Music

Professor Kim Walker

ENPL Stan Premier Prix de Virtuosite *Conservatoire de Geneva*, *Curtis Institute of Music*

Jointly with the University of New South Wales

Dean and Director, Australian Graduate School of Management

Professor Robert McLean

BEc *UNE* MBA *Columbia*

College of Sciences and Technology

Dean, Faculty of Agriculture, Food and Natural Resources

Professor Les Copeland

BSc PhD, FRACI CChem

Dean, Faculty of Architecture

Professor Gary Moore

BArch *Calif* MA PhD *Clark*, RAIA PIA FAPA

Dean, Faculty of Engineering

Professor Gregory J Hancock

BE BSc PhD DEng, FTSE FIEAust CPEng

Dean, Faculty of Rural Management

Professor Kevin Parton

BCom *Liv* MSc(AgEcon) *N'cle (UK)* PhD GradDipEconStats *UNE*

Dean, Faculty of Science

Professor David A Day

BSc PhD *Adel* DipTeach *Adelaide* TC

Dean, Faculty of Veterinary Science

Professor Leo Jeffcott

MA *Camb* BVetMed PhD *Lond* DVSc *Melb* VetMedDr *Uppsala*, FRCVS

Dean of Graduate Studies

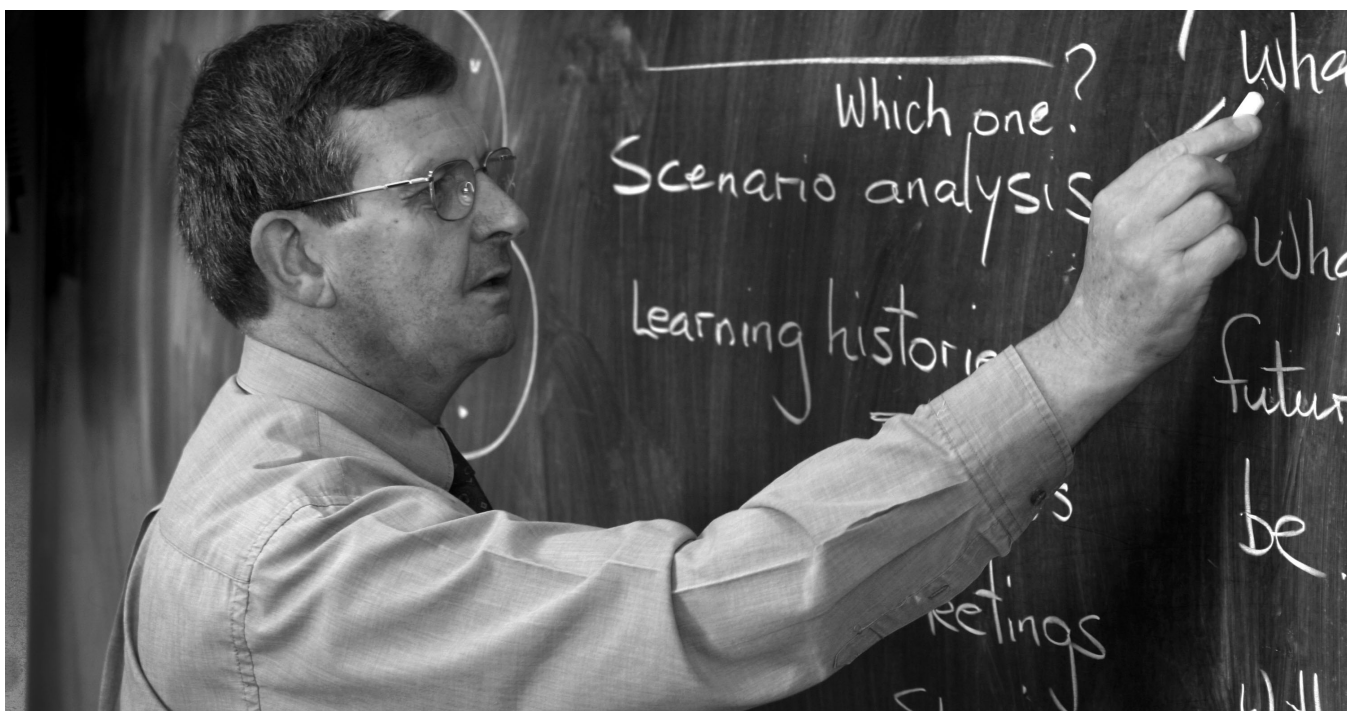
Professor Masud Behnia

MSME PhD *Purdue*, FIEAust FASME MAIAA CPEng PE(USA)

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 2004, the University of Sydney consolidated its position as the leading first-preference university in NSW, attracting 18.2 per cent of first preference applications lodged with the Universities Admission Centre.

Strong demand led to increases in Universities Admissions Index (UAI) cut-offs in most courses (overall, 37 per cent of applicants receiving offers from the University had a UAI of at least 95). Among the individual courses that experienced the greatest rise were Bachelor of Secondary Education (from 83.25 to 88.75) and Bachelor of Arts (from 83.25 to 86.2). The cut-off for Combined Law remained the highest law cut-off in the state at 99.6. The UAI cut-off for Architecture (93.2) also remained the highest in the city, state and region.

The number of international students enrolling in full fee paying degree

courses, which has risen sharply in previous years, remained steady despite rises in tuition fees and the value of the Australian dollar relative to other currencies.

Through the Marketing and Student Recruitment Unit, the University attracted the highest proportion of high-achieving HSC candidates of any Australian university: in the UAC main round of offers, 40 per cent of offers made to applicants with a UAI of 95 or greater were made by the University of Sydney.

In August, 15,000 prospective students attended Sydney Uni Live!, the University's open day for prospective students. Visitors were able to tour four campuses, attend mini lectures and talks, speak to academic staff about areas of study and enjoy entertainment provided in the Quadrangle on the Camperdown campus.

Enhancing the student experience

In 2004 the Academic Board resolved to move to a uniform six credit points for all units of study by 2006. This was done in order to ensure equity and flexibility for students, especially those enrolled in double-degree programs, and ease credit transfer from other institutions, in addition to increasing the parity for Sydney students with other universities (specifically international universities and others in the Group of Eight). This change in policy has resulted in faculties seizing the opportunity to radically review and improve their curricula.

Vice-Chancellor's new award

In order to discover, communicate and encourage the spread of best practice in the support of the student experience a new Vice-Chancellor's Award was initiated – the Vice-Chancellor's Award for Support of the Student Experience. The award recognises that the quality of the student experience depends on many factors both inside and outside the classroom, including high standards of administration and services to students. Two awards were made:

- the Optical Fibre Technology Centre was recognised for the work of ARC Research Fellows Dr Maryanne Large and Dr Leon Poladian with talented science and engineering students, specifically in their application of the University's goals with regard to research-led teaching and interdisciplinary cooperation, and
- the Veterinary Science Year 5 Extramural Support Team was recognised for the contribution of its constituent academic, general, technical and practising veterinary staff to providing an innovative and personalised approach to the clinical experience.

Increased access to student feedback

In 2004 the University also increased its feedback about the student experience to all faculties and developed a methodology for analysing responses to the annual Student Course Experience Questionnaire. Previously raw data had been provided to the faculties, with no analysis undertaken.

Organisational initiatives

Following on from a major review during 2002, a new Academic Board commenced in 2004 with an expanded membership and increased member participation. Successful Academic Board forums were held in May and October with topics related to the Federal Government budget and higher

education, and the standardisation of credit points.

Upon the resignation of Professor Judyth Sachs to take up the role of Pro-Vice-Chancellor, Teaching and Learning (Acting) in July, the Academic Board elected a new chair, Professor John Carter. Professor Carter is also Chair of the Research Committee and is a well-respected and experienced member of the Academic Board.

In addition to the policy initiatives to standardise credit points for units of study, significant advances were also made in:

- provision for student appeals
- coursework assessment and examination
- postgraduate English-language requirements
- guidelines for Academic Board faculty reviews
- quality assurance and learning management systems, and
- analysis of the generic attributes of graduates.

The Academic Board is continuing to develop policies and procedures to identify and assist students at risk and to implement the new student academic appeals provisions.

The University continues to use benchmarking to provide data to assist in raising the quality of its students' experience. Student experience feedback data is shared with the Universities of Oxford and Queensland. The University is also benchmarking with Monash University to enhance teaching in the context of a research-intensive university. University College London continues as a benchmarking partner with regard to Academic Board faculty reviews.

In 2004 the Centre for Continuing Education consolidated its position as a leader in providing adult continuing education short courses. Enrolments and income rose by 6 per cent in the 12 months since 2003 with particularly strong growth in history and culture (up 24 per cent), languages (up 10 per cent), business (up 13 per cent) and study tours (up 8 per cent). The seasonal short-course program gained new vitality and developed an excellent

balance of non-vocational and vocational courses. Many new collaborations with University units and external partners were established for design and delivery of short courses.

The Nicholson Museum continued to support the teaching of classical and Near Eastern archaeology through providing access to collections for the teaching, study and research of undergraduate and postgraduate students.

Staff from the Macleay Museum provided specimens for teaching to biology students and supervised two honours students in entomology. The museums supported museums studies through internship placements and the use of collections and exhibitions in teaching.

SCA Gallery hosted a program of exhibitions that complemented the faculty's academic program and contributed to the learning of art student groups visiting the campus during 2004.

Innovative degree programs

Twenty-five new undergraduate and postgraduate courses were approved during 2004 to commence in 2005, comprising seven new bachelor degrees and 18 new postgraduate courses. Undergraduate courses included the Bachelor of International Studies, Bachelor of Oral Health and Bachelor of Arts and Sciences.

The Faculty of Economics and Business finalised a proposal to introduce the Bachelor of International Studies in 2005. The course is designed to equip students with knowledge, understanding and expertise pertaining to the economic and political dimensions of global trade and economics. It reflects the unique strengths of the School of Economics and Political Science in the Faculty of Economics and Business, which integrates both economics and politics. The course is further strengthened by the inclusion of units with an international orientation from the School of Business in the Faculty of Economics and Business and from the faculties of Arts and Education and Social Work.

The Bachelor of Oral Health was developed and introduced by the

Faculty of Dentistry to provide tertiary education in oral health promotion, dental hygiene and dental therapy to students in NSW. The course will equip students with the required skills, knowledge and experience to deliver oral health promotion, dental hygiene and dental therapy services to patients throughout Australia and will meet a need for training in this sector in NSW.

Cross-faculty consultation and cooperation has led to the development of the Bachelor of Arts and Sciences, a new course that was approved for launch in 2005. This degree has been designed to meet the increasing demand for generalist qualifications that has been demonstrated in recent years by applications to undergraduate degrees in Arts, Science and Liberal Studies. The course will be a broad-ranging first degree, offering students opportunities for study in most faculties of the University. Its introduction recognises a need for a first degree that will allow students to gain foundations in core civic, commercial and academic disciplines and achieve breadth of intellectual outlook before embarking on employment or further study.

Sydney College of the Arts launched the Master of Contemporary Art for Educators in conjunction with the Faculty of Education and Social Work. The professional development degree is unique in targeting arts teachers who wish to develop their art practice in a pedagogical context.

The introduction of the Master of Development Studies by the Faculty of Arts will offer a wide range of electives to prospective students enrolled in the faculties of Arts, Economics and Business, Law, Medicine and Education and Social Work. The new units are designed to equip students with the theoretical knowledge and empirical skills necessary for understanding the processes of social change and development in a global environment.

Students enrolled in the Master of Commerce will benefit from the addition of Quantitative Finance as a dedicated subject area. This will allow them to study this speciality in greater depth – an achievement that will be reflected on their testamurs.

The Graduate School of Engineering in the Faculty of Engineering has substantially reworked the Master of Engineering Studies to meet the increasing global needs of the engineering community with more specific technological orientations. It will equip students with the updated knowledge and expertise most needed by modern society.

The School of Public Health has designed new courses in Health Policy to meet the needs of the public and private health care sectors in Australia by equipping students with the skills and knowledge they will need to appraise critically and to develop evidence-based health policy.

Students enrolled in the Master of Education in the Faculty of Education and Social Work will benefit from two new specialisations, Coach Education and Educational Studies (Human Movement). The new specialist degrees were intended to fill a gap in the academic and professional development of those working in this field and increase the postgraduate study options for teachers of Personal Development, Health and Physical Education.

Two courses were introduced into the Master of Music Studies at Sydney Conservatorium of Music – Creative Sound Production and Pedagogy.

These will teach, respectively:

- advanced skills in sound recording and music production, and
- contemporary theoretical foundations, recent research and current practice in studio and small-group music teaching.

In conjunction with the Faculty of Economics and Business, the Graduate School of Government will introduce two courses specifically for people working in government: Master of Public Administration and Master of Public Administration (International). These courses have a strong practical focus and will contribute directly to the skills of those currently in senior positions in the public sector. Major study areas will include policy analysis, leadership development and governance and public economics.

The Innovation and Technology in Education Ventures (ITEV) project provided investment to support high growth postgraduate courses in engineering, veterinary science, medicine and health sciences. The ITEV initiative provides loans for the up-front investment needed in marketing, business systems and project management when academic teams seek to develop competitive and innovative programs.

Student-friendly technology

The University further developed its information and communication technology (ICT) in teaching and learning with the aim of improving the delivery of course content, enhancing the student learning experience, empowering staff to develop innovative teaching approaches and resources, and making ICT in teaching and learning a ubiquitous and sustainable part of professionalism in teaching.

As part of this initiative, in 2004 the ICT in Teaching and Learning Governance Group:

- developed a policy governing quality assurance for all learning management systems and adopted a Strategic and Operational Plan for ICT in Teaching and Learning
- appointed an ICT in Teaching and Learning Coordinator and representatives of the college pro-vice-chancellors to oversee the academic administration of strategic ICT in Teaching and Learning projects
- employed staff and funded 4000 project hours per college
- provided a Web Course Tools (WebCT) Help Desk
- systematically trialled unit-of-study websites
- funded e-learning staff development
- provided quality assurance for users of the Blackboard Learning Management System by undertaking a project to develop equivalent processes to those developed for WebCT, and
- commenced a benchmarking relationship with the Australian National University.

University Library

The mission of the Library is to be a vibrant and innovative centre of excellence that advances teaching, learning and research, as well as supporting the community services of the University. Throughout 2004, services were provided from 20 locations on nine campuses, making the Library one of the most geographically devolved units within the University. More than 55,000 people are registered users of the Library, including staff and students of the University of Sydney and other universities, senior high school students and members of the community.

The effectiveness of the Library was praised by the Australian Universities Quality Audit, conducted in July 2004.

The Library provides access to collections, web-based services, study facilities, information literacy programs, faculty liaison, reference services and research assistance. During 2004, collaboration with the Pro-Vice-Chancellor (Teaching and Learning) was strengthened and Library staff were active in the University's Teaching and Learning and ICT in Teaching and Learning forums. In addition to their other duties, Library staff undertook the management of digital objects used to support teaching and learning.

In 2004, the Library:

- completed the renovation of the Badham Library including the provision of improved study spaces, increased access to computing facilities and a new training room
- commenced planning for new Law and Science and Technology libraries and for the renovation of the Fisher Library
- provided information skills instruction to more than 30,000 staff and students
- improved computer access facilities installed in the Fisher Library
- added 7845 items to the Course Online Readings Service (CORS), which provides access to digitised text-based copyright materials required for student course work. This brought the total documents available through CORS to nearly 30,000
- provided more than 1.8 million viewings of CORS documents

- increased the funds available for spending on coursework-related book acquisitions by 16 per cent
- implemented an online, real-time reference service, titled "AskLive"
- worked in partnership with the Faculty of Veterinary Science to further develop the Online Library of Images for Veterinary Education and Research (OLIVER)
- developed a proposal with the Faculty of Architecture for a learning object bank to support use of digital materials in teaching and learning, which will be launched in 2005
- collaborated with the Faculty of Science and the Faculty of Agriculture, Food and Natural Resources to develop an object bank to support teaching and learning in the plant sciences, and
- converted the book *Flora of the Sydney Region* to digital format in partnership with the School of Biological Sciences and the University of Wollongong.

Teaching awards

Through the Academic Board Review process the University continued to support the development of faculty excellence in teaching awards, with criteria and timeframes that integrated with University awards and externally with state and federal awards.

The University winners of the Vice-Chancellor's Awards for Outstanding Teaching were:

- Dr Lyn Carson from the Faculty of Economics and Business
- Dr Jennifer Milam from the Faculty of Arts, and
- Associate Professor Jennifer Hodgson and Dr Jacqui Norris, in a joint application from the Faculty of Veterinary Science.

Scholarship Index

The Scholarship Index is a fund that specifically rewards faculties for the teaching qualifications of their academic staff. It also rewards faculties whose staff have been recognised by teaching awards (either faculty, University, state or national) or published or presented

at conferences on university-level teaching. In 2004, nearly \$800,000 was distributed from the fund.

Teaching Improvement Fund

The criteria for awarding grants from the Teaching Improvement Fund (TIF) were changed in 2004 to reward faculties and projects that focused on responding to the recommendations resulting from the Academic Board's reviews of faculties.

In 2004, more than \$1.2 million was awarded to projects: \$204,446 in the College of Health Sciences, \$267,000 in the College of Sciences and Technology, and \$755,000 in the College of Humanities and Social Sciences.

Teaching and Learning portfolio

In 2004, the Institute for Teaching and Learning (ITL) continued to work with the University community to help assure and enhance the quality of student learning experiences in the University. A new working group, Flexible and Online Teaching, was added to the existing ITL working groups, these being the groups for:

- The First Year Experience
- Evaluation and Quality Assurance, and
- Research Led Teaching.

Among the achievements of the working groups in 2004 was the Academic Board approval of the University's revised policy on Generic Attributes of Graduates and the preparation of a key report on the First Year Experience. The effectiveness of these working groups was commended in the 2004 Australian University Quality Agency (AUQA) review of the University.

ITL played a key role in supporting the University in preparing for the AUQA visit. In addition ITL continued to offer development programs to academic staff, including the Postgraduate Supervisors development program and the Graduate Studies Program in Higher Education. The work of ITL was recognised internationally in 2004, most particularly by Oxford University

Professor of Higher Education Professor Graham Gibbs, who said: "Not since the ... early 1980s has a single university teaching development institute had such an extensive impact on thinking in Europe about university teaching and learning, and how to improve it, as has the University of Sydney's ITL."

Sydney Summer School – which enables students to complete units of study between regular semesters – increased its enrolments by 10 per cent. International students represented about half the enrolments, with the majority of all students enrolling to accelerate their progress in their degrees. The smaller Winter School program maintained enrolment numbers and offered predominantly postgraduate units.

Research Institute for Asia and the Pacific

With demonstrated experience in designing and delivering AusAID, UN, APEC and foreign government funded projects, the Research Institute for Asia and the Pacific (RIAP) positioned itself as a key provider of international project management training, launching its pilot program in Hanoi in Oct 2004.

RIAP continued to service the human resource developmental needs of Chinese senior government officers and business executives by providing flexible and innovative training programs throughout 2004. The long-term China Executive Training Program conducted by RIAP provides customised English language training, professional development in management techniques, work placements in Australian organisations, and study visits to observe business operations among Australian companies.

College and faculty achievements

College of Health Sciences

The college reinforced its position as the premier health sciences training institution in Australia, with almost twice as many on-shore students as

any other university in the country. In 2004, it offered the broadest range of health-related undergraduate and postgraduate courses in Australia, including 25 undergraduate and 145 postgraduate courses. The college continued to experience strong demand for its academic programs from both local and international students.

Faculty of Dentistry

In 2004 the faculty obtained approval for the introduction of a Bachelor of Oral Health degree. The program is supported by NSW Health and the Commonwealth Department of Education, Science and Training (DEST), and will accept its first intake in 2005. The program is designed as the first course in NSW to train both dental hygienists and dental therapists at university level.

In December the graduate-entry Bachelor of Dentistry program had its first cohort of graduates – 39 students graduated, nine with honours. The Bachelor of Dental Surgery degree concluded in 2004, with 59 graduates from the final cohort.

Faculty of Health Sciences

In 2004 the faculty introduced a range of new courses, including a combined Bachelor of Applied Science (Exercise and Sport Science)/Bachelor of Science (Nutrition) program and a suite of graduate programs in Sexual Health, supported by Innovation and Technology in Education Ventures (ITEV) and the Vice-Chancellor's Strategic Development Fund.

The faculty was awarded a University Teaching Improvement Fund grant of \$86,054 to work on postgraduate coursework reform. This work will focus on the sustainability and coherency of courses in the faculty and how they relate and integrate with other areas, particularly other faculties in the College of Health Sciences. The faculty was also allocated \$125,000 by the college towards a project aimed at improving teaching and learning for undergraduate students in their second and subsequent years of study. This project builds on an ongoing program to improve the teaching and learning experiences of first-year students.

Dr Laura Batmanian from the School of Biomedical Sciences was awarded the 2003 Pearson Education UniServe Teaching Award. The award is given to teachers in Australian universities who have implemented a teaching innovation in a science discipline and specifically recognises teaching that improves student learning outcomes from an innovative and integrated use of information and communication technologies (ICT).

Faculty of Medicine

The faculty has developed a Research Training Plan for 2004–2006, and has further developed its purpose-built website for postgraduate students. As well as providing general information for all postgraduate students and detailed information about a particular course, the website incorporates a searchable database that enables potential research students to view recently published theses, helping them to determine areas of research productivity and identify potential supervisors.

The faculty commenced a review of its existing postgraduate coursework programs and is considering the benefits and opportunities of a coordinated approach to postgraduate coursework development and delivery.

The development of the Sydney Professional Master of Medicine Program, an innovative new program that aims to provide a range of high quality postgraduate coursework programs, progressed well; the first students are expected to enrol in 2005. The faculty enrolled its first students in its new master's program in medical education. They are all teachers within the faculty, and it is expected that the program will further promote quality teaching and learning within the Faculty of Medicine.

The 2004 Rhodes Scholarship for NSW was won by Imre Hunyor, who completed the University's graduate medical program and will conduct clinical research in cardiovascular medicine at Oxford in 2005.

Faculty of Pharmacy

The new graduate-entry Master of Pharmacy program was successfully

introduced in 2004, with students showing an exceptional progression rate to Year 2. The high demand for places in this fee-paying program continues.

College of Humanities and Social Sciences

During 2004 the College of Humanities and Social Sciences (CHASS) appointed an Academic Director, Teaching and Learning and developed a draft Teaching and Learning Strategic Plan, 2005–2009 to assist faculties in developing shared goals in their own teaching plans and to inform teaching goals and resource allocations across the college.

The college took key steps in developing the use of ICT in teaching and learning. An ICT in Teaching and Learning Advisory Group was established with representatives from each faculty to coordinate initiatives, share best practice and develop projects. Two projects are currently being piloted:

- the Snapshot Project assists understanding about the current use of ICT in teaching and learning in the college and plans for ongoing monitoring and development, and
- the Write Site Project creates an online environment to facilitate and support staff feedback to students on their academic writing skills.

The year saw a marked increase in the use of ICT in teaching and learning across the college, with a 34 per cent increase in the number of sites using Web Course Tools (WebCT) from the previous year.

CHASS faculties also undertook a range of projects resourced by the Teaching Improvement Fund (TIF) in response to recommendations made in the first phase of reviews carried out by the Academic Board. The projects aim to:

- develop the teaching skills of course tutors
- identify and assist students at risk of under-performance
- enhance skills in written communication
- enhance the teaching and learning experience for first-year students, and
- introduce specialised teaching technologies in visual art and in education.

Five “new-blood” Sesquicentenary Lectureships were established in the college in the fields of Australian archaeology, arts informatics, philosophy of probability, history and theory of contemporary Australian Indigenous art, and strategic management. College Strategic Development funds were used to support new and continuing appointments in the areas of Media and Communications, Classics, Archaeology, e-learning, Social Work, Advanced English and Constitutional Law, and to provide additional support for first-year teaching and course coordination and mentoring within the Bachelor of Arts (Advanced).

The College secured additional undergraduate places, funded by the Department of Education, Science and Training (DEST), for a new degree, the Bachelor of Arts and Sciences. This cross-disciplinary liberal arts degree enables study across the University with a particular focus on Arts, Science, Legal Studies and Business. Funding was also secured for the new Bachelor of International Studies within the Faculty of Economics and Business.

Faculty of Arts

The faculty's ability to attract high-quality students was demonstrated by the high UAI of 86.50 for entry into the Bachelor of Arts in 2004.

The Tutors Development Program was established in response to the first phase of reviews by the Academic Board. The program, developed in collaboration with the University's Institute for Teaching and Learning, had excellent participation and support during 2004.

The faculty established the Excellence in Tutoring Awards. All six successful applicants had participated in the Tutors Development Program.

The TIF-funded project, Competence in Written English, introduced in 2003, was extended to include another large first-year unit of study. The project provides support for the written and oral expression of students across all years. Some funds from this project will be fed into the web resource for the project in collaboration with the Learning Centre.

The Arts Network and Mentoring Program continued to grow and produce excellent results in 2004. An established pattern has emerged where first-year students who participate in the mentoring program become mentors themselves. The training offered to volunteers was developed in collaboration with the Counselling Service.

The Not Drowning, Waving Program, managed by the faculty's Director of First Year Teaching and Learning, was piloted in 2004 and will continue each semester. The program identifies all students who failed two or more units of study in the first semester of their first year. Academics nominate as personal advisers to students, providing support through advice, follow-up and the identification of problems.

Faculty of Economics and Business

The faculty pursued strategic initiatives in four areas during 2004. It focused on improved orientation and transition programs for both undergraduate and postgraduate students by:

- piloting a pre-arrival orientation video conference for international students
- developing an orientation CD
- establishing transition sessions and skills workshops in the first four weeks of semester (such as essay-writing and working in groups), and
- establishing mentoring programs rolled out on a peer student-to-student basis for new postgraduates plus pilot programs for new undergraduates and a student/corporate professional mentoring program for senior undergraduate females ('LUCY') with the NSW Department for Women.

The faculty worked on improved preparation of foundation skills through implementing pre-arrival self-diagnostic tools and support projects. These are under development with the Learning Centre, Mathematics Learning Centre and the International Office for implementation in 2005. There was also improved use of Measurement of Academic Skills of University Students (MASUS) diagnostics for literacy embedded within units of study.

Improved support for teaching was put in place by:

- forming the Centre to Advance Learning in Economics and Business (CALEB), which has a brief to support students, staff and the faculty
- implementing faculty teaching forums (topics included research-led teaching, grade descriptors, diversity and inclusive teaching)
- disseminating best-practice and innovation through an e-zine
- setting up online learning resources for self-assisted support and development, and
- initiating academic mentoring and leadership with the Faculty of Education and Social Work.

Improved recognition and rewards for teaching and research-led teaching were achieved by:

- establishing the \$10,000 Wayne Lonergan Outstanding Teaching Award
- increasing Scholarship Index points (220 to 329)
- achieving the Vice-Chancellor's Award for Teaching for a member of the faculty, and
- allocating new funds for teaching-related research.

Faculty of Education and Social Work

The faculty received a \$100,000 Teaching Improvement Fund grant for the project *Advances in the Field of Computer Assisted Learning in Teacher Education*, which builds on the work being conducted by the Faculty's Centre for Computer Supported Learning and Cognition (CoCo).

In collaboration with the Faculty of Economics and Business, the Faculty of Education and Social Work received \$75,000 for a project on academic leadership and mentoring.

A faculty team (Dr Michael Anderson, Professor Peter Reimann, Professor Peter Goodyear, Associate Professor Robyn Ewing and Dr John Hughes) received a 2004 Sesqui Teaching Equipment Grant awarded for the purchase of equipment for a Multimedia and Performance Education Teaching Facility. The equipment purchased included multimedia items, lighting, staging and sound equipment.

Sydney College of the Arts

Sydney College of the Arts (SCA) obtained approval to offer the Master of Film and Digital Image. Cooperation between SCA and the Faculties of Arts and Architecture will promote new flexible teaching and learning options for students interested in all aspects of the film and moving image industries.

Sydney Conservatorium of Music

In 2004, the faculty developed two important postgraduate coursework programs: the Master of Music Studies (Pedagogy) and the Master of Music Studies (Sound Recording), both with associated Graduate Certificate and Graduate Diploma programs. At the undergraduate level, the new combined degree, Bachelor of Arts/Bachelor of Music Studies, had its first intake, with strong interest from students.

Planning was undertaken for expansion of the ensemble program to two orchestras, two choirs, a New Music Ensemble, an Early Music Ensemble, a Wind Ensemble and a variety of Jazz ensembles, making the program the largest in Asia. Under the Chamber Music program, 75 ensembles per semester and several country tours were established. In 2004, the numbers of Music Education students increased. In line with state-wide trends showing a resurgence in demand for teacher training, the first year intake of the Bachelor of Music (Music Education) rose to just under 50.

Three teaching awards were offered: to Andrew Barnes for database applicant tracking, to Peter Dunbar-Hall for music education research in Bali, and to Daniel Herscovitch for work with physicians and therapists in relation to music performance.

Australian Graduate School of Management

Business school rankings published by London's *Financial Times* placed the AGSM's full-time MBA, MBA (Executive) and Executive Programs first in Australia.

The full-time MBA class of 2004 were in the top 13–15 per cent of the 245,000 students who complete the GMAT worldwide, with an average GMAT of 655.

Graduate School of Government

The Graduate School of Government (GSG) commenced teaching in 2004 with a first intake of 55 students into the Graduate Diploma of Public Administration. Another 45 students enrolled at the University of Sydney to undertake the Australia and New Zealand School of Government (ANZSOG)

The core teaching of the GDPA is underpinned by two elements: the Leadership Development Assessment (LDA) and the Mentoring Program. The LDA is a unique GSG methodology tailored specifically for these students. The program acts as a building block for ongoing personal development into future leadership by developing skills that are recognised and transferable across the sector. An independent evaluation conducted in late 2004 found that the LDA is regarded as a valuable component of the diploma and recommended that the GSG continue to provide the LDA.

The mentoring program provides credible experienced practitioners from the ranks of the public service, ex-ministers, judiciary and the private sector to provide advice and assistance to students for up to two years. Mentors provide general career and development advice and encouragement on aspects of the course, including assignments and a work based project. As 2004 was the first year of the mentoring program a survey was taken of mentors and students. The response from mentors and students alike was very positive.

College of Sciences and Technology

The college once again performed exceptionally well in winning a range of teaching awards. Dr Leon Polladian and Dr Maryanne Large from the Optical Fibre Technology Centre won the Vice-Chancellor's Award for Student Experience. A second Vice-Chancellor's Award for Student Experience went to the Year 5 Team in the Faculty of Veterinary Science led by Dr John Baguley. UAI cut-offs increased in most of the college's degree programs.

The college hosted a highly successful and well attended showcase on

teaching and learning. Staff from all faculties shared their ideas about teaching, including the role of ICT in teaching and the importance of professional education.

The Faculty of Agriculture, Food and Natural Resources and the School of Biological Sciences have undertaken a major revision of plant sciences, culminating in combined teaching in this area, including a new major in plant sciences.

The Animal Sciences degree has been developed into a new Bachelor of Animal and Veterinary Biosciences, which is taught in the Faculty of Veterinary Science.

The college's Director of Teaching and Learning, Associate Professor Mary Peat, undertook a systematic program of migrating best practice across CST. This included:

- extending the Faculty of Science Tutor Training program and its Graduate Attributes project to other faculties
- migrating the VEIN image database approach to Agriculture, Food and Natural Resources and other areas of the college
- increasing best practice in ICT and teaching, and
- systematically reviewing outcomes from TIF and other teaching and learning grants and projects.

A forum was held on benchmarking, which has led to a series of recommendations for the faculties and the creation of a resource kit. The Faculty of Rural Management used TIF funding to benchmark three courses against similar highly regarded courses in Australia and overseas.

Faculty of Agriculture, Food and Natural Resources

The Master of Agriculture (Turf Science) was reviewed, with changes to the program to be implemented in 2005.

Faculty of Architecture

The first graduates from the new Bachelor of Design Computing moved out into a wide variety of jobs in the design computing, digital media and ICT industries.

Joint programs were developed in 2004 to be offered in 2005, including

the joint Master of Architecture (Architectural and Urban Design) and Master of Urban Design (Urban Design and Planning) degrees, as well as streams within the Master of Urban and Regional Planning program for students wishing to combine the MURP with Heritage Conservation, Housing Studies or Urban Design.

Faculty of Engineering

The Department of Chemical Engineering finalised its curriculum renewal, re-examining the degree based on competency attainment by students, problem-based learning and horizontal/vertical integration of material.

From small beginnings in 1998, the Biomedical Engineering program reached a major milestone in 2004 with total enrolments exceeding 100 students for the first time.

The Sydney University Association of Biomedical Engineers (SUABE) was formed, and hosted a number of very successful career development seminars.

The Masters of Engineering Studies programs were substantially enhanced and approved by the Academic Board. New specialisations or programs include Wireless Communications and Network Engineering, Aerospace, Manufacturing Systems, Manufacturing Knowledge Integration and Project Management, Manufacturing Commerce and Business Management, New Materials Technology, Structural and Foundation Engineering, and Sustainable Processing.

The Project Management Graduate Program won international acclaim in 2004 when it became the recipient of two inaugural awards from the US-based Project Management Institute (PMI), which is the internationally recognised project management body.

The faculty was visited in September 2004 by Engineers Australia, the Institution of Chemical Engineers, and the Australian Computer Society for Professional Accreditation. The review committees will make recommendations to their governing bodies for full accreditation of all programs in Civil, Chemical Engineering and Aerospace, Mechanical and Mechatronic Engineering for five years, including all specialties and combined degrees.

Faculty of Rural Management

Two new degrees were approved by the Academic Board: the Master of Sustainable Management and the Doctor of Sustainable Agriculture.

The faculty has continued discussions with the Western Institute of TAFE for collaboration in various aspects of teaching. Most progress has been in the equine area, with TAFE making use of the equine centre at the Orange campus.

The faculty expanded its Managing At-risk Students program, which recognises that the faculty has students who come from various backgrounds and circumstances, and aims to take this into account.

Faculty of Science

Dr Tom Hubble won the Quality Award 2004, which was awarded by the NSW Minister for Education and Training and the Australian College of Educators, NSW Chapter.

The School of Physics offered the Master of Medical Physics, which is accredited by the Australasian Society of Physical Scientists and Engineers in Medicine as a training qualification for hospital medical physicists.

Faculty of Veterinary Science

Associate Professor Jennie Hodgson and Dr Jacqui Norris received the Vice-Chancellor's Award for Outstanding University Teaching. Associate Professor Hodgson received the 2004 Australian Veterinary Association's Teacher of the Year award for outstanding veterinary teaching. Associate Professor Chris Moran won the college award for research supervision.

The faculty launched an online resource, developed by Dr Paul McGreevy and Professor Frank Nicholas, for Listing of Inherited Disorders in Animals (LIDA), with excellent, accessible information on genetic disease provided by students, practitioners and breeders.

The faculty continued to develop and deliver the innovative, fully online Veterinary Public Health Management postgraduate courses, using best practice in educational delivery assessment methods. These articulated postgraduate programs fulfil an urgent

need for animal health professionals with skills focused on national and international livestock industries, especially in times when food safety, biosecurity and public health are major issues.

The faculty underwent the second and final phase of national accreditation, with the Veterinary Schools Accreditation Advisory Committee visiting in October 2004. The committee strongly endorsed the new curriculum, its implementation and the commitment of staff and students to it.

See Supplementary section for information about undergraduate and postgraduate enrolments; destinations of first-degree graduates; mean UAls for students entering the University; 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, 30.6 per cent were born overseas and 32.2 per cent spoke a language other than English at home. Students from a rural or isolated area represented 6.7 per cent of the local student body and 278 identified themselves as being of Aboriginal or Torres Strait Islander descent. Just over 43 per cent of the total enrolment was male and 56.8 per cent female, and 746 identified themselves as having a disability.

Special admissions

In 2004, 273 students enrolled under the Broadway Scheme for disadvantaged

students, of whom 165 spoke a language other than English at home and 114 were born overseas.

Twenty-three students entered under the Cadigal Program for Indigenous students and 118 under the Mature Age Entry Scheme. Of the latter, 35 were born overseas and nine 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 (which accepted four students in 2004), and a Multicultural Admissions program for HSC students who have appropriate language skills and an understanding of the needs of major community groups (which made three offers of enrolment in 2004).

Eight faculties offer Flexible Entry, an admissions scheme that allows school leavers to be offered a place in a course based on a combination of their

UAI and other criteria such as relevant work experience or a musical or dramatic performance, artistic presentation or portfolio. The minimum UAI for Flexible Entry places is five points below the standard UAI for the relevant course.

In 2004, 23 students were enrolled in a range of courses under the Elite Athletes and Performers Scheme, a special admission scheme that supports applicants who believe their training and/or competitive commitments affected their HSC preparation.

Under the Rural and Regional Entry Scheme, seven students were enrolled for courses at the University's Orange campus – three in the Bachelor of Arts, two in the Bachelor of Science and two in the Bachelor of Liberal Studies. Nine students from rural and regional areas were also enrolled in the Bachelor of Nursing – Block Mode course at Orange.

The Centre for Continuing Education's University Preparation Program (UPP) offers a wide range of courses designed to equip prospective mature-age students with the necessary attitudes and skills to succeed in tertiary study. This continues to be a very popular program despite the increasing competition for university places. More than 604 students enrolled in the program in 2004. Many of the students who complete the UPP and are admitted to the University are high achievers in their chosen degree areas, often progressing to postgraduate study. The Sydney Summer School – where students are able to accelerate their progress toward their degrees by completing required units between regular semesters – continued to offer fee-waivers to local undergraduate students based on educational disadvantage, including financial hardship.

University scholarships and financial support

The University of Sydney has a robust program of merit scholarships and financial support for students in need, providing \$5.2 million for this purpose in 2004 – by far the most comprehensive and generous scheme of any university in New South Wales. However, changes in the Federal Government's higher education policy prompted the University to establish a working party to examine the existing student financial assistance program early in 2004. As a result of that work, which consulted widely across both students and faculties, the University of Sydney Access Program was established, to begin operation from 2005.

The program will:

- Assist the University to identify those students who may not otherwise attend the University of Sydney because of financial or educational disadvantage
- More effectively communicate to these students the extensive range of financial support which will be available to them as students of the University
- Provide a gateway specially tailored to meet the needs of students from low socio-economic backgrounds or who have experienced educational disadvantage so that they are able to

easily negotiate the application process and so that the University can more accurately identify their needs

- Introduce a first-year "start-up" grant to assist new students from disadvantaged backgrounds to cover the costs of starting university
- Implement a system which ensures that current students do not "fall through the net" because of a lack of financial support
- Expand the existing Access Scholarships program and the bursary program for new and enrolled students, and
- Expand the support services available to enrolled students, including casual employment and accommodation support.

Scholarships for first-year students

The University's major centrally funded scholarship scheme awarded scholarships to 179 first-year students. The awards were:

- 10 Scholarships with Distinction worth \$8000 each per year
- 24 Scholarships with Merit worth \$5000 each per year
- 54 Entry Scholarships worth \$2000 each for one year only
- 34 Scholarships for Outstanding Achievement in the HSC, worth \$5000 each per year
- 54 University of Sydney Access Scholarships, worth \$3000 per year, and
- 3 Group of Eight Access Scholarships, worth \$3000 per year.

Commencing students are also eligible for sports scholarships, international scholarships, a range of faculty scholarships, full fee scholarships and, for Indigenous students, a number of scholarships administered by the Koori Centre.

Scholarships for continuing students

The University also offered a range of scholarships for continuing undergraduate students.

These included 170 scholarships for one year only:

- 50 Honours Scholarships worth \$2000 each

- 100 Continuing Undergraduate Scholarships worth \$2000 each, and
- 20 Full Fee Undergraduate Scholarships worth \$4000 each.

Also included were 215 continuing scholarships (an increase of more than one-third over the 2003 figure):

- 7 Group of Eight Access scholarships
- 54 University of Sydney Access scholarships
- 31 Scholarships with Distinction
- 73 Scholarships with Merit, and
- 50 Scholarships for Outstanding Achievement in the HSC.

Other scholarships for which continuing undergraduate students were eligible in 2004 included international exchange scholarships, sports scholarships and a range of faculty scholarships, along with more than 600 prizes awarded each year for outstanding performance. Students experiencing financial difficulties may also apply for assistance through loan funds and bursaries.

Commonwealth Learning Scholarships

The Commonwealth Learning Scholarships scheme was launched by the Federal Government in 2004 to aid students in need of financial support to attend university. Students attending the University of Sydney were awarded 234 of these scholarships, comprising 106 Commonwealth Educational Costs Scholarships worth \$2000 a year and 128 Commonwealth Accommodation Scholarships worth \$4000 a year.

Sports and faculty-based scholarships

Incorporating the sporting scholarships scheme initiated by the University Senate in 2003, Sydney University Sport awarded 210 annual sports scholarships in 2004, each of which was valued at between \$1000 and \$4000. As well, athletes have access to academic support, personal development, sport science and dietetic services. These scholarships were awarded to athletes from 35 sports, across a variety of faculties. A number of combined scholarships were

also offered in conjunction with the residential colleges and Sydney University Village. Development Scholarships, which recognise sportspeople with elite potential, were awarded to 40 students, giving them the opportunity to be involved in, and benefit from, the extensive range of services made available to full-scholarship athletes.

During 2004 an audit was undertaken of all scholarships, prizes and bursaries offered by faculties across the University. Faculties were asked to provide:

- the number of scholarships, bursaries and prizes available
- the value of each award, and
- the criteria for selection, and whether each award was based on merit and/or equity.

The audit provided information about current awards; awards that were gender-specific or had other conditions; and the number and reasons for inactive awards. Through the audit, 675 faculty scholarships were identified, with an average value of \$4650, as well as 693 prizes with an average value of \$328, and 103 bursaries with an average value of \$1002. This provides additional financial support of around \$3.5 million annually to our students.

The faculties of Arts, Agriculture, Food and Natural Resources, Dentistry, Engineering, Health Sciences, Medicine, Nursing, Pharmacy, Science, Education and Social Work, and Economics and Business, as well as Sydney College of the Arts, Sydney Conservatorium of Music, Wesley College and the University of Sydney Foundation participated in the International Merit Scholarship program in 2004. These scholarships – which pay either half or full tuition fees – are awarded annually to students already enrolled in a degree program at the University. In 2004, 64 awards were made to students from 21 nations.

Support for staff teaching in a diverse environment

The Staff Support and Development Unit (SSDU) continued to provide training for University staff. Many of the

Unit's courses contained information relating to cultural diversity. For example, programs for University supervisors, managers and leaders all included content on cultural diversity. A stand-alone cultural-diversity workshop appeared on the 2004 training program and was open to all staff. Additionally, personnel from the Staff and Student Equal Opportunity Unit (SSEOU) delivered sections of the SSDU's two-day recruitment skills training program, *Selecting The Best Person For The Job*.

Student services

The Learning Centre offers courses for students of non-English speaking backgrounds (NESB) in grammar, oral presentation, discussion skills and academic reading and writing. In 2004, the centre had a total of 1465 enrolments in these workshops. Of these, 807 students were of NESB. The centre also conducted 27 teaching programs for approximately 2100 students in 11 faculties. The majority of students receiving intensive support in these programs were of NESB. The Centre is collaborating with the College of Humanities and Social Sciences on developing an online facility allowing students to rectify specific writing problems identified by their markers in the areas of grammar, structure, academic style and use of evidence. The Centre is also developing a package to enhance students' skills in writing well-formed paragraphs and has completed an annotated list of links to recommended writing support websites.

To meet the needs of the increasing number of international students attending the University, the centre expanded its program of language and learning workshops in 2004 by more than 7 per cent over the number conducted in 2003. Centre staff also began three major online projects to help students with their writing skills.

The Mathematics Learning Centre (MLC) provides free tutorials and one-to-one assistance to students, including international students who have studied mathematics in other languages. In 2004, 27 per cent of students attending the centre identified themselves as

being of NESB. As well, the MLC introduced a workshop for postgraduate students in the Faculty of Economics and Business, which was attended by 26 students, the majority of whom were of NESB.

The Counselling Service supports students from various cultural backgrounds. In 2004, about one-fifth of the service's clients identified themselves as being of NESB.

International House is a co-educational residential college for international and Australian students and visiting academics. It houses about 200 people from many countries in a resident community of scholars who commit themselves to the value and importance of international understanding and fellowship. In 2004, the staff, residents and alumni:

- organised seminars and events about cultural-diversity issues
- provided English-language classes and assistance in the editing of English in assignments
- offered opportunities for residents to share aspects of their cultures and beliefs
- assisted in organising visits to other areas of Australia, and
- where possible, assisted residents with professional connections.

The Careers Centre continues to provide all students with access to individual careers counselling, and assistance in career preparation and job searching. The centre has tailored many of its services, such as a job-alert e-mail system and web pages, specifically for international students.

Managing and promoting cultural diversity

University staff are allowed special leave for religious and cultural purposes and the Staff and Student Equal Opportunity Unit (SSEOU) encourages University employees to participate in the Skillmax program, which is designed for overseas-trained immigrants who wish to improve their workplace communication skills.

The University's Harassment and Discrimination Prevention policies state that every student and employee has a right to an environment free of discrimination and harassment, and to be treated with dignity and respect. In 2004, the University appointed and trained 11 new Harassment and Discrimination Support Officers, to give a current total of 14. These people provide information and support for staff and students with harassment or discrimination problems, concerns or complaints. Many of them also speak a language other than English, making them accessible to people from non-English speaking backgrounds.

The SSEOU coordinates the University's Indigenous Australians Employment Strategy (IAES). The major elements of the strategy include:

- enhancing culturally friendly recruitment processes
- assisting Indigenous people through affirmative-action programs to succeed in merit-based recruitment processes
- targeting entry-level recruitment
- creating identified Indigenous apprenticeship and trainee positions
- providing a tailored orientation package, and
- developing Indigenous staff-retention initiatives.

Two Indigenous apprentices and two Indigenous trainees were employed through the IAES in 2004. The University Garage has appointed an apprentice mechanic, the Darlington Centre an apprentice chef, and the Facilities Management Office and the Koori Centre have both appointed trainees in administrative roles.

The Research Institute for Asia and the Pacific (RIAP) offered internship programs to 11 undergraduate and postgraduate students who studied in various faculties at the University of Sydney and a number of other universities in NSW. The internship programs provided students with the opportunity to develop their research, program development and project management skills to build careers in professions that involve international relations and cross-border cooperation.

Indigenous education

The University is committed to encouraging Indigenous students to participate in higher education and to supporting them during their study. In 2004 the University established the Indigenous Education Strategic Development Working Group, which conducted an audit of activities and projects across the University and developed the following priority areas for 2005 and beyond:

- appointing an Indigenous professor to lead the University academic response to Indigenous teaching and learning issues
- further developing links with the Indigenous community, especially in Redfern/Waterloo
- developing a University Reconciliation Statement
- nurturing and mentoring Indigenous staff members
- communicating and extending best practice in support of Indigenous students, and
- integrating Indigenous issues into University curricula, including developing a cross-University elective.

The Koori Centre on the Camperdown Campus:

- administers several scholarships for Indigenous students
- provides courses in Indigenous studies for the faculties of Arts, Nursing, and Education and Social Work, and
- teaches the Diploma in Education (Aboriginal) and the Bachelor of Education (Secondary: Aboriginal Studies) in block-mode to Indigenous students.

The centre also provides ongoing support for Indigenous students both on campus and after they return to their communities.

In 2004 the Koori Centre implemented recommendations made during the 2003 Academic Board Review, which included the development of benchmarking partnerships, expansion of data collection and recording processes and increasing research outcomes. It also completed an audit of Aboriginal studies and perspectives in the Faculty of Education and Social Work. The audit

resulted in the revision of all units of study for the diploma and bachelor programs delivered in collaboration with the faculty. The report made a total of 29 recommendations for action involving:

- faculty coverage and organisation
- effective joint collaboration
- curricula and materials
- quality of teaching
- planning and recording activity
- initiating research
- visibility, and
- faculty and University connections.

Research conducted by the Koori Centre included:

- The Languages Revitalisation Feasibility Study – conducted in association with the University's Department of Linguistics, the Federation of Aboriginal and Torres Strait Islander Languages and the NSW Board of Studies – which was funded by the NSW Department of Aboriginal Affairs, and
- completion of the report *Black and White Science: Encouraging Indigenous Australian Students into University Science and Technology*, which was jointly funded by the Koori Centre and the College of Sciences and Technology.

The Faculty of Nursing continued to offer a bachelor degree in nursing (Indigenous Australian Health). This degree, the first of its kind, focuses on Indigenous health and culture.

The faculty has also sought to encourage existing Indigenous students and recruit new ones, and has employed several Indigenous academics and general staff to support this process.

Through the Yooroang Garang: School of Indigenous Health Studies, the Faculty of Health Sciences has continued to provide ongoing funding for Indigenous community initiatives. These include the Koori Youth Access Project, which partners schools in Western Sydney to encourage Indigenous students to complete high school and assist their transition to university. Yooroang Garang has also continued to provide undergraduate and postgraduate programs in Indigenous Health and Community Development for Indigenous students as well as support and a

range of flexible learning options for Indigenous students studying at the faculty. Highlights for 2004 included:

- providing an Indigenous health elective for physiotherapy students
- developing and implementing a preparatory program for Indigenous maternal and infant health workers (five graduates of this program have progressed to study in midwifery in 2005), and
- the graduation of four Indigenous students from the physiotherapy degree.

University Library

The Library seeks to ensure that all of its policies and practices facilitate the equitable access to service by all members of the University. Core values of the Library include commitment to open communication, confidentiality, freedom of expression and open access to information. Subject to resource constraints, services are provided both physically and through the Internet to improve accessibility. In 2004, the Library:

- conducted an independent, University-wide survey of client perceptions of library services, which indicated an overall improvement in performance over the previous two years
- adopted a Client Services Charter
- tested authentication software on public workstations to improve availability and online access for students and staff
- installed wireless access to the Internet in 11 of the 19 libraries
- published 12 titles in large-print format through Sydney University Press
- provided targeted services and facilities to users with special needs, and
- improved off-campus access to the Library's online services by installing the MyLibrary portal.

ICT portfolio

The My Uni student portal was developed to provide personalised information to students as well as enhanced access to key services such as the library, online teaching materials and online support services.

As well, the Services for Students website was launched to provide integrated and comprehensive information for students.

College and faculty achievements

College of Health Sciences

Through its strategic planning process, the college committed itself to the growth and development of opportunities for Indigenous staff and students in the health sciences and the improvement of Indigenous health through its educational programs, research and community service.

Two senior Indigenous positions were established and advertised in late 2004: the Director of Indigenous Health Programs and the Director of Indigenous Education and Head of School, Yooroang Garang. The Director of Indigenous Health Programs will provide leadership for college-wide initiatives to improve its contribution to and performance in Indigenous education, research and health, and will provide support to Indigenous staff in the college and increase opportunities for the employment of Indigenous staff. The Director of Indigenous Education and Head of School, Yooroang Garang will provide leadership for college-wide initiatives in the development, implementation and management of education and educational support programs for Indigenous Australian students. The appointee will also be Head of Yooroang Garang, the School of Indigenous Health Studies in the Faculty of Health Sciences.

The College of Health Sciences established a steering group, chaired by Professor Iven Klineberg, to lead the implementation of the rural objectives outlined in the College Plan. The group began preparing a Development Plan and conducting a stocktake of current University rural health education, research and community service assets. The stocktake will identify existing educational infrastructure, rural based or targeted educational programs, activities to promote health careers to rural residents, rural entry or support programs, rural

health research, and community linkages and service. A range of actions will then be considered, such as developing educational hubs in rural centres, extending the rural stream model (currently offered in the Faculties of Medicine and Pharmacy) to other disciplines, developing opportunities for collaborative teaching in rural hubs, and preparing general rural curriculum and educational resources for customising in health science courses.

The College of Health Sciences' Indigenous Support Committee implemented an Indigenous Marketing Plan designed to promote increased awareness of college programs among Indigenous students. The college is producing a video that will be sent out as part of an information package for student ambassadors. It will also be used in schools and sent to the Koori Centre.

The eLearning Resource Centre and Staff Development Program, launched in early December, has developed a web-based resource to assist academic staff in the college to develop pedagogically sound methods for using ICT in their teaching, and provide opportunities for staff members to gain advice from members of the Flexible Online Learning Team. This program will enhance distance education delivery of courses and modules, making education more accessible to students with disabilities and in remote locations, as well as other groups such as parents with young children.

Faculty of Health Sciences

Ms Susan Page of the School of Yooroang Garang received funding from IATSIS to study the experience of Indigenous academics in higher education.

Dr Freidoon Khavapour, Acting Head, Yooroang Garang, in collaboration with the Central Sydney Area Health Service (CSAHS) Health Promotion Unit, prepared a Diabetic Education package for use by the Indigenous communities in Redfern and Marrickville.

Ms Angela Dawson of the School of Yooroang Garang received the Commonwealth Media and Health Journal award and a \$190,000 Gates Foundation award for developing malaria and media advocacy in sub-Saharan Africa.

Faculty of Medicine

The faculty engaged a Rural and Indigenous Support Officer as the main contact person for rural and Indigenous students and developed strategies for increasing the enrolments of rural and Indigenous students and for improving the quality of their experience.

The development of educational programs in rural health, Indigenous health and international health continues. The faculty – in particular through its School of Public Health and rural sites – has been actively seeking to attract rural and Indigenous students by conducting national conferences, high school promotions and rural “road shows”, networking with Indigenous communities, providing accessible information on its website and running rural health careers promotions.

Faculty of Pharmacy

High school students attending the Koori Centre camp took part in a hands-on session in the Pharmacy labs as part of an initiative to introduce students to the pharmacy profession.

College of Humanities and Social Sciences

In consultation with the Koori Centre, the college has distributed support funds to Indigenous research students.

Faculty of Arts

The faculty continues to offer admission to a large number of school-leavers while also improving the overall quality of entry (as measured by UAI) and maintaining the diversity of the intake through Special Admissions programs and the Flexible Entry Scheme. Comparisons with other institutions indicate that an ongoing strength of the faculty is its commitment to serving both school leavers and disadvantaged groups.

Faculty of Economics and Business

During 2004, the faculty:

- implemented a student diversity policy and diversity plan in conjunction with Unit of Study Guideline and Unit of Study Outline Template
- increased the number of scholarships for equity target groups, including Indigenous scholarships

- enhanced links with UTS and other educational institutions, creating scholarships, providing accommodation and support, and identifying the presence of an Indigenous community in the handbook
- supported mechanisms to ensure access and equity for all students, including 45 new undergraduate scholarships based on academic merit (five valued at \$10,000) and Broadway scheme criteria (\$5000), and
- established travel scholarships to a total value of \$100,000 for exchange students with carefully targeted institutions, which will be implemented in 2005.

Faculty of Education and Social Work

In association with the Koori Centre, the faculty completed an Audit of Aboriginal Studies and Perspectives in the Professional Activities of the faculty. The audit resulted in 26 recommendations, which are steadily being implemented.

Faculty of Law

The Law School commenced the development of a dedicated Indigenous Legal Education Program, in which members of the faculty will provide tutorials and mentoring. The Director of the Indigenous Legal Education Program will work with the Law School's existing Equal Opportunities Convenor.

Sydney College of the Arts

Sydney College of the Arts (SCA) appointed Dr Danie Mellor as Sesqui Centenary Associate Lecturer in Indigenous Studies to enhance diversity in the Theories of Art Practice program. Dr Mellor has a significant art practice and will contribute to all programs in the faculty.

Sydney Conservatorium of Music

The Conservatorium expanded its Performance Outreach and Communication Program during 2004 with enhanced online communication and performances at seven festivals across NSW. This has resulted in an increase in the number and quality of student applications from outside of Sydney. During 2004, the Conservatorium had three students with ATSI status, 47 students with Rural/Isolated status,

78 NESB students, and 11 students with disabilities.

Australian Graduate School of Management

The Australian Graduate School of Management provided \$136,000 in scholarships to candidates in its MBA program, while external donors provided an additional \$154,000. Students who received scholarships included candidates:

- from not-for-profit groups
- who have demonstrated social responsibility and leadership, and
- from under-represented groups such as women, Aboriginal and Torres Strait Islanders and those seeking re-entry to the workforce.

College of Sciences and Technology

The college ensures that it caters for the full range of academic talent by offering advanced degree programs in science and engineering, and the Talented Students Program (TSP) for the top students, while also providing extensive bridging programs to help those who may not have sufficient background for study in science and technology.

The 130 first-year students enrolled in the TSP in 2004 worked on a theme project, “Water”, while the second-year TSP students worked on setting up a web page for communicating science. Three students presented an article in the Union Recorder and one student, Lachlan Young, presented a radio piece on composting toilets for 2SER 107.3 FM community radio's science show, Discovery.

The Advanced Engineering Program was continued in all four years with input from Dr Karl Kruszelnicki, Mr Michael Roberts, Professor Ron Johnson of ACIIC, Mr John Currie of ACIIC and Associate Professor Don White.

The Faculties of Architecture and Veterinary Science continue to offer Cadigal special admission for Indigenous students, and the Faculty of Veterinary Science has a well-developed plan for admitting disadvantaged remote and rural students and ensuring that it

meets the special needs of these students during the program.

The college continues to provide scholarships and prizes for Indigenous students, with one student now having completed honours in chemistry on this scholarship.

Faculty of Agriculture, Food and Natural Resources

The faculty held its annual residential Agriculture Camp, attended by approximately 70 Year 11 students from schools throughout NSW. This was held at both the Camperdown and

Camden campuses, and provided rural and remote students with an opportunity to gain an insight into university study.

Faculty of Rural Management

The faculty has continued its engagement with high schools aimed at improving opportunities for Indigenous students.

Faculty of Science

All incoming students are offered a place in the Transition Workshop. This program provides an opportunity for

students from all backgrounds to meet with staff and peers, raise questions, and become familiar with the faculty. The program is highly rated by students, has provided a model for workshops in other faculties, and has research findings documenting its effectiveness.

See Supplementary section for the University's Ethnic Affairs Priority Statement Report for 2004.



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 made significant progress towards meeting its strategic research goals in 2004.

The budgeted research income for the year included the \$263.6 million operating grant, \$27 million from the Institutional Grants Scheme, \$57 million from the Research Training Scheme, \$14.5 million from the Infrastructure Block Grants Scheme and more than \$170 million from Research and Earmarked Grants, the last category recording a rise of more than 20 per cent.

In 2004 the University's income from the Research Training Scheme grant was equal to 10.5 per cent of the total allocated by these schemes nationally across all institutions, and in excess of \$3 million more than any other university.

Australian Research Council recognition

In 2004, for the fifth year in succession, the University received more funding in new grants from the Australian Research Council (ARC) than any other university in all fields of science, engineering, social sciences and the humanities – a total of \$13 million in ARC project funding for new projects (13 per cent of the national total).

In the round of ARC grants commencing in 2004, the University was awarded 100 new Discovery Project grants valued at \$9.5 million for the first year (and more than \$30 million over the life of the projects, concluding in 2008). The average size of these grants was \$374,000 over their lifespan. This was

in addition to \$15.3 million awarded in 2004 for continuing Discovery Projects. As well, the University was awarded 24 new ARC Research Fellowships – the largest number ever awarded to the University in a single round – including four prestigious five-year Australian Professorial Fellowships and seven five-year Queen Elizabeth II/Australian Research Fellowships.

The University of Sydney was awarded grants worth a total of \$7.3 million under the Australian Research Council (ARC) Linkage Infrastructure and Equipment Facilities scheme in the mid-2004 round of offers. This reflected an outstanding institutional success rate for grant applications to this scheme of 70 per cent, compared to a national average across all applicants of just 50 per cent.

National Health and Medical Research Council recognition

The University was again the lead institution in attracting funding from the National Health and Medical Research Council (NHMRC).

Researchers from the University of Sydney were awarded four prestigious NHMRC Research Fellowships in 2004. These comprised a Principal Research Fellowship (to Professor Mark Onslow of the Faculty of Health Sciences) and three Senior Research Fellowships.

The NHMRC also announced 17 University of Sydney researchers as recipients of Training, Industry and Practitioner Fellowships, and two researchers from the University's Centenary Institute for Cancer Medicine and Cell Biology as winners of RD Wright Biomedical Career Development Awards.

Project grants

In 2004, the University was again the lead university in Australia in attracting NHMRC Project Grant funding, being awarded 15 per cent of the total funding allocated to new projects. The amount given to the University was \$7.95 million in 2004, allotted to 55 new projects that will receive a total of \$24.94 million over their lifespan to 2008.

Since 2000, the University of Sydney has recorded a continuous increase in performance in this category, one that has been significantly better than the mean improvement shown by Australia's eight most research-intensive universities (the Group of Eight).

Enabling grants

This new NHMRC funding scheme was introduced in 2004 to provide support for specific facilities and activities that will underpin Australia's health and medical research endeavours.

The University of Sydney – the only university in NSW to be allocated an Enabling Grant – was awarded the largest grant nationally (\$2 million over five years). The facility to be established using this grant – the Breast Cancer Biospecimen Resource – will store biopsy samples from the majority of

newly diagnosed breast cancers in NSW, as well as prospectively tracked clinical data. Ultimately, the resource's work will act as a model for similar facilities specialising in other types of cancer. The collation of prospective data with early-stage cell samples will improve patient selection for treatment and maximise the benefit of population mammographic screening.

Federation Fellowships

ARC Federation Fellowships – the richest publicly funded research fellowships offered in Australia – are part of a \$3 billion plan to establish Australia as a world-class research destination.

In 2004, the University celebrated the announcement of two new Federation Fellowships, bringing to 10 the number of Fellows hosted by Sydney. The new fellows were:

- Dr Jill Trehwella (School of Molecular and Microbial Biosciences), and
- Professor Stephen Simpson (School of Biological Sciences).

Dr Trehwella will investigate the molecular mechanisms of biochemical regulation. Professor Simpson's work includes uniquely integrative behavioural approaches to analysing swarming in locusts.

Centres

The University provides cash and in-kind support for ARC Centres of Excellence, Special and Key Research Centres, as well as Cooperative Research Centres and Major National Research Facilities. In 2004, the University budgeted to provide more than \$5 million in internal funding for these initiatives.

In 2004, the University of Sydney was named as a collaborating institution in 13 new national Research Networks and lead institution in two others, the ARC-NHMRC Research Network on Ageing Well, and the ARC Research Network for Molecular and Materials Structure.

The Research Networks scheme was launched to increase the scale and enhance the focus of groundbreaking

research completed previously by individual investigators and small teams. Other goals include encouraging interdisciplinary approaches to research and facilitating collaborative and innovative approaches to planning and conducting research.

The ARC-NHMRC Research Network on Ageing Well is convened by the Dean of the Faculty of Health Sciences, Professor Hal Kendig. It was awarded \$2.5 million over five years. The network will link outstanding researchers from many disciplines across 16 Australian universities, nurture developing researchers, relate social to health research, strengthen international collaboration, and involve and inform endpoint users.

The ARC Research Network for Molecular and Materials Structure is convened by Associate Professor Cameron Kepernt in the University's Department of Chemistry. It was awarded \$1.5 million over five years and will build powerful e-Science resources for the structural sciences (encompassing physics, computer science, applied mathematics, chemistry and biochemistry).

The Brain and Mind Research Institute, a multi-disciplinary hub for neuroscience research into debilitating forms of neurological and psychiatric illness, was officially opened by the NSW Governor, Professor Marie Bashir.

The Research Institute for Asia and the Pacific (RIAP) published its seventh research report in 2004, providing economic assessments that help to inform the delivery of Japanese development aid in the Asia region. Funded by the Japanese Ministry of Finance and involving six university academic researchers from four faculties, the report examined how the ASEAN economic environment will change with the emergence of China. RIAP secured a United Nations Children's Fund (UNICEF) research grant to assess the child criminal justice system in Cambodia. The report included an investigation of how children in conflict with the law in Cambodia are treated and a review of the current laws, policies and practices concerning juvenile justice.

Throughout 2004 RIAP hosted two ARC Research Fellows and nine Visiting Research Fellows and Associates from China, Japan, Germany and the United States.

Sesqui Initiative grants

The Sesqui Initiative is the University's major internal vehicle for supporting and strengthening research. Its aim is to improve the competitiveness of specific projects in subsequent applications for external grants. Its six principal arms (listed below) will contribute a total of \$150 million to research over the 10-year period to 2010. In 2004, grants worth \$10.4 million were distributed:

- Sesqui Research and Development Scheme (\$2.3 million)
- Sesqui Major Equipment Scheme (\$3 million)
- Sesqui Postdoctoral Fellowship Scheme (\$2.6 million)
- Sesqui New Staff Support Scheme (\$0.8 million)
- Sesqui Near-Miss Scheme (\$0.8 million), and
- Sesqui Postgraduate Research Support Scheme (\$1 million).

Infrastructure to support research

New and expanded research facilities were planned according to known and estimated needs. Significant investment was made to provide facilities for postgraduate research students, including new facilities for PhD students in the Arts/Psychology project. Further enhancements in this area are being included in the new School of Information Technologies Building, which is part of the Campus 2010+ Building for the Future program. Regular consultation was initiated between the Facilities Management Office, the Deputy Vice-Chancellor (Research and Innovation) and key academic groups involved in winning new research grants. These meetings allow necessary changes to research areas to be incorporated into the Capital Development Program.

Accommodation for the research work of the University's four 2003 Federation

Fellows was planned and implemented during 2004.

In the ICT portfolio, network access was greatly enhanced by the introduction of fibre-optic links to the Cumberland, Mallett Street and Burren Street campuses, as well as extensions to the wireless network at the Camperdown and Darlington campuses. This later development increased the wireless coverage of the Camperdown and Darlington campuses to about 40 per cent.

Support for postgraduate training

In 2004, the University provided centrally funded stipend support to 1287 higher-degree research students – 148 Australian Postgraduate Awards (APAs), 109 University of Sydney Postgraduate Awards (UPAs), 21 Australian Postgraduate Awards (industry) and 31 International Postgraduate Awards (IPAs).

The University also provided 24 bequest-linked stipends to commencing postgraduate research students and allocated 55 scholarships awarded by external bodies. This latter category included 26 NHMRC scholarships, six full and 17 top-up CRC scholarships, and two full and four top-up scholarships from various rural research and development corporations. In addition, the University received four full and five top-up scholarships from National ICT Australia (NICTA).

UPAs have the same tenure and benefits as APAs but cannot be transferred to other institutions. All APA applicants are automatically considered for these awards.

In 2004, the guidelines for awarding scholarships to students undertaking higher degrees through research were amended to allow the provision of scholarships based on a candidate's research potential. The aim of this change was to increase the rate of higher degree research completions.

Selected faculties and departments also offer postgraduate research scholarships or supplementary scholarships.

Recognition of excellence in research supervision

The Vice-Chancellor's Awards for Excellence in Research Higher Degree Supervision, each of which is valued at \$5000, promote, recognise and reward sustained excellence in postgraduate supervision. The winners for 2004 were Dr Penelope Russell from the School of Philosophical and Historical Inquiry and Professor John Christodoulou from The Children's Hospital at Westmead and Westmead Clinical School.

Following a recommendation from the Dean of Graduate Studies, 2004 also marked the inauguration of college-based awards for excellence in higher-degree supervision, each being valued at half that of a Vice-Chancellor's award. The same standards of excellence are required as for the Vice-Chancellor's awards but with less emphasis on the scope of the influence of the supervisor on supervisory practice. The College of Humanities, Arts and Social Sciences recipient for 2004 was Associate Professor Brad Buckley from Sydney College of the Arts; Associate Professor Chris Moran from the Centre for Advanced Technologies in Animal Genetics and Reproduction received the College of Sciences and Technology award. The University decided to double the value of all Vice-Chancellor and college awards for higher-degree supervision from 2005.

University Library

The Library's Faculty Liaison Librarian Service was particularly important to postgraduate scholars because it was able to provide intensive assistance from subject specialists. As part of the Library's digital strategy, preference was given to acquiring publications online rather than in print. Increasing emphasis was given to developing expertise in the creation, management and sustainability of digital repositories. These efforts recognise the changes occurring in the ways in which scholarly information is created and disseminated. The Library's major achievements in 2004 towards enhancing the University's reputation for quality research were:

- acquiring back files of *Web of Science* citation indices to 1945
- purchasing all available *Elsevier Science* journal back files in range of disciplines, amounting to more than 5 million articles
- supporting research into English literature and cultural studies by acquiring *Eighteenth Century Collection Online*
- providing access to more than 275,000 e-books
- adding to the science fiction collection through a donation of titles from noted bibliophile Mr Colin Steele, who was formerly University Librarian at ANU
- acquiring access to online versions of 419 journals in 35 disciplines through JSTOR, a not-for-profit US organisation dedicated to building a central and trusted repository of back issues of journal literature, and
- reducing the number of interlibrary loans because of improved access to online journal literature.

The University Library undertook several activities specifically aimed at improving academic researchers' access to archival material that could influence the direction or outcomes of their investigations. These included:

- participating in the Australian Partnership for Sustainable Repositories project with ANU, University of Queensland, National Library of Australia and the Australian Partnership for Advanced Computing
- becoming a foundation member of the Sustainable Object Repositories for Research and Teaching project to produce guidelines and tools for sustainable management of digital assets
- publishing, with Sydney University Press, 57 titles that were previously out of print, and
- supporting staff members' participation in international forums on open access to scholarly information.

College and faculty achievements

College of Health Sciences

The college developed two cross-faculty, multidisciplinary research

programs – “Ageing and Health” and “A Healthy Start to Life”. Both research programs are aligned with National Research Priorities, unite areas of recognised research strength, and formed the themes for the 2004 College Research Conference.

The fourth College of Health Sciences Research Conference, “From Cell to Society 4”, attracted around 800 participants and more than 370 research papers. The two-day conference focused on improving postgraduate researchers' experience and on building collaborations across the college.

In November the NSW Premier, Bob Carr, opened the Medical Foundation Building (MFB), a flagship facility for post-genomic research.

Applications have been successful in all research grant schemes across all faculties. Traditionally strong in securing National Health and Medical Research Council (NHMRC) grants, the college is intent on diversifying its research funding base.

The college attracted three new NHMRC program grants worth \$19.5 million over five years and is collaborating in another three with other institutions as the lead.

In ARC schemes, the college was awarded seven new Discovery Projects, three new Linkage Projects and a Linkage Infrastructure and Equipment (LIEF) grant.

College researchers were awarded seven NHMRC Career Research Fellowships, the prestigious NHMRC Macfarlane Burnet Award, five NSW Cancer Institute Fellowships and 23 NHRMC postgraduate scholarships.

In 2004, five new patents were taken out (in areas related to drug resistance, renal disease, heart failure, diabetes and impaired cognitive function) and two spin-off companies created (relating to chronic wounds and infection).

Faculty of Dentistry

In research funded by the US-based National Institutes of Health, Professor Nick Jacques at the Institute of Dental Research demonstrated that *Streptococcus mutans* plays a critical role in the initiation of dental caries through the production of organic acids during metabolism of dietary sugars.

Incorporation of inhibitors in oral hygiene products will provide major public health benefits.

Faculty of Health Sciences

Innovative therapies for increased mobility and improved functional task performance for individuals with spinal cord injury is the focus of a research team led by Associate Professor Glen Davis.

A research team from the faculty has established that new mothers with disabilities suffer serious health inequalities which, in turn, lead to poor developmental outcomes for their children. The research team, led by Professor Gwynnyth Llewellyn and Dr David McConnell in collaboration with the Victorian Parenting Centre, is building health and human services capacity across the nation with \$2.3 million funding from the Australian Government under the “Stronger Families and Communities” strategy to provide evidence-based practice for these families.

The School of Exercise and Sport Science was a partner with the University of Technology, Sydney and the Sydney Olympic Park Authority in winning a tender from the Department of Education, Science and Training to establish the \$7.8 million International Centre of Excellence in Sport Science and Management (ICESM), to be based at Sydney Olympic Park, Homebush. ICESM is being set up to facilitate the international exchange of students and sports management and science professionals.

Professor Richard Banati (Chair) and Associate Professor Steven Meikele in collaboration with the directors of BMRI received a \$1 million grant to fund a microPET small animal scanner, the first of its type in Australia, and only the second small animal PET scanner in the country. The microPET scanner is currently installed in the School of Medical Radiation Sciences and will be used for its imaging research program, primarily to investigate the underlying mechanisms of disease using cyclotron-produced radiopharmaceuticals.

Dr Elizabeth Ellis of the School of Physiotherapy was awarded the Anthonie

Johannes Zietse Research Award by the National Heart Foundation in 2004.

Faculty of Medicine

Members of the faculty were widely recognised for their research achievements. Associate Professor Chris Semsarian was awarded one of four "Young Tall Poppies Awards" for research on genetic heart disorders and sudden death in the young. Shane Hearn of the School of Public Health was awarded an Aboriginal Health Career Development Fellowship.

The large multi-centre SAFE study, coordinated by scientists at the George Institute for International Health and led by Professor Robyn Norton, demonstrated that resuscitation in the Intensive Care Unit using intravenous albumin was not dangerous to health but was no more effective than cheaper, alternative intravenous saline.

Professor Louise Baur co-edited the major report to the World Health Organization (WHO) on childhood obesity. This report raised obesity as a public health issue within the WHO and, in response, WHO is establishing an Expert Consultation on Childhood Obesity in 2005.

Professor Clive Harper headed a cross-city collaboration, which was awarded a NHMRC Enabling Grant to allow the unification of four different brain donor programs in NSW.

A research team led by Professor Rob Baxter of the faculty's Kolling Institute of Medical Research has discovered that the protein IGFBP-3 can cause breast cancer cells to grow more rapidly. This could have a major impact on the non-surgical treatment of breast cancer in particular.

The transplant research team at Westmead led by Clinical Professor Jeremy Chapman, Dr Brian Nankivell, Clinical Associate Professor Philip O'Connell and Professor Richard Allen has published groundbreaking data on the causes of progressive failure of renal transplants.

Faculty of Nursing

The faculty established a Research Support and Development Unit to improve its research productivity and its research links with other disciplines. Professor Kate White (Head of the

School of Nursing, Edith Cowan University) was recruited as its inaugural Director.

A collaborative multidisciplinary research team led by Professor Doug Elliott considered the long-term impact of critical illness. The study highlighted the need for closer attention to pain and quality of life assessment in the follow-up period after a critical illness.

Faculty of Pharmacy

The faculty's Pharmacy Practice Discipline led a consortium of nine Australian universities to establish a National Centre for Community Pharmacy Research.

Researchers led by Associate Professor Andrew McLachlan have been investigating the influence of commonly used herbal medicines on other medicines that people may be taking. A research group led by Professor Roufogalis and Dr Colin Duke has also evaluated the scientific basis and therapeutic potential of complementary medicines.

College of Humanities and Social Sciences

The college achieved an outstanding result in the ARC grant round in 2004, earning \$6.8 million in Discovery grants and just under \$1.2 million in Linkage grants for a total of 35 projects of one to three years duration. This achievement represented a 66 per cent increase in funding over the previous year; the college's success rate of 37 per cent is substantially above the national average. The improvement followed several years of research development across the college, with particularly outstanding success in the School of Philosophical and Historical Inquiry within the Faculty of Arts.

Among the highlights of projects supported within CHASS are a grant of \$1 million to study the rise and decline of the city of Angkor, and the Thesis to Book project (\$283,000), working with publishers Pan Macmillan to explore connections between scholarly writing and commercial publication.

Other projects commenced in 2004 included research on World Heritage, work-life integration, children as asylum

seekers, sociology of the Australian Jewish community, the song traditions of the Murrinhpatha people of the Western Desert, Equity Market Integrity and Liquidity, and the female computer games culture in Australia.

The college's strength in philosophy was recognised with the award of a second Federation Fellowship.

During 2004 the college enrolled more than 1100 research candidates, including over 800 PhD students, with over 500 research students in the Faculty of Arts alone.

CHASS made a strategic commitment to invest \$2.4 million over four years in postgraduate research scholarships, and committed substantial funds to the enhancement of facilities and infrastructure for postgraduate students within the college.

CHASS also made a commitment to expand the operating brief and increase the resources of the Research Institute for the Humanities and Social Sciences (RIHSS) so that it will become the research-support arm of the college and will foster further synergies between its activities and those of the College Research Committee and the Research Office.

Faculty of Arts

The ARC success rate in 2004 was more than double that of 2003.

More than \$450,000 was received for the investigation of the economics of Classical Greek theatre, while a grant of almost \$500,000 was received to research French scientific journeys to Australia in the early 19th century. The Department of Gender Studies received just over \$300,000 for a cultural analysis of youth obesity.

There were successful grant applications in the areas of philosophy (John Locke, and idealism and objectivity in the Eighteenth Century), heritage studies, the history of world health, archaeology (Chorasmian temples in Central Asia), Renaissance Florence (two projects), women in 18th-century drama, film and temporality, literature (George Eliot), a history of manners, the new world order 1945–1966, Aboriginal writing, the National Indigenous Recording Project, and Chinese nativist writing.

Faculty of Economics and Business

Given the broad range of expertise and interests across the faculty, it has been possible to develop major collaborative research activities across the business and social science disciplines. Two of these, *A Working Australia* and *The Wealth of our Nation*, have been selected by the University as National Research Priority Nominations.

The faculty increased the number of Chairs to 31 in 2004, providing a critical mass of research leadership. In 2004, the number of higher degree by research candidates passed 170.

The School of Business introduced prizes in recognition of research performance.

Faculty of Education and Social Work

In 2004, faculty staff attracted 12 new Research and Development or New Staff research grants and seven ARC grants. The ARC grants were:

- the Australian middle class and school choice: a generational study of changing anxieties (\$198,000)
- analysing and supporting cooperation management in online learning communities (\$200,000)
- the public university in Australasia (1850–1918) (\$210,000)
- learning through online and co-present discussion in higher education: expectations, experiences and outcomes (\$228,000)
- image/text relations in narrative and information texts for children in print and electronic media: multimodal text description for multiliteracies education (\$200,000)
- youth cultures of eating: a cultural analysis of youth obesity, gender, class, ethnicity and generation (\$311,000), and
- a comparative study of history education in Australia and Canada, examining the relationship between school history and broader historical debates (\$236,000).

The faculty also received a range of grants from other sources, including CCK Foundation (Taiwan), Macquarie Bank, the NSW Department of Housing and the South-west Sydney Area Health Service.

Higher degree by research courses attracted 151 Australian and 24 international students.

Sydney College of the Arts

Reflections, an exhibition of glass art by Sydney College of the Arts (SCA) staff and students, was held at the Wagga Wagga Art Gallery in July–September 2004. The exhibition reflected the diversity of ideas from the SCA glass studio and highlighted the major role that the studio has played in the development of contemporary glass practice in Australia.

SCA staff and students have received significant funding from the Australia Council during 2004:

- Matthys Gerber, lecturer, painting studio, with PhD candidate Mr Andrew Donaldson received \$20,000
- Dr Debra Dawes, lecturer, painting studio, received \$20,000
- Dr Lindy Lee, senior lecturer, painting studio, received \$20,000, and
- Ms Mimi Tong, MVA candidate, received \$7,500 for emerging artists.

Lecturer Josephine Starrs was awarded the SCA's first ever ARC Discovery Project grant for her work on designing digital games that appeal to girls.

Sydney Conservatorium of Music

The research output of the Conservatorium grew in 2004, as did the number of research students. Out of a total of 126 postgraduate students, 86 are master's by research and PhD students.

Two books by Conservatorium staff appeared during 2004: Peter Dunbar-Hall and Chris Gibson's *Deadly Sounds, Deadly Places: Contemporary Aboriginal Music in Australia* and Michael Halliwell's *Opera and the Novel: The Case of Henry James*.

In musicology, research areas include medieval studies, Beethoven sketches, early 20th-century French and German music, modernist and postmodernist aesthetics, cultural critique and gender studies, Percy Grainger and the post-war European avant garde.

The Australian Centre for Applied Research into Music Performance (ACARMP) has research projects in music performance enhancement, musical expression, musical skills testing and assessment, predicting

musical performance, acoustics of voice and instruments, music and emotion, music and cognition, music perception, and music and health.

Australian Graduate School of Management

In 2004, the Australian Graduate School of Management (AGSM) research was ranked 26th in an international survey of business schools. The survey, published in London's *Financial Times*, calculated and compared the number of research papers published per faculty member for the top 100 business schools worldwide.

College of Sciences and Technology

The college as a whole, and the Faculties of Science and Engineering in particular, continued an outstanding performance in attracting competitive funding, winning 70 new ARC Discovery grants for 2004, totalling \$7.6 million. CST received 21 of the 34 ARC Linkage grants across the two rounds at the University. Successful ARC LIEF applications for equipment totalled \$2.6 million, and the college was a partner in another 11 grants which totalling \$4.5 million. Six new NHMRC grants won the college a further \$836,100.

Of the 28 Discovery applications submitted from the School of Chemistry, 16 were successful. This 57 per cent success rate is very close to double the national average, and accounts for 22 per cent of all grants in the chemistry area.

Several staff members within the college hold grants from the National Institute of Health (NIH) in the USA. This is a growing trend, signalling the internationalisation of researchers as well as the standing of their work.

The Vice-Chancellor opened the new "Advanced Catalysis for Sustainability" laboratories on 24 November.

The Electron Microscope Unit (EMU) provides core infrastructure for the pursuit of excellence in research throughout the University. This continued with the installation of an atom probe in June 2004. The atom probe is a powerful instrument for exploring the structure

and function of materials at the atomic scale, and will contribute greatly to the field of alloy design.

A new scanning electron microscope facility has been installed by the Nanostructural Analysis Network Organisation (NANO) at the Faculty of Rural Management in Orange. The facility will provide essential infrastructure for the research programs at Orange and will be available to local industry in Orange and surrounding districts.

Faculty of Agriculture, Food and Natural Resources

Three Discovery grants were awarded to the faculty for research into endocrine-disrupting compounds, mechanisms of heavy metal sequestration and immobilisation, and modelling soil development in the landscape. A Linkage grant was awarded for research into soil-inference systems in collaboration with NSW Department of Infrastructure, Planning and Natural Resources and the Queensland Department of Natural Resources and Mining.

Approximately 50 per cent of the faculty's 2004 budget was from external income for research, including funding from ARC, GRDC, CRDC, ACIAR, AusAID, ATSE-Crawford Fund, the Value Added Wheat CRC Pty Ltd, CRC for Sustainable Rice Production, the Australian Cotton CRC, and industry contracts.

NSW Minister for Primary Industries Ian Macdonald launched a database of more than 90,000 quantitative and qualitative soil data, covering soil salinity, physical and chemical properties and soil quality indicators. This research was led by Dr Inakwu Odeh as part of a contribution to the Australian Cotton CRC.

Faculty of Architecture

The faculty has five internationally recognised research areas:

- architectural history, with an emphasis on Australian architectural history and heritage conservation
- architectural science, with the completion of important new research on audio and acoustics, which received the ABC's Inventor of the Year Award

- design computing and cognition through continued involvement in the CRC for Construction Innovation
- environment-behaviour studies, with a special focus on the impacts of designed environments on children and youth, including youth at risk and juvenile offenders, and
- urban and regional planning and policy, particularly in the area of metropolitan and regional planning in the Sydney basin.

Faculty staff received a number of new grants in 2004 from the ARC (Discovery and Linkage), CRC-CI, and AHURI (Australian Housing and Urban Research Institute). The faculty's largest ever single research grant of \$515,000 was received from the ARC for Professor John Gero to continue his work on situated design computing as a possible new paradigm to support design using situated reasoning.

Honorary Senior Lecturer in Architecture, David Rowe, who died unexpectedly in December 2004, was credited by the *Australian Financial Review* for his academic lifetime of measuring office buildings and how humans behave in them.

Faculty of Engineering

The Australian Centre for Field Robotics (ACFR) in the School of Aerospace, Mechanical and Mechatronic Engineering completed a major \$1.7 million research project funded by BAE Systems in Australia and the UK, which resulted in the world's first flight of multiple unmanned aircraft. This has led to new contracts with BAE Systems UK, UK Ministry of Defence, the US Air Force, and ONR (Office of Naval Research) in the United States. They are also now working on applications of this technology with the Australian Defence Forces.

Dr David Rye, Dr Steve Scheduling, Mr James Hudson and Dr Stefan Williams from the ACFR are working with Dr Mari Velonaki (an ARC Postdoctoral Fellow) to create wheelchairs using new technology that allows them to move of their own accord. Funded by a \$270,000 ARC grant linking art with industry, Dr Velonaki's work utilises the latest in robotic technology.

Biomedical Engineering PhD student Peter Abolfathi (supervised by Dr Timothy Scott) won the Eureka Prize for his design of a revolutionary glove embedded with artificial muscles that can give movement back to people with paralysed hands.

The Computing and Audio Research Lab (CARlab), directed and managed by Dr Andre van Schaik and Dr Craig Jin in Electrical and Information Engineering, is currently constructing a large semi-anechoic audio playback room. The only one of its kind in the world, this room will be a major piece of equipment at the University of Sydney.

Dr Rafael Calvo of the Web Engineering Group in Electrical and Information Engineering is part of the new ARC Research Network in Enabling Human Communication, dealing with problems in human communication with solutions drawing on sound, speech, and language research capabilities.

Faculty of Rural Management

The faculty has established a monthly Research Forum and a weekly Research Seminar series aimed at engaging a wider range of the staff and students in research activities. A reward system of "breakthrough payments" was offered to lead investigators on the occasion of their first external grant, first publication or first higher degree completion. The faculty produces a publication, *Research Matters at Orange*, with a "good news" section acknowledging success. These approaches have substantially increased research activity in the faculty.

The Rural Australia Foundation funded projects on the Australian Farm Business Management Network and a history of the Orange campus as well as a conference on integrating diversity in production landscapes.

Faculty of Science

Dr Andrew Holmes, senior lecturer in the School of Molecular and Microbial Biosciences, has published a paper in *Nature* which was one of the first studies to integrate mathematical descriptions of ecological patterns with large-scale microbial diversity data sets.

Dr Joel Mackay and Dr David Gell, working in the School of Molecular and Microbial Biosciences, have made significant advances in our understanding of how the oxygen-carrying protein haemoglobin (Hb) is regulated, and how we protect ourselves from the harmful effects of the alpha-Hb portion of this protein. Their data not only answer a decades-old puzzle, but may in the near future both explain the differing severities of beta-thalassemia in different patients, and provide a means through which artificial blood may be synthesised and stabilised.

Research by Professor Richard Shine and colleagues has shed light on the processes by which adaptive evolution

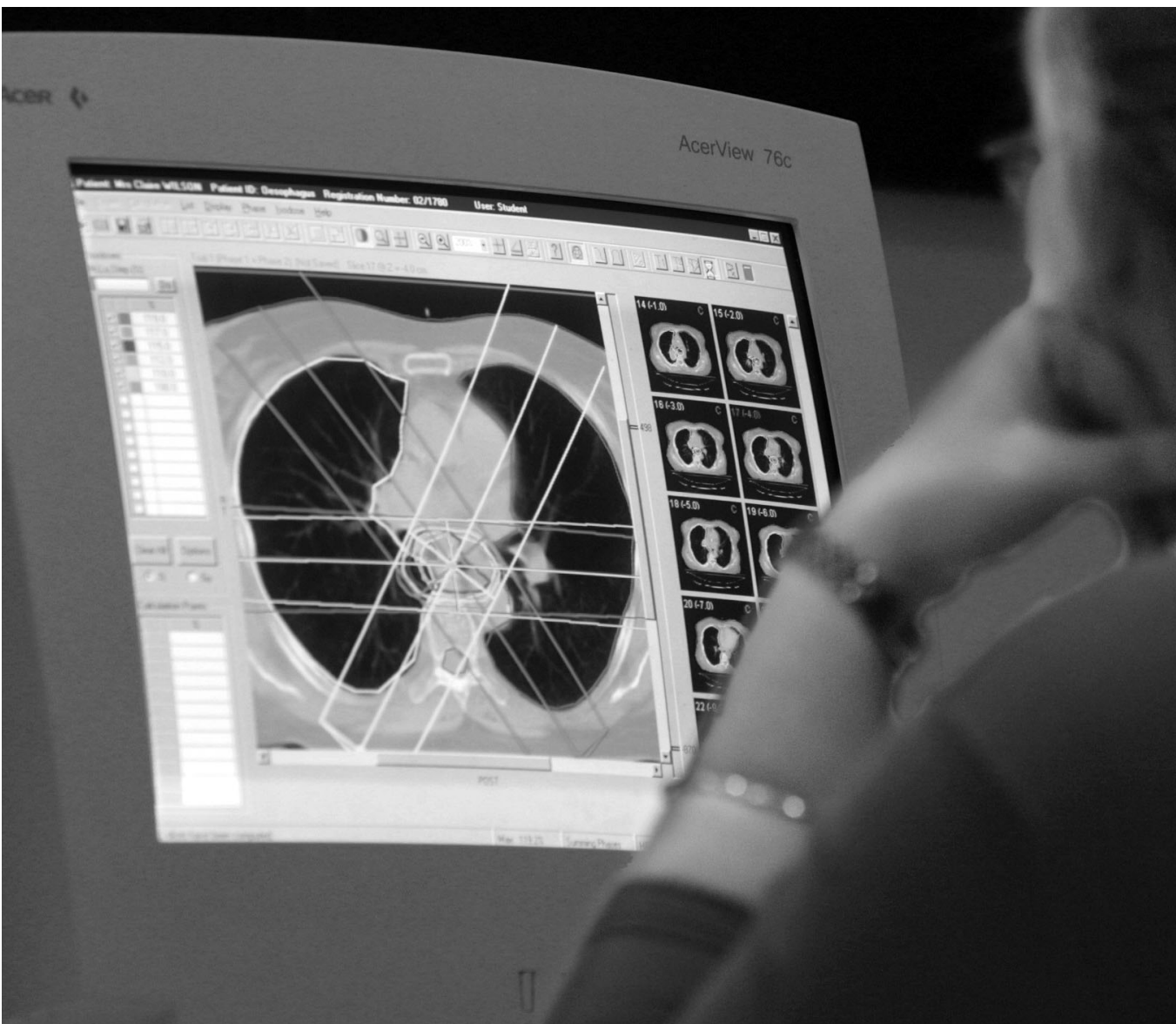
occurs. On small offshore islands in Western Australia, tiger snakes eat the chicks of silver gulls; these are much larger than the frogs and mice normally eaten by mainland tiger snakes. The island snakes have evolved to handle the larger prey not only by genes for larger head size, but by evolving a rapid developmental response – baby snakes that encounter larger-than-usual prey items develop larger-than-usual heads as a direct response.

Faculty of Veterinary Science

A research project funded by the Rural Industries Research and Development Corporation (RIRDC), Genetic Improvement of Farmed Salt Water Crocodiles, has produced the first

estimates of genetic and phenotypic parameters from production and pedigree records maintained by Janamba Crocodile Farm in the Northern Territory. In collaboration with others, Dr Sally Isberg has successfully developed a multitrait genetic improvement program (CROCPLAN) which is now ready for industry implementation.

See Supplementary section for information about research centres; University chairs; awards to staff; departments of the University; University medallists; academic and general staff statistics; and capital works.



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



Following wide consultation, the International Policy Advisory Committee, which had been established after the 2003 review of internationalisation, developed an International Action Framework, which will be the basis for the University's international strategic plan. The framework focuses on four major areas:

- enhancing the University's profile globally
- increasing awareness of the University as an international environment
- improving services and delivery of academic activities in postgraduate and undergraduate programs, and
- diversifying recruitment activities to increase numbers and attract the best and brightest students (especially in the postgraduate research area).

Through these four areas, the University is progressively moving towards a comprehensive international engagement, primarily with the Asia-Pacific region but

also the Americas and the United Kingdom, Europe and the Middle East. Work began on detailed regional and country strategies which will be reviewed annually.

Enhancing the University's profile globally

The Vice-Chancellor, Professor Gavin Brown, was active in higher education on the international stage. He presented papers at an American Association of Universities/Group of Eight meeting in San Francisco, at the opening of the Group of Eight's Australia Centre in Berlin, and at the Association of Pacific Rim Universities (APRU) Presidents' annual meeting in Chile, where he was re-elected to the executive. The University of Sydney, one of only two member universities in Australia, will

host the APRU Presidents' annual meeting in 2006.

During 2004, the Vice-Chancellor made official visits to the University of California Berkeley, Massachusetts Institute of Technology, Harvard, Oxford, Cambridge, Edinburgh, Freie Universität Berlin, Peking University, the University of Damascus and the Lebanese University in Beirut, where he was the guest speaker at a graduation ceremony. As well, he and the Chancellor attended alumni and University foundation functions and meetings in the United Kingdom and the United States (see also University Relations report, page 65).

The Vice-Chancellor has taken a major leadership role in regional organisations including the Academic Consortium 21 (AC21) and APRU, enabling the University of Sydney to strengthen and extend its position within the region in the core activities of research and teaching. The Vice-Chancellor was elected president of

AC21 at the organisation's International Forum, hosted by the University of Sydney in July. He will serve as president for the next two years.

AC21 was established in 2002 with the aim of creating an international network to further global cooperation on higher education issues and to contribute to world and regional society by promoting collaborative research.

There are currently 26 different institutions which are members of AC21 from countries spanning the four continents of Asia, Oceania, North America and Europe.

Member universities include Nagoya University, Chulalongkorn University, Shanghai Jiaotong, Peking University, Gadjah Mada University (Indonesia), North Carolina State University, the University of Warwick and École Nationale des Pont et Chaussées. The University of Sydney is Australia's only member of this prestigious group.

The AC21 International Forum hosted by the University was a four-day event which gave international and Australian academics, government officials, industry professionals, students and the public a rare opportunity to share information on a wide range of higher education topics and to develop cooperative education programs. The theme "Universities, Cities and Society in the 21st Century", invited participants to reassess the roles of universities in a changing society.

The APRU Doctoral Students Conference was held at the University of Sydney in August, attracting 180 PhD students from more than 30 universities in the Pacific Rim region. This prestigious event showcased the fine achievements and excellent progress of the University of Sydney's final-stage PhD candidates and highlighted the University's international standing as a leader in research training. The conference provided an excellent platform for presenting and discussing the leading-edge research being undertaken within the region in all disciplines, and provided an important networking opportunity for students.

The Deputy Vice-Chancellor (Academic and International), Deputy Vice-Chancellor

(Research), Pro-Vice-Chancellors (College) and Deans were all visible and active in international arenas and events, as were large numbers of leading academics in their fields. The Deputy Vice-Chancellor (Academic and International) served as Chair of the World Health Organization's (WHO) Asia-Pacific Regional Advisory Panel in Reproductive Health Research and as a member of WHO's Science and Technology Advisory Group. He is Chairman of the Australian Government's Biotechnology Advisory Committee (ABAC) which relates national biotechnology initiatives to the international developments in this field.

The Research Institute for Asia and the Pacific (RIAP) played a major role in extending the University's profile throughout the region through co-ordinating interdisciplinary research projects, managing training for senior government officials and business people from around the region, hosting international conferences, managing a visiting scholars program and sending students overseas on internship programs. A total of 820 people from eight countries participated in 33 courses.

Under the auspices of the Australian Agency of International Development—Asia Pacific Economic Cooperation Support Program, RIAP developed and delivered financial market regulatory and investor protection training in Sydney, Kuala Lumpur and Hanoi to 56 senior government officers from Vietnam, China, Indonesia, the Philippines and Malaysia.

Fourteen short-term and three long-term China executive training programs were tailor-made and conducted by RIAP for 299 government officers and business managers from Nanjing, Shaanxi, Nanchang, Guangdong, Shenzhen, Shanghai, Jiangsu and Fujian.

RIAP organised and conducted two study tour programs for the Thai government which included 25 participants from the Thai Chamber of Commerce, Bureau of Agriculture Trading Promotion and Department of Internal Trade. A Public Finance and Economic Management course was also conducted for 22 senior government officers from the Thai Bureau of Budget.

RIAP's Inside Australia Program offers customised short study tour courses on

key aspects of Australia's government, business and society. In 2004 the courses were conducted for university and community college students from Delaware, Detroit, Toronto and Tokyo.

A regional seminar held in Singapore in March 2004 to launch the 2003–2004 Building Institutional Capacity in Asia (BICA) report on ASEAN and the Emergence of China was organised by RIAP and the Institute of Southeast Asian Studies (ISEAS).

RIAP hosted more than 36 high-profile political, academic and corporate visits and talks held at the University and other venues in Sydney during the year. Visitors included speakers from the US Department of State, the ASEAN Secretariat in Jakarta and the East Timor Alola Foundation, as well as Australian and foreign embassies from the Asia-Pacific region.

The University of Sydney's George Institute for International Health formalised its collaborative research links with Peking University with the opening of a new Centre for Evidence-based Medicine in Beijing. The China-Australia Partnership for Health brings together the George Institute and Peking University's Health Science Centre to undertake a range of research projects that will tackle major health problems facing the world's most populous country.

The Vice-Chancellor spoke at the opening of this major health initiative, held in Beijing's Great Hall of the People, and signed the first cotutelle agreement endorsed by the Chinese Ministry of Education.

Sixteen young people associated with the University were selected in 2004 as Australian Youth Ambassadors for Development, more than doubling the University's representation in 2003. They included:

- Science and International Public Health graduate Kate Norman, who will be assisting with the coordination of childhood health and malaria prevention projects in East Timor, and
- Applied Mathematics graduate Keith Handbury, who will work to strengthen government and UNICEF data analysis and reporting systems in Cambodia.

Academic and research initiatives

The University secured more than \$30 million in research income for international projects including:

- a major multi-site clinical trial to evaluate strategies for lowering blood pressure and improving glucose control in 11,140 diabetes patients from 20 countries worldwide
- clinical drug trials sponsored by Laboratories Fournier and managed by the NHMRC Clinical Trial Centre
- research into the glycaemic index and insulin index values of various foods
- US Defense funding for Dr John Cannon's work involving the magma computational algebra system
- 12 grants from the US National Institutes of Health, valued at over \$US2 million in 2004
- a six-year \$US600,000 study into neonatal immunotherapy funded by the UK Medical Research Council, and
- a five-year \$AUD1.3 million investigation of evidence-based research and practice in South-East Asia regarding pregnancy and childbirth care outcomes.

In 2004, \$245,000 was made available from the University's International Development Fund (IDF) to support initiatives from faculties aimed at enhancing the University's international standing and strengthening collaborative relationships, including research initiatives with overseas partner institutions.

Two categories of grants were made available: Good Neighbour Grants with a maximum value of \$10,000 and Strategic Link Grants with a maximum value of \$30,000. For 2004, 13 projects received Good Neighbour Grants and 9 projects received Strategic Link Grants. These projects cover initiatives from a range of faculties and partner institutions in many different regions.

Grants included projects in the Faculty of Arts to examine recent developments in Iranian archaeology and comparative histories of public health detention in the 20th century in India and England; health initiatives in India and Vietnam; and marine science collaboration with Tongji University in China.

The international status of the Faculty of Economics and Business was recognised through accreditation of its business administration and accounting programs at undergraduate, master's and doctoral level by the Association to Advance Collegiate Schools of Business – International (AACSB). The faculty also gained EQUIS (European Quality Improvement System) accreditation, undertaken by the European Foundation for Management Development (EFMD).

The faculty is the only one in Australia to hold Business and Accounting accreditation with AACSB and EQUIS.

Two Fulbright Scholarships were granted to University graduates in 2004:

- the Fulbright Science and Engineering Award was won by Jock McOrist, who was studying for his master's degree in theoretical particle physics. Mr McOrist took up the scholarship to study for his PhD at Princeton University, and
- the Fulbright Visual and Performing Arts Award was won by Richard Doumani, who formerly tutored at the Sydney Conservatorium of Music. He used the scholarship to enrol in a master's program at Manhattan School of Music, focusing on orchestral performance of the clarinet.

Three Fulbright scholars were based at the University in 2004:

- Dr Virginia Brooks from the Oregon Health and Science University won a Senior Scholar Award to research the mechanism by which salt increases blood pressure in people with hypertension.
- Deanna Ross from the University of Michigan studied the rehearsal process in acting, and
- Danielle Perry from Pennsylvania State University investigated the biology of disordered thought.

Academics from the University extended the academic experience of their students by increasing the number of international field schools (School of Geosciences), delivering teaching programs to our students in China together with Chinese university students (Faculty of Law) and introducing a semester overseas as a component on new degree programs (Faculty of Pharmacy).

The Centre for Continuing Education embarked on a process of establishing

international linkages with universities and organisations during 2004. Following a visit by the director to several large universities in the United States, the centre hosted a visit from Dr Kay Kohl, executive director of the Universities Continuing Education Association, and began discussions with a major American university for a collaborative project to begin in 2005.

Overseas visitors to the University

In 2004, the University of Sydney hosted visits from more than 100 delegations and received overseas visitors from Botswana, Brunei Darussalam, Canada, Chile, China, France, Germany, India, Indonesia, Iran, Iraq, Italy, Japan, Kenya, Kiribati, Korea, Macao, Malaysia, Mexico, Nepal, The Netherlands, New Zealand, Norway, the Philippines, Qatar, Russia, Saudi Arabia, Singapore, South Africa, Sweden, Taiwan, Thailand, the United Kingdom, the United States of America and Vietnam.

Significant visitors included the delegations from the ministries of education and government agencies from Brunei Darussalam, China, Indonesia, Japan, Korea, Malaysia, Philippines, Qatar, Thailand and Vietnam.

The University hosted visits from presidents and vice-presidents of universities in the United Kingdom, United States and People's Republic of China, as well as India, Indonesia, Iraq, Japan, South Korea, South Africa, Taiwan, Thailand and Vietnam.

High-level delegations visited from provincial governments in Indonesia, Malaysia and China, as well as:

- the China Scholarship Council
- Alexander von Humboldt Foundation, Germany
- Russian educators, and
- the Chinese Academy of Space Technology.

International student recruitment

In Semester One of 2004, 2880 international students commenced studying in full-degree programs, while

in Semester Two a further 1480 enrolled, providing a total of 4360 new students. The total number of international students enrolled in full degree programs was 8985, an increase of 73 per cent over the number enrolled in 2003.

The University continued to draw students from around the world. Despite a modest decline in numbers from China and Singapore, the composition of the top 10 source countries remained stable, with these two and Hong Kong comprising the top three.

The University also continued to attract high-quality international students from those who complete their secondary studies in Australia. Figures for 2004 from the Universities Admissions Centre (UAC) showed an increase of 2.1 per cent in first preferences from international students compared to the 2003 intake. This consolidated the University of Sydney as the first-choice NSW university among Year 12 international students, attracting a total of 30.3 per cent of all applications.

The University's International Office undertook changes in a number of areas in 2004 as a result of a review process into administrative activities undertaken in the previous year. These changes improved performance in:

- customer services
- international student services, and
- admissions.

International marketing

In 2004 the University was represented at exhibitions and interview programs in 36 countries by either faculty or International Office marketing staff. In addition to increasing activities in growing markets such as India and maintaining marketing efforts in "traditional" markets in East Asia, for the first time staff also attended the World Graduate Schools tours in both Europe and Latin America. This took in Buenos Aires, Santiago, Lima, Mexico City, Sao Paulo, London, Paris, Milan, Madrid, Frankfurt, Munich, Athens and Istanbul. It was the first time the University of Sydney had conducted marketing exercises in several of these countries. The University also joined the first ever Austrade fairs in

Tehran, Cairo, Amman and Tel Aviv. This exploration of new markets is part of the general move towards diversifying the source of international students.

Support for international students

International Merit Scholarships are awarded annually and provide payment of either full or half tuition fees to students already enrolled in a degree program at the University. In 2004, 64 awards were made to students from 21 different nations. Thirteen faculties, Wesley College and the University of Sydney Foundation participated in the International Merit Scholarship program in 2004.

The Centre for English Teaching (CET) offers a range of quality English language programs on a fee-for-service basis. Programs are available for prospective university students seeking to improve proficiency prior to enrolment, and for those wishing to upgrade their English-language skills. During 2004, the centre launched a new accelerated intensive-language program prior to Semesters One and Two. Tailored programs for specific client needs formed an increasing proportion of CET programs. The centre continued operating at maximum capacity. More than 2000 clients passed through the centre over five teaching terms. The majority of these pursued formal studies after their language training.

Several faculties concentrated on implementing measures that would increase support for international students. These included a new unit, Teaching and Learning, in the Faculty of Economics and Business, which has the largest proportion of international students. Once again a high number of international students attended the Sydney Summer School as a means of completing their degrees more quickly.

The Learning Centre offers courses for students of non-English speaking backgrounds (NESB) in grammar, oral presentation, discussion skills and academic reading and writing. In 2004, the centre had a total of 1465 enrolments in these workshops. Of these, 807 students were of NESB.

The Mathematics Learning Centre provides free tutorials and one-to-one assistance to eligible undergraduate students, including international students who have studied mathematics in other languages.

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 program without having to extend their degree or pay for overseas tuition fees. In 2004, the Study Abroad Program attracted 815 students, while 269 international students participated in the International Student Exchange program, along with 304 Sydney students (this last figure represents an increase of more than 16 per cent over the number of participants in 2003). Students in both programs come from many different countries with the majority from the United States, Germany and Norway. Significantly, the University provided many scholarships to help fund the exchange activities.

The University renewed a number of existing Study Abroad and Exchange agreements with partner universities. New agreements were established with universities in Austria, Canada, Denmark, Germany and the United Kingdom.

(See Supplementary section for a full list of new agreements and memoranda of understanding.)

University Library

More than 80 per cent of all the Library's information resources are acquired from international sources. This ensures that members of the University have access to scholarly literature irrespective of its place of publication. The Library also has a long-term commitment to the use of international standards and to the provision of services which support

individuals from a diversity of cultures and those with special needs. Library staff members have fluency in over 20 languages and more than a quarter were born overseas. During 2004:

- the Library entertained a delegation of nine Chinese librarians, hosted two Chinese scholars for 12-month visiting scholarships and co-hosted – with the Department of Chinese and South-East Asian Studies – a visit by Executive Director of the National Library of China Dr Zhan Furui
- University Librarian John Shipp led a delegation of Australian university librarians to 11 universities in the People's Republic of China
- discussions were held with visiting representatives of the South African Research Information Service
- 500 books were donated by the consulate of the People's Republic of China
- closer cooperation was established with the International Student Centre to assist international students, especially in relation to their orientation to Library services, and
- resources and services were made available to students based in China.

College and faculty achievements

College of Health Sciences

Through its strategic planning process, the college committed itself to making a significant contribution to University internationalisation through stronger and more effective strategic alliances with universities and other government and non-government organisations. In 2004 this was achieved by establishing college-wide and interdisciplinary partnerships with overseas international institutions, particularly joint research projects, short course delivery programs and participation in local health related issues and policy development. These included:

- establishing an affiliated office through the George Institute at Peking University and commencing a cotutelle agreement

- signing college-wide memoranda of understanding (MOU) with Karolinska University (Sweden), Lebanese University, Sebai Institutes (Saudi Arabia), University of Baltimore (United States) and Peking University (China)
- participating in World Bank projects in India and Romania
- entering into a training partnership for AusHealth International, and
- participating in special initiatives funded by the International Development Fund in Vietnam, China, India and Lebanon.

The college's international student numbers continued to grow in 2004. According to DEST figures, it has the highest number of onshore international students involved in the study of human health across a wide array of disciplines.

Faculty of Dentistry

Professor Iven Klineberg, Associate Professor Wendell Evans and Associate Professor Chris Peck were invited as keynote speakers at the International Dental Conference held in Beirut during July.

Faculty of Health Sciences

In 2004, 14 students from the School of Occupation and Leisure Sciences participated in the Operation India fieldwork placement program and were assigned to clinical placements in villages around New Delhi and Bangalore.

Academic staff from the School of Health Information Management continued to assist similar schools overseas in 2004 and conduct short courses for the World Health Organisation (WHO). The school provided consultancy advice in Malaysia, East Timor, Fiji, China and Thailand. The school also provided academic consultancy services to review clinical coder training programs and data quality audit procedures within the Hospital In-Patient Enquiry Unit of the Economic and Social Research Institute, Ireland.

The National Centre for Classification in Health (NCCH) supports the World Health Organisation in maintaining the International Statistical Classification of Diseases and Related Health Problems tenth revision (ICD-10). The NCCH published the Australian modification (ICD-10-AM), fourth edition, in January 2004. During the year, the NCCH

assisted the Republic of Ireland to prepare to implement ICD-10-AM; a number of other countries are about to commence trials.

The Physiotherapy Evidence Database (or PEDro) – the world's only database of physiotherapy clinical practice guidelines, systematic reviews and clinical trials – continues to be maintained and updated by a group of clinical and academic staff at the School of Physiotherapy. In 2004 the group translated the interface of the database into seven languages: Portugese, Spanish, Korean, Arabic, French, Italian and German.

Faculty of Medicine

During 2004, the faculty allocated substantial resources for international development activities, including the appointment of an Associate Dean (International) and the establishment of an International Advisory Committee. Achievements included:

- developing additional overseas elective term projects for University of Sydney Medical Program students
- signing Memoranda of Understanding (MoUs) with Hanoi Medical University, the Karolinska Institute and Cornell Medical College, with the aim of pursuing exchange programs
- establishing cotutelle agreements with Humboldt University and the Karolinska Institute, and
- continuing the development of international collaborations in a wide range of countries, including the United States, Canada, Sweden, Italy, Germany, the United Kingdom, Japan, Malawi, India, Papua New Guinea, China and Vietnam.

Faculty of Pharmacy

The launch of the Pharmacy International Network was led by the Dean of Pharmacy, Professor Charlie Benrimoj.

College of Humanities and Social Sciences

During 2004, the college made a strategic decision to commit substantially expanded resources to international marketing in the Faculties of Arts and Education and Social Work and in the Sydney Conservatorium of Music. In addition, the college committed funds

towards a Chair to be located within the Faculty of Education and Social Work, who will work on internationalisation for the college.

The college enrolled 3796 international students in 2004, a record number which equates to 57 per cent of the total international enrolments at the University of Sydney.

Faculty of Economics and Business

In addition to securing international accreditation through AACSB and EQUIS, the faculty drafted an Internationalisation Plan and has commenced its implementation. It has also established an exchange agreement with the University of Mannheim.

The Dean, Professor Wolnizer, has been appointed to the foundation board of the Association of Asia Pacific Business Schools (AAPBS). The University of Sydney is the only Australian university with representation on the board.

Faculty of Education and Social Work

The Faculty of Education and Social Work initiated a major expansion of educational projects in China. A delegation, led by the Pro-Vice-Chancellor of the College and the acting Dean, visited several universities with which the faculty has ties, including Fudan University and East China University of Politics and Law in Shanghai and Tsinghua University and Renmin University in Beijing.

The first cohort of students in the faculty's off-shore Master of Education (Teaching English to Speakers of Other Languages) – which is offered primarily at Fudan – completed the course and the second cohort began their studies.

The Division of Professional Learning conducted a four-week workshop on the theme Principal as Leader for the Beijing Institute of Education, which was attended by 20 school principals from Beijing.

The faculty's links with the State University of Padang in Sumatra, Indonesia were strengthened. Supported by an IDF grant, two lecturers in the faculty visited the University of Padang and five colleagues from Padang came to the faculty for a one-week workshop.

Links with the Faculty of Education at the National University of Laos were

strengthened with the visit by three Sydney staff to present a workshop on teacher education. The Dean of Education from the National University of Laos was a guest of the faculty for one week.

A number of workshops were held for staff from various Rajabhat Institutes in Thailand on topics including supervision of research candidates, improving teacher education, and teaching and learning in higher education.

In December, 12 staff members attended a symposium on teacher education held at the University of Waikato in Hamilton, New Zealand.

Sydney College of the Arts

A delegation from Sydney College of the Arts (SCA) visited China's Central Academy of Fine Arts (CAFA) in May to present artists' talks and to install an exhibition of work by 16 SCA lecturers, *Sightseeing from Sydney*. This international exhibition of sculpture, ceramics, digital art, video installation, paintings and photographs was curated by the University's Art Curator, Sioux Garside. The project was assisted by the University's International Development Fund.

A delegation from CAFA visited the SCA in July as part of an exchange to coincide with the opening of the linked exhibition of CAFA lecturers' work, *Sightseeing from Beijing*, at the SCA Gallery and the University Art Gallery.

SCA's visiting scholars program provided the opportunity for cultural exchanges with international artists including Biennale artist Javier Tellez from New York, ceramicist Johanna Helbling-Felix from Germany, and glass artist Matteo Gonet from Switzerland.

The Visual Arts/Craft Board of the Australia Council sponsored several overseas visits by SCA academics:

- jewellery and object studio lecturer Nicholas Bastin completed a three-month residency in Tokyo
- glass studio associate lecturer Andrew Lavery attended a glass-making workshop at the Centro Studio Vetro in Venice, and

- jewellery and object studio lecturer Karin Findeis travelled to the Netherlands and Russia to research objects and documents that were once displayed in "cabinets of curiosities" (the predecessors of modern-day museums).

In August, University of Sydney artist-in-residence and Professor of Contemporary Visual Art at SCA, Richard Dunn, presented the first of a two-part solo museum exhibition at the city museum in Chemnitz, Saxony. The installation work reflects on the complex history of Chemnitz, as revealed in its architecture and textiles.

The work of SCA Pro-Dean of Sculpture Performance and Installation Tom Arthur featured in the exhibition *L' Invitation Au Voyage – les artistes pèlerins* in the Jardin du Luxembourg and the Orangerie du Sénat in Paris.

Sydney Conservatorium of Music

The Conservatorium consolidated key staffing initiatives in this area in 2004. During the year there were many visits by international performers and academics to the Conservatorium. A highlight was the opportunity of the Conservatorium Symphony Orchestra to work with renowned conductor and pianist Vladimir Ashkenazy.

Australian Graduate School of Management

Half of the 2004 intake of Master of Business students at the Australian Graduate School of Management (AGSM) originated from overseas, representing 17 countries including the United States and United Kingdom, Canada, Denmark, Switzerland, France, Germany, China, Singapore, South Africa, Romania, Portugal, Bangladesh, Malaysia, India and Mexico.

The AGSM participated in international exchange programs with other leading international business schools including Stern, Wharton, Chicago, Kellogg, Rotterdam, Rotma, Richard Ivey and Stockholm universities as well as London Business School, the University of California, Los Angeles, Hong Kong University of Science and Technology, and Indian Institute of Management, Ahmedabad. These programs resulted in 52 full-time

AGSM MBA candidates travelling overseas as part of their studies.

As well:

- more than 130 part-time students enrolled in AGSM's Hong Kong MBA program, which is taught in intensive mode, and
- the AGSM hosted a dozen overseas faculty members from a range of countries including Canada, Netherlands and Thailand.

Graduate School of Government

In March 2004 the Chancellor, Vice-Chancellor and Director of the Graduate School of Government (GSG) hosted the inaugural meeting of the International Advisory Panel and the joint meeting of the GSG's Advisory Council and International Advisory Panel. This meeting identified the need for a master's level option to attract international students to the GSG. Consequently GSG and Faculty of Economics and Business have developed a jointly badged Master of Public Administration (MPAdmin). The MPAdmin (International Stream), available to international students in 2006, will be targeted at AusAID scholars in countries such as Indonesia, Vietnam, Cambodia, Laos and Papua New Guinea.

In November 2004 Dr Stephen Fitzgerald, a consultant to GSG and former Australian Ambassador to China, gave a talk on the importance of a solid academic grounding in public administration at a dinner for AusAID alumni and current scholars, hosted in Phnom Penh by the Australian Ambassador to Cambodia. In December, GSG director Professor David Richmond participated in the Launching Conference of the Network of Asia-Pacific Schools and Institutes of Public Administration and Governance and presented a paper on teaching public administration and policy. Professor Richmond also met with representatives of public administration colleges in target countries, including Cambodia. The GSG has formed a cooperative relationship with RIAP, with a view to jointly planning and delivering courses and programs in the Asia Pacific region.

College of Sciences and Technology

All faculties across the College of Sciences and Technology (CST)

have a wide range of international students undertaking studies within their programs, and numbers have increased. International students represent 16.5 per cent of the overall student body in CST. Delegations led by the Pro-Vice-Chancellor of the College of Sciences and Technology, Professor Beryl Hesketh, visited both China and India during 2004. In China, visits were made to Harbin Institute of Technology, Dalian University, Peking University, Tsing Hua, Jiao Tong and Tongi.

The delegation to India followed an earlier visit by Professor Hesketh accompanying Premier Bob Carr's delegation to Delhi and Mumbai, where the Sydney Science and Technology Visiting Research Fellowship was launched at a reception in Mumbai.

Additional visits to Nanjing and Guangzhou were made in September, October and December by the Dean of Engineering.

The Pro-Vice-Chancellor's Indian delegations included a successful function for the Australian Alumni Association, agents and prospective students in Chennai. The Pro-Vice-Chancellor signed a letter of intent with RV College, Bangalore, and final negotiations with IIT Madras are taking place.

The third and fourth group of Chinese scholars took part in the Teaching Sciences in English program during 2004. Scholars attended a broad range of teaching in their discipline area and participated in workshops dealing with contemporary teaching practices.

The college has extended its existing Memorandum of Understanding with Microsoft Asia for exchanges of staff and students.

The Australian Mekong Resource Centre is an example of international best practice in terms of quality research aimed at increasing sustainability of an area. Under the directorship of Professor Phil Hirsch, local and international students work collaboratively on social and scientific issues as they relate to the Mekong area.

An ARC Linkage International Grant was awarded to Dr Adele Pile, Dr Craig Young, Dr Hubert Staudigel and Associate Professor Ray Lee for their

work on ecological patterns in deep-sea macro- and microbiotic communities on Vailulu'u Seamount and Ta'u Island, American Samoa.

The two recipients of the NSW Residency Expatriate Scientists Awards were:

- Professor Ian Gardner from the University of California, Davis, who spent the fellowship at Camden working in the area of animal health and the spread of disease, and
- Professor Ken Waldron from Stanford University, who worked in the Centre for Field Robotics on legged robotic vehicles.

Faculty of Agriculture, Food and Natural Resources

The faculty has extensive involvement with several countries through projects including:

- Vietnam – diagnosis and control of plant diseases, impacts of alternative policy options on the agricultural sector, and natural resource economics and management
- Indonesia – diagnosis and control of soil-borne fungal plant diseases, improving resource use efficiency in the coconut industry and agronomic management
- Papua New Guinea – enhancing smallholder cocoa production
- China – post-harvest disease control in melons, risk assessment, monitoring and remediation for pesticides, dairy product demand
- Tonga – integrated control of plant diseases, insects and weeds in melon production
- Hong Kong – monitoring pest and diseases on Ficus trees imported from Australia
- Mexico – collaborations with CIMMYT for cereal breeding
- Brazil, Great Britain and France – digital soil mapping, and
- Sweden – precision agriculture.

In April 2004, the Dean visited China as a member of a delegation led by the NSW Minister for Primary Industries, Ian Macdonald. The delegation met with various government departments and agencies and universities in Beijing, Jinan, Shanghai and Guangzhou.

The faculty hosted numerous international visitors, including:

- Dr Maria de Lourdes Mendonca Santos Brefin, agronomist engineer from the Brazilian Ministry of Agriculture, Livestock and Food Supply,
- Ms Tamar Tamriko Jinjikhadze, a visiting scholar from Georgia supported by a Vavilov-Frankel Fellowship, and
- Professor Berna Tunali from the Ankara Plant Protection Institute in Turkey.

Faculty of Architecture

The faculty has always been heavily involved in architectural and planning activities, including teaching, research and exchange programs, in a variety of countries. During the past few years under the leadership of the Dean, the faculty has expanded opportunities, especially with our nearest neighbours in the Asia-Pacific region. During 2004, five new Memoranda of Understanding were signed with leading universities in China – including Tsinghua, Tongji, Nanjing, Huazhong and Hong Kong – opening doors for student exchanges, short-term staff exchanges and international collaborative research in areas of mutual strength.

Electron Microscope Unit

As headquarters of the Nanostructural Analysis Network Organisation Major National Research Facility (NANO-MNRF), the unit hosted visits from the National Science Foundation (NSF) and the US Air Force Office of Scientific Research. It also played a major role in the January Japan–Australia Workshop on Advanced Materials with Tohoku University, Japan. This was an opportunity for key researchers from Tohoku and the University of Sydney to exchange ideas and expand existing networks, given the strength of both institutions in the field of advanced materials. The second workshop, held at the University of Sydney in September, provided a forum to establish new collaborative research programs.

Faculty of Engineering

The Department of Chemical Engineering is fostering links with the Institute National Polytechnique France and three students are currently enrolled in

PhDs with the department. It has also worked on strengthening links in South-East Asia. Overseas visits are regularly made by staff, including visits to Malaysia, Singapore, China, Argentina and South Africa. Marketing initiatives, particularly in Malaysia, have increased in 2004. It is hoped that the Department's activity here can become a spearhead for both the faculty and the college in this area.

The Department of Chemical Engineering has also received four International Development Fund grants from the University worth a total of \$40,000 to fund overseas linkage development and bring senior academics to the faculty.

Members of the Department of Electrical and Information Engineering visited Nanjing and Beijing (University of Post and Telecommunications), which has resulted in a visiting scholar coming to the faculty.

Faculty of Rural Management

The faculty is undertaking a range of research projects on agriculture in China under the Asian Agribusiness Research Centre and the Centre for Rural Sustainability. This has included staff and student exchanges.

Faculty of Science

The faculty was awarded two International Development Fund grants

in 2004. One of these grants was to support teaching sciences in English and was run in conjunction with the Faculty of Education and Social Work and the Centre for English Teaching. The second grant was awarded for Collaboration in Marine Science with Tongji University, Shanghai, China.

During 2004 members of the faculty made regular visits to several countries including China, India, Singapore, Malaysia and India.

Sponsored undergraduate student numbers from Malaysia are growing from sponsoring agencies including Petronas, MARA and JPA.

Faculty of Veterinary Science

In a project funded by the Australian Centre for International Agricultural Research, Dr Jenny-Ann Toribio is assisting farmers in the Philippines to improve their pig production systems to achieve measurable and sustainable improvements in profit, energy efficiency and the environment.

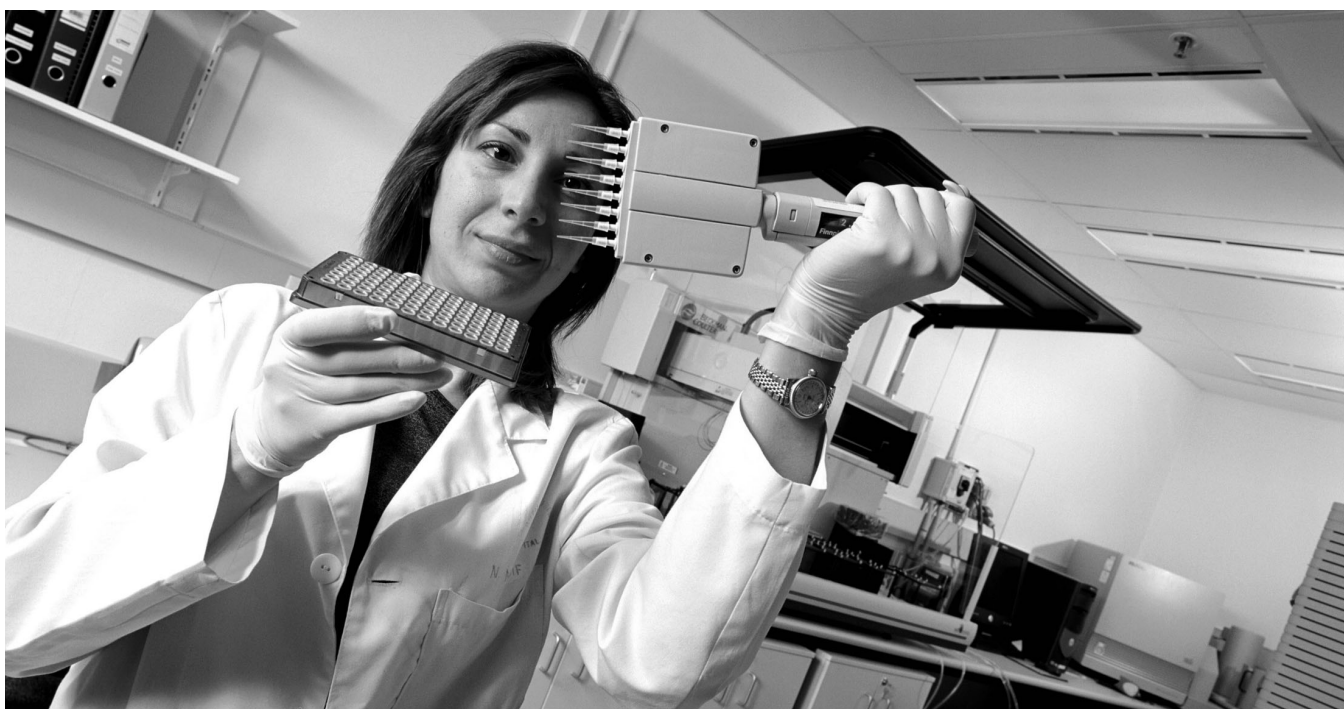
See Supplementary section for information about international memoranda of understanding, exchange agreements and awards to staff.



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



The University continues to develop long-term relationships with industry. In 2004 the Vice-Chancellor, Professor Gavin Brown, was re-elected to the Board of the Business Higher Education Round Table (BHERT) as well as being appointed by the Minister for Education, Science and Technology to the newly established government advisory body, the Business/Industry/ Higher Education Collaboration Council (BIHECC). Specific relationships continue to be developed through the Cooperative Research Centre (CRC) Program, the Australian Research Council's (ARC) Linkage Project Grants, collaborative and contract research, consultancies and commercialisation of intellectual property. These relationships are not only important in terms of the University's mission, but also serve to underscore the relationship between the institution and the society in which it is embedded. In addition to fostering

industry collaboration, several CRCs have led to the formation of a number of spin-off companies.

The year saw further growth in the University's industry interaction and commercialisation activities. Industry agreements in which the University of Sydney is involved have continued to increase in number and size, from 240 (worth \$12 million) in 1996 to approximately 800 (worth in the order of \$54 million) in 2004. The University currently has equity in 29 spin-off companies. The continued development of the University's commercialisation processes is crucial to research success.

The University also has research contracts with the majority of the Rural Industry Research and Development Corporations (RDCs) and received \$6 million in funding from agencies including the Cotton RDC, Dairy RDC, Fisheries RDC, Forest and Wood Products

RDC, Grains RDC, Horticulture Australia, Meat and Livestock Australia, Australian Pork Limited, and Rural Industries RDC. These projects unite the University with industry, other universities, state government departments and the CSIRO. In 2004 the University, through the Business Liaison Office, continued its successful licensing of intellectual property from research to improve living standards and the environment. Examples include:

- multiple, non-exclusive licenses to a new class of enzymes to assist in the development of new treatments for diabetes and obesity, based on research in the Faculty of Medicine
- software for designing structures using a patented purlin, developed from research in the Faculty of Engineering
- a new formulation providing effective delivery of anti-inflammatory agents

for use in domestic animals, from research in the Faculty of Science, and

- research from the Faculty of Veterinary Science resulting in a test to screen stud bulls in a popular small cattle breed in order to weed out a lethal genetic disorder.

Cooperative Research Centres

The University is a key participant in 23 Cooperative Research Centres (CRCs). In 2004, seven new CRCs worth more than \$157.4 million over seven years were established in which the University is a core or supporting participant.

The new CRCs in which the University is a lead player are:

- the CRC for Mining (\$27 million)
- the CRC for Sustainable Resource Processing (\$18.8 million)
- the CRC for Advanced Composite Structures (\$15 million), and
- the CRC for Innovative Grain Food Products (\$24 million).

The new CRCs in which the University is a supporting participant are:

- the Australian Biosecurity CRC (\$17.5 million)
- the Vision CRC (\$32 million), and
- the Australian Poultry CRC (\$23.1 million).

Linkage Grants

The ARC Linkage Project Grant Scheme is an industry-linked scheme in which the ARC matches the cash and in-kind contributions provided by industry partners. In the mid-2004 round of linkage grants to the University of Sydney, \$7.3 million was awarded by the ARC, while industry partner contributions for the 21 new projects totalled \$2.4 million in cash and \$7.1 million in kind. The new projects include funding for four postdoctoral fellowships and 25 postgraduate scholarships. The University secured 10.5 per cent of the national share of funding in 2004. The success rate at Sydney for this scheme was 70 per cent, compared to a national success rate of 50 per cent. The Group of Eight secured 57 per cent of the national share of funds.

Professor Max Crossley in the School of Chemistry leads a team that will receive more than \$1 million over three years. Professor Crossley's team is developing a molecular flash memory for long-term, extremely high-capacity, unpowered data. The collaborative project with Intel Australia will demonstrate data density more than four orders of magnitude greater than any commercially available technology and unattainable by conventional silicon-based electronics.

Associate Professor Roland Fletcher from the School of Philosophical and Historical Inquiry leads a team developing an information monitoring system for World Heritage site management, using Angkor Wat in Cambodia as a test case. The project has been awarded \$955,000 over five years. The industry partners include UNESCO Phnom Penh, the NSW Department of Environment and Heritage, Horizon Geoscience Consulting Pty Ltd and a Cambodian government authority.

Other successful bids include a project from the School of Psychology looking at the development of integrated biological markers of brain function, which will help to screen for early signs of abnormal function such as Alzheimer's disease, and a project focusing on the role of errors, exceptions and rules of thumb in the prediction of firefighter's behaviour. A bid from the School of Human Movement and Sports Science involving the effect of footwear on children has also received funding.

The Research Institute for Asia and the Pacific (RIAP) offers a Young Professionals Program (YPP), which in 2004 continued to attract sponsorship from Macquarie Bank and membership from sectors representing private industry and professional bodies. YPP offered a dynamic calendar of events throughout the year, including the staging of a Global Leaders Panel in March that attracted high profile guest speakers who discussed challenges faced by the new generation of leaders.

The Careers Centre

The Careers Centre continued to offer a range of services to students and employers. During the year more than 4000 students participated in Careers Centre activities, including advising interviews, employer presentations, careers seminars and careers fairs. Careers Centre staff made regular visits to faculties in each of the University's campuses and presented a number of seminars that were customised for each faculty.

Over 160 employers participated in on-campus events, including an inaugural Health Sciences Fair held on the Cumberland Campus, and more than 440 employers advertised career opportunities on the internet website.

University Library

The Library engages with practitioners and organisations involved in information science as well as a wide range of industries and professions associated with the University. Library staff also participated in the professional accreditation processes undertaken by several faculties. In 2004, these were the faculties of Veterinary Science, Dentistry, Engineering and Economics and Business. As well, the Library assisted the schools of Psychology and Information Technologies in gaining accreditation of degree programs with key industry bodies.

Other industry interactions involving the Library included:

- University Librarian John Schipp chairing a review of the Australian Catholic University Library and continuing as project director to the Australian Research Information Infrastructure Committee
- managing the Veterinary Education Information Network for the Faculty of Veterinary Science and Post Graduate Foundation in Veterinary Science, and
- collaborating with the City of Sydney Council to develop an online dictionary of Sydney.

College and faculty achievements

College of Health Sciences

A large number of college staff have service roles in teaching hospitals, Area Health Services, peak professional bodies relating to health care, state and federal government agencies and the private sector. The college's reach across the metropolitan, urban and rural areas of NSW enables direct interaction with diverse communities and promotes the delivery of services to those communities.

In 2004 college staff made a substantial contribution to the Australian Health Policy Institute, a college-wide entity dedicated to health policy research, analysis and debate. Members of the college served on international, national, state and professional boards and committees, being particularly active in public debate, advocacy and contribution to peer-review processes. External organisations have sought the advice of college staff with expertise in specific fields and members of the college have acted as spokespeople or provided consultant services.

Faculty of Health Sciences

Physiotherapy staff established a group of clinical and academic physiotherapists to facilitate research and the implementation of effective physiotherapy. This work is being done in consultation with educational institutions, professional organisations, such as the Australian Physiotherapy Association (APA), regulatory bodies like the Motor Accident Authority of NSW, and other organisations such as insurance companies and health funds. In partnership with NSW Health and APA, the group produced a CD of the top 10 evidence-based clinical practice guidelines which was supplied to all physiotherapists in Australia.

In December, the School of Biomedical Sciences hosted the National Sexology Conference with the theme "Sexual Diversity in the 21st Century". The conference was well attended with over 140 delegates and national and international keynote speakers

including the renowned sexologist Professor Milton Diamond of the University of Hawaii. The event attracted papers and delegates from a wide range of disciplines, ranging from pure laboratory researchers in sex to service providers, counsellors, therapists and people interested in the area of sexology.

College of Humanities, Arts and Social Sciences

As the most significant grouping of humanities and social science disciplines in Australia, the college played a key role as a foundation member of the Council of the Humanities and Social Sciences. Twenty-five senior academics and managers attended the inaugural meeting of this organisation in Canberra, meeting with ministers and parliamentary members to impress upon them the importance for Australia of preserving and nurturing the humanities and social sciences.

Faculty of Arts

In 2004, the Department of English offered the Graduate Certificate in HSC English Studies. Developed in consultation with the Board of Studies and the NSW Department of Education, this program is designed to meet the professional needs of HSC English teachers.

The Liberal Studies postgraduate coursework program was introduced in 2004. It provides professionally trained graduates with the opportunity to study in depth subjects that were unavailable in their first degree.

Faculty of Economics and Business

The faculty achieved Australian Computer Society (ACS) accreditation of its Business Information Systems major.

In June 2004, the faculty negotiated the establishment of the Simon Taylor scholarship, sponsored by Citigroup, which incorporates a work internship element for the recipient.

The Chambers Collection was launched in November 2004, providing a unique archival source for accounting historians.

Faculty of Education and Social Work

The Shakespeare Globe Centre (Australia), which is associated with the faculty, was invited to present a version of Shakespeare's *Pericles* at the National

Arts Centre in Ottawa, Canada as part of the International Drama/Theatre and Education World Congress. The performance received two standing ovations.

Four faculty staff members are presidents of professional teacher associations:

- Judy Anderson, President of the Mathematics Association of NSW
- Robyn Ewing, President of the Primary English Teachers Association
- Mike Horsley, President of Economics and Business Educators of NSW, and
- Meg Pickup, President of the NSW Chapter of the Australian Council for Health, Physical Education and Recreation.

Several members of the faculty are academic partners in Australian Government Quality Teaching Program projects.

In association with the Australian Publishers Association, the Teaching Resources and Textbook Research Unit (TREAT) organised the Australian Awards for Excellence in Educational Publishing.

The faculty conducted a satellite forum on learning technologies as part of the Academic Consortium 21 (AC21) biennial conference hosted by the University of Sydney (see Internationalisation chapter page 39).

Sydney College of the Arts

The Australian Screen Directors conference was held at Sydney College of the Arts (SCA), featuring keynote speaker British director and President of the Directors' Guild of America Michael Apted. Other participants included actor Claudia Karvan and director Gillian Armstrong. Conference participants expressed a strong interest in the new SCA coursework degree, Master of Film and Digital Image.

Lecturer Josephine Starrs was awarded the SCA's first ever ARC Discovery Project grant for her work on designing digital games that appeal to girls.

Reflections, an exhibition highlighting the major role the SCA glass studio has played in the development of contemporary glass practice in Australia, opened in July at Wagga Wagga Art Gallery.

Sydney Conservatorium of Music

The Conservatorium continued to be a major player in the Sydney Symphony Sinfonia program; it is planned to introduce a similar program in collaboration with the Australian Opera and Ballet Orchestra in 2005. The Conservatorium's links with Opera Australia (OA) were expanded during 2004, with many musicians from the OA directly involved in programs at the Conservatorium.

Important links with Yamaha and Steinway were strengthened during 2004. Pianist Gerard Willems was a national commentator for the ABC throughout the Sydney International Piano Competition.

Australian Graduate School of Management

The Australian Graduate School of Management (AGSM) appointed a number of prominent Australian business leaders to the school's Advisory Council in 2004. Mr Tony Berg AM was appointed Advisory Council Chairman.

To encourage closer involvement of the AGSM with alumni and the corporate community, the AGSM initiated a "Call to Engagement". The AGSM has also worked collaboratively on joint research projects with corporations in the Asia-Pacific region, providing insights and helping them find solutions to key management issues.

The AGSM has increasingly been seeking to fund research through industry linkage grants and by building research centres with the support of corporate partners. The AGSM is rejuvenating the Centres for Research in Finance and Applied Marketing and launching the Centre for Real Estate Finance.

The AGSM has formed an alliance with the Reputation Institute (RI), a highly respected international think tank specialising in corporate reputation management. Grahame Dowling, AGSM Professor of Marketing and a leading academic in the area of corporate reputations, will direct the RI's activities in Australia.

For the second consecutive year, the AGSM and brand consultants LKS Landor conducted a competition, The

Future of Brands. The competition provided AGSM MBA students with an opportunity to contribute to marketing thought on the future of brands.

A team of AGSM MBA students were finalists in the "Connector" Business Planning Competition. Financial support was provided by the Federal Government, AGSM and Blunt Solutions. The judging panel included a private equity investor and a private equity specialist with a legal firm.

Graduate School of Government

The University's new Graduate School of Government (GSG), established in June 2003 with the appointment of Professor David Richmond AO, represents an innovative model of cooperation between the University and the NSW Government in the fields of public policy and administration. Each year the NSW Government fully funds 50 students to participate in the GSG's Graduate Diploma in Public Administration (GDPA). Through the University's membership of the Australia New Zealand School of Government, an ANZSOG Chair in Public Management is also funded by the NSW Government with the occupant's time equally shared between ANZSOG and GSG.

A high level Advisory Council chaired by the Hon. Wayne Goss provides industry and practitioner advice on all aspects of GSG activities. Academics and practitioners provide input into the school's curriculum design. An important aspect of GSG's activities is its practitioner network, consisting of some 90 external experts who contribute as guest speakers for GSG's graduate diploma course or act as mentors to individual students. In 2004, GSG's first year of teaching, some 40 practitioners participated in teaching and more than 50 are involved in mentoring some 100 GSG students. Future plans for ongoing industry and professional engagement include development of a knowledge management framework and a joint research agenda with the NSW Government.

College of Sciences and Technology

The faculties in the college are participants in 14 Cooperative Research Centres (CRCs) and there are many examples of activity and engagement with industry arising from these.

The college hosts a number of spin-off companies, including:

- WTI's WeldPrint – marketing Associate Professor Steve Simpson's new signal processing technology
- VAST Audio, which has been awarded a Biotechnology Innovation Fund Grant of \$244,000
- USSS, which in 2004 was active commercialising solar and surface science research undertaken through Nawaf funding in the School of Physics
- Sunprime Seeds, a commercial wheat breeding and marketing company
- Nufloora, a company associated with the Plant Breeding Institute at Cobbity, producing new varieties of flowers
- The Brain Resource Company, and
- The Sydney Cancer Institute.

Faculty of Agriculture, Food and Natural Resources

Ms Lynn Henry was appointed Vice President of the Agribusiness Association of Australia, and Dr Balwant Singh was appointed Chair of the Editorial Advisory Committee of the *Australian Journal of Soil Science*.

The Plant Breeding Institute held a Field Day in Narrabri in September 2004 at which a wheat variety (Ventura) and a field pea variety (Boreen) were released. The event was attended by about a hundred growers, advisers, researchers and members of the local community.

The Marsh Lawson Mushroom Research Unit was opened in December 2004. This unit, which is sponsored by the Australian Mushroom Growers Association, will foster the relationship between the University and the Australian mushroom industry.

The Dean was appointed to the Research Advisory Committee of the Australian Farm Institute, a farm policy research institute.

Faculty of Architecture

In cooperation with Stutchbury Pape Architects, senior lecturer Col James, AO, and students and staff from the faculty were invited to create a cardboard house based on earlier designs for a cardboard house for the homeless by Adriano Pupilio, BDesArch (Hons) 2004. The house, part of the Year of the Built Environment celebrations, was exhibited on the terraces of the Sydney Opera House and is now on permanent exhibit at Sydney Olympic Park.

Efforts by staff resulted in the largest single private-sector fund-raising in the history of the faculty – \$336,897 for the Wilkinson Building Development Fund and for scholarships, prizes and exhibitions. This brings the total raised by the faculty since 1998 to \$1.27 million.

The faculty maintains excellent contact with its alumni and the profession through *archetype*, the combined faculty/Alumni Association newsletter which is distributed to over 4000 alumni and other Friends of the faculty.

Faculty of Engineering

The Department of Chemical Engineering continued the success of its Major Industrial Practice Placement Scholarship (MIPPS) scheme involving student placements in industry. Students worked with Sydney Water, BHP Billiton, Western Mining Corporation, Alstom Power, BOC, Du Pont, Visy Paper, Unilever-Streets and Intec Ltd.

The *Conversazione*, which originally started in Electrical and Information Engineering, was successfully organised and expanded to include all departments and schools in the Faculty of Engineering and the School of Information Technology. The *Conversazione* allows staff and students to showcase their research to industry.

In Civil Engineering, the Centre for Advanced Structural Engineering (CASE) carried out major consultancies which included:

- tests and design of ultra-thin steel roof truss components and connections
- tests of concrete with aggregates from new quarries, and

- safety assessment of airport tunnels for loading from new large aircraft.

The Centre for Geotechnical Research (CGR) in Civil Engineering provided commercial testing including:

- permeability testing of porous pebblecrete panels
- large shear box tests on coarse materials
- high pressure triaxial testing of 100mm samples, and
- simple shear tests for offshore soil samples.

Mr Ross Barker went on board a ship in Bass Strait to assist with cone ball penetrometer tests and sampling seabed sediments using the Portable Remotely Operated Drill (PROD), a seabed mounted drill in which the CGR has a stake.

Wind Engineering Services (WES) in Civil Engineering performed major consultancies including:

- development of a vertical axis wind turbine leading to 50 per cent patent rights with the inventor
- high frequency base balance wind tunnel testing for buildings and structures in Australia and the Middle East
- wind tunnel testing of public artwork
- measurement of the dynamic properties of medium and high rise buildings, and
- storm water culvert capacity predictions.

Faculty of Science

The Molecular Biotechnology Degree Program was developed with substantial federal government and industry funding. Industry support was provided from companies involved in the bioinformatics, biochemical, food, pharmaceutical and biotechnology (proteomics) industries.

During 2004, Professor Tony Weiss, through the Molecular Biotechnology Program, interacted with 31 companies and four national facilities. Professor Weiss co-founded the University of Sydney spin-off company Elastagen Pty Ltd, which received maximum Biotechnology Investment Fund support. Additionally, Professor Weiss is helping to establish a large biotechnology venture capital fund to nurture the growth of Australian biotechnology.

In Geosciences, software contracts have been negotiated with Landmark Graphics (Halliburton) that provides the school with a 20-seat teaching license for the entire Landmark software suite, with a market value of US\$20 million, to be used in the MARDIVE lab.

Across the faculty, student placements have been highly successful. Microbiology has a compulsory three-week placement for all undergraduates, placing them with Concord Hospital, Royal Prince Alfred Hospital, Westmead Hospital, St Georges Hospital, St Vincent's Hospital and research labs in the School of Molecular and Microbial Biosciences.

Human Nutrition has dietetic placements for students in the Master of Nutrition and Dietetics and the Bachelor of Science (Nutrition). These may be at an industry site such as Nestlé, Goodman Fielder, Food and Nutrition Australia, and Diabetes Australia.

The School of Physics had some undergraduate placements with the Brain Resources Company.

The School of Psychology has arranged many placements for the clinical psychology students in hospitals and in private practices.

Faculty of Veterinary Science

The faculty has developed a diverse network of more than 350 "partner practices" across the veterinary profession in NSW, other states and internationally, and with the Rural Land Protection Boards, to contribute to the clinical experience of Year 5 veterinary-student interns.

The faculty hosts the Education and Training program for the Australian Biosecurity Cooperative Research Centre (AB CRC). The AB CRC will develop new technology platforms for surveillance of diseases that threaten human and animal health in Australia and will train 40 PhDs over its seven-year life.

In addition, the faculty hosts the OIE International Reference Laboratory for Epizootic Haematopoietic Necrosis Virus of finfish, one of only five internationally notifiable viral pathogens of finfish, and plays an active role in safeguarding the important developing Australian aquaculture industry.

Research is underway on new tests and vaccines for mycobacterial diseases that threaten livestock health, salmonella vaccines in cattle and other serious infectious agents.

The highly successful postgraduate master's program in Veterinary Public

Health Management receives support from industry, the Federal Government and a number of private trusts.

See Supplementary section for information about undergraduate and postgraduate enrolment; 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



During 2004, Senate approved a more streamlined and accessible agenda for its meetings so that more time would be available for consideration of major priorities. Complementing this change, Senate also adopted a new schedule for its meetings, reducing the number per year from 11 to eight, to take effect from 1 January 2005.

Responses were submitted to the Minister for Education, Science and Training with respect to the various drafts of Schedule 7 of the *University Legislation Amendment Bill 2004*.

The provisions governing the election of Fellows to Senate committees were changed so that:

- each nomination may be signed by one rather than two Fellows
- a Fellow may self-nominate, provided he/she is eligible to do so, and
- should the number of nominations be less than the number of vacancies,

the registrar shall declare all the nominees elected and fill the remaining vacancies by reappointing those existing committee members willing to serve again, prioritising from the most senior. If there is equal seniority, names will be drawn by lot.

The constitution of the Finance Committee was amended – effective from 1 January 2005 – to allow the committee to capitalise on the relevant financial and commercial expertise among Fellows of Senate.

Senate approved the continuation of the position of Pro-Chancellor and that at any given time there would normally be two Fellows appointed to the position of Pro-Chancellor. By arrangement with the Chancellor, Pro-Chancellors carry out the functions of delegate of the Chancellor to preside at graduation ceremonies when the Chancellor is not available.

Senior management changes

A number of new principal officers took up positions at the University in January 2004. They included:

- Professor John Hearn, who was appointed Deputy Vice-Chancellor (Academic and International) with responsibilities including the enhancement of effective teaching and learning and responding to student needs in an international context
- Mr Don Wilson, who took up the new position of Vice-Principal (University Relations) to focus on development and alumni relations
- Ms Nancy Dolan, who was appointed to the position of General Counsel, responsible for providing legal counsel and advice and co-ordinating the provision of legal services by internal legal staff and external providers, and

- Mr Ed Binney, who became Chief Information Officer with wide-ranging responsibilities for developing ICT infrastructure.

Professor Michael Fry agreed to act as Deputy Vice-Chancellor (Infrastructure) while continuing as Pro-Vice-Chancellor (Employee Relations). Pro-Vice-Chancellor (Teaching and Learning), Professor Paul Ramsden, left the University in June to take up the position of inaugural chief executive of the United Kingdom's Higher Education Academy. Professor Judyth Sachs stepped down as chair of the University's Academic Board to become acting Pro-Vice-Chancellor (Teaching and Learning), and Professor John Carter (Engineering) was elected as the new Chair of the Academic Board.

Four new deans, Professor Greg Hancock (Engineering), Professor Leo Jeffcott (Veterinary Science), Professor Eli Schwarz (Dentistry) and Professor Kim Walker (Sydney Conservatorium of Music), took up their positions in 2004. A further two deans were appointed, but take up their positions in 2005: they are Professor Derrick Armstrong, who will become Dean of Education and Social Work, and Professor David Day, who will become Dean of Science.

Change in the Faculties of Nursing and Rural Management

The University Senate gave its approval in November 2004 for the proposed transfer of the Orange Campus to Charles Sturt University (CSU). This proposal followed the announcement in July 2004 by the Federal Minister for Education that an additional 100 new funded places would be allocated for CSU at Orange, and that 1422 new places would be allocated to the University of Sydney, on the understanding that the Orange Campus would be transferred to CSU.

The Vice-Chancellors of the University of Sydney and CSU provided the NSW Minister for Education and Training and the NSW Minister for Primary Industries with a briefing paper and drafting instructions for NSW Parliamentary Counsel in relation to the proposed

transfer. The NSW Minister for Education and Training indicated his support for such a transfer and with his colleagues is arranging for the necessary legislation to be prepared.

While it was intended that the proposed transfer would take effect on 1 January 2005, the University has received advice that due to the pressure of business in the NSW Parliament it is unlikely that the legislation relating to the transfer of the Orange Campus to CSU will be enacted before Easter 2005.

The University of Sydney and CSU have agreed on the necessary arrangements to enable CSU to operate on the Orange Campus from 1 January 2005 pending enactment of the legislation early in 2005.

As a result of these changes many new opportunities will open up for staff and students in Orange and the Central Western region of NSW.

In an effort to build on its strengths, the University also entered into an agreement regarding the transfer of its undergraduate pre-registration nursing places to the Australian Catholic University and the University of Technology, Sydney, commencing in 2005.

The University of Sydney will continue pre-registration nursing education through a graduate-entry program to commence in 2006. As well as offering entry to students who have completed a first degree, the University will be offering school leavers the opportunity to undertake an articulated program that links a first degree in Arts, Science or Health Sciences to the graduate entry nursing program. The existing Bachelor of Nursing (Indigenous Australian Health) will be offered in 2005, and the University will continue to offer an Indigenous nursing program from 2006. These programs will add to the diversity of options for those who wish to enter the nursing profession in metropolitan Sydney.

These changes have enabled the University of Sydney to offer a range of new programs and opportunities in 2005. These include a new three-year Bachelor of Arts and Science degree, which will include law and economics; 70 extra student places in pharmacy; 90 extra places in the allied health sciences; and 40 extra places for a new degree in animal science.

Quality assurance and improvement strategy

The University's quality review processes are essential to its overall quality assurance and improvement strategy. The Quality Advisory and Coordination Group (QACG) is chaired by Deputy Vice-Chancellor Professor John Hearn. Its other members are:

- Deputy Vice Chancellor (Research and Innovation)
- Pro-Vice-Chancellor (Teaching and Learning)
- Pro-Vice-Chancellor (Employee Relations)
- pro-vice-chancellors (colleges)
- Assistant Pro-Vice-Chancellor
- Chair of the Academic Board
- Chief Financial Officer
- Director of the Planning Support Office, and

- representatives of the deans.

The Australian University Quality Agency (AUQA) 2004 audit of the University of Sydney resulted in 21 commendations, 10 affirmations and seven recommendations. Some features that attracted positive comments were:

- the interdisciplinary nature of the colleges as a major stimulus to education, scholarship, research and innovation and in providing a community for students and staff
- the conduct of Academic Board Reviews as a thorough and important contribution to strategic planning and to driving change
- improvements in the First Year Experience – data collection, quality assessment (general), working groups with faculties involved, training for new academic staff, video orientation for international students
- success in international and national research grants, the effective system of ethics reviews, Sesqui Programs and support for grant writing and shaping
- effective staff orientation, teaching, performance management and development processes, the Library and its culture of service, digital repository, access for people with disabilities to physical, online resources and signage

- comprehensive liaison through professions, Koori Centre, sport, arts and culture, and
- rapid change and improvement over the past five years and the evident forward momentum for the future.

An internal analysis of the AUQA outcomes for the Group of Eight to date showed the AUQA outcome for the University of Sydney to be an outstanding result not only in respect to this group but also to the wider group of universities that have been audited.

Internal quality reviews

The QACG's major initiatives in 2004 were the Phase 2 reviews of faculties and the Administrative Service Reviews.

Quality reviews of administrative services continued in 2004. Areas that were reviewed included the Facilities Management Office, Communications and Community Affairs, Remuneration Systems and Services Unit, Innovation and Technology in Education Ventures, Planning Support Office, Information Technology Services, Secretariat and Corporate Information Unit and Internal Audit and Review.

The aim of the Administrative Service Review process is to:

- identify and appraise the quality of services, programs and activities, and examine how well these meet objectives specified in the University's Strategic Plan and in operational plans at the divisional/departmental levels, and
- evaluate all processes currently undertaken that assure quality and improvements for service, programs and activities.

The self-evaluation review was a precursor to review panel visits. The review panel includes the Chair of the Quality Advisory and Co-ordination Group (QACG), a member of the QACG, an Academic Board representative, a head of an administrative division and an external member. Review visits comprise a series of structured interviews between the review panel and groups of service providers from central and decentralised service areas. Administrative review reports are sent out to the head of the relevant unit for a response before being forwarded to the QACG. A summary of the report is

placed on the University's QA website. To ensure effective implementation, the QACG monitors the follow-up process on recommendations. All reviewers are trained before being selected for a panel. At each review, one observer is present to provide the panel with critical feedback on its performance.

Policy Online

In May, the University launched Policy Online. This initiative provided access to a web-based library of more than 450 University-wide policies, resolutions, guidelines and manuals. The site was a major success in communicating the University's operating principles to stakeholders, and recorded more than 56,000 hits in its first month of operation. Phase 2, scheduled for 2005, will include implementing a University-wide policy-development framework, including streamlining policy approval processes and improving strategies for implementation and communication.

Activities Diary

The Activities Diary was a strategic initiative arising from the 2003 Administrative Service Reviews. Implemented in September, it is an online calendar of key administrative deadlines and dates across the major business units of the University. Access to the diary provides an effective management, planning and communication tool for all staff throughout the year. It can be searched for key deadlines and dates across categories such as teaching and learning, graduations, student administration, marketing and promotion, research, seminars, workshops and conferences.

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, and
- 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 also has a policy titled Reporting Corruption, Maladministration or Serious and Substantial Waste of Public Money, which outlines how to make complaints and how complaints are handled. Complaints of harassment and discrimination are handled under separate harassment and discrimination policies and procedures. The University's Academic Board has also 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 a local level or through established appeals processes. In 2004 a total of 22 complaints were handled at a University level. Six of these complaints related to employment issues; three to student administration; three to security; two to admission to courses; two to examination results; and six to other matters. Eight of these complaints were withdrawn or refused by external authorities (the Ombudsman, HREOC or the ADB) and one awaits resolution at HREOC. Of the remainder, five were resolved by the simple provision of an explanation; three resulted in a revised outcome; one was the subject of a legal settlement and four are yet to be resolved.

Financial Services portfolio

The University of Sydney was ranked first in the Education sector in the *Business Review Weekly* annual survey of the top 1000 companies, an improvement on the previous year's

second place. The survey, carried out by IBIS research for *BRW* magazine, showed Sydney was the leading university in Australia and New Zealand based on net profit after tax and the effective deployment of its resources.

Several substantial projects were undertaken in Financial Services in 2004 to initiate efficiencies, remove duplication, and reduce costs across the University while improving service standards and financial reporting and controls.

The Risk Management Office developed an occupational health and safety self-audit tool for University-wide use and reprioritised the claims review process. The latter initiative led to a lower Workers Compensation premium.

As well, the University developed new self-assessment criteria that integrated with the internal audit program. This project was designed to accelerate the University's vision of becoming the number one university in Australia, one of the top five in the region, and among the top 40 worldwide.

Coordination was improved among the team that provides and monitors legal services to the University community.

Corporate finance improved its financial reporting standards, so that it is able to produce relevant information with increased quality controls and show trends in income and expenditure that will help senior management and Senate make better-informed decisions.

Three programs were developed that substantially contributed to the efficiency of the University's financial management.

- the procurement program focused on various aspects of acquiring goods and services across the University (including the Corporate Card and Travel projects)
- the assets program implemented a sole supplier for IT equipment and improved cash utilisation and asset tracking, and
- the reporting program delivered more meaningful finance, human resources, student and research information to management in all areas of the University.

The quality of student data was enhanced by improving communication with the Department of Education,

Science and Training and streamlining student financial systems.

Other successes were better-than-expected returns from University investments and the sale of University property.

The budget process

The Budget and Planning Advisory Committee provides advice to the Vice-Chancellor about the development of the University Budget, including an overview of strategic considerations, recommended budget priorities and evaluations of budget proposals.

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 facilitates the committee's understanding of planning throughout the University and allows early identification and solving of problems.

Refinement of the matrices associated with budget submissions has 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 introduced significant improvements in control processes across the University, reflected in stronger performance in budget reporting.

Capital development

After consultation with all key stakeholder groups, the Capital Development Program is prepared annually and endorsed by Senate.

One aspect of the Capital Development Program – the Campus 2010+ Building for the Future program – began in 2004.

Builders were commissioned and construction commenced on the School of Information Technology Building, which will occupy previously vacant land adjacent to the Seymour Centre on Cleveland Street. The development will provide research and teaching

facilities for a rapidly expanding school community, as well as commercial space that can be leased to an industry partner. The five-storey building will include underground car parking, a technology garden and a winter garden.

The Central Sydney Planning Committee approved a Stage 1 development application for:

- the Faculty of Law building planned for the Camperdown Campus
- the USyd Central buildings, and
- the Public Domain site planned for the Camperdown and Darlington campuses.

The Centre for Continuing Education moved to new purpose-built premises in the Sydney University Village and immediately began to reap the benefits of both the building and location, which provides excellent teaching spaces and a dedicated presence in a vibrant environment.

See page 89 for a more detailed report on the Capital Development Program, including Campus 2010+ Building for the Future.

Heritage

During 2004, the Facilities Management Office undertook three major conservation projects:

- the roof, windows and walls of the western end of the RD Watt building were completed in the first half of the year
- work was commenced on the roof and stonework of the Bank Building in December, and
- refurbishment of the Level 4 corridor within the Anderson Stuart Building commenced in August.

Documentation was completed for conservation work to the north façade and tower of the Anderson Stuart building, and construction work was scheduled for 2005.

Ongoing conservation plans were drafted for the Old Teachers College and four other buildings: the JD Stewart, Physics, Woolley and RD Watt Buildings. These plans were distributed to stakeholders for consultation, and due for endorsement during 2005.

Environment

The University developed a Sustainable Campus Program that focuses on environmental management across all campuses. A team, including a manager of environmental strategies, has been working with staff and students to improve the environmental impact of the University's facilities and its day-to-day operations. The focus for the program in 2004 was water management and sustainable building design.

An Integrated Water Management Discussion Paper was released in August and a working group with representatives from Facilities Management Office, Sydney University Sport, the University of Sydney Union and residential colleges was established to determine the future conservation and management of water on the Camperdown and Darlington campuses. Cumberland Campus has partnered with Sydney Water for the Every Drop Counts program and has doubled their water management conservation since 2002.

Sustainable design practices were applied to all new buildings. The new School of Information Technologies building, due for completion in early 2006, will achieve a four-star rating under the Green Star system, in recognition of local best practice for green design. The building will incorporate sustainable use of building materials, design and efficiencies to provide a comfortable work environment, and make huge savings on energy, water and emissions.

A comprehensive Waste Audit and Report was carried out for the Camperdown, Darlington, Rozelle and Camden campuses in May. A Waste Avoidance and Minimisation Working Group began work on a Waste Minimisation and Management Plan for the campuses.

A bicycle map showing easy cycling routes to the University and the location of bike racks was launched in February. The map shows bike routes within a 5 kilometre radius of the Camperdown and Darlington campuses and locates quiet back streets, the best cycle connections and the least hilly routes.

The Green Steps Environmental Mentorship and Management Training was delivered in 2004, and provided

participants with the information and skills to become environmental change agents in their own faculties. Participants were taught the fundamentals of environmental stewardship in the workplace, waste auditing, energy auditing, and staff surveying techniques. Guest speakers from state and local government, private enterprise and University staff worked with the Green Steps Group to widen participants' understanding of environmental issues.

Employee relations

In August the University's new enterprise agreements were certified in the Australian Industrial Relations Commission. The agreements provide for salary increases of 18 per cent from May 2003 to June 2006. The major new provisions include updated performance management and development provisions, and the Indigenous Australians Employment Strategy.

Agreement was reached on the transfer of the teaching load associated with undergraduate nursing to other universities and the transfer of the Orange Campus to Charles Sturt University.

The Staff and Student Equal Opportunity Unit (SSEOU) continued to provide expert legal and policy advice on matters concerning equal opportunity and anti-discrimination. The SSEOU works with the University community to promote equity in employment and education through:

- policy development and promotion
- targeted affirmative action programs
- staff and student training and education, and
- monitoring and reporting on equal opportunity outcomes.

The SSEOU coordinates the University's Indigenous Australians Employment Strategy (IAES), the aim of which is to build on the success of the University's equal employment opportunity practices by introducing targeted strategies designed to promote increased representation and retention of Aboriginal and Torres Strait Islander people in employment at the University. A total of four Indigenous Australians were employed in trainee positions through the strategy in 2004. More information

about the IAES appears in the chapter titled Diversity, Access and Equity.

In 2004, the SSEOU enhanced awareness of issues of service provision to a culturally diverse staff and student client base by funding cross-cultural communication training sessions for 70 staff from the University Library and the Orange campus.

The University's unwavering commitment to equal opportunity was recognised by the Commonwealth Equal Opportunity for Women in the Workplace Agency in 2004 in the form of an "Employer of Choice for Women" award. More than 3000 organisations sought the right to this citation but only 114 were allocated.

University of Sydney policies, strategies and programs that support and promote the careers of the University's women staff include the annual Women in Leadership Program (for academic and general staff), the Sydney University Network for Women, the Career Development Support Program for General Staff Women, and generous parental leave provisions that allow up to 36 weeks of flexible paid maternity leave and a return-to-work support program.

The Women in Leadership Program is a two-day conference designed to address the unique issues faced by women in leadership and to explore the key skills and qualities needed to become an effective leader. Tailored programs were held for both academic and general staff in 2004.

The Sydney University Network for Women (SUN) provides peer support and career-related events and seminars for about 400 women staff and postgraduate students. Events in 2004 included a networking evening, and seminars on Finding a Mentor and Creating Opportunities for Women in Higher Education.

The Career Development Support Program is designed to enhance the career development opportunities of general staff women up to and including HEO Level 9. Applicants for funding under the program are assessed on the value of their proposed project to their own career development, and on their ability to demonstrate the corresponding

value of their project to their department or unit and/or to the University community as a whole. In 2004, the SSEOU was pleased to oversee the award of over \$16,000 to successful applicants for funding under the program.

Seven of the recipients took up further study in:

- management
- human resources, or
- information technology.

These were: Belinda Baccarini (Centre for Continuing Education), Maria Cardona (Institute of Marine Science), Melody Newman (College of Health Sciences Personnel Services), Jacqueline Ross (Faculty of Medicine), Anne Simpson (Electron Microscope Unit), Paula Spicer (Faculty of Economics and Business), and Jacqueline Thompson (Faculty of Nursing).

The two other recipients used the grant for travel and course/conference fees: Jane Radford (Department of Pathology), attended a course on Immunocytochemistry in the United States; and Sonia Cattley (Australian National Genomic Information Service), attended both the Workshop on Education in Bioinformatics and the Intelligent Systems for Molecular Biology/European Conference on Computational Biology in Glasgow, Scotland.

The Performance Management and Development (PMD) program was revised for release in 2005. The program will result in a streamlining of all performance evaluation processes into a single framework and provide greater transparency between PMD and processes for rewarding, recognising and developing staff. The aim of the PMD program is to develop a more flexible and capable workforce by:

- ensuring all staff are grounded in the strategic goals and policies of the University and their work units and understand their contributions in achieving these
- enhancing a culture of capability, diversity, equity and learning, and
- assisting staff to adjust to changing University and personal career needs.

Research portfolio

The University introduced a policy for postgraduate research higher degree

supervisors. The policy ensures that supervisors are appropriately trained for supervising research higher degree candidates. Supervisors are now required to be registered on the "Registry of Supervisors", which is managed by the Dean of Graduate Studies.

The University introduced an induction program for all commencing postgraduate students in 2004.

Students are provided with essential information and relevant University policies to ensure a smooth transition to postgraduate study. Social and academic services provided by the University and the Sydney University Postgraduate Representative Association (SUPRA) are also outlined.

In 2004 the Dean of Graduate Studies introduced an annual review procedure for all research higher degree candidates. The comprehensive review process requires that all students are interviewed by a panel of experts to ensure that quality supervision is provided and candidates progress satisfactorily.

Following the role's creation in late 2003, the Director of Strategic Development, Dr Sean Gallagher, has focused on implementing programs to assist researchers across the University, working closely with the Research Office and Director of Research Development.

ICT portfolio

A strategic review, including performance reviews of the central and devolved ICT teams, resulted in the creation of a new ICT strategic plan for 2005–2009. The plan recommended a restructure of the central ICT portfolio which was scheduled to take effect on 4 January 2005.

Online services grew significantly during 2004:

- more than 89 per cent of all pre-enrolments were conducted online
- a student portal was introduced in July
- more than 50 websites, incorporating 8000 pages of content were redesigned and standardised, and
- a facility was introduced to allow for online gifting and alumnus profile self-service.

Network access was greatly enhanced by introducing fibre-optic links to the Cumberland, Mallett Street and Burren Street campuses. Wireless network coverage was extended to about 40 per cent of the Camperdown and Darlington campuses.

The Student administration system, FlexSIS, was implemented at the International Office and Cumberland Campus, creating a single system and a uniform set of processes for all undergraduate administration.

The University also met the deadlines set by the Department of Education, Science and Technology for Higher Education Information Management Systems functional requirements.

Videoconferencing received a boost with the installation of a high-end bridge that has the capacity to extend the practice into the mainstream of teaching and learning.

The scheduled upgrade of the Human Resources (HR) and Payroll system was postponed after a review determined that it would be more beneficial to include the Financials system to yield a greater degree of integration and business process improvement. A new three-year program of work commenced late in 2004 that will upgrade and integrate the HR/Payroll and Financial PeopleSoft systems and progressively deliver functional and processing improvements such as electronic procurement, electronic performance management and development, flexitime recording, and a new system for Research Administration.

A new system for financial management information and budgeting was chosen and solutions developed ready for implementation in early March 2005. Plans were made to extend the system throughout 2005 to include management information reporting needs across the University.

Preferred supplier arrangements were negotiated with Hewlett Packard and Apple Computers for desktop and laptop computers, and standard operating environments introduced. These arrangements, coupled with a lease rather than buy arrangement, have simplified purchasing procedures,

improved delivery timeframes and delivered significant cost savings.

Spam reduction techniques have been introduced to many of the email servers, and MS Exchange has been extended to a further 250 staff, many of whom use the scheduling capabilities.

University Library

A core contribution by the Library to effective management during 2004 was the implementation of recommendations from the 2003 Administrative Review. As well, the Library met budget targets and made provision for strategic developments.

Reviews were initiated into:

- information management systems
 - performance measures
 - user categories and services
 - lending services
 - space and security, and
 - the staffing of Fisher Library and three specialty branch libraries – physical sciences, life sciences and medicine.
- Recommendations arising from a 2003 Internal Audit and Review of the Library collection were implemented.

The Library management team amended its business relations with suppliers to conform to University tendering and contract procedures, and introduced software modules to improve technical and digital services.

Excellence in individual staff was recognised by the presentation of 40 achievement awards, and the work of the Library generally was commended by the Australian Universities Quality Agency audit.

Archives and record management

The Archives and Record Management Service (ARMS) operates a comprehensive training and awareness program about the legislation that directs its activities.

ARMS's major initiative during 2004 was stage one of Records Online, a joint project with the Enterprise Systems portfolio within the University's Information Technology Major Project Group. Stage one comprised a

software upgrade and a new web-search interface, available to all University staff. The next stage will allow staff to manage email and other electronic records in a University-wide system that will replace many of the existing types of hard-copy files. Records Online will also integrate with other major University computer systems to allow staff seamless access to all relevant information through the University network.

During the year, 393 University staff attended 46 courses conducted by ARMS on three campuses:

- Cumberland
- Sydney College of Arts, and
- Sydney Conservatorium of Music.

ARMS also conducted 48 consultancies to areas of the University that had particular recordkeeping issues.

The number of staff registered as users of the University's corporate files grew by 2.5 per cent. The number of people using RMS Search – which allows staff to locate and request files over the Internet – grew by 180 per cent to 1596. A total of 61,783 requests for files were lodged.

The Disaster Preparedness Plan was tested to evaluate each of the steps for responding to a disaster that affects the University's Archives or its student, staff or corporate administrative records.

Archives staff responded to nearly 319 reference enquiries during the year and ARMS recorded 408 visits from researchers seeking to access nearly 1600 items.

University of Sydney Union

Throughout 2003 the Union conducted a major review of its committee system to find ways to encourage more student participation in decision-making processes and give students the opportunity to become more involved in Union programs and events. This new system was introduced in 2004 and has proved most successful in achieving its goals. The Union recognises and embraces the fact that it is an evolving organisation with an entirely new student membership every four years

or so. To that end it is constantly aiming to update its services and programs.

Departmental restructures have refocused managerial attention on the Union's *raison d'être*: the student experience. As a result the entertainment program burgeoned in 2004, with full-house events taking place in Manning Bar. Many of these were free to Union members, and featured guests such as Missy Higgins, Little Birdie and Tim Freedman as well as many international acts.

Most significantly, management prepared for the 2005 introduction of the new Union Member Card – an on- and off-campus benefits scheme.

College and faculty achievements

College of Health Sciences

Faculty of Health Sciences

The college successfully implemented a new management structure for the Cumberland Campus to integrate it more fully with the University's organisational and management structure, creating a more cost effective and efficient service. Under the leadership of Dr Alastair Davison, the various Cumberland Campus divisions (including Student Administration Services, Buildings and Grounds, Property Services, Information Technology Services and Student Welfare Services) were either incorporated into the corresponding operating units at the Camperdown Campus or became part of the faculty's administrative structure.

During this process, the University's student information system, FlexSIS, was also implemented on the Cumberland Campus in place of a local system. This will enhance integration of the faculty's student administration and management systems with those operating at the Camperdown Campus. This integration will facilitate cross-university studies and enhance management information systems available to faculty staff. It is a significant development that will resolve many longstanding issues relating to student administration on

the Cumberland Campus, which is the University's second largest campus in terms of student numbers.

Faculty of Dentistry

The faculty has embarked on revising its governance and decision-making structure, with a new committee structure and reporting lines to be implemented early in 2005. A review of the administrative staff of the faculty was also conducted in 2004, focusing on providing more effective and streamlined support to the undergraduate and postgraduate curriculum as well as to finance and research matters.

Faculty of Pharmacy

The faculty instituted a process for effective strategic planning and a Strategic Plan for 2004–2008 is now in place. Extensive planning is underway to provide staff and resources to meet the demands of increased HECS places announced in 2004 for 2005 (first-year places in the Bachelor of Pharmacy have increased by approximately 60 per cent for 2005).

The faculty's committee structure was assessed and redesigned to provide more appropriate systems for management of all undergraduate, postgraduate and research programs.

An external review of faculty-wide administrative procedures was undertaken to ensure efficient systems are in place and to maximise support for teaching and research staff. Processes for policy review were also introduced and effective staff/student liaison systems were implemented for both graduate and undergraduate programs.

College of Humanities and Social Sciences

In the early stages of developing its new Strategic Plan for 2005–2009, the College of Humanities and Social Sciences (CHASS) defined its core purpose in the following terms: "CHASS considers its fundamental purpose to be to foster peace, culture, diversity and economic prosperity in Australia and the region, by building democracy and cultivating civil society through its visionary research, artistic creation, teaching and community engagement."

During the first half of 2004, the college undertook a review of CHASS administration to achieve better articulation between faculties and the college, particularly in the areas of finance and human resources. In order to give shape and strategy to its aspirations, the college committed to adopting the Balanced Scorecard approach to accountability as a means of aligning key goals with performance indicators, and monitoring performance against statistical and factual evidence. As part of a broad consultative strategic planning process, 80 staff from across the college participated in focus groups in eight key areas, culminating in a college-wide strategic planning day in November, and the development of the college's draft Strategic Plan 2005–2009.

During 2004, CHASS commenced an ongoing review of the efficacy of academic clustering with a view to enhancing academic collaboration between faculties. One outcome was the realignment of disciplines within the Faculty of Arts into three schools: the School of Languages and Culture, the School of English, Art History, Film and Media, and the School of Philosophical and Historical Inquiry. As part of this realignment, the former Music Department joined with the Sydney Conservatorium of Music, producing significant synergies in teaching and research in the area of music across the college. CHASS appointed an Academic Adviser during 2004 to enhance strategic focus in the area of discipline clustering, scholarship investment and course development.

CHASS also undertook a review of building and infrastructure within the Old Teachers College, to enhance its role as a hub for humanities and social science research and postgraduate training. A significant outcome was the securing of funds for a major refurbishment of underused space within the Old Teachers College building to accommodate an enhanced and college-integrated Research Institute for Humanities and Social Sciences (RIHSS), enhanced postgraduate research facilities and the relocation of the Australian Archaeological Institute at Athens.

Faculty of Arts

During 2004 the faculty initiated discussions on language teaching with a view to establishing collaborative teaching arrangements, maintaining its existing strengths in language teaching and extending the benefits to other institutions.

A major refurbishment project for the Faculty of Arts was completed in 2004.

Faculty of Economics and Business

An external consultant was engaged to examine the administrative operations of the faculty and to report on initiatives that would enhance administrative services.

The faculty established program advisor positions. These positions will supplement the current advisory services by providing high-level individual advice to students regarding program structures, study options and implications for professional accreditation and employment.

Faculty of Education and Social Work

In 2004, Professor Barbara Fawcett was appointed Head of the School of Social Work and Policy Studies.

The faculty began a Division of Professional Learning to focus on the provision of professional development courses for teachers and social workers, and on links with schools.

Sydney Conservatorium of Music

A major initiative during 2004 was the amalgamation of the Music Department with the Conservatorium, which comes into effect in 2005 with an incremental integration of staff and programs. A wide-ranging reappraisal of the management structures and committees of the Conservatorium was undertaken during the latter half of 2004, and these changes will be fully implemented during the course of 2005.

Australian Graduate School of Management

In 2004, the Australian Graduate School of Management (AGSM) improved its financial position, making a surplus in 2004 (it is forecast to build on this in 2005). Other developments included:

- implementing a new organisational structure
- strengthening the management team

- improving marketing and communications
- creating new revenue streams, and
- completing reviews of ICT and the library.

College of Sciences and Technology

The College of Sciences and Technology (CST) is encouraging greater teamwork and collaboration across administrative groups, both within faculties and across the college. The College Financial Manager meets regularly with finance staff from across the faculties and schools, an approach that has facilitated the implementation of the purchase card and other efficiencies.

After an extensive consultative process across the college, the workshop facilities were networked via a central Workshops Services Office (WSO) under the direction of a newly appointed manager, Dr Mithra Fernando. The establishment of a WSO will improve the flexibility of the current structure to cope with the changing needs of the faculties, schools and departments within the college and will be an important step in leveraging the potential of the existing workshops to attract external funding. The WSO Manager will provide high-level oversight of the three main workshop nodes and associated satellites, supporting local managers to coordinate and monitor job orders and staff workloads to ensure the best use of skills, equipment, and available workshop space across the college.

The CST Finance team has implemented a matrix structure of communication and reporting across the college, and linked into the central portfolio.

Most faculties have developed improved induction systems for new staff.

The college has initiated several training sessions and Future Focus discussions:

- training programs for heads and administrative staff to explain personnel policies and procedures
- budget briefings in the form of an open forum for all staff in the college
- a series of planning sessions with various cross-sections of staff, and
- a college-wide Future Focus session in late November, which has formed the starting point for detailed planning.

The college has been successful in securing many competitive funds for equipment and has been addressing the challenge of locating the equipment as close as possible to the active users.

A major challenge facing all of the faculties within the college relates to the management of infrastructure, including buildings and equipment. A culture of self-help has emerged within the college.

The first part of the Psychology refurbishment was opened by the Vice-Chancellor, and the University has now committed to a refurbishment of the Griffith Taylor Building during 2005.

A major planning process has been undertaken for the Camden site including the new Wildlife Health and Conservation Centre (funded by the Federal Government under the Sustainable Regions Program), the replacement of the Breakwell building, and new research laboratories. Additional funds from the Federal Government have made it possible to move forward with this project in 2005.

The Faculties of Science and Agriculture, Food and Natural Resources remain in urgent need of upgraded and increased space, and this represents a major challenge for continued achievement in research, research supervision, and research-led teaching. The Project User Group met to address urgently the relocation of activities from the Ross Street Building to facilitate its demolition.

The appointment of new Federation Fellows, Professors Machemeyer and Trewella, has prompted much needed refurbishments in the School of Chemistry and in the School of Molecular and Microbial Biosciences.

Faculty of Architecture

Completion of Stage 2 of the Wilkinson Building renovations – the new Tin Sheds Gallery, four new Art Workshop Studios, new Wood Technology and Metalastics Labs, and four new Design Computing Labs – provides valuable facilities for the faculty.

Faculty of Science

The new School of Information Technologies Building, funded under the Campus 2010+ Building for the Future

project, has started. Planning for the Madsen Building refurbishment is also well underway.

Faculty of Veterinary Science

The faculty hosted the opening of the Valentine Charlton Cat Clinic, and has made substantive progress in renovation of other areas including the B Richards Pathology Laboratory. Plans are afoot for the \$2.2 million refurbishment of the dog wing of the clinic.

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.

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 links between the University and the external communities it serves occur at all levels, from centrally organised University-wide events to a multitude of activities in faculties, departments and administrative units. All of these activities serve the community and build a closer relationship between the University and its stakeholders.

Contributing to community well-being

In December, the University became the first university in Australia to enter into a five-year partnership with The Smith Family in its Learning for Life program, which provides students and their families with financial, personal and mentoring assistance.

The agreement, worth \$850,000 over five years, will provide:

- \$90,000 per annum for Learning for Life scholarships. These will be made available to students in Years 7 to 12
- \$60,000 per annum to fund an Education Support Worker to help students and their families with advice, information, advocacy and referrals to other agencies for additional support
- \$20,000 per annum for Learning for Life Plus, which enables students to take advantage of additional opportunities such as attending interstate conferences as well as providing support for students with special needs.

The University will work with the Smith Family to develop programs to encourage Learning for Life students to view university education, and particularly a University of Sydney education, as being within their reach.

The University maintained its commitment to repatriating Indigenous heritage. Ancestral remains were returned to two communities and information was provided to another seven. The remains of 10 individuals were returned to the Barkindji Elders Committee of Dareton, NSW, while the remains of three others were returned to the Balonne Progressive Association from St George in southern Queensland.

Skeletal remains of more than 100 individuals – the majority of provenanced remains in the University collections – are from the region covered by the Metropolitan and La Perouse Aboriginal Land Councils. Communities receive reports which inform them of the number of individuals, gender and age, antiquity and condition of the remains, among other important issues. Scientific and community reports were

prepared for the Indigenous communities of Ulladulla, Mogo, Yota Yota Nations, Jerringham and Worimi, and are in preparation for the Metropolitan and La Perouse Local Aboriginal Land Councils.

Contributing to cultural life

The University's museums and art gallery interact with the community through exhibitions and public programs and through lending works for research and exhibition both within Australia and abroad.

The museums and art gallery received 35,300 visitors, an increase of 35 per cent over the previous year. The Nicholson Museum received the highest number of visitors (29,000), an increase of 60 per cent, while the Macleay Museum's visitor numbers were reduced because the museum was closed for three months for refurbishment.

The number of students participating in the Nicholson Museum's School Education Program increased by 16 per cent, to 5540 in 2004. In addition to the secondary schools program, new programs were developed for NSW primary schools. A review of the schools curricula identified the potential to expand the program using the Macleay Museum and Art Collections.

University museums participated in the inaugural city-wide event *Museums Light Up Sydney*. More than 600 visitors enjoyed the ambience of the Quadrangle, the Nicholson Museum and the University Art Gallery during a lively evening of exhibitions and performances.

The University Art Curator mounted a diverse range of exhibitions in the University Art Gallery. These included:

- *New Gifts to the Collection*, which featured a major 2003 donation by Dr David Edwards of 12 artworks
- *Horses for Courses*, an exhibition of 30 works by contemporary artist Suzanne Archer resulting from drawings completed in the dissection laboratory of the Faculty of Veterinary Science, and

- *Fire Dreaming*, an exhibition of the works of 10 artists, which explored fire as a philosophical metaphor. Bark paintings from the Macleay collection and significant loans from the Art Gallery of NSW and Bundanoon Trust were included.

Works in the Great Hall underwent conservation and rehangings following the installation of a hanging system.

Displays and exhibitions in the Macleay Museum were extensively redeveloped in 2004. New displays feature specimens from the original entomological collection of Alexander Macleay, brought to Australia in 1826, and artefacts collected in the 1870s from the south coast of New Guinea.

Exhibitions held in the Macleay in 2004 included:

- *Virtual Empire: stereo photography in Britain and Australia 1851–1879*, and
- *Robyn Stacey: recent work*, comprising digitally manipulated photographs of natural history specimens from the Macleay collections.

The Nicholson Museum also underwent refurbishment with improvements to the temporary exhibition gallery. The gallery reopened with *Unearthed Tales: treasures of the Nicholson Museum*, an exhibition that related some of the fascinating stories behind artefacts in the collection and the individuals who collected or acquired them.

The exhibition followed the publication of the book *Treasures of the Nicholson Museum*, made possible through the generous financial support of the Chancellor's Committee and the Alexander Cambitoglou Nicholson Museum Endowment Fund.

The Macleay Museum lent 1432 specimens and artefacts for exhibition and research both within Australia and abroad, and the Nicholson Museum lent 70 works, including 34 provided to the Australian Museum's exhibition *Life Beyond the Tomb: death in ancient Egypt*. The Art Collection lent works to the exhibitions *John Coburn: five decades* at the SH Ervin Gallery and *James Gleeson: a retrospective* at the National Gallery of Victoria.

The collections continued to grow as a result of the generosity of benefactors. The Art Collection received works donated by Professor Geoffrey Sherington and by artists Aida Tomescu, Mike Parr, Dr Charles Green and Lyndell Brown. Lydia Bushell donated four bark paintings to the Macleay Museum, and the Nicholson Museum received donations from Judy Moyes, Nicholas Wright and the estate of Professor John Young.

Several works were purchased from funds set aside for that purpose:

- seven works on paper were purchased from the Morrissey Bequest Fund, including a 1932 work by Japanese printmaker Fujimaki Yoshio and work by contemporary Chinese artists Su Xinping and Li Fan
- two etchings were purchased from artist Suzanne Archer's exhibition *Horses for Courses* at the University Art Gallery, and
- prominent portraitist Judy Cassab was commissioned to paint an official portrait of the Vice-Chancellor, Professor Gavin Brown.

The Seymour Theatre Centre continued to attract significant audiences to theatre, music, dance and a range of University and education activities. Highlights included the Ensemble Theatre's production of *Bombshells* with Caroline O'Connor, the 2004 Sydney International Piano Competition, the Pen Lecture by Nobel Prize winner JM Coetzee, and the University of Sydney Union's student revue season.

The Conservatorium of Music is the largest concert presenter in Sydney and well over 100 concerts were presented during 2004. The Conservatorium Access Centre continues to expand its offerings to the wider community and the diversity and scope of these programs is substantial. (For more detail, see the Conservatorium's entry under the College of Humanities and Social Sciences.)

SCA Gallery continued to play a role in presenting contemporary visual art to the community and received visits from art groups including the Art Gallery of NSW Society. Associate Professor Brad Buckley continued his prominent role as a director of the high profile contemporary

art gallery Artspace, and Dr Lindy Lee continued in her role as Chair of the Asian Australian Arts Association.

Reflections – an exhibition of glass by Sydney College of the Arts (SCA) staff and students – was displayed at the Wagga Wagga Art Gallery from July to September. The exhibition reflected the diversity of ideas from the SCA glass studio and highlighted the major role the studio has played in the development of contemporary glass practice in Australia.

Contributing to opinions and ideas

According to data recorded by the Media Office, the University's academics made more than 4000 appearances in the print and electronic media during the year. Most media attention focuses on the University's extensive research activities. Local and international journalists are assisted by a comprehensive online database of University academics which outlines areas of research and expertise.

Among the widespread local and international media coverage generated by the Media Office were stories covering a range of medical and scientific research initiatives, numerous successful ARC and NHMRC grants, the significant changes involving the Faculties of Nursing and Rural Management, the Academic Consortium 21 (AC21) conference and the 2004 Sydney Peace Prize.

A number of activities in 2004 highlighted the University's interest in social justice issues:

- in November, NSW Governor Marie Bashir presented the annual \$50,000 Sydney Peace Prize to Indian writer and human rights activist Arundhati Roy
- the Centre for Peace and Conflict Studies (CPACS) hosted an Australasian Peace Studies Roundtable
- together with the Rwandan and Burundian Association in NSW, CPACS organised a series of events to commemorate the 10th anniversary of the Rwandan genocide
- CPACS organised a seminar that was addressed by four key players in the Bougainville peace process – an

international representative of the Bougainville Interim Government, a former leader of the Bougainville Revolutionary Army, a negotiator involved in the peace talks in both Burnham and Lincoln, and the founding President of the Bougainville Women for Peace and Freedom

- former Australian Foreign Affairs Minister Gareth Evans (now President and CEO of the International Crisis Group in Brussels) gave a guest lecture titled *No More Rwandas or Darfurs: The International Responsibility to Protect*
- along with Sydney's Sudanese community, CPACS organised a peace march in Hyde Park to raise community awareness and call for urgent international action to address the humanitarian crisis in the Darfur region of Sudan
- the Charles Perkins Memorial Oration was delivered by Professor Linda Tuhiwai Smith from New Zealand on the theme of activism, leadership and the new challenges for communities, and
- monthly Asian dialogue forums were hosted by the Research Institute for Asia and the Pacific, with guest speakers including Macau's Secretary of Administration and Justice Florinda Da Rose Silva Chan.

In 2004, the Centre for Continuing Education remained a major contributor to the University's profile in the general community. The centre is the largest provider of continuing education short courses in the Australian university sector. Nearly 25,000 students enrolled in the broad range of short courses, professional development programs and national and international study tours offered across the centre's four seasonal terms. Of particular note was the rise in enrolments in history and culture courses – nearly 25 per cent over the previous year. The centre, which is self-funding, recorded an income from fees of nearly \$6 million for the year and, in October, completed a long-planned move to purpose-built premises in Sydney University Village.

Supporting secondary education

The University has a schools liaison program which is guided by a reference group of school career advisers who meet quarterly.

For the third time, the Summer School program included two one-unit HSC courses. Both these units focus on research and critical-thinking skills and are presented in a format that allows students to sample University-style teaching. Negotiations continued with the Board of Studies NSW to introduce a further one-unit HSC course for 2005.

More than 220 careers advisers from NSW schools attended the Careers Advisers and Teachers day organised by the Marketing and Student Recruitment Unit (MSRU) in April, and received regular follow-up information through *CommUNicate*, a newsletter produced for them by the University. MRSU also produced a video entitled *A Day in the Life*, which follows two typical University students and was distributed as a classroom resource to help aid the transition between school and university.

Academic Excellence Awards were presented to the student who topped Year 10 in each of 40 key schools in NSW and the Vice-Chancellor was guest speaker at the International Baccalaureate Graduation for all participating NSW and ACT schools.

In June, more than 1000 Year 10 students and their parents attended a talk in the Eastern Avenue Lecture Theatre about subject selection and University study.

A University fellowship was established in 2002 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.

The 2004 Fellow was Matthew Ryan of Brigidine College Randwick, who used his Fellowship to construct a radio observatory and space communication centre for students from kindergarten to Year 12. Turrumurra High School's David Dobeson was announced as the

winner for 2005. Mr Dobson, who is a University of Sydney graduate (BSc Hons), will be supervised by School of Geosciences senior lecturer Dr Tom Hubble to design a real-time data logger seismograph that can be installed in every school.

University Relations

In 2004, the University's Office of Development and External Affairs became the Office of University Relations, and through this transition experienced a year of growth in terms of the size and scope of its portfolio and programs.

Alumni Relations

Opportunities for alumni to engage in the life of the University were extended through a range of services and activities. Prominent alumni were recognised through the Alumni Awards for Achievement in Community Service, co-sponsored by the Standing Committee of Convocation, and presented at a formal dinner hosted by the Chancellor and Vice-Chancellor where NSW Chief Justice, the Hon Justice James Spigelman AC, was guest of honour. Distinguished alumni receiving awards included Mr Hugh Mackay BA (1962), Dr Malcolm Deall OAM BDS (1976), and Ms Louise Cox AM BArch (1963) DipTCP (1971).

The Alumni Web Community (AWC) was launched, allowing alumni to update their personal information and join an online community of scholars and classmates with whom they can re-connect. The number of active Alumni Chapters across the country and internationally continued to grow, with successful alumni functions held in London, New York, Florida, Hong Kong, Singapore and Sydney in 2004.

In 2004 the Standing Committee of Convocation contributed to the University's response to the proposed changes to the *University of Sydney Act* in relation to the constitution and functions of Senate and the duties of Fellows. A major outcome was that the number of Fellows elected by the graduates remained at five.

The Committee hosted the annual Alumni Associations Forum in April, and awarded the 2004 Convocation Medal to recent graduate Jonathon Bonnitca (Economics) who contributed actively to University academic bodies and to the University Sailing Club.

With the support of the administration, the Standing Committee initiated a review of its role within the University and the alumni body, in order to enhance its place as the central alumni committee and enable all alumni groups to contribute more widely to the University.

Fundraising

A record total of \$29.7 million in gifts was received in 2004, an increase of 43 per cent over 2003. This not only reversed a three-year decline in the number of total donors but for the first time surpassed 6200 donors. The continued migration of alumni databases and gift records to BSR SunGuard across campus and the introduction of new system procedures considerably improved reporting capabilities.

Significant project support in 2004 was received for:

- Veterinary Science Foundation – the completion of Stage 1 of the Foundation's major capital campaign, the \$3.5 million small animal teaching hospital (Valentine Charlton Cat Centre).
- Foundation for Physics – surpassed \$3 million in gifts and pledges for the Messel Campaign to support the International Science School
- bequests – the University received a total of just over \$15 million in bequest income, up \$6.9 million from the previous year
- establishment of new professorial chairs in Celtic Studies and Diagnostic Radiology
- large equipment grants for the Brain and Mind Institute and the Melanoma Foundation
- research grants in medicine and health sciences, and
- numerous endowed funds established for scholarships and research.

The 2004 Annual Fund reached a record total of \$710,000, an increase of 70 per cent over the previous year. It also outperformed all previous years.

The Chancellor's Committee continued to support the University's activity. During 2004, the committee donated more than \$74,000 to University projects. These were:

Koori Centre Scholarship	\$19,124 (ongoing)
Research Scholarship (ongoing and indexed to inflation)	\$20,484
Sponsorship of the Literature and Aesthetic Society	\$10,000
Sydney Society for Studies	\$800
Refurbishment of the Nicholson Museum	\$23,000
A new honour board for Rhodes Scholars	\$924

Archives and record management

Two major events – one for the wider community, the other aimed at the student body – were held to mark the golden jubilee of the foundation of the University archives as a professional administrative unit. An exhibition titled *On the Record* was mounted in the Macleay Gallery, providing a rare opportunity for the public to view University records of both historical and legal importance, including foundation documents, photographs and oral history recordings. The second event was a competition with a prize of \$500 offered to the student who wrote the best essay based on records in the archives. The prize was won by Lara Hall from the Faculty of Arts for her analysis of the influence of Professor Adolphus P Elkin's views on religion on his advocated policy of assimilation of Aboriginal people.

Professor Elkin's research materials are the largest and most significant personal collection in the University Archives and are of national significance. They are also the most heavily used in the archives, and have been in need of preservation. The collection includes around 150 hours of fragile audio recordings of Aboriginal songs, music, speech and ceremonies, dating from 1948. The University's Chancellor's Committee is providing funds for the digitisation of

the recordings to create preservation copies for research as well as high-quality copies for the cultural owners.

The University's foundation professor of accounting (1960–1983) Raymond J Chambers was an internationally significant figure in his profession who wrote a dozen books and hundreds of articles. After Professor Chambers's death in 1999, the Faculty of Economics and Business and the University Archives commenced a project to make his papers available for research via the web. In 2004, the project launched a comprehensive website that will provide scholars from anywhere in the world with unprecedented levels of access to Professor Chambers's papers.

University Library

The Library serves the University as well as meeting the needs of many members of Australian society. Use of the collections, facilities and services are available to any member of the Australian community who has legitimate learning or research needs. Within the University, members of the Library staff contribute to a wide range of committees and special interest groups.

Achievements in 2004 included:

- holding seven functions in association with the Friends of the Library and the University of Sydney Arts Association
- launching the new Library newsletter, *Discover*
- registering 5200 members of the community as borrowers (these are in addition to members of the general community who use the Library but are not registered), and
- staging several exhibitions of special items and collections.

University of Sydney Union

In 2004, more than 3500 students from the University were involved in Union and Union-sponsored volunteer programs. Many of the programs involved University of Sydney students working closely with the local community, and one of the most successful, the

School Tutoring Program, provided Union members as unpaid tutors for Year 11 and 12 students from local disadvantaged high schools. This gives local students an insight into University life and breaks down barriers that might otherwise deter them from aspiring to a University education. This program was complemented by the Union's Mentoring Program and Careers Days for boys and girls, designed to provide high school students in Years 9 and 10 with information and advice about further study and employment opportunities.

The Australian Discussion Groups program encourages interaction between local and international students by providing a relaxed forum in which ideas and language skills can be shared.

The Union provides free use of audiovisual and barbeque equipment to charities such as Oxfam and their annual Walk Against Want, which starts from Victoria Park.

There are also many University-focused community services that the Union and its members undertake, such as enrolment relief, free tax return services, and information and referral services.

Sport

The University of Sydney won the Eastern University Games – with 10 gold medals in team sports – and narrowly missed out, to Melbourne University, on a sixth successive championship at the Australian University Games. The highlight of these games was the performance of the University's netballers, who progressed through both competitions undefeated.

Sportsmen and women from the University made significant contributions to local, state and national competitions in 2004, individually and in team sports.

In rugby union, the University's men's club provided four Australian players – Brendan Cannon, David Lyons, Phil Waugh and Dan Vickerman – and all nine teams made their respective semi-finals in the Sydney grade competition. Three teams won their premierships. The club secured the Club Championship, as well as the *Sydney Morning Herald* Club of the Year. The women's team reached the grand final of its competition.

The women's cricket club combined with its counterpart at the University of New South Wales and the resulting entity now fields three Australian players – Lisa Sthalekar and Kate and Alex Blackwell.

In rowing, Kyeema Doyle was named NSW Oarswoman of the Year and selected in the Australian women's eight for the Athens Olympic Games. Five University rowers – Mike Valli, Matt Ryan, Fergus Pragnell, Ian Allsopp and Robbie Williams – were members of the gold-medal-winning men's heavyweight eight at the World Under-23 Championships. As well, Elsa O'Hanlon was a member of the coxless four that won bronze at the World Junior Championships.

Other international sporting representatives from the University were:

- Michael Thwaite (soccer – under 23s)
- David Bourke (hockey – juniors)
- Lisa Tulic (triathlon – finished third in the 20–25 years age group at the World Championships)
- the touch football team (third at the World Championships), and
- the ultimate Frisbee team (World Championships).

Nationally, the women's basketball team the Sydney Uni Flames were runners-up; the athletics club finished third in the Club Championship for the fourth consecutive year; and the men's and women's water polo teams finished fourth and seventh respectively.

On the state stage, men's and women's teams from the University distinguished themselves in soccer, water polo and athletics, while the men's American football team and women's netball finished first and third respectively.

Research Institute for Asia and the Pacific

Women in International Security (WISA) is an initiative of the Research Institute for Asia and the Pacific (RIAP) that was launched in April 2004. It aims to promote the achievements of women and increase their participation in aspects of international security in Australia. One of the many WISA activities is the Mentorship Program, which:

- enables career orientation through an industry, government or community perspective
- complements and enhances participants' academic studies or professional careers, and
- helps develop individual relationships between mentors and mentees that will enhance professional networks for both.

RIAP developed and managed the Australia–Korea Internship Program in 2004, which is funded by the Australia–Korea Foundation. The program promotes greater international cooperation among Australian postgraduate business students and their counterparts in South Korea.

College and faculty achievements

College of Health Sciences

Faculty of Dentistry

A forum was held in November involving the faculty and members of the rural community to further develop rural placement opportunities for Bachelor of Dentistry students. The forum aimed to establish mutual benefits and opportunities for rural communities and dentists as well as promoting clinical learning experience opportunities for Bachelor of Dentistry students.

Faculty of Health Sciences

First-year Leisure and Health students contributed to the Spastic Centre Recreation Camp in early October. The camp was a huge success, with students getting involved in a hands-on program to create a fun experience for people with high support needs.

One of the research initiatives of the Australian Stuttering Research Centre involved the development of the Lidcombe Program, which is a behavioural treatment for early stuttering. The project investigated the efficacy of using tele-health – delivering treatment by telecommunications rather than through face-to-face contact between the child and family and the speech pathologist. Tele-health treatment services have significant potential benefits for rural families.

The School of Occupation and Leisure Sciences gained enhanced funding to continue their contribution to older citizens through the Home Modification and Maintenance Program, run by the HMM Clearing and Information House. HMM is a faculty-based, non-profit organisation operated in collaboration with the Faculty of Architecture. It is funded by the NSW Department of Ageing, Disability and Home Care to develop a knowledge base and information clearing house on home modification and maintenance.

Staff of the School of Applied Vision Sciences worked with the Department of Health on paediatric vision screening. The Department of Health has introduced the "Families First" policy, which requires all health services to be delivered to children prior to school entry. This raises issues such as ensuring that all children continue to have their vision screened; assessing what vision tests will be appropriate for a younger age group; and determining who should be doing the screening. The School of Applied Vision Sciences will work closely with the Department of Health, providing advice and partnering research.

Dr Kathryn Rose of the School of Applied Vision Sciences and Professor Paul Mitchell of Westmead Hospital, along with collaborators from the Australian National University and University of Newcastle, are conducting the Sydney Myopia Study, a large-scale survey of eye health in Australian school children. Examination of over 1700 Year 1 Sydney school children has been completed and the second cohort of Year 7 students has commenced. The results are being used to inform the current debate over the benefits of vision screening programs in NSW. The project is giving new insights into the magnitude of ethnic differences in the development of refractive errors such as myopia (short-sightedness). The data also suggests that a fundamental revision of the current understanding of the development of young children's eyes is needed.

Christina Parasyn, a graduate of the School of Occupation and Leisure, served as a Youth Ambassador for Development. She used her experience as an occupational therapist to work with

Care Society, a local non-government organisation in the Maldives, to help increase the rights of people with disabilities. Upon her return, Christina was awarded the prestigious Tom Harvey Award for Citizenship for her work in the Maldives.

Orthoptics student Joanna Thompson travelled to East Timor with a group of medical personnel in a project called Medical Boomerang to volunteer her clinical skills and provide professional care for people in a small village called Weberek. With equipment borrowed from the School of Applied Vision Sciences and BOC Instruments, Joanna conducted vision screenings and fitted patients with glasses sponsored by various optometrists.

College of Humanities and Social Sciences

Through the Research Institute for Humanities and Social Sciences (RIHSS) and the Power Institute, the college presented public talks and conferences. The Key Thinkers series, organised by RIHSS, emphasised the creative and performing arts.

Faculty of Education and Social Work

Prominent among the faculty's community service activities in 2004 was a partnership with the NSW Department of Housing to work on community development in the Glebe Housing Estate.

Senior Lecturer Mr Mike Horsley continued his work with Pacific Island students by organising a Tertiary Education Awareness Program and, in conjunction with the Samoan Community, a weekly learning centre to assist students with their studies.

Professor Tony Vinson was a consultant to the Victorian Government on social inclusion programs. He was also invited by the NSW Ministerial Council to discuss his research on social inclusiveness.

The faculty was invited to give evidence to the Victorian Parliamentary Inquiry into Preservice Teacher Education.

Sydney Conservatorium of Music

The Conservatorium is the largest concert presenter in Sydney and well over 100 concerts were presented during 2004. Student exam recitals



have also received great support from the general community.

The chair of the Conservatorium Performance Outreach and Communication program, Mark Walton, has had input into over 40 regional communities assisting students, teachers, parents and advising town councils.

The Ensemble Studies Unit has organised regional chamber music touring programs in the south and west of the state.

Australian Graduate School of Management

The Australian Graduate School of Management (AGSM) has strengthened relationships with alumni through a range of initiatives including lifelong learning, a distinguished speaker series, an annual conference and an online magazine featuring faculty research and alumni profiles.

The AGSM established a memorial fund to honour an inspiring and committed teacher, the late Mr Marcus Cohen. Mr Cohen was a specialist in organisational change and leadership development and a highly regarded teacher at the AGSM. The Marcus Cohen Fund is being used to sponsor annual merit awards for students as well as a teaching award.

College of Sciences and Technology

The college's Psychology Clinic and the Gambling Treatment Clinic continue to offer high level psychological services to people within the Sydney area.

The Science Foundation for Physics' Julius Sumner Miller Fellow Dr Karl Kruszelnicki and Senate Fellow Adam Spencer hosted a highly successful Sleek Geeks show in Sydney and other metropolitan, rural and regional areas, mixing science with comedy.

Professor Heinrich Rohrer, a Physics Nobel Prize Laureate for his pioneering work in the development of the scanning tunnelling microscope, presented a Distinguished Lecture titled *The Magic and Power of Small* at the University in December.

Faculty of Engineering

The faculty participated in the Honeywell Engineering Summer School (HESS), an initiative of the Institution of Engineers Australia, providing the engineering experience to prospective students from all over Australia.

Faculty of Science

Through its School of Information Technologies, the faculty ran the

Compuware Summer School. The faculty also continued its Sydney Science Forum public lecture series, run for school groups, members of the University community and the general public to promote an understanding and appreciation of the latest scientific knowledge and research. In 2004, speakers included Professor Jennie Brand-Miller, Dr Karl Kruszelnicki and Associate Professor Tony Masters.

Since 2000, the faculty has run a program entitled "Jumpstart your Career" for current undergraduate and postgraduate students. The program includes guidance on resume writing, interview techniques and job searching.

Science in the City, a collaborative venture with the Australian Museum, the University of Technology, Sydney and the University of NSW, continued to attract large numbers of secondary school students. Activities included workshops of hands-on experiments, lectures and seminars about different science topics, and science shows which demonstrated some key scientific principles.

See Supplementary section for information about: awards to staff; honorary degrees awarded in 2002; and other publications about the University.

Student statistics

Undergraduate enrolments 1999–2004

Enrolment status	1999	2000	2001	2002	2003	2004
Full-time (female)	13,709	14,185	14,942	15,669	16,226	16,003
Full-time (male)	9,932	9,990	10,339	10,774	11,262	11,171
Part-time (female)	3,182	3,263	2,702	2,640	2,758	2,755
Part-time (male)	2,009	2,254	1,712	1,661	1,588	1,660
Total	28,832	29,692	29,695	30,744	31,834	31,589

Postgraduate enrolments 1999–2004

Enrolment status	1999	2000	2001	2002	2003	2004
Full-time (female)	1,615	1,689	2,054	2,422	3,338	3,558
Full-time (male)	1,816	1,768	1,972	2,215	3,488	3,360
Part-time (female)	3,333	3,417	3,148	3,456	3,900	4,538
Part-time (male)	3,223	3,384	3,113	3,583	3,634	4,251
Total	9,987	10,258	10,287	11,676	14,360	15,707

Undergraduate and postgraduate enrolments by faculty 2001–2004

Faculty	Undergraduate				Postgraduate				Total			
	2001	2002	2003	2004	2001	2002	2003	2004	2001	2002	2003	2004
Agriculture, Food and Natural Resources	535	596	683	723	137	144	153	159	672	740	836	882
Architecture	501	538	610	608	423	521	647	746	924	1,059	1,257	1,354
Arts	6,416*	6,442	6,047	5,815	889	908	964	1,013	7,305	7,350	7,011	6,828
Australian Graduate School of Management	n/a	n/a	n/a	n/a	2,482	2,774	3,221	3,257	2,482	2,774	3,221	3,257
Dentistry	280	280	280	284	81	79	81	87	361	359	361	371
Economics and Business	3,229	3,474	3,662	3,770	1,289	1,650	2,708	3,447	4,518	5,124	6,370	7,217
Education and Social Work	1,782	1,874	2,240	2,201	428	452	503	603	2,210	2,326	2,743	2,804
Engineering	2,319	2,497	2,563	2,618	338	413	492	487	2,657	2,910	3,055	3,105
Graduate School of Government	-	-	-	n/a	-	-	-	75	-	-	-	75
Health Sciences	3,701	3,841	4,095	4,081	826	985	1,140	1,220	4,527	4,826	5,235	5,301
Law	758	869	874	819	752	999	1,166	1,202	1,510	1,868	2,040	2,021
Medicine	850	908	937	958	1,106	1,066	1,182	1,245	1,956	1,974	2,119	2,203
Nursing	1,132	1,016	1,023	1,063	315	263	204	172	1,447	1,279	1,227	1,235
Pharmacy	788	813	834	836	113	94	119	160	901	907	953	996
Rural Management	890	802	830	906	75	78	95	139	965	880	925	1,045
Science	4,203	4,403	4,546	4,392	769	949	1,289	1,247	4,972	5,352	5,835	5,639
Sydney College of the Arts	524	533	502	481	96	102	116	140	620	635	618	621
Sydney Conservatorium of Music	547	543	545	577	72	94	119	126	619	637	664	703
Veterinary Science	526	553	582	586	69	73	99	112	595	626	681	698
Special programs	714	762	981	871	27	32	62	70	741	794	1,043	941

* was incorrectly reported as 7,305 in 2001.

Postgraduate enrolments by level 2001–2004

Enrolment level	2001	2002	2003	2004
Higher doctorate	0	0	0	0
Doctor of philosophy	2,544	2,511	2,555	2,673
Doctorate (coursework)	0	25	26	43
Masters (research)	674	686	714	725
Masters (coursework)	3,814	4,568	6,290	7,211
Masters (preliminary)	1	1	1	2
Diploma (postgraduate)	1,671	1,986	2,618	2,926
Graduate certificate	1,473	1,751	1,949	1,889
Non-award (postgraduate)	61	80	130	130
Cross-institutional (postgraduate)	49	68	77	108
Total	10,287	11,676	14,360	15,707

Major destinations of University of Sydney first-degree graduates, 1999–2004

	1999 %	2000 %	2001 %	2002 %	2003 %	2004 %
Further study*	29.5	38.5	34.4	38.3	36.4	30.5
Public sector	18.3	17.5	15	15.5	13.7	20.2
Private sector	28.7	25.7	26.6	26.9	25.1	26.6
Other employment**	6.0	4.3	6.4	5.9	7.1	3.8
Not working, seeking full-time work	3.3	2.2	3.2	2.2	4.1	3.4
Not working, seeking part-time work only	0.7	0.5	0.6	0.3	0.5	0.5
Working part-time, seeking full-time work	5.2	3.6	4.6	4.1	5.2	5.6
Working part-time, not seeking full-time work	4.9	4	5	4.6	5.2	5.5
Unavailable for work or study	3.4	3.7	4.2	2.2	2.7	3.9
Total	100	100	100	100	100	100

The year refers to the date of the survey – Australian citizens and permanent residents who completed their degree studies in the previous year.

* From 2000, further study data is supplemented from University records.

** "Other employment" includes those working in educational and non-profit organisations.

Mean UAI for students commencing at the University of Sydney

	2001*	2002	2003	2004
Agriculture	86.45	86.8	84.4	87.1
Architecture	93.65	94.4	95.4	95.55
Arts	85.35	88.95	90.05	92.8
Economics	93.45	94.4	95.35	95.65
Education	82.7	86.55	87.9	89.4
Engineering	93.5	92.9	93.1	92.75
Health Sciences	86.15	86.45	86.9	88.8
Law	99.55	99.65	99.8	99.8
Liberal Studies	89.6	91.35	94.6	94.3
Nursing	81.3	80.55	78.65	77.6
Science	89.95	92.15	92.6	93.9
Veterinary Science	99	98.95	98.75	99.25
Overall mean	88.6	90.35	90.5	91.85

*Figures for 2001 Mean UAI have been recalculated since the 2001 annual report was published.

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 2004



The University of Sydney is committed to increasing awareness of, and promoting positive values and attitudes towards, the diverse cultural, religious and linguistic needs of its staff and student body. 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 2004 and initiatives for 2005.

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. The University has identified one of the five desired generic attributes of its graduates to be "ethical, social and professional understanding", which includes "an appreciation of and respect for diversity" and the ability to "work with, manage, and lead others in ways that value their diversity and equality and that facilitate their contribution to the organisation and the wider community". In order to achieve this, the University fosters the development of culturally inclusive teaching methods and curricula across all of its academic, administrative and service areas.

The Institute for Teaching and Learning's Internationalisation, Global Citizenship and Inclusivity project has resulted in the publication of a report, *Diversity and Inclusive Teaching*, which

draws on student and staff feedback to recommend strategies to enhance teaching and learning. These strategies include a diversity checklist to apply to information and communication technology (ICT) used in teaching.

The Faculty of Economics and Business recently established a Centre for Teaching and Learning to advance its commitment to diversity, access and equity by:

- providing language and learning support to students from a variety of backgrounds
- providing support for staff working with international students, and
- equipping tutors with orientation, teaching and language skills.

The Graduate School of Engineering in the Faculty of Engineering has substantially reworked the Master of Engineering Studies to meet the increasingly global needs of the

engineering community with more specific or special technological orientations. The Faculty's Project Management Graduate Program won an international award in 2004 for its innovation curriculum delivered in a virtual classroom, linking 200 students in 10 countries and reflecting the real challenges of project management work spanning a range of countries, cultures and time zones.

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 program without having to extend their degree or pay for overseas tuition fees. In 2004, more than 815 students participated in the Study Abroad Program, and 304 Sydney students and 269 international students participated on the International Student Exchange program. Students in both programs come from many different countries, with the majority from the United States, Germany and Norway. The University provided many scholarships to help fund the exchange activities.

The University renewed a number of existing Study Abroad and exchange agreements with partner universities during the year (see page 83 for details of exchange programs). New agreements were established with five international universities in Austria, Canada, Denmark, United Kingdom and Germany.

In 2004, the University established the Indigenous Education Strategic Development Working Group. The Working Group has undertaken an audit of activities and projects across the University and has developed the following priority areas for 2005 and beyond:

- appointing an Indigenous professor to lead the University academic response to Indigenous teaching and learning issues
- further developing links with the Indigenous community, especially in Redfern and Waterloo
- developing a University Reconciliation Statement

- nurturing and mentoring Indigenous staff members
- communicating and extending best practice in support of Indigenous students, and
- integrating Indigenous issues into University curricula, including the development of a cross-University elective.

As a first step towards a University-wide approach to Indigenous content, the Faculty of Education and Social Work with the assistance of the Koori Centre undertook an audit of the faculty's units of study. The objective of the audit was to reveal and reflect upon interactions with Indigenous issues in the teaching, learning and research activities of the faculty, with particular reference to the teaching of Aboriginal studies and Aboriginal perspectives. The report recommended action in the areas of faculty coverage and organisation, effective joint collaboration, curricula and materials, quality of teaching, planning and recording activity, getting research underway, visibility, and faculty/University connections.

Yooroang Garang School for Indigenous Health Studies has continued to provide undergraduate and postgraduate programs in Indigenous Health and Community Development for Indigenous students, and to support Indigenous students in other programs at the Faculty of Health Sciences. Highlights for 2004 include the provision of an Indigenous Health elective for Physiotherapy students, and the development and implementation of a preparatory program for Indigenous maternal and infant health workers.

The University's Centre for Continuing Education offers short courses that investigate the history, cultures and belief systems of many ethnic groups represented in the Australian population. The cultural and educational opportunities include study tour programs that explore historical or cultural interests in Europe, Asia and the Middle East, and regular trips to the Top End of Australia. The centre has a strong base of community language courses including Chinese, Arabic, German, Irish, Indonesian, Spanish, Russian and Japanese. Courses that attract students from diverse ethnic

backgrounds, such as University Preparation Courses, place particular emphasis on developing literacy and research skills for tertiary study.

Diversity will be a major theme of the Higher Education Research and Development Society Australasia (HERDSA) Conference, Higher Education in a Changing World, to be hosted by the University of Sydney in 2005.

Support to students from non-English speaking backgrounds

Of the University's local student body, 30.6 per cent were born overseas and 32.2 per cent spoke a language other than English at home.

The University has recently introduced a new unit of study, University English, which helps students develop their English writing and reading abilities, and is available to all undergraduate students. The Faculty of Education and Social Work also offers a postgraduate unit of study, English in Academic Settings, designed for students from non-English speaking backgrounds who wish to improve their academic English and to better understand the setting in which it is produced.

The Learning Centre, located within Student Services, offers courses in grammar, oral presentation, discussion skills and academic reading and writing. In 2004, the Centre had a total of 1465 enrolments in these workshops. Of these, 807 students were of non-English speaking backgrounds (NESB). The Centre also conducted 27 teaching programs for approximately 2100 students in 11 faculties. The majority of students receiving intensive support in these programs were of NESB. The Centre expanded its program of language and learning workshops in 2004 by 7.14 per cent over the number conducted in 2003, to meet the needs of the increasing number of international students attending the University.

The Mathematics Learning Centre, also within Student Services, provides free tutorials and one-to-one assistance to eligible undergraduate students, including international students who have studied mathematics in other languages. In 2004, 121 of the total of

449 registered students spoke a first language other than English. A new maths workshop was organised for the Faculty of Economics and Business and was attended by 26 postgraduate students, the majority of whom were NESB students.

The Counselling Service within Student Services continues to support students from various cultural backgrounds. In 2004, more than one-fifth of the service's clients identified themselves as being of NESB.

The Centre for English Teaching (CET) offers a range of quality English language programs on a fee-for-service basis. Programs are available for prospective university students seeking to improve their proficiency prior to enrolment, and for those wishing to upgrade their English language skills. In 2004, more than 2000 clients passed through the centre over five teaching terms. 2004 also saw the introduction of a new accelerated intensive language program prior to Semesters One and Two.

The Careers Centre continues to provide assistance in career preparation, job-searching and individual careers counselling for all students. The centre has tailored many of its services, such as a job alert email system and web pages, specifically for international students.

International House is a co-educational residential college for international and Australian students and visiting academics. It houses about 200 people from many countries in a resident community of scholars, who commit themselves to the value and importance of international understanding and fellowship. The staff:

- organise seminars about 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.

Special admissions

In 2004, 273 students enrolled under the Broadway Scheme for disadvantaged students, of whom 165 spoke a language other than English at home and 114 were born overseas.

Twenty-three students entered under the Cadigal Program for Indigenous students and 118 under the Mature Age Entry Scheme. Of the latter, 35 were born overseas and nine students spoke a language other than English at home.

Other specific schemes include the Faculty of Health Sciences Multicultural Admissions program, designed for HSC students who have appropriate language skills and an understanding of the needs of major community groups. The faculty recognises that applicants who also speak a community language add value to their chosen profession. Eight students passed language tests through the Multicultural Admissions program for admission in 2005.

Research and critical reflection

The Research Office, overseen by the Deputy Vice-Chancellor (Research and Innovation), is responsible for coordinating the management and administration of all external public sector and 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:

- the impact of migrants on Australian public law – an historical and cultural study
- caring for infants in Western Sydney – an investigation into the infant care practices of caregivers in a multicultural community setting, and
- representations of Aboriginal culture in Australian audio archives, 1900–1975.

Dr Kirsten McKenzie (Lecturer, Department of History) has been awarded the Crawford Medal by the Australian Academy of the Humanities for her contribution towards an understanding by the general public of the colonial history of Australia and

South Africa, with an emphasis on the role of women.

Associate Professor Ghassan Hage (Chair, Department of Anthropology) received a 2004 NSW Premier's Literary Award, the Community Relations Commission Award, for his book *Against Paranoid Nationalism: searching for hope in a shrinking society*, which explores themes of race and ethnic relations in Australia.

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). RIAP undertakes applied research, producing studies with a specific application in view. Priority areas for research include private and public sector governance, youth transitional issues, Islam in Southeast Asia, cross cultural communication, migration and ethnic diversity, and development cooperation issues.

The Multicultural and Migration Research Centre (MMRC) is affiliated with RIAP. In addition to comparative studies of the impact of Asian migration on race and ethnic relations in Australia, the United Kingdom and the United States, and of the economic outcomes for second generation migrants, the MMRC is leading two major ARC-funded projects on transnationalism and professional migration:

- Transnationalism and citizenship – the Australian experience in comparative perspective, and
- British and Chinese immigrant professionals in a global city – a comparison of their migration channels and settlement experiences in Sydney.

The Faculty of Law's Sydney Centre for International and Global Law focuses on the future practice and research of international law in Sydney and Australia. In 2004, the centre held public seminars on topics such as the ACT Human Rights Act 2004, the future of refugee protection in Australia, and human rights and international law in Australia. The University of Sydney's Centre for Peace and Conflict Studies (CPACS) and the Bankstown-based Lebanese

Community Council have become partners in research into the effects of racism on Lebanese youth in Australia. The two-year research project seeks to promote the self-esteem of Lebanese suburban youth and contribute towards breaking the cycles leading to 'deviant' behaviour, by identifying pathways to the just resolution of social problems.

In 2004, CPACS and the Rwandan and Burundian Association in NSW organised a series of events to commemorate the 10th anniversary of the Rwandan genocide in which more than 900,000 people lost their lives.

The Sydney Peace Foundation, a not-for-profit organisation within the University of Sydney, awarded the 2004 Sydney Peace Prize to Indian writer and human rights activist Arundhati Roy.

Diversity and internationalisation: making connections

International students represented just over 17 per cent of the University's total student enrolments in 2004. In Semester One, 2880 international students commenced studying in full-degree programs while in Semester Two a further 1480 joined, providing a total of 4360 new students. The total number of international students enrolled in full degree programs was 8985. The University continued to draw students from around the world, with the majority of new enrolments coming from China, Singapore and Hong Kong.

In 2004, the University was represented at exhibitions and interview programs in 36 countries by either faculty or International Office marketing staff. As well as increasing activities in growing markets such as India and maintaining marketing efforts in the University's "traditional" markets in East Asia, representatives also, for the first time, attended the World Graduate Schools tours in both Europe and Latin America. The University was represented at the first ever Austrade fairs in Tehran, Cairo, Amman and Tel Aviv. This exploration of new markets is part of the general move towards diversifying the source of the University's international students.

The University of Sydney hosted visits from more than 100 delegations and received overseas visitors from 35 countries in 2004. Visitors included delegations from the ministries of education and government agencies from Brunei Darussalam, China, Indonesia, Japan, Korea, Malaysia, Philippines, Qatar, Thailand and Vietnam. Other international events included hosting the Academic Consortium 21 (AC21) International Forum in July, and the Association of Pacific Rim Universities doctoral students' conference in August, which was attended by 130 PhD students from over 30 universities. Training programs for Vice Ministers and Science teachers from China provided opportunities for relationship building. The University was invited to join NSW Premier Bob Carr's delegation to India in November, resulting in the announcement of the Sydney Science and Technology Visiting Research Fellowships.

Sixteen young people associated with the University were selected in 2004 as Australian Youth Ambassadors for Development, including Science and Master of International Public health graduate Kate Norman, who will be assisting with the coordination of childhood health and malaria prevention projects in East Timor, and Bachelor of Science (Hons) in applied mathematics graduate Keith Handbury, who will work to strengthen government and UNICEF data analysis and reporting systems in Cambodia.

During the year, the University Library strengthened links with China by hosting two visiting Chinese scholars and a delegation of nine Chinese librarians, and co-hosting (with the Department of Chinese and South-East Asian Studies) a visit by Dr Zhan Furui, Executive Director of the National Library of China. The University Librarian led a delegation of Australian university librarians to eleven universities in China, and collaborated with the Faculty of Education and Social Work to make resources and services available to students based in China. The Consulate of the People's Republic of China presented a gift of 500 books to the University Library. Senior library staff also visited

overseas universities to assess best current practices, especially digital library developments and use of ICT in teaching, learning and research.

The College of Health Sciences established a number of college-wide and interdisciplinary partnerships with overseas international institutions, particularly joint research projects, short course delivery programs and participation in local health related issues and policy development.

These included:

- establishing an affiliated office through the George Institute at Peking University and commencing a cotutelle agreement
- signing college-wide memoranda of understanding (MOUs) with Karolinska University (Sweden), Lebanese University, Sebai Institutes (Saudi Arabia), University of Baltimore (USA) and Peking University (China)
- participating in World Bank projects in India and Romania
- entering into a training partnership for AusHealth International, and
- participating in special initiatives funded by the International Development Fund (IDF) in Vietnam, China, India and Lebanon.

The Australian Lebanese Foundation facilitated the signing of an MOU between the Faculty of Dentistry and the Lebanese University, Beirut, and the participation of Professor Iven Klineberg, Associate Professor Wendell Evans and Associate Professor Chris Peck as keynote speakers at the International Dental Conference held in Beirut during July 2004.

The School of Exercise and Sport Science was a partner with the University of Technology, Sydney and the Sydney Olympic Park Authority in winning a tender from the Department of Education, Science and Training to establish the \$7.8 million International Centre of Excellence in Sport Science and Management (ICESM), to be based at Sydney Olympic Park, Homebush. ICESM is being set up specifically to facilitate the international exchange of students and sports management and science professionals.

Academic staff from the School of Health Information Management

continued to assist similar schools overseas in 2004 and conduct short courses for the World Health Organisation. The School provided consultancy advice in Malaysia, East Timor, Fiji, China and Thailand.

The Physiotherapy Evidence Database (or PEDro), the world's only database of physiotherapy clinical practice guidelines, systematic reviews and clinical trials, continues to be maintained and updated by a group of clinical and academic staff at the School of Physiotherapy. In 2004 the group translated the interface of the database into seven languages: Portuguese, Spanish, Korean, Arabic, French, Italian and German.

The Faculty of Medicine allocated substantial resources to international development activities during 2004, including the appointment of an Associate Dean (International) and the establishment of an International Advisory Committee. Achievements included continuing the development of international collaborations in a wide range of countries, including the United States, Canada, Sweden, Italy, Germany, United Kingdom, Japan, Malawi, India, Papua New Guinea, China and Vietnam.

The College of Humanities and Social Sciences made a strategic decision to commit substantially expanded resources to international marketing in the Faculties of Arts and Education and Social Work and in the Sydney Conservatorium of Music. In addition, the college committed funds towards a Chair to be located within the Faculty of Education and Social Work, who will work on internationalisation for the college. The college also enrolled a record number of international students (3796) in 2004, which equates to 57 per cent of the total international enrolments at the University of Sydney.

The Faculty of Economics and Business finalised a proposal to introduce the Bachelor of International Studies in 2005. The course is designed to equip students with knowledge, understanding and expertise pertaining to the economic and political dimensions of the global system. The course is strengthened by the inclusion of units with an international orientation from the

School of Business in the Faculty of Economics and Business and from the Faculties of Arts and Education and Social Work.

The Sydney College of the Arts (SCA) hosted two exhibitions in 2004 as part of an international cultural exchange between the Central Academy of Fine Arts (CAFA) in Beijing and the University of Sydney. *Sightseeing from Beijing* included work by the academic staff at CAFA. *Sightseeing from Sydney* included sculpture, ceramics, digital art, video installation, paintings and photographs by 16 academic staff from SCA. An illustrated catalogue in Chinese and English was published.

The Faculty of Education and Social Work initiated a major expansion of educational projects in China, including university visits. The second cohort of students in the Faculty of Education and Social Work's off-shore Master of Education (Teaching English to Speakers of Other Languages) at Fudan University in Shanghai began their studies. The faculty's links with the State University of Padang in Sumatra, Indonesia, the National University of Laos and various Rajabhat Institutes in Thailand were strengthened by exchange visits of staff and students.

The Sydney Conservatorium of Music hosted many visits by international performers and academics in 2004. A highlight was the opportunity for the Conservatorium Symphony Orchestra to work with conductor and pianist Vladimir Ashkenazy.

The Australian Graduate School of Management (AGSM) hosted a dozen overseas faculty members from a range of countries including Canada, Netherlands and Thailand, and taught more than 130 part-time students enrolled in AGSM's Hong Kong MBA program.

The Pro-Vice-Chancellor of the College of Sciences and Technology led a delegation to China early in the year, visiting a number of universities. The Pro-Vice-Chancellor also led a college delegation to India. This followed an earlier visit accompanying NSW Premier Bob Carr's delegation to Delhi and Mumbai, where the Sydney Science and Technology Visiting Research Fellowship was launched at a

reception in Mumbai hosted by the Premier to an audience of over 400.

Chinese scholars took part in a Teaching Sciences in English program held by the College of Sciences and Technology during 2004. Scholars attended a broad range of teaching in their discipline area and participated in workshops dealing with contemporary teaching practices.

The Australian Mekong Resource Centre is an example of international best practice in terms of quality research aimed at increasing sustainability of an area. Under the directorship of Professor Phil Hirsch, local and international students work collaboratively on social and scientific issues as they relate to the Mekong area.

Associate Professor Fredoun Ahmadi-Esfahani and Professor Les Copeland of the Faculty of Agriculture, Food and Natural Resources presented a RIAP-commissioned paper on Biotechnology in Agriculture to a Building Institutional Capacity in Asia Seminar in Singapore in March 2004. The faculty has extensive research and development links with several countries in Asia, the Pacific and South America.

An ARC Linkage International Grant was awarded to Dr Adele Pile, Dr Craig Young, Dr Hubert Staudigel and Associate Professor Ray Lee of the Faculty of Science for their work on ecological patterns in deep-sea macro and microbiotic communities on Vailulu'u Seamount and Ta'u Island, American Samoa.

In a project funded by the Australian Centre for International Agricultural Research, Dr Jenny-Ann Toribio of the Faculty of Veterinary Science is assisting farmers in the Philippines to improve their pig production systems to achieve measurable and sustainable improvements in profit, energy efficiency and the environment.

The Faculty of Rural Management is undertaking a range of research projects on agriculture in China under the Asian Agribusiness Research Centre and the Centre for Rural Sustainability, including staff and student exchanges.

Managing and promoting cultural diversity

The University collects data about the cultural background of students annually through the enrolment process. Of total enrolments in 2004, 30.6 per cent of local students were born outside Australia and 32.2 per cent spoke 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 about issues relating to students of non-English speaking backgrounds (NESB).

The University promotes the cultural diversity of its students and staff by hosting cultural events such as the Sea of Hands and the Aboriginal and Torres Strait Islander flag-raising ceremony during National Reconciliation Week 2004.

The Staff Support and Development Unit (SSDU) within Personnel Services continues to provide development and training for University staff. SSDU's code of practice ensures that all programs 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), as is training for Academic Board nominees, which also includes a briefing session on cultural diversity. 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 Library has a long-term commitment to the use of international standards and to the provision of services which support individuals from diverse cultures and those with special needs. Library staff members have fluency in over 20 languages and more than 25 per cent were born overseas. In 2004, cultural diversity awareness training was conducted for Library staff.

The Performance Management and Development (PM&D) program for University staff has been revised and is due for release in 2005. The enhanced strategy underlying PM&D is to develop a more flexible and capable workforce, responsive to internal and external client needs, and enhancing a culture of capability, diversity, equity and learning.

The University's 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. Their effect is to promote a harmonious University community by emphasising the rights of all members of ethnic communities to practice their religious and cultural beliefs free from harassment and discrimination.

Staff and students wishing to talk confidentially to someone about a discrimination or harassment issue, or needing information about what they can do to have a discrimination or harassment issue resolved, can contact a Harassment and Discrimination Support Officer. The Support Officers are ordinary employees who have been specially trained to help anyone who has, or thinks they may have, a harassment or discrimination problem, concern or complaint. Many of these officers speak a language other than English, making them more accessible to people from non-English speaking backgrounds.

University of Sydney centres, research centres and institutes

Australian Research Council Centres of Excellence

Centre for Autonomous Systems
 Centre for Quantum Computing
 Centre for Ultrahigh-bandwidth Devices for Optical Systems (CUDOS)
 National Information and Communication Technology Australia (NICTA)

Australian Research Council Special Research Centres

Ecological Impacts of Coastal Cities

Australian Research Council Key Centres of Teaching and Research

Key Centre for Polymer Colloids

Major National Research Facilities

Australian Proteome Analysis Facility
 Gemini and Square Kilometre Array
 Nanostructural Analysis Network Organisation (NANO)

National Health and Medical Research Council Centres of Clinical Research Excellence

Centre for Clinical Research Excellence to Improve Outcomes in Chronic Liver Disease
 Centre for Clinical Research Excellence in Renal Medicine

Cooperative Research Centres

Australian Biosecurity Cooperative Research Centre
 Australian Photonics Cooperative Research Centre
 Australian Poultry 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, Speech and Hearing Research
 Cooperative Research Centre for Construction Innovation
 Cooperative Research Centre for Innovative Grain Food Products
 Cooperative Research Centre for Mining
 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
 The Vision Cooperative Research Centre
 Value Added Wheat Cooperative Research Centre

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
 Institute for Teaching and Learning
 International Centre of Excellence in Sports Science and Management
 Law Extension Committee
 The Koori Centre
 Research Institute for Asia and the Pacific
 The Seymour Centre
 Study Group Australia (joint venture)
 The Sydney Summer School

Infrastructure Portfolio

Learning Centre
 Mathematics Learning 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
 Brain and Mind Research Institute
 Centre for Education and Research on Ageing
 Centre for Perinatal Health Services Research
 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
 Australian Red Cross Blood Bank (NSW branch)

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, Royal Prince Alfred Hospital
 Department of Endocrinology, Royal Prince Alfred Hospital
 Department of Forensic Medicine, Central Sydney Area Health Service
 The George Institute for International Research
 Heart Research Institute
 Institute for Immunology and Allergy Research
 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
 Nepean Hospital Gastroenterology Research Unit
 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
 Centre for Asian and Pacific Law
 Centre for Celtic Studies
 Centre for Classical Civilisation
 Centre for Cypriot Archaeology
 Centre for Early Interventions
 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 Research on Computer-supported Learning and Cognition (CoCo)
 Centre for South Asian Studies
 China Education Centre
 Classical Languages Acquisition Research Unit
 Health Education Unit
 Institute of Criminology
 Institute of Transport Studies
 International Institute for Educational Development (iiED)
 Julius Stone Institute of Jurisprudence
 Language Centre
 National Children's and Youth Law Centre
 Research Institute for Humanities and Social Sciences (RIHSS)
 Ross Parsons Centre of Commercial, Corporate and Taxation Law

Shakespeare Globe Centre Australia
 Teaching Resources and Textbooks Research Unit (TREAT)

College of Sciences and Technology

Asian Agribusiness Research Centre
 Australian Centre for Field Robotics
 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 Advanced Technologies in Animal Genetics (Reprogen)
 Centre for Animal Immunology Research
 Centre for Geotechnical Research
 Centre for Heavy Metals Research
 Centre for Human Aspects of Science and Technology
 Centre for Risk, Environment and Systems Technology Analysis
 Centre for Rural Sustainability
 Centre for Salinity Assessment and Management
 Centre for Structural Biology and Structural Chemistry
 Centre for Wave Physics
 EJ Holtsbaum Agricultural Institute
 Finite Element Analysis Centre
 Fruit Fly Research Centre
 IA Watson Grains Research Centre
 Ian Buchan Fell Housing Research Centre
 Institute of Astronomy
 Institute of Medical Physics
 Institute for Information Technology and the Knowledge Economy
 Institute of Wildlife Research
 Key Centre for Design Computing and Cognition
 Molonglo Observatory
 One Tree Island Research Station
 Optical Fibre Technology Centre
 Organic Synthesis Centre
 Plant Breeding Institute
 Research Centre for Theoretical Astrophysics
 Rural Management Research Institute
 Spatial Science Innovation Unit
 Sydney Regional Visualisation Laboratory (VISLAB)
 Sydney University Biological Information and Technology Centre (SUBIT)
(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 (SUNFix)
 Sydney University Stellar Interferometer
 University of Sydney Institute of Marine Science
 Wildlife Health and Conservation Centre

Centres within the Australian Graduate School of Management

(jointly hosted with the University of New South Wales)
 Centre for Applied Marketing
 Centre for Corporate Change
 The Centre for Research in Finance
 The Centre for Research in Real Estate

Departments and schools of the University of Sydney

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

School of Medical Sciences
School of Public Health
School of Rural Health
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
Languages and Cultures
Philosophical and Historical Inquiry
Society, Culture and Performance

Faculty of Economics and Business

Business
Economics and Political Science

Faculty of Education and Social Work

Development and Learning
Policy and Practice
Social Work and Policy Studies

Faculty of Law

No departments or schools

Graduate School of Government

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

No departments or schools

Faculty of Architecture

Architecture, Design Science and Planning

Faculty of Engineering

Aerospace, Mechanical and Mechatronic Engineering
Chemical Engineering
Civil Engineering
Electrical and Information Engineering

Faculty of Rural Management

No departments or schools

Faculty of Science

Biological 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 2004

Community awards to staff

Officers of the Order of Australia (AO)

Rabbi Raymond Apple AM RFD

Casual Associate Lecturer in the Department of Hebrew, Biblical and Jewish Studies

Professor Stephen Leeder

Professor of Public Health and Community Medicine and Director of the Australian Health Policy Institute

Members of the Order of Australia (AM)

Emeritus Professor Frank Annison

Professor of Animal Science (retired)

Professor Roger Collins

Professor of Management at the Australian Graduate School of Management

Emeritus Professor Charles Kerr

Emeritus Professor of Rural Health in the School of Public Health

Emeritus Professor Terence Robinson (deceased)

Foundation Professor of Animal Husbandry

Professor Elizabeth Webby

Professor of Australian Literature and Convenor of Australian Studies

Dr Grahame Budd

Honorary Research Associate in the School of Exercise and Sports Science

Dr Patrick Dalton

Senior Clinical Associate in the Faculty of Dentistry

Professor Joy Higgs

Professor of Physiotherapy and Director of Professional Education Advancement

Professor Joan Kerr (deceased)

Academic at the Power Institute of Fine Arts (1969–94)

Dr Elizabeth Kernohan (deceased)

Academic with the faculties of Agriculture and Veterinary Science and Director of the University of Sydney Farms at Camden (1986–91)

Order of Australia Medal (OAM)

Professor Robert Ouvrier

Clinical Professor of Paediatrics and Child Health

Ms Jennifer Jones

School of Development and Learning

Honorary degrees from other universities in 2004

Honorary Doctor of Laws, University of Dundee

Professor Gavin Brown

Vice-Chancellor

Staff elected as Fellows of academies in 2004

Australian Academy of the Humanities

Associate Professor Paul Redding

Department of Philosophy

Dr Lindsay Watson

Department of Classics and Ancient History

Australian Academy of Science

Professor Rob Baxter

Northern Clinical School

Professor David Cook

School of Medical Sciences

Australian Academy of Technological Sciences and Engineering

Professor Gregory Hancock

Dean of the Faculty of Engineering

Australian Market and Social Research Society

Professor John Roberts

Australian Graduate School of Management

Appointments to University Professor

Professor Robert W Connell

School of Policy and Practice

Promotions to Professor

Professor Louise Baur

Faculty of Medicine

Professor Paul J Canfield

Faculty of Veterinary Science

Professor John Christodoulou

Faculty of Medicine

Professor Christopher R Dickman

Faculty of Science

Professor David Harris

Faculty of Medicine

Professor Elaine Sadler

Faculty of Science

Professor Richard Taylor

Faculty of Medicine

Professor Liyong Tong

Faculty of Engineering

Professor Gregory Warr

Faculty of Science

Professor Shane White

Faculty of Arts

Honorary awards conferred at 2004 graduations

26 March 2004

Professor Alan Randall

PhD *Oregon* MScAgr

Chair of the Department of Agriculture, Environmental and Developmental Economics at the Ohio State University
Honorary Doctor of Agricultural Economics

16 April 2004

Professor Judith Ann Whitworth AC

BS PhD MD DSc *Melb*, FRACP

Director, John Curtin School of Medical Research, Australian National University
Honorary Doctor of Medicine

23 April 2004

Mr Glenn Marcus Murcutt AO

Architect, Pritzker Architecture Prize Laureate in 2002

Honorary Doctor of Science in Architecture

30 April 2004

Mr Bruce Beaver AM (posthumous award)

Poet

Honorary Doctor of Letters

Mr Marsden C Hordern

Author and Australian navigation historian

Honorary Doctor of Letters

21 May 2004

Mr Ian John Macfarlane

MEc *Monash*, FASSA

Governor of the Reserve Bank of Australia
Honorary Doctor of Science in Economics

28 May 2004

Dr Lyndel Vivien Prott AO

DJuris *Tübingen* LicenceSpecialeEnDroitInternat
ULB BA LLB

Former Director of UNESCO's Division of Cultural Heritage, Personal Chair in Cultural Heritage Law at the University of Sydney 1991–95

Honorary Doctor of Laws

The Hon James Jacob Spigelman AC QC

BA LLB

Lieutenant Governor of New South Wales and Chief Justice, Supreme Court of New South Wales

Honorary Doctor of Laws

Honorary Fellows

21 May 2004

Mr John Boyd Reid AO

LLB *Melb* HonDBus CSU HonPhD *Qld*, CPEng
FIEAust FAIM FAICD

A Director on the Board of Management of the University of New South Wales' Australian Graduate School of Management from 1991, Chair of the Board 1997–98 and Emeritus Chair of the merged Australian Graduate School of Management from 1999

17 December 2004

Emeritus Professor Noel Desmond Martin AM

MDS, FACD FAPHA FICD FRACDS AIAOP

Served the University of Sydney Sports Union for over 50 years as an athlete, administrator and Senate representative on the Sports Union Management Committee; former Dean of the Faculty of Dentistry

University medals presented at 2004 graduation ceremonies

Faculty of Agriculture, Food and Natural Resources

Bachelor of Agricultural Economics

Nalini Vanessa Prasad

Bachelor of Resource Economics

Michelle Elizabeth Davis
Amanda Louise McBride

Bachelor of Science in Agriculture

Emily Margaret Gray

Faculty of Architecture

Bachelor of Architecture

Celia Alexandra Carroll

Faculty of Arts

Bachelor of Arts

Jeremy Raymond Bell
Gilbert Caluya
Laura Rose Duesbury
Heather Lyn Gilbert
Nicholas Peter John Gordon
Alice Louise Cooper Grey
Noah Orion Handmer Pleshet
Ainslie Hatch
Claire Louise McLisky
Matilda Mroz
Emmi Okada
Alecia Pru Simmonds
Nandi Lisa Theunissen
James Frederick Uden
Geordie Thomas Williamson

Bachelor of Arts (Asian Studies)

Selina Nalinee
Pam Wrighter

Bachelor of Liberal Studies

Jack Kay Clegg

Board of Studies in Music

Bachelor of Music

Daniel Omar Rojas

Faculty of Dentistry

Bachelor of Dental Surgery

Danny Sai Wah Ho

Faculty of Economics and Business

Bachelor of Commerce

Glen Geoffrey Bertram
David Forde
Lee Michael Johns
Nina Lazarevic
Michael Anthony McLennan

Shannon David Wolfers

Bachelor of Economics

Christina Ioannou

Bachelor of Economics (Social Sciences)

Jonathan Merrington Bonnitca
Penelope Jane Crossley
Kathryn Anne Peterson

Faculty of Education and Social Work

Bachelor of Social Work

Mayet Anne Costello

Faculty of Engineering

Bachelor of Engineering (Chemical Engineering)

Tabita Esther Roorda
Kate Elizabeth Simpson

Bachelor of Engineering (Computer Engineering)

Max Roy Prakoso

Bachelor of Engineering (Mechatronic Engineering)

Andrew Richard Wyatt

Bachelor of Engineering (Project Engineering and Management (Civil))

Joshua Lee Plummer
Andrew Cameron Mclean Woodhouse

Faculty of Health Sciences

Bachelor of Applied Science (Exercise and Sport Science)

Michael Hugh Dickson

Bachelor of Applied Science (Physiotherapy)

Alice Elizabeth Mackay Jansen
Serene Sulyn Paul
Sarah Elizabeth Simon

Faculty of Law

Bachelor of Laws

William Arthur Deryk Edwards
Robert Adam Yezerksi

Faculty of Pharmacy

Bachelor of Pharmacy

Tracey-Lea Hargraves
Suang How Lau
Jakica Seman

Faculty of Science

Bachelor of Computer Science and

Technology (Advanced)

Trent Heath Apted

Bachelor of Medical Science

Emma Louise Culverston
Sarah Nakhel
Lan Nguyen

Bachelor of Psychology

Lisa Karlov

Bachelor of Science

Caroline Alice Hartmann Higgins
Belinda Jane Jones
Robert James Munro
Frank Sainsbury

Bachelor of Science (Advanced)

David James Bray
Alister Peter William Funnell
Sheena Marnie Louise Gordon
Matthew Cameron Knox
Jack McOrist
Leigh Graham Monahan
Hong Chuyen Nguyen
Chanhthanom Kylie Shaw
Stuart Craig Vincent Thickett
Daniel Marco Trambaiolo
Eryn Louise Werry
Benjamin John Wilson

Bachelor of Science (Advanced Mathematics)

Alan Michael Stapledon
Steward James Wilcox

Bachelor of Science (Environmental)

David Malcolm Lord

Bachelor of Science (Molecular Biology and Genetics)

Nicholas Philip Kerr
Stella Hoi Yi Lee
Sarah Louise White

Faculty of Veterinary Science

Bachelor of Veterinary Science

Timothy Craig
Emma Leigh Synnott

Sydney College of the Arts

Bachelor of Visual Arts

Christopher Hanrahan

Sydney Conservatorium of Music

Bachelor of Music (Performance)

Thomas William Dundas

University medals presented at 2004 graduation ceremonies

Faculty of Agriculture, Food and Natural Resources

Bachelor of Agricultural Economics

Nalini Vanessa Prasad

Bachelor of Resource Economics

Michelle Elizabeth Davis
Amanda Louise McBride

Bachelor of Science in Agriculture

Emily Margaret Gray

Faculty of Architecture

Bachelor of Architecture

Celia Alexandra Carroll

Faculty of Arts

Bachelor of Arts

Jeremy Raymond Bell
Gilbert Caluya
Laura Rose Duesbury
Heather Lyn Gilbert
Nicholas Peter John Gordon
Alice Louise Cooper Grey
Noah Orion Handmer Pleshet
Ainslie Hatch
Claire Louise McLisky
Matilda Mroz
Emmi Okada
Alecia Pru Simmonds
Nandi Lisa Theunissen
James Frederick Uden
Geordie Thomas Williamson

Bachelor of Arts (Asian Studies)

Selina Nalinee
Pam Wrighter

Bachelor of Liberal Studies

Jack Kay Clegg

Board of Studies in Music

Bachelor of Music

Daniel Omar Rojas

Faculty of Dentistry

Bachelor of Dental Surgery

Danny Sai Wah Ho

Faculty of Economics and Business

Bachelor of Commerce

Glen Geoffrey Bertram
David Forde
Lee Michael Johns
Nina Lazarevic
Michael Anthony McLennan

Shannon David Wolfers

Bachelor of Economics

Christina Ioannou

Bachelor of Economics (Social Sciences)

Jonathan Merrington Bonnitca
Penelope Jane Crossley
Kathryn Anne Peterson

Faculty of Education and Social Work

Bachelor of Social Work

Mayet Anne Costello

Faculty of Engineering

Bachelor of Engineering (Chemical Engineering)

Tabita Esther Roorda
Kate Elizabeth Simpson

Bachelor of Engineering (Computer Engineering)

Max Roy Prakoso

Bachelor of Engineering (Mechatronic Engineering)

Andrew Richard Wyatt

Bachelor of Engineering (Project Engineering and Management (Civil))

Joshua Lee Plummer
Andrew Cameron Mclean Woodhouse

Faculty of Health Sciences

Bachelor of Applied Science (Exercise and Sport Science)

Michael Hugh Dickson

Bachelor of Applied Science (Physiotherapy)

Alice Elizabeth Mackay Jansen
Serene Sulyn Paul
Sarah Elizabeth Simon

Faculty of Law

Bachelor of Laws

William Arthur Deryk Edwards
Robert Adam Yezerksi

Faculty of Pharmacy

Bachelor of Pharmacy

Tracey-Lea Hargraves
Suang How Lau
Jakica Seman

Faculty of Science

Bachelor of Computer Science and

Technology (Advanced)

Trent Heath Apted

Bachelor of Medical Science

Emma Louise Culverston
Sarah Nakhel
Lan Nguyen

Bachelor of Psychology

Lisa Karlov

Bachelor of Science

Caroline Alice Hartmann Higgins
Belinda Jane Jones
Robert James Munro
Frank Sainsbury

Bachelor of Science (Advanced)

David James Bray
Alister Peter William Funnell
Sheena Marnie Louise Gordon
Matthew Cameron Knox
Jack McOrist
Leigh Graham Monahan
Hong Chuyen Nguyen
Chanhthanom Kylie Shaw
Stuart Craig Vincent Thickett
Daniel Marco Trambaiolo
Eryn Louise Werry
Benjamin John Wilson

Bachelor of Science (Advanced Mathematics)

Alan Michael Stapledon
Steward James Wilcox

Bachelor of Science (Environmental)

David Malcolm Lord

Bachelor of Science (Molecular Biology and Genetics)

Nicholas Philip Kerr
Stella Hoi Yi Lee
Sarah Louise White

Faculty of Veterinary Science

Bachelor of Veterinary Science

Timothy Craig
Emma Leigh Synnott

Sydney College of the Arts

Bachelor of Visual Arts

Christopher Hanrahan

Sydney Conservatorium of Music

Bachelor of Music (Performance)

Thomas William Dundas

Memoranda and exchange programs

Memoranda of Understanding signed in 2004

University-wide

Georgia State University Research Foundation Inc (GSURF), USA

Brawijaya University, Indonesia

Faculty/College specific

Northwestern Polytechnical University, China – College of Sciences and Technology

Harbin Institute of Technology, China – Faculty of Engineering

Guizhou University, China – Faculty of Science (Chemistry)

Gifu University, Japan – Faculty of Arts and Faculty of Education and Social Work

Chung-Hwa Buddhist Studies Institute, Taiwan – Faculty of Arts (Religious Studies)

Tongji University, China – Faculty of Engineering

Tongji University, China – Faculty of Architecture

Memoranda of Understanding renewed in 2004

University-wide

Fudan University, China

Tongji University, China

Shanghai Jiao Tong University, China

University College London, United Kingdom

National and Capodistrian University of Athens, Greece

University of Texas at Austin, USA

Faculty/College specific

Dalian University of Technology, China – Faculty of Engineering

Fudan University, China – Faculty of Education

Tsinghua University, China – Faculty of Architecture

East China Normal University, China – College of Sciences and Technology

Cotutelle agreements signed in 2004

Faculty/College specific

Università degli Studi di Trento, Italy – Faculty of Engineering (Civil)

Université François Rabelais de Tours, France – Faculty of Medicine (Pharmacology)

Université Paris Sud (Paris XI), France – Faculty of Science (Information Technologies)

Université Claude Bernard (Lyon I), France – Faculty of Arts (Archaeology)

Student exchange agreements signed in 2004

Faculty/College specific

Academy of Fine Arts, Vienna – Sydney College of the Arts

University of Victoria, Canada – Faculty of Law

Danish University of Pharmaceutical Sciences, Denmark – Faculty of Pharmacy

Imperial College of Science, Technology and Medicine, United Kingdom – Faculty of Engineering (AMME)

Universität Mannheim, Germany – Faculty of Economics and Business

Student exchange agreements renewed in 2004

University-wide

University of Stirling, United Kingdom

University of Texas at Austin, USA

Albert-Ludwigs-Universität, Freiburg, Germany

Seoul National University, South Korea

Faculty/College specific

University of Texas at Austin, USA – Faculty of Law

Humboldt-Universität zu Berlin, Germany – Faculty of Law

Universität der Künste Berlin – Sydney College of the Arts

Glasgow School of Art – Sydney College of the Arts

Rhode Island School of Design – Sydney College of the Arts

Katholieke Universiteit Leuven, Belgium – Faculty of Law

Oslo National College of the Arts, Norway – Sydney College of the Arts

Universiteit Maastricht, The Netherlands – Faculty of Science (Psychology)

Senate committees

- Advisory Committee for the Selection of Candidates for Honorary Awards
- Audit and Risk Management 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 at December 2004

Advisory Committee for the Selection of Candidates for Honorary Awards

Ex-officio:

The Chancellor
(The Hon Justice Kim Santow)

The Deputy Chancellor
(Emeritus Professor Ann Sefton)

The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Chair of the Academic Board
(Professor John Carter)

The Deputy Vice-Chancellors (non-voting):

(Academic) (Professor John Hearn)

(Infrastructure)
(Professor Michael Fry) (Acting)

(Research and Innovation)
(Professor Tim Hirst)

Not more than six other Fellows, elected by Senate:

Ms Kim Anderson

Mr Bohdan Bilinsky

Dr Suzanne Jamieson

Dr Robin Fitzsimons

Professor Margaret Harris

Mr John McCarthy

Audit and Risk Management Committee

The Chair of the Committee appointed by Senate on the nomination of the Chancellor after consultation with the Chair of the Finance Committee (and should not be a member of University of Sydney staff or student):

Mr R Bruce Corlett

Not less than one or more than three Fellows of Senate appointed by Senate after consultation with the Chancellor, Vice-Chancellor and Chair of the Finance Committee (none of whom should be members of University of Sydney staff or students):

Mr Bohdan Bilinsky

Mr Alan Cameron

Mrs Margaret Varady

One or two co-opted external members, with appropriate professional expertise and experience, appointed by Senate (by convention, after consultation by the Chair of the Committee with the Chancellor, Vice-Chancellor and Chair of the Finance Committee):

Mr Paul Davis

Mr David Smithers

Chair Appointments Committee

Ex-officio:

The Chancellor
(The Hon Justice Kim Santow)

The Deputy Chancellor
(Emeritus Professor Ann E Sefton) (Chair)

The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Chair of the Academic Board
(Professor John Carter)

A Deputy Vice-Chancellor on the nomination of the Vice-Chancellor
(Professor Tim Hirst)

Five other Fellows, elected by Senate:

Mr Bohdan Bilinsky

Mr Alan Cameron

Professor Leslie Field

Dr Robin B Fitzsimons

Professor Margaret Harris

Finance Committee

Ex-officio:

The Chancellor
(The Hon Justice Kim Santow)

The Deputy Chancellor
(Emeritus Professor Ann Sefton)

The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Chair of the Academic Board
(Professor John Carter)

The Chair of the Finance Committee elected by Fellows of Senate annually:

Mr David Hoare

Five other Fellows elected by Fellows of Senate annually:

Professor Leslie D Field

Dr Suzanne P Jamieson

Associate Professor Anthony J Masters

Mr Adam Spencer

Vacancy

Two external members appointed by Senate every two years:

Vacancy

Vacancy

Remuneration Committee

Ex-officio:

The Chancellor
(The Hon Justice Kim Santow)

The Chair of the Finance Committee
(Mr David Hoare)

In lieu of the Deputy Chancellor for a limited term of one year:

The Hon John Aquilina

One person appointed from outside the University, appointed by Senate:

Mr Ian Johnson

But such composition would not include staff or student Fellows or any appointee (including as above) for whom there could be persistent issues of conflict, actual or perceived, and having regard to the fact that the Committee considers sensitive personal aspects relating to the evaluation and remuneration of the Vice-Chancellor and the senior executive. Senate in the event of such a conflict would appoint another person, not precluded from appointment under the above criteria, for a limited term of not less than one year.

Senate/Sports Liaison Committee

Ex-officio:

The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Chair of the Academic Board
(Professor John Carter)

The Executive Director, Sydney University Sport
(Mr Greg Harris)

The Deputy Director, Sydney University Sport
(Ms Ann Mitchell)

The President, Sydney University Sport
(Mr Bruce Ross)

The Senior Vice-President, Sydney University Sport
(Ms Denise Wee)

Undergraduate Fellow of Senate
(Ms Jo Haylen)

Postgraduate Fellow of Senate
(Mr Jack Clegg)

Not less than three Fellows of Senate, elected by Senate:

Mr Bohdan Bilinsky

Mr Bruce R Corlett

Associate Professor Anthony J Masters

Mr John A McCarthy (Chair)

Mr Adam Spencer

Not less than three alumni representatives, including at least one female alumni representative or alternate, recommended by the Executive Director, SU Sport and appointed by Senate:

Mr John Boulton

Mr Peter Montgomery

Ms Sue Pratt; Ms Ann Titterton (alternate)

Senate/SRC Liaison Committee

Ex-officio:

The Chancellor
(The Hon Justice Kim Santow)

The Deputy Chancellor
(Emeritus Professor Ann E Sefton)

The Vice-Chancellor and Principal
(Professor Gavin Brown)

Four other Fellows (by convention including the Undergraduate Student Fellow of Senate), elected by Senate:

Mr Alan Cameron

Ms Jo Haylen

Dr Suzanne Jamieson

Mr Adam Spencer

Four SRC nominees (varies each meeting)

Senate/SUPRA Liaison Committee

Ex-officio:

The Chancellor
(The Hon Justice Kim Santow)

The Deputy Chancellor
(Emeritus Professor Ann E Sefton)

The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Dean of Graduate Studies
(Professor Masud Behnia)

The Chair of the Academic Board's Graduate Studies Committee
(Associate Professor Russell Ross)

Four other Fellows (by convention including the Postgraduate Student Fellow of Senate), elected by Senate:

Mr Alan Cameron

Mr Jack Clegg

Associate Professor Anthony J Masters

Mr Adam Spencer

Three members of the Graduate Studies Committee (nominated by the Chair of the Graduate Studies Committee), appointed by Senate:

Associate Professor Geoff Gurr

Dr Michael Halliwell

Vacancy

Four SUPRA nominees (varies each meeting)

Student Academic Appeals Committee

Ex-officio:

The Chancellor
(The Hon Justice Kim Santow)

The Deputy Chancellor
(Emeritus Professor Ann Sefton)

The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Chair of the Academic Board
(Professor John Carter)

The Deputy Chair of the Academic Board
(or nominee of the Chair of the Academic Board)

Two student Fellows of Senate:

Ms Jo Haylen

Mr Jack Clegg

Two Fellows of Senate who are not members of the academic staff, elected by Senate:

Mr Adam Spencer

Mrs Margaret Varady

Student Appeals Committee (Exclusions and Re-admissions)

Ex-officio:

The Chancellor
(The Hon Justice Kim Santow)

The Deputy Chancellor
(Emeritus Professor Ann Sefton)

The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Chair or Deputy Chair of the Academic Board
(Professor John Carter)

The student Fellows:

Ms Jo Haylen

Mr Jack Clegg

Up to four other Fellows, elected by Senate:

Professor Margaret Harris

Dr Suzanne P Jamieson

Mr Adam Spencer

Ms Kim Wilson

Meetings of the Senate

Attendance at Senate in 2004 was as follows:

	Formal Senate meetings attended, including a special meeting of Senate plus a Senate Retreat	Maximum possible
The Hon Justice GFK Santow OAM	10	10
Emeritus Professor AE Sefton AO	10	10
Professor G Brown	10	10
Professor J Sachs	5	5
Professor JP Carter	4	5
Ms KEW Anderson	6	8
The Hon JJ Aquilina MP	7	10
Mr B Bilinsky	10	10
Mr A Cameron AM	10	10
Mr Jack K Clegg	1	1
Mr RB Corlett	9	10
Professor LD Field	10	10
Dr RB Fitzsimons	8	10
Dr MD Hall	8	9
Professor MA Harris	10	10
Ms JE Haylen	9	10
Mr DM Hoare	6	10
Dr SP Jamieson	10	10
Associate Professor AF Masters	10	10
Mr JA McCarthy QC	10	10
Ms V Pratt AM	2	2
Mr AB Spencer	9	10
The Hon HSL Tsang OAM, MLC	8	10
Mrs M Varady	10	10
Ms K Wilson	8	10

Staff statistics

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	\$112,018+	38	15.4	6.5	209	84.6	24.7	247
Level D	\$86,961–\$95,802	58	28.2	9.9	148	71.8	17.5	206
Level C	\$72,222–\$83,277	158	38.2	26.9	256	61.8	30.3	414
Level B	\$58,957–\$70,012	287	58.1	48.9	207	41.9	24.5	494
Level A	\$41,270–\$56,008	46	63.9	7.8	26	36.1	3.1	72
Sub-total		587	41.0	100.0	846	59.0	100.0	1,433
Fixed term								
Level E & above	\$112,018+	17	22.1	3.6	60	77.9	10.9	77
Level D	\$86,961–\$95,802	13	19.7	2.8	53	80.3	9.6	66
Level C	\$72,222–\$83,277	50	41.0	10.7	72	59.0	13.0	122
Level B	\$58,957–\$70,012	140	46.5	30.0	161	53.5	29.2	301
Level A	\$41,270–\$56,008	247	54.5	52.9	206	45.5	37.3	453
Sub-total		467	45.8	100.0	552	54.2	100.0	1,019
Total		1,054	43.0	100.0	1,398	57.0	100.0	2,452

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	\$72,301+	32	40.5	2.5	47	59.5	4.6	79
HEO 9	\$67,638–\$71,370	49	40.5	3.8	72	59.5	7.1	121
HEO 8	\$58,323–\$65,777	108	43.4	8.4	141	56.6	13.9	249
HEO 7	\$52,109–\$56,769	157	55.3	12.2	127	44.7	12.5	284
HEO 6	\$47,449–\$51,177	260	60.7	20.3	168	39.3	16.6	428
HEO 5	\$41,235–\$46,205	328	69.2	25.6	146	30.8	14.4	474
HEO 4	\$38,129–\$40,302	217	67.6	16.9	104	32.4	10.3	321
HEO 3	\$33,468–\$37,197	61	45.9	4.8	72	54.1	7.1	133
HEO 2	\$31,915–\$32,847	58	30.7	4.5	131	69.3	12.9	189
HEO 1 & below	<= \$30,983	12	70.6	0.9	5	29.4	0.5	17
Sub-total		1,282	55.9	100.0	1,013	44.1	100.0	2,295
Fixed term								
HEO 10 & above	\$72,301+	21	32.8	3.1	43	67.2	11.1	64
HEO 9	\$67,638–\$71,370	20	40.8	2.9	29	59.2	7.5	49
HEO 8	\$58,323–\$65,777	64	64.0	9.4	36	36.0	9.3	100
HEO 7	\$52,109–\$56,769	119	67.6	17.6	57	32.4	14.7	176
HEO 6	\$47,449–\$51,177	144	66.7	21.2	72	33.3	18.6	216
HEO 5	\$41,235–\$46,205	189	67.7	27.9	90	32.3	23.3	279
HEO 4	\$38,129–\$40,302	64	68.8	9.4	29	31.2	7.5	93
HEO 3	\$33,468–\$37,197	47	78.3	6.9	13	21.7	3.4	60
HEO 2	\$31,915–\$32,847	9	42.9	1.3	12	57.1	3.1	21
HEO 1 & below	<= \$30,983	1	14.3	0.1	6	85.7	1.6	7
Sub-total		678	63.7	100.0	387	36.3	100.0	1,065
Total		1,960	58.3	100.0	1,400	41.7	100.0	3,360

Combined totals of academic and general staff by appointment term and gender

Appointment term	No. of women	% of women	No. of men	% of men	TOTAL
Tenured	1,869	48.5	1,859	51.6	3,728
Fixed term	1,145	54.8	939	45.3	2,084
Total	3,014	51.7	2,798	48.5	5,812

Academic staff by level, appointment term and gender 2000–2004

Classification level	2000			2001			2002			2003			2004		
	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	26	169	195	31	175	206	35	166	201	37	188	225	38	209	247
Level D	50	179	229	49	178	227	46	180	226	52	158	210	58	148	206
Level C	152	285	437	145	266	411	140	238	378	151	238	389	158	256	414
Level B	237	167	404	234	165	399	240	181	421	265	198	463	287	207	494
Level A	62	40	102	61	36	97	58	27	85	51	24	75	46	26	72
Sub-total	527	840	1,367	520	820	1,340	519	792	1,311	556	806	1,362	587	846	1,433
Fixed term															
Level E & above	15	87	102	14	60	74	16	66	82	17	73	90	17	60	77
Level D	12	56	68	16	47	63	17	49	66	14	61	75	13	53	66
Level C	30	78	108	30	79	109	39	81	120	50	84	134	50	72	122
Level B	118	164	282	134	144	278	134	129	263	134	197	281	140	161	301
Level A	172	197	369	185	199	384	198	208	406	208	195	403	247	206	453
Sub-total	347	582	929	379	529	908	404	533	937	423	560	983	467	552	1,019
Total	874	1,422	2,296	899	1,349	2,248	923	1,325	2,248	979	1,366	2,345	1,054	1,398	2,452

General staff by level, appointment term and gender 2000–2004

Classification level	2000			2001			2002			2003			2004		
	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															
HEO 10 & above	21	30	51	30	35	65	42	50	92	34	44	78	32	47	79
HEO 9	28	55	83	31	70	101	36	70	106	40	75	115	49	72	121
HEO 8	79	97	176	92	111	203	98	121	219	102	135	237	108	141	249
HEO 7	106	118	224	112	117	229	127	113	240	137	122	259	157	127	284
HEO 6	213	149	362	217	152	369	257	155	412	261	159	420	260	168	428
HEO 5	278	125	403	280	127	407	289	130	419	313	131	444	328	146	474
HEO 4	230	118	348	220	122	342	215	111	326	224	110	334	217	104	321
HEO 3	70	69	139	70	74	144	69	71	140	62	71	133	61	72	133
HEO 2	68	146	214	73	154	227	60	140	200	60	136	196	58	131	189
HEO 1 & below	3	1	4	3	0	3	3	1	4	9	5	14	12	5	17
Sub-total	1,096	908	2,004	1,128	962	2,090	1,196	962	2,158	1,242	988	2,230	1,282	1,013	2,295
Fixed term															
HEO 10 & above	30	35	65	22	36	58	24	29	53	24	31	55	21	43	64
HEO 9	17	12	29	13	14	27	17	19	36	18	23	41	20	29	49
HEO 8	44	32	76	45	36	81	58	29	87	68	39	107	64	36	100
HEO 7	62	42	104	83	39	122	83	37	120	98	49	147	119	57	176
HEO 6	137	75	212	134	58	192	141	64	205	151	56	207	144	72	216
HEO 5	183	66	249	146	66	212	148	72	220	176	83	259	189	90	279
HEO 4	82	37	119	71	19	90	76	18	94	75	23	98	64	29	93
HEO 3	33	17	50	28	11	39	40	11	51	47	12	59	47	13	60
HEO 2	21	10	31	16	9	25	13	12	25	12	7	19	9	12	21
HEO 1 & below	7	11	18	6	9	15	7	5	12	3	7	10	1	6	7
Sub-total	616	337	953	564	297	861	607	296	903	672	330	1,002	678	387	1,065
Total	1,712	1,245	2,957	1,692	1,259	2,951	1,803	1,258	3,061	1,914	1,318	3,232	1,960	1,400	3,360

Combined totals of academic and general staff by appointment term and gender 2000–2004

Classification level	2000			2001			2002			2003			2004		
	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	1,623	1,748	3,371	1,648	1,782	3,430	1,715	1,754	3,469	1,798	1,794	3,592	1,869	1,859	3,728
Fixed term	963	919	1,882	943	826	1,769	1,011	829	1,840	1,095	890	1,985	1,145	939	2,084
Total	2,586	2,667	5,253	2,591	2,608	5,199	2,726	2,583	5,309	2,893	2,684	5,577	3,014	2,798	5,812

Capital works

Significant projects completed during 2004

Project	Project Budget
Agriculture, laboratory refurbishment for new Chair	\$0.22M
Arts/Psychology – Stage III, refurbishment of accommodation	\$20.7M
Audiovisual upgrade to 10 teaching spaces	\$0.465M
Badham Library refurbishment – Stage II	\$0.32M
Barrier Removal Program, 2004	\$0.035M
BLO, reconfiguration	\$0.175M
Brain and Mind Research Institute – Stage I	\$3.5M
Centre for Continuing Education, fit-out of accommodation	\$2.1M
Centre for Regional Education, Orange (CREO) Stage II	\$2.4M
Clinical School, Dubbo	\$4.8M
Clinical School, Orange	\$1.3M
Construction of Bee House to A13	\$0.182M
Electron Microscope Unit – Stage I	\$0.943M
Engineering Buildings, refurbishment/replacement of windows	\$0.913M
Faculty of Science Federation Fellow, fit-out	\$1.083M
Gene Technology Act – PC1 laboratories	\$1.318M
Graduate School of Government, refurbishment	\$0.179M
One Tree Island Research Station, aquarium	\$0.475M
Organic Synthesis Laboratory refurbishment L1, F11	\$0.355M
Pharmacy Masters Program, refurbishment of Room 410A	\$0.347M
Small Animal Medical Hospital – Stage I	\$2.7M
Veterinary Science New Teaching Laboratory L4, Gunn Building	\$0.686M
Wilkinson Building refurbishment – Stage II	\$3.5M

Significant works initiated or continuing in 2004, and continuing into 2005

Project	Project Budget
Anderson Stuart Building, Level 4 corridor upgrade	\$0.19M
Anderson Stuart, north entry upgrade	\$1.72M
Arts/Psychology, Stage IV	\$0.970M
Blackburn Building, new substation and power supply	\$0.340M
Brain and Mind Research Institute Stages II and III	\$7.6M
Campus Dangerous Goods Stores	\$0.520M
Clinical School, Bathurst	\$0.320M
Computing Centre, standby electrical supply	\$0.224M
CST Finance/Personnel Offices, alterations	\$0.266M
Economics and Business Building, air-conditioning	\$1.6M
Economics and Business, refurbishment to Burren St building	\$1.8M
Fisher Library Computer Access Laboratory	\$0.197M
Internal Audit and Review, refurbishment	\$0.203M
JD Stewart Building, new computer laboratories on level 2	\$0.25M
Medical Foundation Building refurbishment – Stage II	\$7.1M
Medical Foundation Building wet lab	\$1.4M

Significant works initiated or continuing in 2004, and continuing into 2005 (continued)

Project	Project Budget
Northern Rivers Department of Rural Health, Lismore	\$1.6M
Old School Building, roof refurbishment	\$0.4M
Old Teachers' College courtyards, upgrade	\$1.1M
Old Teachers' College, refurbishment of courtyard façades	\$0.511M
PC1 Laboratory, upgrade	\$1.169M
Pharmacy PGs and Project Staff, redevelop rooms N507, N511, N513	\$0.224M
Seymour Centre, new sub-station	\$0.460M
University and College of Surgeons Development and Rodent Facility	\$20M
Wildlife Health and Conservation Centre and Lecture Theatre	\$7.5M
Wilkinson Building Accommodation, upgrade Stage III	\$1.44M

Capital Development Program

Major projects completed during 2004 included the following.

- Stage III of the Arts/Psychology Project, which included the Mungo McCallum and Christopher Brennan Buildings as well as accommodation in the southwest corner of the Quadrangle. Stage III of this project was undertaken with a budget of \$20 million.
- Stage I of the Brain and Mind Research Institute, a new and major research facility in Camperdown, opened in September by the NSW Governor Professor Marie Bashir. Stages II and III of the Institute have been initiated and will continue to progress over the next year, with Stage IV to follow. The development of the premises has been undertaken with a project budget of \$18 million.
- Completion of teaching facilities and student and academic accommodation within new buildings at the Dubbo Base Hospital, in support of the federal government's Doctors for the Bush program, with a project budget of \$4.8 million.
- Completion of Stage II of the Wilkinson Building refurbishment project (\$3.5 million budget), which involved refurbishment of the Architecture Workshops on Level 1 of the building and the creation of new computer and teaching spaces on Level 2, in addition to new accommodation for the Tin Sheds Gallery and Art Workshops.
- Completion of Stage II of the Medical Foundation Building, including the refurbishment of the basement and ground floor, and levels 1, 2, 3 and 6. This included office refurbishment and the construction of new laboratory facilities, a new auditorium, computer teaching laboratories and several meeting rooms equipped with audiovisual and videoconferencing equipment. The refurbishment also included a major overhaul of the mechanical, electrical and hydraulic services in the building. The lifts have also been flagged for upgrade early in 2005. Also in 2005, a backup diesel generator will be installed to support the essential services in the building, such as ultra-low temperature freezers, incubators, IT communications and server rooms.

Campus 2010 Program

Campus 2010+ Building for the Future campus improvement program was approved during 2003. The Campus 2010 program unites a cluster of building and improvement projects on the Camperdown and Darlington campuses. Together, the projects are going to bring major improvements to the facilities that are available to staff, students and other campus users. The name "Campus 2010" was chosen because the aim is to improve the campus as a whole, bringing together the Camperdown and Darlington sections. By 2010 all of the new facilities will be fully operating. 2004 marked the beginning of the program's physical implementation.

There are five main projects that make up Campus 2010.

Faculty of Law Building

The new home for the Law Faculty, which is presently based in Sydney's CBD, will be on the Camperdown campus diagonally across from the Quadrangle. Looking across Victoria Park to the city, the new building will provide a moot (mock) court and specialised teaching facilities, including computer-based teaching laboratories, accommodation for nine Research Centres and the University of Sydney Law Society, and a newly amalgamated law library. A major public forecourt will act as a formal and informal meeting area, and underground parking for 420 cars will free up open space on the campus.

USYD Central Building

This new hub of activity on the campus connects with the Wentworth Building next door and links to a new pedestrian walkway across City Road. It will house 14 student service providers currently scattered across the University and a sciences and technology library (bringing together seven different collections), as well as providing an outdoor plaza with a range of retail and food outlets.

Public Domain Upgrade

Sweeping from the Shepherd Street entrance to the forecourt of the Quadrangle building (University Place), the main pedestrian thoroughfare through the Darlington and

Camperdown campuses will be redeveloped. Traffic and car parking will be reconfigured to make Eastern Avenue a pedestrian zone, and new landscaping will complement the surrounding buildings. Lighting and signage will make it easy for campus users to get around the University at any time, and improved paving and level thoroughfares will ensure full access for everyone, including people with disabilities.

School of Information Technologies Building

This new space for a rapidly expanding school will provide research and teaching facilities as well as commercial space that can be leased to an industry partner. Taking over unoccupied land on Cleveland Street next to the Seymour Theatre Centre, the five-storey building will include underground car parking, a technology garden and a winter garden. This project is approved and under construction.

School of Geosciences Consolidation

With the School of Information Technologies moving to its new location, the two divisions of the School of Geosciences will come together in the newly refurbished Madsen Building. The Division of Geology and Geophysics will take over the lower levels and the Division of Geography will stay in its present location on level 4. Modernisation work on the building will give the School upgraded laboratory and research facilities, as well as ensuring that the

entire building meets the highest standards of accessibility for all users.

Environment

The University of Sydney is applying its Environmentally Sustainable Design principles to the entire Campus 2010 program. These principles focus on achieving, sustaining and continuing to improve on responsible environmental management practices.

In practical terms, this means that the new buildings and campus development will bring positive benefits to the environment in key areas:

- air quality
- resource usage
- energy and water consumption, and
- quality of the water used and discharged.

Efficient façade design, natural ventilation, solar lighting, recycled and sustainable sourced materials, biodiversity through the choice of natural plant species – in the Campus 2010 program, every aspect will be carefully planned and designed to ensure the best outcome for the environment.

Benefits

One of the principles at the heart of Campus 2010 is that the new facilities are available to all campus users, such as the 22 new teaching spaces within the Faculty of Law building, or the retail, food and administration facilities offered within USYD Central.

The emphasis is on cross-disciplinary connections. Bringing the Faculty of Law back onto the Camperdown

campus creates opportunities for law students to work more closely with the rest of the University community. Creating a new science and technology library in USYD Central means that students and staff from a number of disciplines can access a combined information resource.

Through the work on the public domain, equal access to the campus for everyone is assured. Zones that are currently dominated by cars will be handed over to pedestrian use; car parking will go underground, freeing up open space for cross-campus pedestrian traffic and leisure use. All of the walkways will be designed to accommodate the needs of users with disabilities; paths will be levelled and evened out, ramps and lifts installed and wider access routes created. Cyclists will be catered for with cycle routes and bike parking. Better access to Redfern railway station and nearby bus stops will encourage campus users to make the most of public transport.

Program

Different parts of the Campus 2010 development will be completed at different times. The work will be staggered so that campus life can continue without interruption: for instance, parking areas won't be removed until new underground parking is available, and existing teaching and administration areas will only be shut down once the new facilities are ready to use.

Risk management

The University considers risk management to be fundamental to good management practice and an important aspect of governance, and is thus committed to developing and maintaining internal controls to manage risk, quality and efficiency.

The University's continued broader focus on risk management is overseen by the Senate's Audit and Risk Management Committee. The Committee met five times during 2004 and considered a wider view of risk management issues than just audit and financial risk. During 2004, the University continued to concentrate on operational risk, largely in respect of efficiency and quality in preparation for the Australian Universities Quality Agency (AUQA) audit.

Risk Management Office

The University employs a Risk Management Office (RMO) to coordinate and facilitate risk management and to manage the University's occupational health and safety (OHS), workers compensation/injury management and insurance programs. A key focus of the RMO is the provision of advice to the University community and the development of policies, procedures, tools and programs to assist staff to manage their risks effectively. Staff training continues to be a high priority, with courses being conducted in emergency control organisation, radiation safety for laboratory workers, OHS risk management, manual handling, office ergonomics, driver safety and first aid. Staff and contractors involved in construction work attended accredited construction industry OHS induction courses. Newsletters were published and forums

held quarterly to disseminate information about current risk-management issues within the University.

The University's insurance program

The University protects itself from the financial effects of insurable risks by holding a comprehensive insurance program complimented by funded large deductibles and self-insurance where appropriate. Traditionally, the University's insurance program has renewed at year end, but a decision was made in 2004 to move the renewal date to the end of October in order to be more effective in compiling underwriting information. The majority of policies were renewed or extended in October 2004 with the remainder not due for renewal until early to mid 2005.

The general insurance market improved slightly in 2004. While it is anticipated that the liability and property areas will remain stagnant, improvements in other areas have lead to premium savings for the University. The commercial availability of medical malpractice insurance coverage continues to be problematic across the University industry sector in NSW and negotiations are still progressing with NSW Health to improve the current indemnity arrangements. Insurance claims for 2004 have continued to trend low across all classes of insurance with no major claims being reported.

Workers compensation and injury management

The Workers Compensation and Injury Management team coordinates return to work programs for injured

employees across the University. There were fewer workers compensation claims in 2004 than the previous year, with a corresponding reduction in the total cost of claims. The average cost of new claims in 2004 was also reduced compared to last year. Despite this, there was a notable increase in the premium cost due to changes introduced with NSW WorkCover Authority in the premium calculation formula.

The Injury Management systems continued having positive outcomes in terms of maintaining a high return to work rate of 95 per cent. It was positive to note that the number of days that injured staff required away from their work (lost time) has followed the downward trend and by the end of 2004 was 25 per cent lower than the previous year. A committee including union representatives was brought together in 2004 to conduct the first review of the Workplace Injury Management Policy, which was approved in 2002. The committee was able to reduce the complexity of the policy and update it with helpful references to other related University policy, including OHSRM and sections of the Enterprise Agreements.

Following on from the successful completion of Phase 1 of the Premium Discount Scheme in 2003, the RMO facilitated Phase 2 of the Scheme in 2004. A WorkCover accredited auditor found that the University could demonstrate improvements in its OHS management systems since the previous audit, and thus deserved the maximum discount for phase 2 of \$50,000 from its 2004 workers' compensation insurance premium.

Occupational health and safety

ohsrm program

The University's occupational health and safety risk management (ohsrm) program was established in 2002 to promote the health, safety and welfare of staff, students and visitors, and facilitate compliance with NSW OHS legislation. During the latter part of 2004, departments and schools were required to self-audit their implementation of the ohsrm program using an audit tool developed in consultation with representatives from each academic college and University administration. A training program for in-house ohsrm auditors, ohsrm self-audit web pages and an audit database were established to support the audit, which will continue into 2005.

Research project risk assessments

A new protocol was introduced for assessing the risks relating to research projects involving carcinogenic or highly toxic substances, or ionising radiation. The protocol, developed in consultation with the Research Office, aligns with the University's existing research proposal processes and the ohsrm Program. Dialogue also

commenced with other G08 Universities regarding a consistent approach within the sector for conducting risk assessments of all proposed research projects.

Biosafety

The Institutional Biosafety Committee (IBC) met quarterly and assessed 75 research project applications involving gene technology. A total of 20 facilities were upgraded to Physical Containment Level 1 (PC1) standard to comply with Gene Technology legislation. Work began on a further 20 facilities with completion expected by March 2005. Further upgrading is anticipated to bring a number of teaching laboratories involved in gene technology work up to the same PC1 standard.

Emergency management

The Emergency Management Committee continued to meet quarterly with representatives from the emergency services and the University monitoring the University's Site Emergency Management Plan and its response to large-scale emergencies. A working party was established to plan improvements to emergency signage within the public areas of University

buildings. Training was provided for building emergency wardens, new procedures were implemented for reviewing building emergency plans, and emergency evacuation drills were conducted.

OHS committees

Zone OHS Committees continued to play an important role in monitoring OHS using measures such as workplace inspections. Elections were held in June for employee representative positions on these OHS Committees, with the reconstituted committees commencing their two-year term of office in July. Accredited OHS Consultation training was provided for new committee members.

The Peter Dunlop Memorial OHS Award

The University's annual OHS award was presented to Dr Tony Lacey of the School of Chemistry. Tony was presented the award by the Vice-Chancellor in recognition of his contribution to OHS for many years within the School of Chemistry and as a member of the Zone 4 and Central OHS Committees.

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. For information about the activities of a specific office or department, please contact them directly or explore the University's website.

The University of Sydney website:

www.usyd.edu.au

The website 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*.

The Record published annually (most years): a small magazine about aspects of the history of the University and about the records the Archives holds, written by Archives staff and researchers who have used the records and acquired specialist knowledge.

Available from the International Office

Undergraduate Study for International Students 2004: general information about the University and its undergraduate courses for international students.

Postgraduate Study for International Students 2005–2006: general information about the University and its graduate courses for international students.

Study Abroad 2005–2006: information about study abroad and exchange programs at the University.

Course Fees for International Students 2004

Available from the Marketing and Student Recruitment Office

Careers Advisers' Reference Guide: distributed on Careers Advisers and Teachers day.

Faculty Handbooks (on CD-Rom): for

distribution to schools, libraries and other interested organisations. They are also made available to the Student Centre and the International Office.

CommUNLicate newsletter: providing information on faculties, new courses, admission and enrolment advice, and career pathways. Three issues of *CommUNLicate* were produced in 2004 for distribution to careers advisers and prospective students.

Studying at Sydney Uni 2005: general information about the University and its undergraduate courses for local students.

Studying at Sydney Uni: a brochure for Year 10 students, providing a list of all courses offered by the University of Sydney as well as listing career pathways and any assumed knowledge required for admission.

Available from the Planning Support Office

The University of Sydney Strategic Plan 1999–2004

Research Degree Completion Rates Statistics 2004

See also www.planning.usyd.edu.au

Available from the Publications Office

Annual Report 2004

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.

Australia's First University: a 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 2004:

statutes and regulations governing the University and details of senior staff.

General information brochures: Mature Age Entry, Admissions, Accommodation, Sydney Welcome Orientation and Transition (also available from faculties).

Postgraduate Studies Coursework and Research Handbooks: general information for graduate students about regulations and services.

Faculty handbooks x 14 volumes: Agriculture, Food and Natural Resources; Architecture; Arts; Dentistry; Economics and Business; Education and Social Work; Engineering; Health Sciences; Law; Nursing; Pharmacy; Science; 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 Handbooks 2004: available from the Cumberland campus.

Faculty of Rural Management Handbook 2004: available from the faculty.

Course information brochures: including 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.

The University's Code of Conduct is available at

www.usyd.edu.au/audit/policy/policy.shtml

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 2004 with the figures for 2003 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 (23)	6 (2)	18 (25)
A2	Brought forward	0 (1)	0 (0)	0 (1)
A3	Total to be processed	12 (24)	6 (2)	18 (26)
A4	Completed	11 (23)	6 (2)	17 (25)
A5	Transferred out	0 (0)	0 (0)	0 (0)
A6	Withdrawn	1 (1)	0 (0)	1 (1)
A7	Total processed	11 (12)	6 (2)	17 (26)
A8	Unfinished (carried forward)	0 (0)	0 (0)	0 (0)

Section B

What happened to completed requests? (Completed requests are those on line A4)

	Result of FOI request	Personal	Other
B1	Granted in full	5 (12)	4 (1)
B2	Granted in part	5 (9)	0 (1)
B3	Refused	1 (3)	2 (0)
B4	Deferred	(0)	(0)
B5	Completed*	11 (23)	6 (2)

* 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)
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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)	2 (2)

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	0 (0)
E2	Result of amendment – refused	0 (0)
E3	Total	0 (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 (2)	0 (0)
G4	Section 25(1)(a) {exempt}	6 (7)	2 (1)
G5	Section 25(1)(b), (c), (d) {otherwise available}	0 (1)	0 (0)
G6	Section 28(1)(b) {documents not held}	1 (3)	0 (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	7 (13)	2 (1)

Section H

Costs and fees of requests processed during the period (ie those included in lines A4, A5 and A6)

	Assessed costs	FOI fees received
H1	All completed requests	\$1175 (\$1730) \$365 (\$1130)

Section I

Discounts allowed – numbers of FOI requests 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 (5)	1 (0)
I3	Financial hardship – non-profit organisation	0 (0)	0 (0)
I4	Total	3 (5)	1 (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	7 (8)	3 (0)
J2	22-35 days	4 (13)	3 (1)
J3	Over 35 days	0 (2)	0 (1)
J4	Totals	11 (23)	6 (2)

Section K

Processing time – number of completed requests (A4) by hours taken to process

	Processing Hours	Personal	Other
K1	0-10 hours	10 (7)	5 (0)
K2	11-20 hours	1 (13)	1 (1)
K3	21-40 hours	0 (3)	0 (1)
K4	Over 40 hours	0 (0)	0 (0)
K5	Totals	11 (23)	6 (2)

Section L

Review and Appeals – number finalised during the period

L1	Number of internal reviews finalised	1 (4)
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	Personal	Other		
	Grounds on which internal review requested	Upheld*	Varied*	Upheld*	Varied*
L4	Access refused	0 (3)	0 (1)	1 (0)	0 (0)
L5	Deferred	0 (0)	0 (0)	0 (0)	0 (0)
L6	Exempt matter	0 (0)	0 (0)	0 (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 (3)	0 (1)	1 (0)	0 (0)

* Note: relates to whether or not the original agency decision was upheld or varied by internal review.

While there were fewer applications than 2003 several applications required clarification with the applicant and resulted in the statutory time period being exceeded. Two applicants specifically sought access to information concerning students and graduates of the University and were refused on privacy grounds.

There were no official investigations carried out by the Ombudsman during the year, nor were any matters referred to the NSW Administrative Decisions Tribunal.

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. This plan sets out the policies and practices the University has adopted to ensure compliance with the Act. It provides details on how the policies are to be disseminated throughout the University and also details the procedures adopted by the University for dealing with applications for internal review of privacy complaints.

The *NSW Health Records and Information Privacy Act 2002* came into effect on the 1 September 2004, creating a legal framework to protect the privacy of people's health information in NSW. Under the new legislation, health information is removed from the management regime established by the *Privacy and Personal Information Protection Act* and redefined as a specific type of personal information. To accommodate the legislative changes a review of the University's Privacy Management Plan was undertaken and the revised Plan will be issued in early 2005, along with a program of training and briefing sessions for University staff.

The steps the University has taken to comply with the privacy legislation include:

- adding privacy notices to electronic and hard-copy forms used to collect personal information
- adding privacy statements to the University's websites
- referring to privacy issues in resolutions, rules and procedures
- adding warnings against the unauthorised disclosure of personal information to login screens of corporate computer systems
- administering an awareness and training program on privacy legislation and related matters
- maintaining a privacy website with links to the Privacy Management Plan and other sources of information (www.usyd.edu.au/arms/privacy)
- incorporating a section on privacy in the University Recordkeeping Manual (available in hard copy and electronically)
- revising the access and security regime for the University's corporate recordkeeping system to further enhance information privacy, and
- providing accurate and timely advice on privacy matters to members of the University community.

During the year the University's privacy officers dealt with 72 written enquiries regarding the implementation of the University's Privacy Management Plan.

Reviews conducted under Part 5 of the Privacy and Personal Information Protection Act

One review was conducted under part 5 of the Act during 2004. The applicant was a former student of the University.

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The address of the University is:
The University of Sydney
NSW 2006 Australia
Telephone: +61 2 9351 2222
Website: 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 website 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.

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2004 Annual Financial Report and Independent Audit Report

2004



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 31 December 2004 and their 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:
 - (i) section 41B of the *Public Finance and Audit Act 1983* (the Act), and
 - (ii) the Financial Statement Guidelines for Australian Higher Education Providers for the 2004 Reporting Period, issued by the Australian Government Department of Education, Science and Training.

Audit Opinion Pursuant to the *Charitable Fundraising Act 1991*

In my opinion:

- 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 31 December 2004
- 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 2003 (the CF Regulation)*
- 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
- there are reasonable grounds to believe that The University of Sydney and the consolidated entity will be able to pay their debts as and when they fall due.

My opinion should be read in conjunction with the rest of this report.

The Senate's Role

The financial report is the responsibility of the Senate. It consists of the statements of financial position, the statements of financial performance, the statements of cash flows and the accompanying notes for The University of Sydney and the consolidated entity. The consolidated entity comprises The University of Sydney and the entities controlled at the year's end, or during the financial year.

The Auditor's Role and the Audit Scope

As required by the 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.

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 members of the Senate had not fulfilled their reporting obligations.

My opinion does *not* provide assurance:

- about the future viability of the University or its controlled entities,
- that the University has carried out its activities effectively, efficiently and economically,
- about the effectiveness of their internal controls.

Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The 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.



R J Sendt
Auditor-General

SYDNEY
8 April 2005



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 2004 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, the Public Finance and Audit Regulation 2000 and the Financial Statement Guidelines for Australian Higher Education Providers for 2004 Reporting Period issued by the Australian Government Department of Education, Science and Training.
3. The financial reports have been prepared in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia.
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

Professor Timothy Hirst
Acting Vice-Chancellor

Mr David Hoare
Chair, Finance Committee

2004 Annual Financial Report

Statement of financial performance for the year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Revenue from ordinary activities					
Commonwealth Government financial assistance					
Commonwealth Government grants	2.1	359,535	375,184	359,535	375,184
Higher education contributions scheme (HECS):					
Student contributions		30,374	25,810	30,374	25,810
Commonwealth payments	2.1	83,450	80,369	83,450	80,369
Commonwealth loan programs	2.1	21,735	14,096	21,735	14,096
New South Wales Government financial assistance	2.2	7,996	4,885	7,996	4,885
Superannuation:					
Deferred government contributions	30	(14,394)	46,315	(14,394)	46,315
Fees and charges	2.3	197,472	167,126	197,472	167,126
Investment income	2.4	58,556	53,197	58,548	53,186
Royalties, trademarks and licences	2.5	1,044	3,695	1,044	3,695
Consultancy and contract research	2.6	78,012	64,289	78,012	64,289
Other revenue	2.7	116,652	86,523	116,252	86,174
<i>Share of net result of associates and joint ventures accounted for using the equity method</i>	34.1	(73)	5,199	0	0
Total revenue from ordinary activities		940,359	926,688	940,024	921,129
Expenses from ordinary activities					
Employee benefits and on costs	3.1	509,020	500,577	508,452	500,577
Depreciation and amortisation	3.2	41,909	46,621	41,909	46,621
Repairs and maintenance	3.3	23,722	26,519	23,722	26,519
Bad and doubtful debts	3.4	5,045	1,988	5,045	1,988
Other expenses	3.5	282,785	256,319	282,920	256,188
Borrowing costs	4	0	0	0	0
Total expenses from ordinary activities		862,481	832,024	862,048	831,893
Operating result from ordinary activities before related income tax expense		77,878	94,664	77,976	89,236
Income tax benefit/(expense)	1.5, 5	(14)	33	0	0
Operating result after related income tax		77,864	94,697	77,976	89,236
Net operating result		77,864	94,697	77,976	89,236

Statement of financial performance (continued)
for the year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Net operating result		77,864	94,697	77,976	89,236
Net operating result attributable to outside equity interests	23	(7)	0	0	0
Net operating result attributed to parent entity		77,871	94,697	77,976	89,236
Net increase/(decrease) in asset revaluation reserve excluding shares of associates increase/(decrease) in reserves	22.2	88,408	32,588	88,408	32,588
Share of associates increase/(decrease) in reserves	22.2	0	660	0	0
		88,408	33,248	88,408	32,588
Total revenues, expense and valuation adjustments attributed to the parent entity and recognised directly in equity	22.2	88,408	33,248	88,408	32,588
Total changes in equity other than those resulting from transactions with owners as owners	22.4	166,279	127,945	166,384	121,824

Statement of financial position as at 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Current assets					
Cash assets	36.1	4,199	4,990	3,989	4,968
Receivables	1.8, 9	52,884	52,149	52,862	52,108
Inventories	1.8, 8	688	1,081	654	1,053
Other financial assets	1.8, 10.1	253,977	399,899	253,768	399,699
Total current assets		311,748	458,119	311,273	457,828
Non-current assets					
Other financial assets	1.8, 10.2	662,844	433,519	662,844	433,519
Investment properties	11	81,243	83,273	81,243	83,273
Receivables	9, 29	356,369	370,763	356,369	370,763
Property, plant and equipment	1.8, 12	1,273,805	1,180,428	1,273,805	1,180,424
Heritage assets	1.8, 13	162,579	159,362	162,579	159,362
Library	1.8, 14	494,086	489,617	494,086	489,617
Works in progress	1.8, 15	58,436	64,479	58,436	64,479
Intangible assets	1.11, 17	1,706	1,699	1,705	1,622
Other non-financial assets	1.8, 16	2,952	3,050	2,952	3,050
Investments accounted for using the equity method	34.2	11,227	11,316	0	0
Total non-current assets		3,105,247	2,797,506	3,094,019	2,786,109
Total assets		3,416,995	3,255,625	3,405,292	3,243,937
Current liabilities					
Bank overdraft	36.1	3,457	0	3,457	0
Payables	1.9, 18	62,506	60,472	62,401	60,486
Provisions	21.1	46,890	29,719	46,863	29,696
Other	19, 20	1,846	9,816	1,846	9,816
Total current liabilities		114,699	100,007	114,567	99,998
Non-current liabilities					
Provisions	21.2	450,999	470,593	450,976	470,574
Total non-current liabilities		450,999	470,593	450,976	470,574
Total liabilities		565,698	570,600	565,543	570,572
Net assets		2,851,297	2,685,025	2,839,749	2,673,365
Equity					
Parent entity interest					
Statutory funds	22.1	372,583	347,208	372,583	347,208
Reserves	1.14, 22.2	2,021,187	1,934,362	2,010,343	1,924,171
Retained surplus	22.3	457,534	403,455	456,823	401,986
Total parent entity interest		2,851,304	2,685,025	2,839,749	2,673,365
Outside equity interest in controlled entities	23	(7)	0	0	0
Total equity	22.4	2,851,297	2,685,025	2,839,749	2,673,365

Statement of cash flows

for the year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Cash flows from operating activities					
Inflows					
Commonwealth Government					
Teaching and learning		150,440	159,723	150,440	159,723
HECS and other loan programs		88,576	101,867	88,576	101,867
Scholarships		10,843	9,946	10,843	9,946
DEST research		98,244	103,734	98,244	103,734
ARC grant – Discovery		28,955	23,972	28,955	23,972
ARC grant – Linkages		17,889	15,858	17,889	15,858
Other commonwealth		57,547	57,739	57,547	57,739
New South Wales State Government		7,900	2,778	7,900	2,778
HECS student payments		30,374	25,810	30,374	25,810
Receipts from student fees and other customers		200,378	172,877	199,619	172,877
Dividends received		2,702	2,051	2,702	2,051
Interest received		38,844	34,325	38,834	34,325
Other investment income received		9,225	20,422	9,225	20,411
Other		191,614	157,033	191,570	156,180
Outflows					
Employee benefits		(505,873)	(461,055)	(505,873)	(461,055)
Payments to suppliers		(307,914)	(299,786)	(307,056)	(298,922)
Net cash provided by operating activities	36.2	<u>119,744</u>	<u>127,294</u>	<u>119,789</u>	<u>127,294</u>
Cash flows from investing activities					
Inflows					
Proceeds from sale of investments		373,038	475,638	373,038	475,638
Proceeds from sale of shares and properties		18,609	10,542	18,609	10,542
Proceeds from sale of other assets		3,198	4,613	3,047	4,613
Proceeds from joint venture partnership		823	1,948	823	1,948
Outflows					
Payment for property, plant and equipment		(97,301)	(82,806)	(97,301)	(82,806)
Payment for investments		(541,814)	(494,898)	(541,814)	(494,898)
Net cash provided/(used) in investing activities		<u>(243,447)</u>	<u>(84,963)</u>	<u>(243,598)</u>	<u>(84,963)</u>
Cash flows from financing activities					
Inflows					
Issue of share capital and borrowings		100	0	0	0
Net cash provided/(used) in financing activities		<u>100</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net increase/(decrease) in cash held		(123,603)	42,331	(123,809)	42,331
Cash at beginning of reporting period		347,585	305,599	347,365	305,034
Cash attributable to disposal of controlled entities*		(9)	(345)	0	0
Cash at end of reporting period	36.1	<u>223,973</u>	<u>347,585</u>	<u>223,556</u>	<u>347,365</u>
Non-cash financing and investing activities	38	1,336	4,777	1,336	4,777

* The consolidated balance for 2004 has been reduced by \$9k to reflect the disposal of Evisense Pty Ltd.

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Notes to the financial reports for the financial year ended 31 December 2004

1. Summary of significant accounting policies

1.1 Basis of preparation

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, the Financial Statement Guidelines for Australian Higher Education Providers issued by the Department of Education, Science and Training (DEST) and is drawn up in accordance with applicable Australian Statutory Reporting and other mandatory professional reporting requirements.

The Financial Report has been prepared on an accrual accounting basis and on the basis of historical costs and except where stated in note 1.8, does not take into account changing money values or current valuations of non-current assets. The accounting policies have, except where a change is noted, been applied consistently throughout the period.

Where necessary and in order to achieve consistency in disclosure with current financial year amounts comparative information has been reclassified.

The consolidated Financial Report is prepared in accordance with AAS 24 "Consolidated Financial Reports". The Financial Report includes the accounts of the parent entity, The University of Sydney and the accounts of the economic entity, comprising the University of Sydney and the entities it controlled at the end of or during the financial year, as shown in note 31.

The balances and effects of transactions between controlled entities included in the consolidated financial report have been eliminated. Separate financial reports are also prepared by the University's controlled entities and are audited by the Auditor General of New South Wales.

1.2 Financial effects of changes to commonwealth payment arrangements for 2005 grant year

Background

Payments to Universities in respect of programs under the Higher Education Funding Act 1988 (HEFA) are made on the second and last Thursday of each month. In the recent past, the first payment in respect of a grant year (equaling 8% of the total recurrent funding for that year) had been made at the end of December of the previous year.

Funding for most programs under HEFA ends on 31 December 2004 while most new programs under the *Higher Education Support Act 2003* (HESA) commence on 1 January 2005. Continuing the current practice of making the first payment in December 2004 for the 2005 grant year would mean that the Commonwealth payments would be made in respect of programs that are yet to commence and that these payments are treated by a majority of universities as revenue for 2004. This has considerable accountability implications for the Australian Government Department of Education, Science and Training (DEST) in administering and accounting for the program payments.

Higher Education Providers (HEPs) do not treat the early payment uniformly and the payment is treated in at least three different ways – as revenue when it is received, as an advance (a liability), and part as revenue and the other as liability. Such varied treatment creates a lack of transparency and distorts both the Commonwealth funding and the HEPs' financial year results.

DEST has announced changes to payment arrangements whereby all recurrent payments in respect of a grant year will be made in that year. For the 2005 grant year, the first payment will be made in January 2005 instead of December 2004.

The changes to payment arrangements will mean that, from the 2005 reporting period, the financial statements of all higher education providers will reflect the Commonwealth financial assistance in respect of a grant year.

Financial effects for 2004

Changes to payment arrangements will mean that those HEPs that reported the whole or part of the 8% first payment in respect of the 2004 grant year as revenue in 2003 will have the effect of understating the Commonwealth funding for the 2004 grant year in their Statement of Financial Performance.

To identify the impact of the changed arrangements, grants provided for 2004 activities but recognised as 2003 revenue should be adjusted by incorporating the amount received in December 2003 as revenue for the 2004 reporting period.

Notes to the financial reports for the financial year ended 31 December 2004

	<u>\$'000</u>
2004 Revenue from operating activities (per statement of financial performance)	940,024
Add grants received in 2003 for 2004 activities:	
Commonwealth Government financial assistance	<u>21,076</u>
HECS – commonwealth payments*	6,658
Commonwealth loan programs	
Total restated 2004 revenue from operating activities	<u>961,100</u>
<i>*HECS grants treated as income in advance in 2003, so the reported result is not affected.</i>	
Restated 2004 operating result	99,052
Reported 2004 operating result	<u>77,976</u>
Financial effect on 2004 operating result	<u>21,076</u>

The Commonwealth will use the restated figure in all DEST publications, including the Finance 2004 publication, to ensure consistent treatment across all HEPs.

1.3 International Financial Reporting Standards (IFRS)

The Australian Accounting Standards Board (AASB) is adopting IFRS for application to reporting periods beginning on or after 1 January 2005. The AASB has issued Australian equivalents to IFRS, and the Urgent Issues Group has issued interpretations corresponding to IASB interpretations originated by the International Financial Reporting Interpretations Committee or former Standing Interpretations Committee. The adoption of Australian equivalents to IFRS will be first reflected in the consolidated entity's financial statements for the year ending 31 December 2005.

Entities complying with Australian equivalents to IFRS for the first time will be required to restate their comparative financial statements to amounts reflecting the application of IFRS to that comparative period. Most adjustments required on transition to IFRS will be made, retrospectively, against opening retained surplus as at 1 January 2004.

The University established a project team to manage the transition to Australian equivalents to IFRS, including training of staff and system and internal control changes necessary to gather all the required financial information. The project team is chaired by the Director, Corporate Finance and reports regularly to the Audit and Risk Management Committee. The University engaged Price Waterhouse Coopers (PwC) to assist in the transition to IFRS. PwC worked with University staff to perform a high level assessment of the impact adopting IFRS will have on the University. A timetable has been prepared to manage the transition and is currently on schedule. To date the project team has analysed most of the Australian equivalents to IFRS and has identified a number of accounting policy changes that will be required. In some cases choices of accounting policies are available, including elective exemptions under Accounting Standard AASB 1 First-time Adoption of Australian Equivalents to International Financial Reporting Standards. Some of these choices are still being analysed to determine the most appropriate accounting policy for the University.

Financial impact of adoption of IFRS

As at the reporting date the University is not in a position to measure or reliably estimate the financial impact of the adoption of IFRS as some of the choices available are still being analysed to determine the most appropriate treatment and financial implications.

Major changes

Major changes identified to date that will be required to existing accounting policies include the following (references to new AASB standards below are to the Australian equivalents to IFRS issued in July 2004):

- Financial instruments

Under new AASB 139 Financial Instruments: Recognition and Measurement there may be major impacts as a result of financial assets held by the University being subject to classification as either held for trading, held to maturity, available for sale or loans and receivables and, depending upon classification, measured at fair value or amortised cost. The most likely accounting change is that investments in equity securities will be classified as available for sale and measured at fair value, with changes in fair value recognised directly in equity until the underlying asset is derecognised.

Notes to the financial reports for the financial year ended 31 December 2004

- Research and development

Under the new AASB 138 Intangible Assets, expenditure on research (or on the research phase of an internal project) must be recognised as an expense when it is incurred. Expenditure on development (or on the development phase of an internal project) can only be recognised as an intangible asset where it meets certain criteria set out in AASB 138.

This will result in a change to the current accounting policy, under which research is recognised as an asset under certain circumstances (for example applied research) and development costs are recognised as an asset when such costs are expected beyond reasonable doubt to be recoverable.

- Investment property

Under the new AASB 140 Investment Property, investment property is property held to earn rentals or for capital appreciation or both rather than for (a) use in the production or supply of goods and services or administration purposes, or (b) sale in the ordinary course of business. For not-for-profit entities, property held to meet service delivery objectives rather than to earn rental or for capital appreciation will not meet the definition of investment property and will be accounted for under AASB 116 Property, Plant and Equipment.

Investment property is required to be measured at either fair value (with subsequent changes in fair value recognised in the Income Statement) or depreciated cost.

The University needs to assess if each of the investment properties continues to meet the criteria contained in the new standard and whether to carry the investment properties at depreciated cost or fair value. Depreciated cost or fair value is required to be applied across all investment properties, subject to the exemptions identified above. Opting for the fair value basis will potentially increase the volatility of the Profit & Loss account.

The most likely change is that the majority of investment properties will continue to be measured at fair value but under the new standard the changes in fair value will be recognised in the Profit & Loss account and not through equity.

The University has a number of farms, three of which are included in the University's investment portfolio. They are Arthursleigh, Nowley and Livingston. After a review as a result of IFRS the University will reclassify these farms as property, plant and equipment in the Commercial Teaching and Research category in 2005. As such the properties will be included in those for which a fair value is obtained on a yearly basis.

The University has a number of properties used for student housing and these have been treated as investment properties. Because the rental income is below 'market rates', under IFRS it is argued that the property is being held not to produce rental income but rather it is held for a social service and thus would not meet the definition of an investment property and should be accounted for as property, plant and equipment. Accordingly the University will be reclassifying these properties as Commercial Teaching and Research property, plant and equipment. Fair valuation will be obtained for this category of asset on a yearly basis with movements recorded against equity.

- Employee benefits

Under the new AASB 119 Employee Benefits the net position of each defined benefit superannuation scheme must be recognised as an asset or liability, as applicable. Movements in the carrying amounts of this liability or asset will be recognised as a revenue or expense and are likely to result in increased earnings volatility.

UniSuper Management Pty Ltd (USM), as the administrator of UniSuper, is impacted as it will be the source of information for employers in respect of UniSuper. UniSuper commissioned Towers Perrin, the Fund Actuary, to prepare a report of the implications of AASB119 for UniSuper including recommendations for the approach to be adopted. AASB 119 classifies superannuation plans as either defined contribution (accumulation) or defined benefit. The disclosure requirements for the accumulation plans are not onerous but the defined benefit disclosures will have the biggest impact for UniSuper employers. Under the defined benefit requirements of AASB 119 UniSuper employers could potentially need to include their share of the Defined Benefit Plan (DBP) surplus or deficit (relative to accrued liabilities) in their balance sheet and yearly movements of the surplus or deficit in their income statement. In addition the liability calculation would be more conservative than used in the past resulting in substantially higher accrued benefit liability. AASB 119 has provisions that consider the case of multi employer funds and the particular difficulties that surround the provision of information for employers in these funds where experience is pooled. The multi employer provisions allow employers with defined benefit obligations to report on a defined contribution basis with some additional information. AASB 119 acknowledges that this may be the appropriate solution in cases where:

Notes to the financial reports for the financial year ended 31 December 2004

- the employer does not have access to information required; or
- there is no reliable basis for allocating the benefit liabilities, assets and costs between employers.

Towers Perrin's view is that for the DBP, where the assets are all pooled, the benefit liabilities and assets cannot be apportioned reliably between employers. All employers contribute 14% of salary and are impacted by the differing experience of other employers on numerous factors including experience in respect of:

- salary increases;
- Total and Permanent Disability and mortality rates experienced by staff;
- proportion of retiring members electing a pension; and
- proportion of employees in Division A.

In addition if an employee transfers between employers it is not appropriate for all of a surplus or deficit to be allocated to the current employer.

Towers Perrin conclude that given the defined contribution nature of UniSuper, the lack of reliable information and the pooling of risk, it is preferable for employers to use the defined contributions reporting approach available under the multi employer fund provisions of AASB 119 for preparing their financial statements.

The UniSuper Audit and Compliance Committee and the UniSuper Board have endorsed the Towers Perrin recommendations in respect of AASB 119, i.e. to adopt the multi employer provisions and provide the additional information employers require to report on a defined contribution basis under the multi employer exemption.

- Accounting for government grants and disclosure of government assistance

Under the new AASB 120 Accounting for Government Grants and Disclosure of Government Assistance, government grants are to be recognised over the period to which they relate. Not-for-profit entities are currently exempt from this requirement and therefore the treatment remains unchanged. In past years, the first payment under the *Higher Education Funding Act 1988* in respect of a grant year had been made at the end of December of the previous year.

However, the Department of Education Science and Training (DEST) has announced changes to payment arrangements for 2005 under the *Higher Education Support Act 2003* (HESA) whereby all recurrent payments in respect of a grant year will be made in that year. For the 2005 grant year, the first payment will be made in January 2005 instead of December 2004.

- Revenue

Under the new AASB 118 revenue is measured as the fair value of the consideration received or receivable. Gains or losses on the disposal of items of property plant and equipment must be recognised on a net basis as revenue or expense rather than separately recognising the consideration received as revenue and the carrying value of the asset sold as an expense.

1.4 Insurance

The University and its controlled entities have insurance policies for coverage of properties, public liability, professional indemnity, clinical trials, veterinary malpractice, directors and officers, personal accident/travel, motor vehicles, workers compensation, aviation hull and liability, principal controlled contract works, marine hull and liability, marine transit and crops. There are elements of self-insurance within the overall insurance program including cover for University staff and students engaged in medical and other clinical activities.

Notes to the financial reports for the financial year ended 31 December 2004

1.5 Income tax

The University is exempt from income tax under commonwealth income tax legislation. Within the consolidated entity there are entities that are not exempt from income tax. For these entities, the consolidated entity adopts the liability method of tax effect accounting whereby the income tax expense for the period is based on the profit from ordinary activities adjusted for any permanent differences between taxable and accounting income.

Timing differences, which arise due to different accounting periods in which items of revenue and expense are included in the determination of accounting profit and taxable income, are recognised as either a provision for deferred income tax or as a future income tax benefit at the rate of income tax applicable to the period in which the benefit will be received or the liability will become payable.

Future income tax benefits, including tax losses, are not recognised unless realisation of the benefit is virtually certain.

The recognition of income tax benefits is based on the assumption that adverse changes will not occur in income tax legislation and the consolidated entity will derive sufficient future assessable income so the benefits may be realised and comply with the conditions of deductibility imposed by the law.

1.6 Revenue recognition

Operating revenue

The University's operating activity income consists of Commonwealth Grants, Higher Education Contribution Scheme, Postgraduate 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 2003 in advance for the year 2004, as income in the year of receipt. However, DEST announced changes to payment arrangements whereby all recurrent payments in respect of a grant year will be made in that year. For the 2005 grant year, the first payment will be made in January 2005 not in December 2004 as would have occurred under previous arrangements.

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 and PELS) is treated as income in advance. The advance received in 2003 for the 2004 grant year was treated in this way but DEST has now changed the arrangements and makes the payments for a grant year in that year. The first payment for the 2005 grant year will be made in January 2005 not in December 2004 as would have occurred under previous arrangements.

Fees and charges – Student fees are recognised as debtors following the census date for each session. Revenue from rendering services is recognised in the period in which the service is provided, having regard to the stage of completion of the service.

Investment income – Investment income 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 (note 2.7), and the carrying amount of these assets is recognised as an expense (note 3.5). In 2003 the net result of the gross proceeds of the sale of investments and the carrying amount of those assets was included in investment income (note 2.4) as realised gain on investment.

Other revenue – Represents contributions from external organisations and miscellaneous income not derived from core business.

Notes to the financial reports for the financial year ended 31 December 2004

1.7 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.

1.8 Valuation of assets

Property, plant and equipment

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.

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 are categorised 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.

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. A valuation of these assets was undertaken as at 31 December 2004.

Each year the University undertakes a process of rolling perpetual stocktake of its plant and equipment. This form of stocktake means that the University reviews the assets held by each area at least once per annum.

Other financial assets

Other financial assets (see note 10) are initially brought to account at cost and subsequently carried at 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 each in unquoted shares which are recorded at nil cost to the University:

Aurema Pty Ltd
ObjectiVision Pty Ltd
Smart Internet Technology Pty Ltd

Notes to the financial reports for the financial year ended 31 December 2004

Land

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.

A valuation of the University's non-commercial teaching and research land was carried out as at 31 December 2004 and based on the capital value of land assumed to be vacant was valued at \$208,354,400.

Buildings

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 \$1,400,286,407.

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 car parks, power generation plants, reservoirs, dams and landscaping. 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 items with a cost of acquisition in excess of \$5,000 are capitalised at cost. All items with a cost of less than \$5,000 are expensed.

Motor vehicles

The University's motor vehicles are recorded at historical cost.

Major IT software

Major IT software represents the cost to the University of major information technology systems that have been purchased/developed and/or implemented. These 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 2004. The Power Collection of Contemporary Art is owned by the University and is on loan under a management agreement with the Museum of Contemporary Art. The collection was last valued in 1999 by the Chief Curator of the Museum of Contemporary Art Limited and is recorded on the University's books at a value of \$15,978,450. The entire collection has been insured at a value of \$18,500,000. The valuation for the other collections are provided by the curators of each collection and 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 curators 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 prices 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. Only the undergraduate collection is subject to depreciation; the research collection does not diminish in value because of the nature of the collection.

Notes to the financial reports for the financial year ended 31 December 2004

Works in progress

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 \$507,240 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 2004. 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.

1.9 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.

1.10 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.

1.11 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.

Notes to the financial reports for the financial year ended 31 December 2004

1.12 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 AASB1028.

- **Annual leave**

Liabilities for annual leave are recognised and measured based on staff leave entitlements at reporting date at current pay rates. Consideration is also given to when accrued leave may be taken and the possible impact of future pay increases.

Accrued annual leave is treated as a current liability.

- **Long service leave**

A liability for long service leave is recognised, and is measured using the present value method. An actuarial valuation of the University's liability was undertaken by Mercer Human Resource Consulting as at 31 December 2004.

Accrued long service leave is treated as both a current and a non-current liability.

- **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.

1.13 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 2004

1.14 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 (see note 32).

1.15 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 33 and 35.

1.16 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 32.

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
2. Revenue from ordinary activities					
2.1 Commonwealth Government financial assistance including HECS and other commonwealth loan programs					
DEST – teaching and learning	40.1				
Operating grants*		147,466	163,007	147,466	163,007
Teaching hospitals		876	928	876	928
Capital development pool		2,098	0	2,098	0
Total DEST – teaching and learning		150,440	163,935	150,440	163,935
<i>*Operating grant includes Superannuation Program and Workplace Reform Program.</i>					
HECS and other commonwealth loan programs	40.2				
HECS – commonwealth payments		83,450	80,369	83,450	80,369
PELS		21,735	14,096	21,735	14,096
Total HECS and other commonwealth loan programs		105,185	94,465	105,185	94,465
Scholarships	40.3				
Australian postgraduate awards pre-2002		1,238	3,487	1,238	3,487
Australian postgraduate awards post-2002		7,288	4,994	7,288	4,994
International postgraduate research scholarships		1,593	1,465	1,593	1,465
Commonwealth education costs scholarships		212	0	212	0
Commonwealth accommodation scholarships		512	0	512	0
Total scholarships		10,843	9,946	10,843	9,946
DEST – research	40.4				
Institutional grants scheme		26,829	27,304	26,829	27,304
Research training scheme		52,194	56,521	52,194	56,521
Systemic infrastructure initiative		3,217	5,135	3,217	5,135
Research infrastructure block grants		16,004	14,774	16,004	14,774
Total DEST – research		98,244	103,734	98,244	103,734
Total DEST		364,712	372,080	364,712	372,080
Australian Research Council (ARC)	40.5				
Discovery					
Projects		24,984	18,964	24,984	18,964
Fellowships		1,339	2,454	1,339	2,454
Federation fellowships		2,604	2,554	2,604	2,554
Total Discovery		28,927	23,972	28,927	23,972
Linkages					
Linkage – infrastructure		274	3,997	274	3,997
International researcher exchange		123	291	123	291
Projects		6,906	5,785	6,906	5,785
Research networks		400	0	400	0
Centres		5,831	5,785	5,831	5,785
Total Linkages		13,534	15,858	13,534	15,858

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
2. Revenue from ordinary activities (continued)					
Other Commonwealth Government financial assistance					
Environment, sport and territories		256	303	256	303
Education, science and training		2,772	9,080	2,772	9,080
Human services and health		44,825	35,978	44,825	35,978
Industry, technology and regional development		858	3,335	858	3,335
Primary industry and energy		7,614	7,138	7,614	7,138
Other		1,222	1,905	1,222	1,905
Total other Commonwealth Government financial assistance		57,547	57,739	57,547	57,739
Total Commonwealth Government financial assistance		464,720	469,649	464,720	469,649
Reconciliation					
Commonwealth Government grants		359,535	375,184	359,535	375,184
HECS – commonwealth payments		83,450	80,369	83,450	80,369
Commonwealth loan programs		21,735	14,096	21,735	14,096
		464,720	469,649	464,720	469,649
2.2 New South Wales State Government financial assistance					
Sydney Conservatorium of Music		1,598	1,616	1,598	1,616
State government research grants*		4,658	2,089	4,658	2,089
Other		1,740	1,180	1,740	1,180
Total state government financial assistance		7,996	4,885	7,996	4,885
* Transfer from consultancy and contract research for 2004.					
2.3 Fees and charges					
Course fees and charges					
Continuing education		8,535	10,339	8,535	10,339
Fee-paying non-overseas undergraduate students		18,556	14,226	18,556	14,226
Fee-paying overseas students		124,283	102,238	124,283	102,238
Fee-paying non-overseas postgraduate students		12,412	10,433	12,412	10,433
Law extension course fees		1,823	1,713	1,823	1,713
Summer school fees		10,161	7,633	10,161	7,633
Course fees		6,403	7,183	6,403	7,183
Students undertaking non-award courses		760	205	760	205
Total course fees and charges		182,933	153,970	182,933	153,970
Other fees and charges					
Late enrolment fees		182	120	182	120
Hire of equipment and venues		2,042	1,687	2,042	1,687
Library fines		709	758	709	758
Parking fees		2,394	2,030	2,394	2,030
Rental – other		1,312	911	1,312	911
Student residences		4,571	4,842	4,571	4,842
Miscellaneous		1,577	943	1,577	943
Library service charges		1,752	1,865	1,752	1,865
Total other fees and charges		14,539	13,156	14,539	13,156
Total fees and charges		197,472	167,126	197,472	167,126

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
2.4 Investment income					
Rental income from investment properties		2,439	1,799	2,439	1,799
Interest:					
affiliated parties		139	195	131	184
other		40,786	35,976	40,786	35,976
Dividends received – other		4,008	3,686	4,008	3,686
Distributions from managed funds		12,245	11,167	12,245	11,167
Realised gain/(loss) on investments		0	79	0	79
Revaluation gain/(loss) on investments		(1,061)	295	(1,061)	295
Total investment income		58,556	53,197	58,548	53,186
2.5 Royalties, trademarks and licences					
Licence and royalty income		1,044	3,695	1,044	3,695
Total royalties, trademarks and licences		1,044	3,695	1,044	3,695
2.6 Consultancy and contract research					
Local collaborative and other research		16,173	13,754	16,173	13,754
Consulting fees		9,049	9,968	9,049	9,968
Research grants industry		4,279	2,886	4,279	2,886
Research grants individuals and foundations		11,732	8,232	11,732	8,232
Research grants overseas organisations		36,779	29,449	36,779	29,449
Total consultancy and contract research*		78,012	64,289	78,012	64,289
* State government research grants now included with NSW State Government financial assistance.					
2.7 Other revenue					
Contributions (external organisations)		25,153	23,270	25,153	23,270
Shop sales (incl. commercial services)		6,259	5,109	6,259	5,109
Veterinary/medical practice		5,631	5,029	5,631	5,029
Special events income		1,169	1,523	1,169	1,523
Commission received		665	712	665	712
Membership and subscriptions		853	753	853	753
Farms		5,053	5,508	5,053	5,508
Scholarships and prizes		2,690	1,983	2,690	1,983
Donations and bequests		27,112	23,419	27,112	23,419
Proceeds from sale of expensed assets		587	0	587	0
Proceeds from sale of assets	3.6	22,773	4,613	22,623	4,613
Other**		18,707	14,604	18,457	14,255
Total other revenue		116,652	86,523	116,252	86,174

** The consolidated balance in 2004 has been increased by \$4k to reflect the disposal of Evisense Pty Ltd.

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
3. Expenses from ordinary activities					
3.1 Employee benefits					
Academic					
Salaries		213,862	190,404	213,862	190,404
Contributions to superannuation and pension schemes:					
Emerging costs		7,000	7,516	7,000	7,516
Funded		24,819	17,536	24,819	17,536
Payroll tax		15,130	12,283	15,130	12,283
Workers compensation insurance		2,540	2,184	2,540	2,184
Long service leave expense		10,054	5,776	10,054	5,776
Annual leave		2,110	1,266	2,110	1,266
Total academic		275,515	236,965	275,515	236,965
Non-academic					
Salaries		196,811	175,361	196,367	175,361
Contributions to superannuation and pension schemes:					
Emerging costs		5,769	6,888	5,769	6,888
Funded		20,489	16,072	20,452	16,072
Payroll tax		13,715	11,240	13,690	11,240
Workers compensation insurance		2,094	1,796	2,040	1,796
Long service leave expense		7,133	4,609	7,129	4,609
Annual leave		1,888	1,331	1,884	1,331
Total non-academic		247,899	217,297	247,331	217,297
Total academic and non-academic employee benefits and on costs		523,414	454,262	522,846	454,262
Deferred employee benefits for superannuation		(14,394)	46,315	(14,394)	46,315
Total employee benefits and on costs		509,020	500,577	508,452	500,577
3.2 Depreciation and amortisation					
Plant, equipment and office furniture		10,499	9,438	10,499	9,438
Motor vehicles		560	563	560	563
Computer equipment		3,502	3,383	3,502	3,383
Infrastructure		2,816	2,612	2,816	2,612
Buildings		17,033	16,600	17,033	16,600
Libraries		509	8,972	509	8,972
Leasehold improvements		405	419	405	419
Major IT software		5,276	3,326	5,276	3,326
Commercial T & R building		1,303	1,302	1,303	1,302
Commercial T & R infrastructure		6	6	6	6
Total depreciation and amortisation		41,909	46,621	41,909	46,621
3.3 Repairs and maintenance					
Maintenance of buildings and grounds		10,967	13,716	10,967	13,716
Other buildings and grounds expenses		12,755	12,803	12,755	12,803
Total repairs and maintenance		23,722	26,519	23,722	26,519

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
3.4 Bad and doubtful debts					
Bad debts		2,023	563	2,023	563
Doubtful debts		3,022	1,425	3,022	1,425
Total bad and doubtful debts		5,045	1,988	5,045	1,988
3.5 Other expenses					
Advertising, marketing and promotional expenses		3,393	3,038	3,393	3,038
Audit fees, bank charges, legal costs, insurance and taxes		10,482	7,388	10,469	7,388
Carrying amount of assets sold	3.6	21,719	7,669	21,629	7,669
Consultants and contractors		25,196	21,672	25,196	21,672
Equipment repair and maintenance		5,626	5,569	5,626	5,569
Farm operations		3,553	3,983	3,553	3,983
Investments – amortisation expense		2,113	2,382	2,113	2,382
Laboratory, medical supplies and materials		15,870	14,790	15,730	14,790
Library materials		11,612	10,283	11,612	10,283
Licences, patents, copyright and commissions		3,916	5,358	3,916	5,358
Non-capitalised equipment		21,602	20,385	21,602	20,385
Miscellaneous expenses		1,386	9,364	1,764	9,233
Operating lease rental expenses		3,205	4,074	3,205	4,074
Printing, postage and stationery		10,159	9,764	10,159	9,764
Rent and room hire		2,727	2,212	2,727	2,212
Scholarships, grants and prizes		39,946	35,202	39,946	35,202
Teaching and research grants, contracts – external organisations		65,891	63,865	65,891	63,865
Telecommunications		9,298	7,840	9,298	7,840
Travel and related staff development and training		25,091	21,481	25,091	21,481
Total other expenses		282,785	256,319	282,920	256,188
3.6 Sales of assets					
3.6.1 Property, plant and equipment					
Proceeds from sale	2.7	4,164	4,612	4,014	4,612
Carrying amount of assets sold	3.5	(4,013)	(7,669)	(3,923)	(7,669)
Net gain/(loss) on proceeds of sale of property		151	(3,057)	91	(3,057)
3.6.2 Investment – shares and properties					
Proceeds from sale	2.7	18,609	10,542	18,609	10,542
Carrying amount of assets sold	3.5	(17,706)	(10,463)	(17,706)	(10,463)
Net gain/(loss) on proceeds of sale of investment		903	79	903	79

Notes to the financial reports for the financial year ended 31 December 2004

	Economic entity [Consolidated]		Parent entity [University]	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
4. Borrowing cost expense	0	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
5. Income tax expense (benefit)	14	(33)	0	0
	<u>14</u>	<u>(33)</u>	<u>0</u>	<u>0</u>
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 and the Directors of the controlled entities received no remuneration in their capacity as Fellows of Senate or for their services as directors.

A list of the Fellows of Senate is shown in the University's Annual Report in the chapter entitled 'The Senate'.

	Economic entity [Consolidated]		Parent entity [University]	
	2004 No.	2003 No.	2004 No.	2003 No.
6.2 Executive officers				
\$100,000 to \$109,999 (resigned 7/03)	0	1	0	1
\$110,000 to \$119,999 (appointed 7/03)	0	1	0	1
\$130,000 to \$139,999 (appointed 7/03)	0	1	0	1
\$150,000 to \$159,999 (appointed 3/03)	0	1	0	1
\$170,000 to \$179,999 (retired 2/04)	1	0	1	0
\$210,000 to \$219,999 (appointed 2/03)	0	1	0	1
\$220,000 to \$229,999 (appointed 1/04)	2	0	2	0
\$230,000 to \$239,999	1	0	1	0
\$260,000 to \$269,999 (appointed 3/04)	1	0	1	0
\$280,000 to \$289,999	1	0	1	0
\$290,000 to \$299,999	1	0	1	0
\$310,000 to \$319,999	1	0	1	0
\$330,000 to \$339,999	0	1	0	1
\$420,000 to \$429,999	1	1	1	1
\$510,000 to \$519,999	0	1*	0	1*
\$570,000 to \$579,999	1*	0	1*	0

Notes to the financial reports for the financial year ended 31 December 2004

	Economic entity [Consolidated]		Parent entity [University]	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Aggregate remuneration of executives	3,016	1,996	3,016	1,996

The above figures include superannuation, performance loading, housing interest assistance, motor vehicle usage and the associated FBT costs for the period that these executives have held this office during the relevant year.

* 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, amount to \$310,000 (2003: \$301,000).

	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
7. Remuneration of Auditors				
Auditing of the annual financial report	336	319	323	307
Audits by NSW Auditor General of specific commonwealth funding arrangements	6	19	6	19
Audit services by private sector contractors	92	146	92	146
	<u>434</u>	<u>484</u>	<u>421</u>	<u>472</u>

8. Inventories

Finished goods	2	2	2	2
Other	686	1,079	652	1,051
	<u>688</u>	<u>1,081</u>	<u>654</u>	<u>1,053</u>

9. Receivables

Current

Accrued income	17,370	16,558	17,357	16,556
Debtors*	37,788	33,815	37,784	33,809
Provision for doubtful debts	(5,419)	(2,482)	(5,419)	(2,482)
GST recoverable	2,437	2,997	2,437	2,997
Other	708	1,261	703	1,228
	<u>52,884</u>	<u>52,149</u>	<u>52,862</u>	<u>52,108</u>

* 2003 parent entity and consolidated adjusted to reflect reclassification of \$155k to creditors and the consolidated balance for 2004 has been reduced by \$2k to reflect the disposal of Evisense Pty Ltd.

Non-current

Deferred government contribution for superannuation	356,369	370,763	356,369	370,763
	<u>356,369</u>	<u>370,763</u>	<u>356,369</u>	<u>370,763</u>

Notes to the financial reports for the financial year ended 31 December 2004

	Economic entity [Consolidated]		Parent entity [University]	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
10. Other financial assets				
10.1 Current				
Investment securities at fair value:				
Government and government guaranteed stock	30,745	43,234	30,745	43,234
Bank securities and deposits	217,980	284,214	217,771	284,014
Unsecured convertible notes	320	395	320	395
Promissory notes	4,932	72,056	4,932	72,056
	<u>253,977</u>	<u>399,899</u>	<u>253,768</u>	<u>399,699</u>
Total current other financial assets	<u>253,977</u>	<u>399,899</u>	<u>253,768</u>	<u>399,699</u>
10.2 Non-current				
Investment securities at fair value:				
Government and government guaranteed stock	48,955	82,411	48,955	82,411
Bank securities and deposits	190,580	65,896	190,580	65,896
Non government bond	24,763	4,492	24,763	4,492
Secured company loan	8,886	9,101	8,886	9,101
Shares – quoted	82,824	70,039	82,824	70,039
Shares – unquoted	6,706	6,157	6,706	6,157
Floating rate notes	30,102	0	30,102	0
Property trusts – quoted	0	2,171	0	2,171
External fund managers – domestic equities	152,921	102,774	152,921	102,774
External fund managers – foreign equities	87,662	63,935	87,662	63,935
External fund managers – property equities	26,537	21,919	26,537	21,919
Mortgage	165	0	165	0
	<u>660,101</u>	<u>428,895</u>	<u>660,101</u>	<u>428,895</u>
Other investments:				
Loans to affiliated organisations	2,743	4,624	2,743	4,624
	<u>2,743</u>	<u>4,624</u>	<u>2,743</u>	<u>4,624</u>
Total non-current other financial assets	<u>662,844</u>	<u>433,519</u>	<u>662,844</u>	<u>433,519</u>
Total other financial assets	<u>916,821</u>	<u>833,418</u>	<u>916,612</u>	<u>833,218</u>
10.3 Summarised by maturity date				
Within 3 months	223,232	342,597	223,023	342,397
Within 4 to 12 months	30,745	57,302	30,745	57,302
Within 1 to 2 years	94,893	31,975	94,893	31,975
Within 2 to 5 years	159,634	92,431	159,634	92,431
More than 5 years	31,658	22,190	31,658	22,190
No maturing date (shares, convertible notes, property trusts, etc.)	376,659	286,923	376,659	286,923
	<u>916,821</u>	<u>833,418</u>	<u>916,612</u>	<u>833,218</u>

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
10. Other financial assets (continued)					
10.4 Summarised by class					
Bank securities and deposits		408,560	350,110	408,351	349,910
Promissory notes		4,932	72,056	4,932	72,056
Non-government bonds		24,763	4,492	24,763	4,492
Floating rate notes		30,102	0	30,102	0
Mortgage		165	0	165	0
Convertible notes – unsecured		320	395	320	395
Government and government-guaranteed stock		79,700	125,645	79,700	125,645
Loans to associated organisations		2,743	4,624	2,743	4,624
Property trusts – quoted		0	2,171	0	2,171
Shares – unquoted		6,706	6,157	6,706	6,157
Shares – quoted		82,824	70,039	82,824	70,039
Secured company loans		8,886	9,101	8,886	9,101
External fund managers – domestic equities		152,921	102,774	152,921	102,774
External fund managers – foreign equities		87,662	63,935	87,662	63,935
External fund managers – property equities		26,537	21,919	26,537	21,919
		<u>916,821</u>	<u>833,418</u>	<u>916,612</u>	<u>833,218</u>
Unrestricted other financial assets					
Bank securities and deposits		408,560	350,110	408,351	349,910
Promissory notes		0	72,056	0	72,056
Non-government bonds, unsecured notes and mortgage		55,350	4,887	55,350	4,887
Government and government-guaranteed stock		79,700	125,645	79,700	125,645
Loans to associated organisations		2,743	4,624	2,743	4,624
Property trusts – quoted		0	2,171	0	2,171
Shares – unquoted		6,706	6,157	6,706	6,157
Shares – quoted		82,824	70,039	82,824	70,039
Unsecured company loan		4,932	0	4,932	0
Secured company loans		8,886	9,101	8,886	9,101
External fund managers – domestic equities		152,921	102,774	152,921	102,774
External fund managers – foreign equities		87,662	63,935	87,662	63,935
External fund managers – property equities		26,537	21,919	26,537	21,919
		<u>916,821</u>	<u>833,418</u>	<u>916,612</u>	<u>833,218</u>
Total other financial assets		<u>916,821</u>	<u>833,418</u>	<u>916,612</u>	<u>833,218</u>

There are no restrictions on the University's other financial assets.

11. Non-current assets – investment properties

Freehold**	81,243	83,273	81,243	83,273
	<u>81,243</u>	<u>83,273</u>	<u>81,243</u>	<u>83,273</u>

** In 2004 freehold consisted of 65 properties including 35 home units (in 2003: 67 properties including 35 home units).

Notes to the financial reports for the financial year ended 31 December 2004

	Note	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
12. Property, plant and equipment					
Land, buildings and infrastructure					
Non-commercial Teaching and Research land at cost		173,124	172,564	173,124	172,564
Non-commercial Teaching and Research buildings at cost		908,220	826,507	908,220	826,507
Less: accumulated depreciation		(124,847)	(103,447)	(124,847)	(103,447)
		783,373	723,060	783,373	723,060
Non-commercial Teaching and Research infrastructure at cost		132,595	132,494	132,595	132,494
Less: accumulated depreciation		(22,678)	(19,862)	(22,678)	(19,862)
		109,917	112,632	109,917	112,632
Commercial Teaching and Research land at independent valuation 31 December 2004		55,450	18,539	55,450	18,539
Commercial Teaching and Research buildings at independent valuation 31 December 2004		66,810	62,955	66,810	62,955
Less: accumulated depreciation		(3,990)	(2,687)	(3,990)	(2,687)
		62,820	60,268	62,820	60,268
Commercial Teaching and Research infrastructure at independent valuation 31 December 2004		239	320	239	320
Less: accumulated depreciation		(19)	(13)	(19)	(13)
		220	307	220	307
Leasehold improvements at cost		3,023	22,814	3,023	22,814
Less: accumulated depreciation		(127)	(4,088)	(127)	(4,088)
		2,896	18,726	2,896	18,726
Plant and equipment					
Plant and equipment at cost*		151,449	135,575	151,449	135,566
Less: accumulated depreciation		(90,253)	(82,567)	(90,253)	(82,562)
		61,196	53,008	61,196	53,004
Motor vehicles at cost		10,633	12,171	10,633	12,171
Less: accumulated depreciation		(1,274)	(2,040)	(1,274)	(2,040)
		9,359	10,131	9,359	10,131
Computer equipment		30,970	29,742	30,970	29,742
Less: accumulated depreciation		(25,373)	(23,445)	(25,373)	(23,445)
		5,597	6,297	5,597	6,297
Major IT software at cost		20,725	10,493	20,725	10,493
Less: accumulated depreciation		(10,872)	(5,597)	(10,872)	(5,597)
		9,853	4,896	9,853	4,896
Total property, plant and equipment		1,273,805	1,180,428	1,273,805	1,180,424

* The consolidated balance for 2004 has been reduced by \$4k to reflect the disposal of Evisense Pty Ltd.

Notes to the financial reports for the financial year ended 31 December 2004

12. Property, plant and equipment (continued)

	Non-com T & R land	Non-com T & R buildings	Non-com T & R infra	Com T&R land	Com T&R buildings	Com T&R infra	Leasehold improve- ments	Plant & equip	Motor vehicles	Computer equip	Major IT software	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Consolidated												
Carrying amount at 1 January	172,564	723,060	112,632	18,539	60,268	307	18,726	53,013	10,131	6,297	4,896	1,180,433
Additions	555	227	101	0	0	0	0	18,617	4,272	2,766	0	26,538
Completed capital works	0	56,981	0	0	4,362	0	1,539	0	0	0	10,232	73,114
Disposals	(120)	(13)	0	0	0	0	0	(4,301)	(4,065)	(1,747)	0	(10,246)
Recategorisations	125	21,183	0	0	0	0	(21,330)	1,558	(1,745)	209	0	0
Revaluation increments/(decrements)	0	3,335	0	36,911	(507)	(81)	0	0	0	0	0	39,658
Depreciation expense	0	(17,033)	(2,816)	0	(1,303)	(6)	(405)	(10,499)	(560)	(3,502)	(5,275)	(41,399)
Accumulated depreciation write back	0	(4,367)	0	0	0	0	4,366	2,808	1,326	1,574	0	5,707
Carrying amount 31 December	173,124	783,373	109,917	55,450	62,820	220	2,896	61,196	9,359	5,597	9,853	1,273,805
Parent												
Carrying amount at 1 January	172,564	723,060	112,632	18,539	60,268	307	18,726	53,004	10,131	6,297	4,896	1,180,424
Additions	555	227	101	0	0	0	0	18,617	4,272	2,766	0	26,538
Completed capital works	0	56,981	0	0	4,362	0	1,539	0	0	0	10,232	73,114
Disposals	(120)	(13)	0	0	0	0	0	(4,292)	(4,065)	(1,747)	0	(10,237)
Recategorisations	125	21,183	0	0	0	0	(21,330)	1,558	(1,745)	209	0	0
Revaluation increments/(decrements)	0	3,335	0	36,911	(507)	(81)	0	0	0	0	0	39,658
Depreciation expense	0	(17,033)	(2,816)	0	(1,303)	(6)	(405)	(10,499)	(560)	(3,502)	(5,275)	(41,399)
Accumulated depreciation write back	0	(4,367)	0	0	0	0	4,366	2,808	1,326	1,574	0	5,707
Carrying amount 31 December	173,124	783,373	109,917	55,450	62,820	220	2,896	61,196	9,359	5,597	9,853	1,273,805

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
13. Heritage assets					
Works of art – University collection					
Balance 1 January		28,365	26,984	28,365	26,984
Add: acquisitions		121	219	121	219
revaluation		1,361	1,157	1,361	1,157
Less: disposal of controlled entities		0	5	0	5
Balance 31 December		<u>29,847</u>	<u>28,365</u>	<u>29,847</u>	<u>28,365</u>
Rare book					
Balance 1 January		61,421	60,577	61,421	60,577
Add: acquisitions		303	844	303	844
revaluation		817	0	817	0
Less: retirements		(4)	0	(4)	0
Balance 31 December		<u>62,537</u>	<u>61,421</u>	<u>62,537</u>	<u>61,421</u>
Museum collection					
Balance 1 January		69,576	64,129	69,576	64,129
Add: acquisitions		632	1,881	632	1,881
revaluation		0	3,566	0	3,566
Less: retirements		(13)	0	(13)	0
Balance 31 December		<u>70,195</u>	<u>69,576</u>	<u>70,195</u>	<u>69,576</u>
Total heritage assets		<u>162,579</u>	<u>159,362</u>	<u>162,579</u>	<u>159,362</u>
14. Library collections					
Undergraduate collection					
Balance 1 January		45,757	45,920	45,757	45,920
Add: acquisitions		645	721	645	721
recategorisation		0	0	0	0
		<u>46,402</u>	<u>46,641</u>	<u>46,402</u>	<u>46,641</u>
disposals		0	(884)	0	(884)
Balance 31 December		46,402	45,757	46,402	45,757
Less: accumulated depreciation		(44,627)	(44,118)	(44,627)	(44,118)
Written down value 31 December		<u>1,775</u>	<u>1,639</u>	<u>1,775</u>	<u>1,639</u>
Research collection					
Balance 1 January		487,978	483,645	487,978	483,645
Add: acquisitions		4,946	6,213	4,946	6,213
Less: retirements		(613)	(1,880)	(613)	(1,880)
Balance 31 December		<u>492,311</u>	<u>487,978</u>	<u>492,311</u>	<u>487,978</u>
Total library collections		<u>494,086</u>	<u>489,617</u>	<u>494,086</u>	<u>489,617</u>

Notes to the financial reports
for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004	2003	2004	2003
		\$'000	\$'000	\$'000	\$'000
15. Works in progress					
15.1 Capital works in progress					
Balance 1 January		52,003	28,642	52,003	28,642
Add: new capital works expenditure		58,388	42,283	58,388	42,283
		110,391	70,925	110,391	70,925
Less: completed capital works – buildings	12	(61,343)	(18,856)	(61,343)	(18,856)
completed capital works – infrastructure	12	0	(66)	0	(66)
completed capital works – L/H improvements	12	(1,539)	0	(1,539)	0
Balance 31 December		47,509	52,003	47,509	52,003
15.2 Major IT works in progress					
Balance 1 January		12,476	5,311	12,476	5,311
Add: new capital works expenditure		8,683	8,257	8,683	8,257
		21,159	13,568	21,159	13,568
Less: completed major IT software	12	(10,232)	(1,092)	(10,232)	(1,092)
Balance 31 December		10,927	12,476	10,927	12,476
Total works in progress		58,436	64,479	58,436	64,479
16. Other non-current assets					
16.1 Livestock					
Balance 1 January		3,050	1,924	3,050	1,924
Add: acquisitions		0	311	0	311
Add: revaluation		(91)	815	(91)	815
Less: retirements		(7)	0	(7)	0
Balance 31 December		2,952	3,050	2,952	3,050
16.2 Deferred tax assets					
		0	0	0	0
Total other non-current assets		2,952	3,050	2,952	3,050
17. Intangibles					
Patents	1.11	1,705	1,697	1,705	1,622
Other – formation expenses		1	2	0	0
Total intangibles		1,706	1,699	1,705	1,622

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
18. Accounts payable					
Creditors*		35,140	20,450	35,159	20,466
Accrued expenses		5,713	9,869	5,711	9,867
Prepaid income		21,653	30,153	21,531	30,153
		<u>62,506</u>	<u>60,472</u>	<u>62,401</u>	<u>60,486</u>
* 2003 parent entity and consolidated adjusted to reflect reclassification of \$155k as debtors and the consolidated balance for 2004 has been reduced by \$9k to reflect the disposal of Evisense Pty Ltd.					
Other current liabilities					
19. Income in advance		0	6,659	0	6,659
20. Joint venture liability		1,846	3,157	1,846	3,157
Total other current liabilities		<u>1,846</u>	<u>9,816</u>	<u>1,846</u>	<u>9,816</u>
21. Provisions					
21.1 Current					
Provision for annual leave					
Balance 1 January		26,625	24,074	26,602	24,056
Add/(less): net movements		4,173	2,551	4,169	2,546
Balance 31 December		<u>30,798</u>	<u>26,625</u>	<u>30,771</u>	<u>26,602</u>
Deferred contribution to superannuation schemes					
Balance 1 January		3,094	2,975	3,094	2,975
Add/(less): net movements		188	119	188	119
Balance 31 December		<u>3,282</u>	<u>3,094</u>	<u>3,282</u>	<u>3,094</u>
Provision for long service leave					
Balance 1 January		0	0	0	0
Add/(less): net movements		12,810	0	12,810	0
Balance 31 December		<u>12,810</u>	<u>0</u>	<u>12,810</u>	<u>0</u>
Total current provisions		<u>46,890</u>	<u>29,719</u>	<u>46,863</u>	<u>29,696</u>
21.2 Non-current					
Deferred contributions to superannuation schemes					
Balance 1 January		392,246	352,120	392,246	352,120
Increase/(decrease) in unfunded liability (SASS, SANCS, SSS)		(14,582)	40,126	(14,582)	40,126
Increase/(decrease) in unfunded liability (professorial/widow)		(811)	0	(811)	0
Balance 31 December		<u>376,853</u>	<u>392,246</u>	<u>376,853</u>	<u>392,246</u>
Provision for long service leave					
Balance 1 January		78,285	75,613	78,266	75,604
Add/(less): net movements		(4,139)	2,672	(4,143)	2,662
Balance 31 December		<u>74,146</u>	<u>78,285</u>	<u>74,123</u>	<u>78,266</u>
Other					
Balance 1 January		62	218	62	218
Add/(less): net movements		(62)	(156)	(62)	(156)
Balance 31 December		<u>0</u>	<u>62</u>	<u>0</u>	<u>62</u>
Total non-current provisions		<u>450,999</u>	<u>470,593</u>	<u>450,976</u>	<u>470,574</u>

Notes to the financial reports for the financial year ended 31 December 2004

	Economic entity [Consolidated]		Parent entity [University]	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
22. Equity				
22.1 Statutory funds				
Capital Preserved Trusts				
Accumulated funds at the beginning of the reporting period	141,577	136,541	141,577	136,541
Plus net operating result	11,917	5,036	11,917	5,036
Accumulated funds at the end of the reporting period	153,494	141,577	153,494	141,577
Bequests				
Accumulated funds at the beginning of the reporting period	165,167	157,879	165,167	157,879
Plus net operating result	9,720	7,288	9,720	7,288
Accumulated funds at the end of the reporting period	174,887	165,167	174,887	165,167
ARC grants				
Accumulated funds at the beginning of the reporting period	8,576	7,364	8,576	7,364
Plus net operating result	2,854	1,212	2,854	1,212
Accumulated funds at the end of the reporting period	11,430	8,576	11,430	8,576
NHMRC grants				
Accumulated funds at the beginning of the reporting period	5,305	2,578	5,305	2,578
Plus net operating result	(148)	2,727	(148)	2,727
Accumulated funds at the end of the reporting period	5,157	5,305	5,157	5,305
Commonwealth loan programs				
Accumulated funds at the beginning of the reporting period	17,532	13,355	17,532	13,355
Plus net operating result	351	4,177	351	4,177
Accumulated funds at the end of the reporting period	17,883	17,532	17,883	17,532
Scholarships				
Accumulated funds at the beginning of the reporting period	8,218	7,637	8,218	7,637
Plus net operating result	562	581	562	581
Accumulated funds at the end of the reporting period	8,780	8,218	8,780	8,218
Prizes				
Accumulated funds at the beginning of the reporting period	833	815	833	815
Plus net operating result	119	18	119	18
Accumulated funds at the end of the reporting period	952	833	952	833
Total accumulated funds at the beginning of the reporting period	347,208	326,169	347,208	326,169
Plus net operating result	25,375	21,039	25,375	21,039
Total accumulated funds at the end of the reporting period	372,583	347,208	372,583	347,208

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2004	2003	2004	2003
		\$'000	\$'000	\$'000	\$'000
22. Equity					
22.2 Reserves					
Equipment and capital projects reserve					
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		263,672	233,549	263,672	233,549
Add: transfers to reserves		17,202	9,297	17,112	9,297
Less: transfers from reserves		(19,348)	(11,762)	(19,348)	(11,762)
Revaluations		88,408	32,588	88,408	32,588
Balance 31 December		349,934	263,672	349,844	263,672
Associates reserves					
Balance 1 January		10,191	5,096	0	0
Add: transfers to reserves		1,703	4,435	0	0
Less: transfers from reserves		(1,125)	0	0	0
Revaluation		0	660	0	0
Balance 31 December		10,769	10,191	0	0
Total reserves					
Balance 1 January		1,934,362	1,899,144	1,924,171	1,894,048
Add: transfers to reserves and retained surplus		18,905	13,732	17,112	9,297
Less: transfers from reserves and to retained surplus		(20,473)	(11,762)	(19,348)	(11,762)
Revaluation increments and adjustments		88,408	33,248	88,408	32,588
Outside equity interest	23	(15)	0	0	0
Balance 31 December		2,021,187	1,934,362	2,010,343	1,924,171
Increase (decrease) in reserves arising from revaluations					
Reserves revaluation art works		1,361	1,161	1,361	1,161
Reserves revaluation buildings		2,828	(58)	2,828	(58)
Reserves revaluation livestock		(91)	815	(91)	815
Reserves revaluation asset other		817	3,566	817	3,566
Reserves revaluation land		36,911	1,323	36,911	1,323
Reserves revaluation infrastructure		(81)	0	(81)	0
Revaluation investments		46,663	25,781	46,663	25,781
Asset revaluation reserve		88,408	32,588	88,408	32,588
Associates reserve		0	660	0	0
		88,408	33,248	88,408	32,588
22.3 Retained surplus					
Retained surplus at the beginning of the reporting period		403,455	331,767	401,986	331,324
Plus net operating result		52,489	73,658	52,601	68,197
Transfer to and from reserves		1,568	(1,970)	2,236	2,465
Outside equity interest	23	22	0	0	0
Retained surplus at the end of the reporting period		457,534	403,455	456,823	401,986

Notes to the financial reports for the financial year ended 31 December 2004

Economic entity [Consolidated]		Parent entity [University]	
2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000

22. Equity (continued)

22.4 Equity

Equity at beginning of the reporting period	2,685,025	2,557,080	2,673,365	2,551,541
Total changes in equity other than those resulting from transactions with owners as owners	166,279	127,945	166,384	121,824
Equity at end of the reporting period	<u>2,851,304</u>	<u>2,685,025</u>	<u>2,839,749</u>	<u>2,673,365</u>

23. Outside equity interests in controlled entities

Interest in:

Share capital	15	0	0	0
Reserves	0	0	0	0
Retained surplus	(22)	0	0	0
Total outside equity interests in controlled entities	<u>(7)</u>	<u>0</u>	<u>0</u>	<u>0</u>

In accordance with DEST requirements the University's outside equity interests in controlled entities have been brought to account in 2004. No comparatives have been shown for 2003; the adjustments for 2003 were made against the 2004 operating result by an adjustment to Other Revenue (note 2.7).

24. 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:

Operating activities	837,130	790,192	837,122	784,982
Outside operating activities	117,623	90,181	117,296	89,832
Total	<u>954,753</u>	<u>880,373</u>	<u>954,418</u>	<u>874,814</u>

25. Commitments for expenditure

Capital expenditure commitments

Not longer than 1 year	52,512	32,437	52,512	32,437
Longer than 1 year and not longer than 5 years	0	0	0	0
Longer than 5 years	0	0	0	0
	<u>52,512</u>	<u>32,437</u>	<u>52,512</u>	<u>32,437</u>

Operating lease commitments

Not longer than 1 year	2,461	1,936	2,461	1,784
Longer than 1 year and not longer than 5 years	4,701	2,277	4,701	2,069
Longer than 5 years	2	0	2	0
	<u>7,164</u>	<u>4,213</u>	<u>7,164</u>	<u>3,853</u>

Other non-payroll expenditure commitments

Not longer than 1 year	13,052	19,673	13,052	19,673
	<u>13,052</u>	<u>19,673</u>	<u>13,052</u>	<u>19,673</u>

26. Operating leases income projections

Income projections for operating leases in respect of rental properties

Not longer than 1 year	2,072	2,245	2,072	2,245
Longer than 1 year and not longer than 5 years	2,976	3,237	2,976	3,237
Longer than 5 years	17,564	18,820	17,564	18,820
	<u>22,612</u>	<u>24,302</u>	<u>22,612</u>	<u>24,302</u>

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 2004

27. 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 there is one outstanding claim in the amount of \$33,488.

28. Events occurring after reporting date

Transfer of Orange Campus

The Senate of the University gave its approval in November 2004 for the proposed transfer of the University's Orange Campus to Charles Sturt University (CSU). The proposal followed the announcement in July 2004 by the Commonwealth Government Minister for Education, Science and Training that an additional 100 new funded places would be allocated for CSU at Orange, and that 1422 new places would be allocated to the University of Sydney, on the understanding that the Orange Campus would be transferred to CSU.

The University of Sydney has agreed to meet the salary differences arising out of the respective enterprise bargaining agreements of CSU and the University of Sydney. University of Sydney staff will formally transfer to CSU, on the enactment of State legislation. The total liability for these salaries will be in the range of \$1.4M to \$2.0M, subject to the date of the Legislation being enacted.

The Vice-Chancellors of both universities provided the NSW Minister for Education, Science and Training and the NSW Minister for Primary Industries with a briefing paper and drafting instructions for NSW Parliamentary Counsel in relation to the proposed transfer. The NSW Minister for Education, Science and Training has indicated support for such a transfer and arrangements are being made for the necessary legislation to be prepared.

While it was intended that the proposed transfer would take effect on 1 January 2005, the University has received advice that due to the pressure of business in the NSW Parliament it is unlikely that the legislation relating to the transfer will be enacted before Easter 2005.

The University and CSU have agreed on the necessary arrangements to enable CSU to operate on the Orange Campus from 1 January 2005 pending enactment of the legislation early in 2005.

The University's book value of the non-current assets subject to transfer as at 31 December 2004 was \$29,576,079.

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 2004 was \$356,369,041 (2003: \$370,762,893) and this is reflected in note 9 as non-current receivable.

The accounting adopted is consistent with UIG Issue Summary 02/4 dated 18 December 2002. (See also note 3.1.)

Notes to the financial reports for the financial year ended 31 December 2004

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.

Economic assumptions used in the assessment were:

	2003/04 p.a.	2004/05 p.a.	thereafter p.a.
Rate of investment return	7.00%	7.00%	7.00%
Rate of general salary increase	4.00%	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 2004 provided by the State Authorities Superannuation Board resulted in a negative deferred income item of (\$14,393,852) (2003: positive \$46,314,615) that is offset by a negative 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 Alea Actuarial Consulting Pty Ltd assessment as at 31 December 2003. The economic assumptions used in the assessment were:

	2003 p.a.	2004 p.a.
Rate of investment return	8.0%	8.0%
Rate of general salary increases	5.5%	4.5%

Liability

A net unfunded liability for retirement benefits of \$374,468,041 (2003:\$389,673,220) is included in the statement of financial position as \$371,185,914 non-current liability and \$3,282,127 current liability. \$356,369,041 of this is payable by the Commonwealth and State governments (refer note 29).

Liability and prepaid contributions comprise the following

	SASS \$'000	SANCS \$'000	SSS \$'000	Professorial \$'000	Total \$'000
Gross liability assessed by actuaries 31-12-04	58,027	28,349	697,610	18,099	802,085
Less – Reserve account balance	(79,952)	(13,131)	(328,866)	0	(421,949)
Net liability/(prepaid contributions)	(21,925)	15,218	368,744	18,099	380,136

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 2003 and performed by Towers Perrin and conducted as at 31 December 2002. The accrued benefits have been calculated as the present value of expected future payments of benefits to members which arise from membership of the fund up to the reporting date, determined using the actuary's current expectations of earnings of the fund's assets, future inflation, salary levels and other relevant assumptions.

Details of the University's share of the scheme as at 30 June 2004:

	\$'000
Accrued benefits	163,563
Vested benefits	190,141
Net market value of assets	184,096
Difference between estimated net market value of assets and accrued benefits	20,533

Notes to the financial reports for the financial year ended 31 December 2004

31. Controlled entities

	Country of incorporation	Ownership interest	
		2004	2003
Parent entity University of Sydney	Australia	100%	100%
Controlled entities 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
I-Care Medical Pty Limited was acquired by the University in order to take commercial advantage arising out of patents. A summary of the company's results is shown below.	Australia	83%	83%
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. The University share holding was changed from 100% to 47% in year 2003. As at 31 December 2004 the company was no longer a controlled entity.	Australia	n/a	47%
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. A summary of the company's results is shown below.	Australia	100%	100%
Elastagen Pty Limited known as Ucom Nine Pty Limited previously was set up by the University initially as a non-operating company in order to take commercial advantage arising out of patents. A summary of the company's results is shown below.	Australia	100%	100%
Ucom Ten Pty Limited previously was set up by the University initially as a non-operating company in order to take commercial advantage arising out of patents. A summary of the company's results is shown below.	Australia	100%	100%
Ucom Seven Pty Limited, Nucleos Pty Limited known as Ucom Eight Pty Limited previously, Ucom Eleven Pty Limited, Ucom Twelve Pty Limited, Ucom Fourteen Pty Limited, Ucom Fifteen Pty Limited, Ucom Sixteen Pty Limited, and Ucom Seventeen Pty Limited were set up by the University initially as non-operating companies 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 2004

31. Controlled entities (continued)

	2004 \$'000	2003 \$'000
Wentworth Annexe Limited		
Gross income	4	4
Surplus/(deficit)	0	0
Net assets	0	0
Rural Australia Foundation Limited		
Gross income	204	134
Surplus/(deficit)	35	46
Net assets	308	273
I-Care Medical Pty Limited		
Gross income	168	75
Surplus/(deficit)	(54)	75
Net assets	21	75
Evisense Pty Limited (previously Ucom Five Pty Limited)		
Gross income*	4	32
Surplus/(deficit)	4	(4)
Net assets	0	(4)
Ucom Six Pty Limited		
Gross income	0	2
Surplus/(deficit)	0	2
Net assets	0	0
Elastagen Pty Limited		
Gross income	4	0
Surplus/(deficit)	(2)	0
Net assets	(2)	0
Ucom Ten Pty Limited		
Gross income	24	0
Surplus/(deficit)	(6)	0
Net assets	(6)	0

Note: Nucleos Pty Limited and Ucom Seven Pty Limited were set up on 14 October 2002 have not had any activity up to 31 December 2004. Ucom Eleven Pty Limited and Ucom Twelve Pty Limited were set up on 17 January 2003 and have not had any activity up to 31 December 2004. Ucom Fourteen Pty Limited, Ucom Fifteen Pty Limited, Ucom Sixteen Pty Limited, and Ucom Seventeen Pty Limited were set up on 18 November 2004 and have not had any activity up to 31 December 2004.

*The consolidated balance in 2004 has been increased \$4k to reflect the disposal of Evisense Pty Ltd.

31.1 Summary of results of controlled entities of 2004

	Gross income \$'000	Surplus/ (deficit) \$'000	Net assets \$'000
Controlled entities as at 31 December 2004 (as above)	408	(23)	321

Notes to the financial reports for the financial year ended 31 December 2004

32. 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	
		2004	2003	2004 \$'000	2003 \$'000
Australian Technology Park Innovations Pty Ltd (ATPI)	Business incubation	25%	25%	5,289	5,307
SunPrime Seeds Pty Ltd	Commercial seed sales	33.33%	33.33%	391	389
Ucom Two Pty Ltd	Commercialisation of research	50%	50%	2	2
University of Sydney Solar Science Pty Ltd	Commercialisation of research	50%	50%	2,753	3,255
Medsaic Pty Ltd*	Commercialisation of research	22%	25%	0	853
University of Sydney Foundation Program Pty Ltd	Education programs	50%	50%	3	24
Nuflora International Pty Ltd	Commercialisation of research	38%	40%	180	141
SCDUT Pty Ltd	Commercialisation of research	22%	22%	3	0
Acumine Pty Ltd	Commercialisation of research	33.33%	33.33%	0	0
Evisense Pty Ltd	Commercialisation of research	47%	n/a	0	0
International Centre of Excellence in Sports Science and Management Pty Ltd	Sports science and management	33.33%	n/a	0	0
				8,621	9,971

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 2004 is based on audited accounts as at 30 June 2004 for ATPI Pty Ltd, SCDUT Pty Ltd and Ucom Two Pty Ltd, as at 30 September 2004 for Sunprime Seeds Pty Ltd, and as 31 December 2004 for University of Sydney Foundation Program Pty Ltd and University of Sydney Solar Science Pty Ltd and as at 30 June 2003 for Nuflora International Pty Ltd. The carrying amount of Acumine Pty Ltd and Evisense Pty Ltd in 2004 is 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 (APPL) and its subsidiary Redfern Photonics Pty Ltd as well as Benthic GeoTech Pty Ltd. APPL is the commercialisation of the Australian Photonics Co-operative Research Centre ("CRC"). International Centre of Excellence in Sports Science and Management Pty Ltd was incorporated on 15 June 2004 with the University holding a one third interest.

* Medsaic Pty Ltd was not an associate in year 2004, the carrying amount has been written off as at 31 December 2004.

	Economic entity [Consolidated]	
	2004 \$'000	2003 \$'000
Movements in carrying amounts of investments:		
Carrying amounts of investments at the beginning of the year	9,971	5,073
Share of operating profits (losses) after income tax	(1,350)	4,238
Share of increment/(decrement) on revaluation of land and buildings	0	660
Carrying amount at the end of the financial year	8,621	9,971
Profits attributable to associates		
Operating profits (losses) before income tax	(1,334)	4,205
Income tax benefits/(expense)	(16)	33
Operating profits (losses) after income tax	(1,350)	4,238
Transfer to reserves	(578)	(4,435)
Retained profits (losses) attributable to associates at the beginning of the financial year	(220)	(23)
Retained profits (losses) attributable to associates at the end of the financial year	(2,148)	(220)
Reserves attributable to associates		
Associates capital reserve		
Balance at the beginning of the financial year	10,191	5,096
Share of associates increase/(decrease) in capital	578	4,435
Share of associates increase/(decrease) on revaluation of land and buildings	0	660
Balance at the end of the financial year	10,769	10,191

Notes to the financial reports for the financial year ended 31 December 2004

33. Joint venture partnership

Name of partnership	Principal activity	Ownership interest	
		2004 \$'000	2003 \$'000
Nanostructural Analysis Network Organisation	Facilitate commercial outcome of the Major National Research Facility	27.4%	27.4%

	Economic entity [Consolidated]	
	31/12/2004 \$'000	31/12/2003 \$'000
Equity accounted investment		
Movement in carrying amount of investment in partnership		
Carrying amount at the beginning of the financial year	1,345	351
Share of profits from ordinary activities before income tax	1,261	994
Share of increment on revaluation of freehold land and buildings	0	0
Carrying amount at the end of the financial year	2,606	1345
Share of partnership's assets and liabilities		
Current assets		
Receivables	2,043	2,507
Non-current assets		
Plant and equipments	2,331	179
Total assets	4,374	2,686
Current liabilities	0	0
Non-current liabilities		
Payables	1,768	1341
Total liabilities	1,768	1341
Net assets	2,606	1345
Share of operating result		
Operating revenue	3,874	4,211
Operating expenses	2,613	3,217
Operating result	1,261	994
Retained results:		
at the beginning of the financial year	1,345	351
at the end of the financial year	2,606	1345

Lease commitments and capital commitments

There are no lease commitments and capital commitments at the end of financial year.

Contingent liabilities

Each of the partners are jointly and severally liable for the debts of the partnership. The assets of the partnership exceed its debts. Share of partnership's contingent liabilities in respect of guarantees of bank loans to employees. The parent entity has guaranteed a bank loan of a participant in joint venture.

Notes to the financial reports for the financial year ended 31 December 2004

	Notes	Economic entity [Consolidated]	
		2004 \$'000	2003 \$'000
34. Investments accounted for using the equity method			
34.1 Summary of results of associates and joint venture partnership before income tax:			
Associated entities	32	(1,334)	4,205
Joint venture partnership	33	1,261	994
		<u>(73)</u>	<u>5,199</u>
34.2 Summary of net assets of associates and joint venture partnership:			
Associated entities	32	8,621	9,971
Interest in joint venture partnership	33	2,606	1,345
Total investments accounted for using the equity method		<u>11,227</u>	<u>11,316</u>

Notes to the financial reports for the financial year ended 31 December 2004

35. Joint venture operations

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 is negotiating with AGSM for approval in principle for a loan from the University's AGSM Foundation to AGSM.

The University has an interest in the following joint ventures in the same proportion as the total economic entity contribution bears to the total agreed contribution of all venturers.

Contributions in cash and in-kind are expensed and included in the Statement of Financial Performance. The interest % represents the University's share of contributions and are not included in the Statement of Financial Position. In the event that a CRC research results in a move to commercialisation a separate legal entity is established and the University's share of the new entity is treated as an investment, joint venture, associate or controlled entity in the Statement of Financial Position as appropriate.

	Interest	Contributions cash & in-kind 2004 \$'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.	3.71%	354
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.	7.88%	580
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.	0.61%	38
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.	7.28%	811
CRC for Innovative Dairy Products, the principal activity of which is the development of innovative dairy products using genomic technology.	15.98%	2,037
CRC for Polymers, the principal activity of which is research into polymer synthesis.	4.00%	377
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 improvements in the management of soil and water resources.	7.74%	630
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.	16.12%	1,149
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.	23.83%	2,667
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 Development Limited, a company limited by guarantee, was established to further these aims.	4.77%	437
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.	9.56%	513
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.	9.89%	207

Notes to the financial reports for the financial year ended 31 December 2004

35. Joint venture operations (continued)

	Interest	Contributions cash & in-kind 2004 \$'000
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.	3.16%	206
CRC for Smart Internet Technology combines research in artificial intelligence, social interaction and network development to create enabling technologies for smart internet applications to allow users to manage the complexity.	6.56%	1,470
Australian Photonics CRC develops technologies for next generation systems, subsystems and components for sensors and communication networks.	11.88%	2,566
CRC for Sustainable Resource Processing, the principal activity of which is the development of a science and technology platform for finding, implementing and monitoring profitable and innovative ways of sustainable mineral resource processing.	7.22%	269
CRC for Mining, the principal activity of which is the development of a range of new technologies and processes to generate major improvements in the way mining operations are conducted.	13.93%	777
CRC for Australian Bio Security for Emerging Infectious Disease, the principal activity of which is to enhance the national capacity to respond to emerging infectious diseases by developing new capabilities to detect, monitor, assess, predict and respond to emerging infectious disease threats.	4.25%	205

Notes to the financial reports for the financial year ended 31 December 2004

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 AASB1026, 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:

Bank overdraft

The University has an overdraft facility with its banker and in order to maximise investments the bank account occasionally goes into overdraft. The balance on the main bank account in the ledger was (\$3,456,567) as at 31 December 2004 and the balance as per the bank statements as at 31 December 2004 was (\$1,103,635).

	Economic entity [Consolidated]		Parent entity [University]	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Cash/bank balance	742	4,990	532	4,968
Short term money market at call/maturity up to but not exceeding three months	223,231	342,595	223,024	342,397
	<u>223,973</u>	<u>347,585</u>	<u>223,556</u>	<u>347,365</u>

36.2 Reconciliation of net operating result to net cash inflow

Net operating result	77,864	94,697	77,976	89,236
Depreciation expense	41,909	46,621	41,909	46,621
Retired assets written off	1,487	0	1,487	0
(Gain)/loss on sale of fixed assets	(1,054)	3,057	(994)	3,057
Non cash investment income	(5,010)	(4,588)	(5,010)	(4,588)
Non cash investment amortisation	2,113	2,380	2,113	2,380
Non cash other income and bequests	(4,572)	(4,683)	(4,556)	(4,683)
(Increase)/decrease in inventories	392	(256)	399	(249)
(Increase)/decrease in receivables	(708)	(6,897)	(754)	(6,842)
(Increase)/decrease in joint venture operation and associates	1,350	(4,233)	0	5
(Increase)/decrease in controlled entities	(4)	(110)	0	0
(Increase)/decrease in other assets	3	(80)	0	0
Increase/(decrease) in payables	1,924	3,241	1,915	3,232
Increase/(decrease) in provisions	(2,422)	45,311	(2,431)	45,297
Increase/(decrease) in non current liabilities	(7,922)	(851)	(6,659)	143
Non cash adjustment for superannuation	14,394	(46,315)	14,394	(46,315)
Net cash provided by operating activities	<u>119,744</u>	<u>127,294</u>	<u>119,789</u>	<u>127,294</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 2004. The accounts and balances are:

	\$'000	\$'000
United States dollar bank account	928	80
English pound bank account	1,972	817
Euro bank account	458	1,183
	<u>3,358</u>	<u>2,080</u>

Notes to the financial reports for the financial year ended 31 December 2004

37. Financial instruments

The following table details the economic entity's exposure to interest rate risk as at 31 December 2004:

2004	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	4.90	742					742
Receivables (excl. prepaid)						35,514	35,514
Non current receivables						356,369	356,369
Govt. and govt. guaranteed stock	9.78		30,745	48,955			79,700
Bank securities and deposits	5.84		217,980	150,455	40,125		408,560
Non-government bonds	6.80			24,763			24,763
Floating rate notes	5.61			30,102			30,102
Secured company loans	8.03				8,886		8,886
Promissory notes	5.54		4,932				4,932
Mortgage	7.00			165			165
Shares – quoted						82,824	82,824
Shares – unquoted						6,706	6,706
Unsecured convertible notes			320				320
Freehold						81,243	81,243
Ext. fund managers – domestic equities						152,921	152,921
Ext. fund managers – foreign equities						87,662	87,662
Ext. fund managers – property equities						26,537	26,537
Loans to affiliated organisations	5.85		0	86	2,657		2,743
Total financial assets		742	253,977	254,526	51,668	829,776	1,390,689
Weighted average interest	6.64						
Financial liabilities							
Other current liabilities						1,846	1,846
Creditors						35,140	35,140
Provisions for employee entitlements						497,889	497,889
Total financial liabilities		0	0	0	0	534,875	534,875
Net financial assets (liabilities)		742	253,977	254,526	51,668	294,901	855,814

Notes to the financial reports for the financial year ended 31 December 2004

37. Financial instruments (continued)

The following table details the economic entity's exposure to interest rate risk as at 31 December 2003:

2003	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	3.95	4,990					4,990
Receivables (excl. prepaid)*						35,591	35,591
Amounts owing by Commonwealth Govt. and govt. guaranteed stock						370,763	370,763
Bank securities and deposits	9.62		43,234	82,411			125,645
Secured company loans	5.26		284,214	35,945	29,951		350,110
Unsecured company loans	6.00			4,492			4,492
Promissory notes	8.03				9,101		9,101
Shares – quoted	4.94		72,056				72,056
Shares – non-quoted						70,039	70,039
Convertible notes – quoted	4.71		395			6,157	6,157
Property Trust – quoted							395
Freehold						2,171	2,171
Ext. fund managers – domestic equities						83,273	83,273
Ext. fund managers – foreign equities						102,774	102,774
Ext. fund managers – property equities						63,935	63,935
Loans to affiliated organisations	5.91			1,558	3,066	21,919	21,919
Total financial assets		4,990	399,899	124,406	42,118	756,622	1,328,035
Weighted average interest	6.32						
Financial liabilities							
Revenue received in advance						6,659	6,659
Creditors*						20,450	20,450
Provisions for employee entitlements						500,312	500,312
Total financial liabilities		0	0	0	0	527,421	527,421
Net financial assets (liabilities)		4,990	399,899	124,406	42,118	229,201	800,614

* Reflects reclassification of \$155k between debtors and creditors.

Notes to the financial reports for the financial year ended 31 December 2004

37. Financial instruments (continued)

Reconciliation of net financial assets to net assets

	Economic entity [Consolidated]	
	2004 \$'000	2003 \$'000
Net financial assets as above	854,458	800,614
Non-financial assets and liabilities:		
Inventories	688	1,081
Land, buildings, plant and equipment	1,273,805	1,180,428
Heritage assets	162,579	159,362
Library collections	494,086	489,617
Capital works in progress	58,436	64,479
Intangibles	1,706	1,699
Other assets	31,549	30,924
Other liabilities	(26,010)	(43,179)
Net assets as per statement of financial position	2,851,297	2,685,025

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 2004: books of \$1.236M (2003: \$2.651M), works of art gifted to the University of \$77k (2003: \$152k), museum collectibles \$23k (2003: \$1.845M), and livestock (2003: \$129k).

39. Financing facilities and balances

The University has access to an unsecured overdraft facility of \$5,000,000. At balance date the University's main bank account was overdrawn in the amount of \$1,103,635. The University has no other borrowings.

Notes to the financial reports for the financial year ended 31 December 2004

40. Acquittal of Commonwealth Government financial assistance

40.1 Teaching and learning

Parent entity [University] ONLY

	Operating grants*		Teaching hospitals		Capital development pool		Total	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Financial assistance received in cash during the reporting period	147,466	163,007	876	928	2,098	0	150,440	163,935
Net accrual adjustments	0	128	0	0	0	0	0	128
Revenue for the period	147,466	163,135	876	928	2,098	0	150,440	164,063
Surplus/(deficit) from the previous year	65	42	0	0	0	0	65	42
Total revenue including accrued revenue	147,531	163,177	876	928	2,098	0	150,505	164,105
Less expenses including accrued expenses	(147,531)	(163,112)	(876)	(928)	(2,098)	0	(150,505)	(164,040)
Surplus/(deficit) for reporting period	0	65	0	0	0	0	0	65

*Including Workplace Reform Program and superannuation contributions.

40.2 HECS and other commonwealth loan programs

	HECS (commonwealth payments only)		PELS		Total	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Financial assistance received in cash during the reporting period	83,450	81,592	16,139	14,096	99,589	95,688
Net accrual adjustments	0	(1,223)	5,596	5,596	5,596	4,373
Revenue for the period	83,450	80,369	21,735	19,692	105,185	100,061
Surplus/(deficit) from the previous year	0	0	0	(1,031)	0	(1,031)
Total revenue including accrued revenue	83,450	80,369	21,735	18,661	105,185	99,030
Less expenses including accrued expenses	(83,450)	(80,369)	(18,825)	(13,065)	(102,275)	(93,434)
Surplus/(deficit) for reporting period	0	0	2,910	5,596	2,910	5,596

Notes to the financial reports for the financial year ended 31 December 2004

40. Acquittal of Commonwealth Government financial assistance

40.3 Scholarships

Parent entity [University] ONLY

	Australian postgraduate awards pre-2002		Australian postgraduate awards post-2002		International postgraduate research scholarships		Commonwealth education costs scholarships	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Financial assistance received in cash during the reporting period	1,238	3,267	7,288	5,101	1,593	1,465	212	0
Net accrual adjustments		220	0	(107)	0	0	0	0
Revenue for the period	1,238	3,487	7,288	4,994	1,593	1,465	212	0
Surplus/(deficit) from the previous year	0	63	237		19	262	0	0
Total revenue including accrued revenue	1,238	3,550	7,525	4,994	1,612	1,727	212	0
Less expenses including accrued expenses	(1,238)	(3,550)	(7,525)	(4,757)	(1,612)	(1,708)	(212)	0
Surplus/(deficit) for reporting period	0	0	0	237	0	19	0	0

Commonwealth accommodation scholarships		Total	
2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
512	0	10,843	9,833
		0	113
512	0	10,843	9,946
0	0	256	325
512	0	11,099	10,271
(508)		(11,095)	(10,015)
4	0	4	256

Financial assistance received in cash during the reporting period
 Net accrual adjustments
Revenue for the period
 Surplus/(deficit) from the previous year
Total revenue including accrued revenue
 Less expenses including accrued expenses
Surplus/(deficit) for reporting period

Notes to the financial reports
for the financial year ended 31 December 2004

40. Acquittal of Commonwealth Government financial assistance

40.4 DEST – Research

Parent entity [University] ONLY

	Institutional grants scheme		Research training scheme		Systemic infrastructure initiative		Research infrastructure block grants	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Financial assistance received in cash during the reporting period	26,829	27,304	52,194	56,521	3,217	5,135	16,004	14,774
Net accrual adjustments	0	(166)	0	(29)	0	(149)	0	(231)
Revenue for the period	26,829	27,138	52,194	56,492	3,217	4,986	16,004	14,543
Surplus/(deficit) from the previous year	0	0	0	0	0	689	17,644	11,992
Total revenue including accrued revenue	26,829	27,138	52,194	56,492	3,217	5,675	33,648	26,535
Less expenses including accrued expenses	(26,829)	(27,138)	(52,194)	(56,492)	(3,217)	(5,675)	(33,382)	(8,891)
Surplus/(deficit) for reporting period	0	0	0	0	0	0	266	17,644

Financial assistance received in cash during the reporting period
Net accrual adjustments
Revenue for the period
Surplus/(deficit) from the previous year
Total revenue including accrued revenue
Less expenses including accrued expenses
Surplus/(deficit) for reporting period

Total	
2004 \$'000	2003 \$'000
98,244	103,734
0	(575)
98,244	103,159
17,644	12,681
115,888	115,840
(115,622)	(98,196)
266	17,644

Notes to the financial reports for the financial year ended 31 December 2004

40. Acquittal of Commonwealth Government financial assistance (continued)

40.5 Australian Research Council – Discovery

Parent entity [University] ONLY

	Projects		Fellowships		Federation fellowships		Total	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Financial assistance received in cash during the reporting period	25,018	18,964	1,503	2,454	2,901	2,554	29,422	23,972
Net accrual adjustments	(34)	956	(164)	196	(297)	119	(495)	1,271
Revenue for the period	24,984	19,920	1,339	2,650	2,604	2,673	28,927	25,243
Surplus/(deficit) from the previous year	6,884	5,874	87	0	298	0	7,269	5,874
Total revenue including accrued revenue	31,868	25,794	1,426	2,650	2,902	2,673	36,196	31,117
Less expenses including accrued expenses	(23,110)	(18,910)	(1,426)	(2,563)	(2,613)	(2,375)	(27,149)	(23,848)
Surplus/(deficit) for reporting period	8,758	6,884	0	87	289	298	9,047	7,269

40.5 Australian Research Council – Linkage

Parent entity [University] ONLY

	Linkage – infrastructure		International research exchange		Projects		Research networks	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Financial assistance received in cash during the reporting period	503	3,997	164	291	7,052	5,785	400	0
Net accrual adjustments	(229)	6,105	(41)	4	(146)	274	0	0
Revenue for the period	274	10,102	123	295	6,906	6,059	400	0
Surplus/(deficit) from the previous year	8,700	3,640	105	0	4,742	797	0	0
Total revenue including accrued revenue	8,974	13,742	228	295	11,648	6,856	400	0
Less expenses including accrued expenses	(4,227)	(5,042)	(111)	(190)	(6,385)	(2,114)	(5)	0
Surplus/(deficit) for reporting period	4,747	8,700	117	105	5,263	4,742	395	0

Notes to the financial reports
for the financial year ended 31 December 2004

40. Acquittal of Commonwealth Government financial assistance (continued)

40.5 Australian Research Council – Linkage

Financial assistance received in cash during the reporting period
Net accrual adjustments
Revenue for the period
Surplus/(deficit) from the previous year
Total revenue including accrued revenue
Less expenses including accrued expenses
Surplus/(deficit) for reporting period

Parent entity [University] ONLY			
Centres		Total	
2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
5,831	5,785	13,950	15,858
0	132	(416)	6,515
5,831	5,917	13,534	22,373
704	0	14,251	4,437
6,535	5,917	27,785	26,810
(6,188)	(5,214)	(16,916)	(12,560)
347	703	10,869	14,250

Notes to the financial reports for the financial year ended 31 December 2004

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	Direct expenditure*	Indirect expenditure+	Net proceeds
	\$'000	\$'000	\$'000	\$'000
Appeals	3,300	399	20	2,881
Functions	128	55	22	51
Raffles	4	0	0	4
Other	4,155	39	306	3,810
	7,587	493	348	6,746
Percentage of income	100%	6%	5%	89%

* 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.

The net proceeds were used for the following purposes:

	\$'000
Purchase of equipment and consumables	527
Scholarships/prizes and academic chairs	979
Other	835
Held for research purposes or scholarships	3,617
Held for specific purchases	788
	6,746

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 2004

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 and Training.

Consolidated

Industry	Revenue		Results		Assets	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Higher Education*	839,490	827,705	79,583	88,206	3,405,768	3,243,937
TAFE	0	0	0	0	0	0
Other	100,869	98,983	(1,719)	6,491	11,227	11,688
	940,359	926,688	77,864	94,697	3,416,995	3,255,625

* 2003 assets adjusted to reflect the reclassification of accounts receivable of \$155k.

Geographical	Revenue		Results		Assets	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Australia	937,521	922,664	78,368	93,779	3,416,995	3,255,625
Asia	2,262	3,586	(560)	903	0	0
Other	576	438	56	15	0	0
	940,359	926,688	77,864	94,697	3,416,995	3,255,625

B J Kotic, FCPA
Chief Financial Officer

END OF FINANCIAL STATEMENTS
AUDITED BY THE AUDITOR GENERAL

The University recorded an operating surplus of \$78.0 million for the year ended 31 December 2004 (\$89.2 million in 2003).

The surplus was derived from operating revenue of \$954.4 million, less operating expenditure of \$876.4 million. Expenditure on assets totalled \$96.9 million. A comparison of the results to year 2003 is set out hereunder:

	2004		2003		Increase for year 2004
	\$M	\$M	\$M	\$M	\$M
Operating revenue	940.0		921.1		+18.9
(deduct)/add non-cash revenue for contributions to deferred government superannuation	14.4		(46.3)		+60.7
Net operating revenue		954.4		874.8	+79.6
LESS					
Operating expenses	862.0		831.9		+30.1
(deduct)/add non-cash expense for deferred superannuation costs	14.4		(46.3)		+60.7
Net operating expenses		(876.4)		(785.6)	+ 90.8
Net operating result		78.0		89.2	(11.2)
Impact of change to commonwealth funding arrangements		21.1			21.1
Adjusted operating result		99.1		89.2	9.9
LESS					
Expenditure on assets					
Capital works program (including the acquisition of buildings)	59.6		43.6		
Equipment/IT	37.3		31.9		
Other	0.0		8.3		
Expenditure on assets		(96.9)		(83.8)	(13.1)
Surplus/(shortfall) for year		2.2		5.4	(3.2)

The 2004 income includes bequest income of \$15.2 million (\$7.9 million in 2003) which will be expended in future years.

Deferred superannuation

As in previous years the revenue and corresponding expense items relating to deferred superannuation, at negative \$14.4 million (\$46.3 million in 2003), are excluded from this review of the year 2004 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 negative \$14.4 million referred to above, relate principally to the movement on the assessed unfunded liability for superannuation as at 31 December 2004. The Commonwealth and State Governments have accepted responsibility for these unfunded amounts, which stand at \$356.4 million as at 31 December 2004.

Operating surplus

The 2004 operating surplus of \$78.0 million was in line with the result for the previous year of \$89.2 million when the financial effects of the commonwealth changes to payment of grants is taken into account. In previous years an advance grant for the next year was paid in the reporting year and treated as revenue for the reporting year. With the changed arrangements no advance was received in 2004 in respect of 2005 and as the first grant payment for 2004 was received in 2003 and recognised as income in that year there was an impact in 2004 on the total revenue received. That impact is equivalent to the first grant payment for 2004 received in 2003 in the amount of \$21.1 million. This would have had the effect of providing a restated operating result of \$99.1 million.

The operating surplus was used to fund expenditure on assets during 2004 totalling \$96.9 million.

The annual expenditures incurred by the University fall into four main categories:

	2004 \$M	2003 \$M	Increase for 2004 \$M
1. Employee benefits	522.8	454.3	+68.5
2. Payments for services/purchase of minor equipment and consumables/buildings and grounds	285.0	275.0	+10.0
3. Non-cash expenses including depreciation	68.6	56.3	+12.3
Sub-total operating expenses	876.4	785.6	+90.8
4. Expenditure on assets – including new equipment, building and infrastructure upgrades, as well as IT software and hardware	96.9	83.8	+13.1
Total	973.3	869.4	+103.9

The revenue generated to fund the above expenditure is recorded in the statement of financial performance as part of operating revenue of \$954.4 million. However, in accordance with accounting standards, only the first three categories of expenditure shown above are included as operating expenses of \$876.4 million in the statement of financial performance. The remaining expenditures, totalling \$96.9 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 \$78.0 million, which is the product of categories 1–3 – operating expenses of \$876.4 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 \$96.9 million which occurred in the same year but which are reflected separately in the statement of financial position. The \$96.9 million has effectively been applied to capital expenditure.

Operating revenue

Operating revenue for 2004 of \$954.4 million was \$79.6 million greater than for 2003. The major components of the increased revenue of \$79.6 million were:

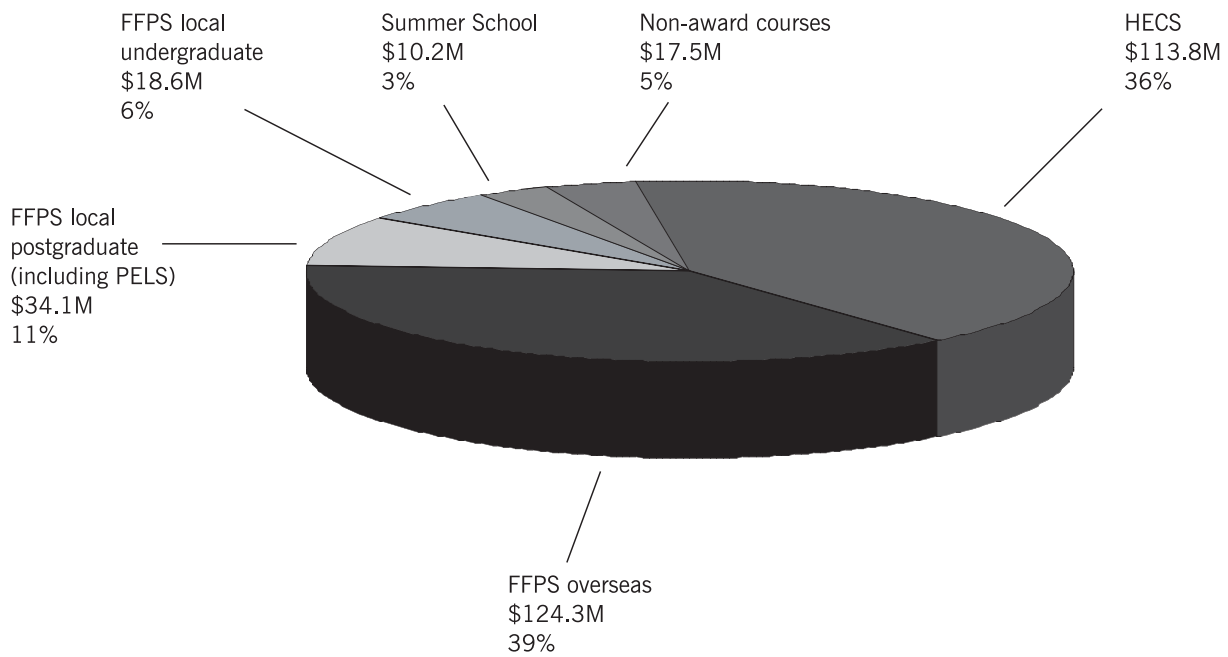
	2004 \$M	2003 \$M	Increase for year 2004	
	\$M	\$M	\$M	%
Income from students	318.5	274.4	+44.1	+16.1
Commonwealth Government operating grants	150.4	163.9	(13.5)	(8.2)
Research and consultancy activities	291.8	277.7	+14.1	+5.1
NSW Government operating grant and income from private sources	193.7	158.8	+34.9	+21.9
Total	954.4	874.8	+79.6	+9.1

Income from students

The increased revenue from students of \$44.1 million included additional fees from overseas students of \$22.0 million (+22%); local postgraduate students of \$2.0 million (+19%); local undergraduate students of \$4.3 million (+30%); HECS upfront payments by students of \$4.6 million (+18%) and HECS and Commonwealth loan program grants \$10.7 million (11%).

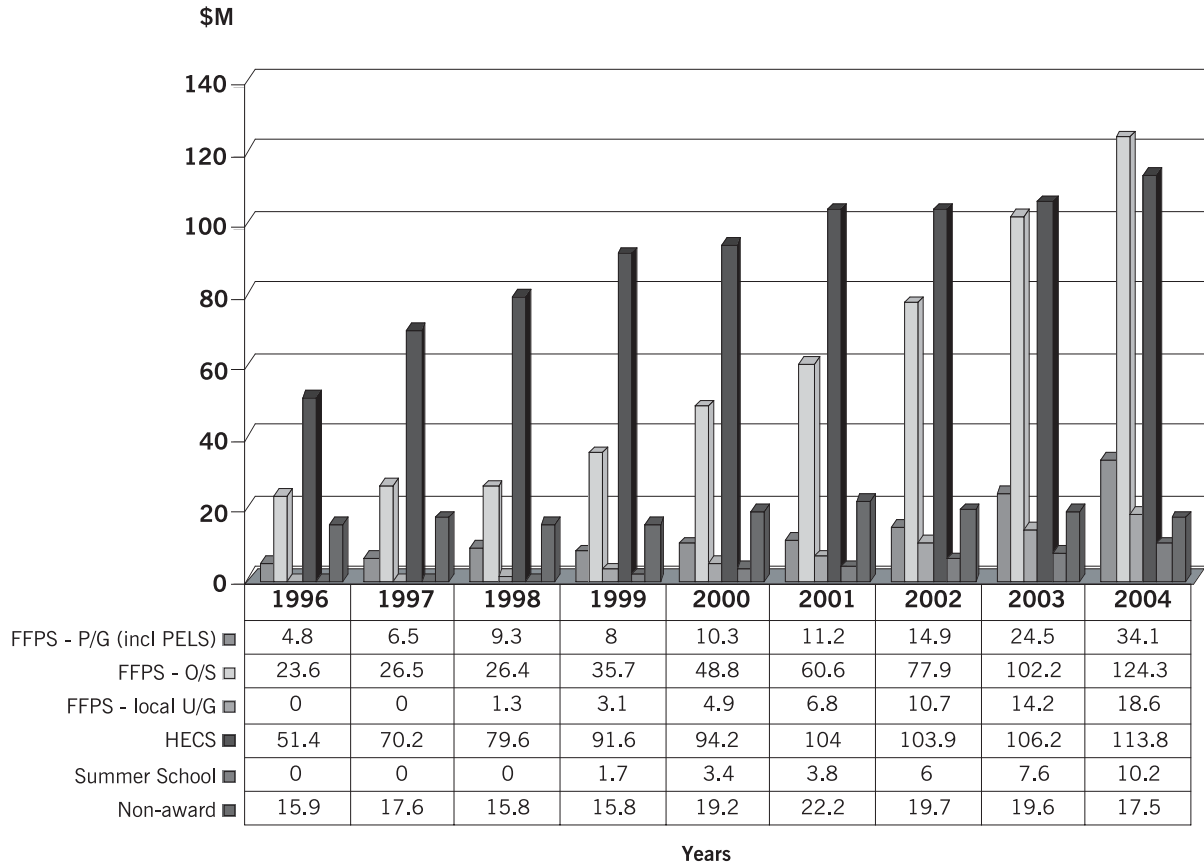
Full-fee-paying students (FFPS) continued to provide significant sources of income to the University and in 2004 again exceeded that derived from HECS payments.

Income from students 2004



The growth in income from students over the period 1995–2004 has been across all categories of students.

Income from students 2004 (1996 – 2004)



Commonwealth Government funding

The overall level of funding from the Commonwealth decreased by \$15.6 million or 4.2% in 2004, to \$359.5 million.

Commonwealth research funding decreased by \$2.1 million or 1.0% to \$209.1 million and accounted for 14% of the overall decrease in Commonwealth Government funding of \$15.6 million. Funds for teaching and learning, principally represented by the operating grant, decreased by \$13.5 million or 8.2% to \$150.4 million.

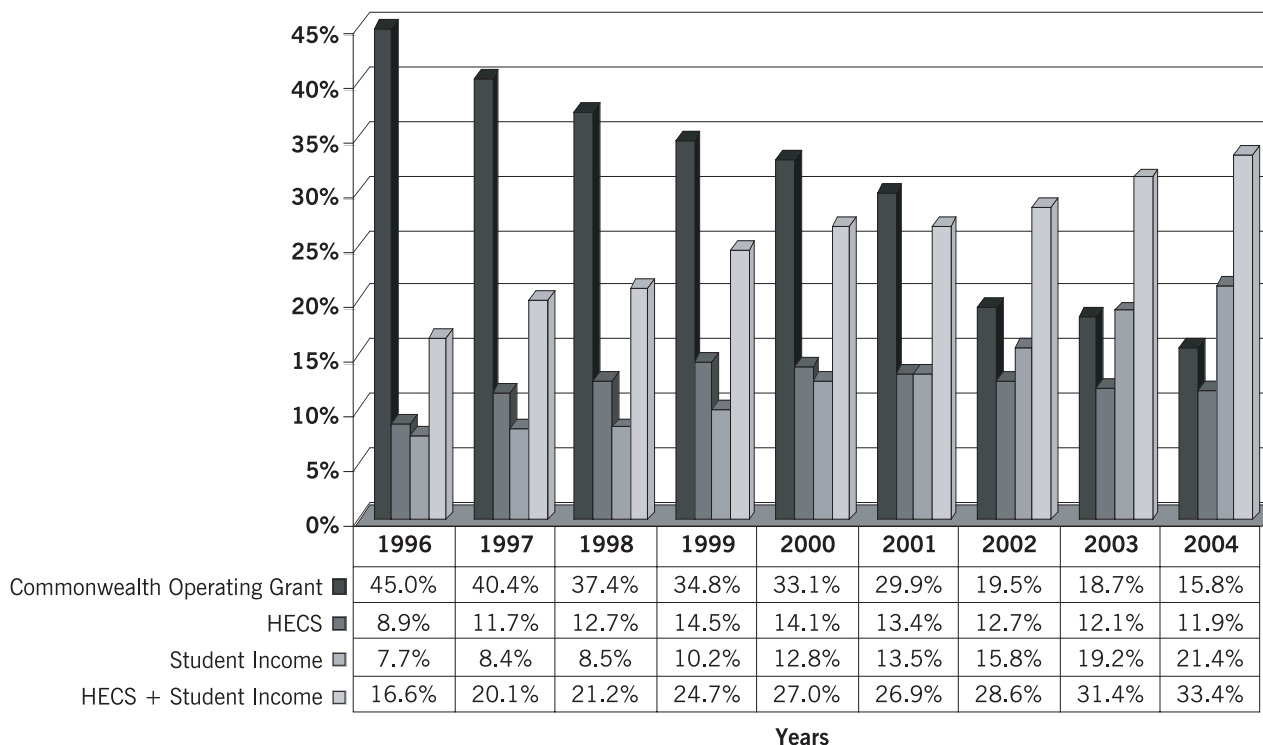
Australian Research Council
 DEST – research funding
 Other Commonwealth agencies research
 Sub-Total Commonwealth research funding
 Teaching and learning operating grants

2004	2003	Variation
\$M	\$M	\$M
42.5	39.8	+2.7
109.1	113.7	(4.6)
57.5	57.7	(0.2)
209.1	211.2	(2.1)
150.4	163.9	(13.5)
359.5	375.1	(15.6)

Total Commonwealth funding

The continued growth in student fee income/HECS and the relative decline of funding through the Commonwealth Operating Grant means that the proportion of University revenue from HECS and student fee income increased to 33.4% (2003 = 31.4%) compared to the Commonwealth Operating Grants proportion of 15.8% which is down from 18.7% in 2003 and 46.0% in 1995. 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



Research and consultancy activities

Income received by the University for research, collaborative research/consultancy activities, increased by \$14.1 million or 5.1% to \$291.8 million. The Commonwealth research funding of \$209.1 million, represented 72% of the total funding in this category. The major sources of funding were:

	2004	2003	Variation
	\$M	\$M	\$M
Australian Research Council	42.5	39.8	+2.7
National Health and Medical Research Council	36.8	31.6	+5.2
DEST – Research training scheme	52.2	56.5	-4.3
– Institutional grants scheme	26.8	27.3	-0.5
– Infrastructure funding	19.2	20.0	-0.8
– Postgraduate funding	10.8	9.9	+0.9
Other Commonwealth agencies	20.8	26.1	-5.3
Sub-total Commonwealth research funding	209.1	211.2	-2.1
NSW Government research grants	4.7	2.1	+2.6
Industry research grants	4.3	8.5	-4.2
Foundations and individual research grants	11.7	8.7	+3.0
Local collaborative research funds	16.2	13.3	+2.9
Overseas collaborative research funds	36.8	23.9	+12.9
Consultancies	9.0	10.0	-1.0
Total research and consultancy income	291.8	277.7	+14.1

NSW Government operating grant and income from private sources

The operating grant provided by the NSW Government increased by \$0.5 million to \$3.3 million in 2004.

In 2004 income from private sources increased by \$33.1 million to \$189.2 million. The major components of this income group were:

	2004	2003	Variation
	\$M	\$M	\$M
Investment income	58.6	53.2	+5.4
Contributions from external organisations	25.2	23.3	+1.9
Commercial activities	25.9	22.0	+3.9
Donations, bequests, scholarships and prizes	29.8	25.4	+4.4
Other	49.7	32.2	+17.5
Total	189.2	156.1	+33.1

Operating expenses

The operating expenditure of \$876.4 million is \$90.8 million greater than that reported for 2003. The major components of the increase were:

	2004	2003	Increase for year 2004	
	\$M	\$M	\$M	%
Salaries	410.2	365.8	+44.4	+12.1
Payroll on-costs	112.6	88.5	+24.1	+27.2
Total employee benefits	522.8	454.3	+68.5	+15.1
Payments for services/purchase of minor equipment and consumables	261.3	248.5	+12.8	+5.2
Buildings and grounds	23.7	26.5	(2.8)	(10.6)
Depreciation and amortisation	41.9	46.6	(4.7)	(10.1)
Other (including the carrying amount of assets sold)	26.7	9.7	+17.0	+175.3
Total expenses	876.4	785.6	+90.8	+11.6

The increase of \$44.4 million in salary payments is 12% higher than the expenses for 2003 and included an additional \$2.4 million for part-time teaching expenses. Of the overall increase in salaries, \$23.5 million related to academic salaries and \$21 million to non-academic salary costs.

The lower operating expense reported under the category of buildings and grounds (\$2.8 million less than year 2003) reflects a change in the mix for building and grounds activity between maintenance and capital in 2004 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 combined maintenance and capital level of activity on buildings and infrastructure was \$13.3 million above the previous year. The work in 2004 had a lower maintenance component than in the previous year, resulting in more of the expenditure being reflected as non-current assets in the statement of financial position and less as an operating expense. The mix of expenditure in this area between maintenance (operating expense) and asset improvements (capital – non-current asset) is shown in the following table.

	2004	2003	Increase/ (decrease) for year 2004
	\$M	\$M	\$M
Buildings and grounds (operating expense – statement of financial performance)	23.7	26.5	(2.8)
Capital works in progress (Non-current asset – statement of financial position)	58.4	42.3	+16.1
	82.1	68.8	+13.3

Expenditure on assets

The operating surplus of \$78.0 million provided the University with most of the funds for its \$96.9 million expenditure on non-current assets. The major areas of expenditure were:

Non-current assets

Land and buildings
 Equipment
 IT
 Capital works program
 Other

2004	2003	Increase for year 2004
\$M	\$M	%
1.2	1.3	-0.1
28.6	23.6	+5.0
8.7	8.3	+0.4
58.4	42.3	+16.1
0.0	8.3	-8.3
96.9	83.8	+13.1

The significant expenditures on the capital works program, \$58.4 million, reflects the University's commitment to the ongoing improvement of its teaching and research facilities, whilst maintaining a high level of new equipment acquisition.

Operating statement for the year ended 31 December 2004

Parent entity University

	Budget 2004	Actual 2004	Budget 2005
	\$'000	\$'000	\$'000
Operating revenue			
Commonwealth Government grants	358,204	359,535	373,496
Higher education contributions scheme			
Student contributions	25,957	30,374	30,000
Commonwealth payments	83,232	83,450	89,545
Postgraduate education loans scheme (PELS)	14,000	21,735	26,000
New South Wales Government grants	1,598	7,996	1,598
Superannuation			
Deferred government contributions	46,315	-14,394	-14,394
Commonwealth supplementation	1,561		
Fees and charges	176,061	197,472	196,749
Investment income	63,588	58,548	62,206
Royalties, trademarks and licenses	2,579	1,044	3,558
Consultancy and contract research	46,854	78,012	64,631
Other revenue	67,218	116,251	102,826
	887,167	940,023	936,215
Operating expenses			
Employee benefits	492,992	522,845	541,944
Deferred government contributions	46,315	-14,394	-14,394
Depreciation and amortisation	47,000	41,909	50,400
Buildings and grounds expenses	30,000	23,722	24,618
Bad and doubtful debts		5,045	
Net losses from disposal of assets			
Other expense	238,637	282,920	257,158
Total operating expenses	854,944	862,047	859,726
Operating result	32,223	77,976	76,489

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 for superannuation, 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 \$841M budget revenue (\$887M-\$46M deferred government contributions for superannuation) approximately 76% (\$642M) supports the general teaching and research activities.
- (3) Actual revenue for the year exceeded budget for fees and charges, consultancy and contract research, and other revenue.
- (4) Actual expenditure levels overall were within operating budgets.

Financial Services portfolio

There have been a number of substantial projects undertaken in Financial Services in 2004 with the aim of improving efficiencies, removing duplication, improving ease of process use, and reducing costs across the University, while improving financial reporting, controls and service standards. All of the achievements provide support in subtle ways to all of the University's current strategic goals, in particular to effective management.

The Risk Management Office has reprioritised the claims review process which resulted in a lower Workers Compensation premium, and has developed an OH&S self-audit tool for University-wide use.

Links have been created between the University Critical Success Factors and internal audit program, which will assist the University's vision of 1:5:40, and the revision of audit investigation procedures, protocols, policies and processes to promote an efficient and effective audit system.

There is a more cohesive General Counsel and legal team to coordinate provision and monitoring of legal services to the University community.

Corporate Finance has improved financial reporting standards, producing relevant information with increased quality controls showing trends of income and expenditure to allow senior management and Senate to make better informed decisions.

The Procurement Program is focused on various aspects of acquiring goods and services across the University, and efficiencies have been achieved through the Corporate Card project, the travel projects and the implementation of a sole supplier for printing and photocopying. The Asset Program has focused on improving cash utilization and asset tracking, as well as the implementation of a sole supplier for IT equipment and includes the leasing project, the Standard Operating Environment and the Asset Tracking Project. The Reporting Program is designed to deliver more meaningful management information to all areas of the university and is designed to extract data from the core systems of Finance, Human Resources, Student and Research, and enable this data to be effectively analysed and reported upon. The project will achieve this aim by implementing the Hyperion application.

Improved efficiencies and effectiveness of processes with DEST, and streamlining of student financial systems to allow absorption of more areas into this system thus improving quality of student data.

Prudent management of investments and fund managers to exceed benchmarks, successful negotiations leading to sale of University property above market valuation, and outstanding efficiencies were achieved in Commercial Services areas.

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 59 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 2004	11.2%	10.9%
Return 2003	7.6%	5.4%

The return on the University's All Funds for the year was 11.2 per cent as compared to 10.9 per cent for the Hour-Glass Medium Term Growth units.

Operating statement for the year ended 31 December 2004

Creditors payment performance for the period ended 31 December 2004

	March quarter 2004		June quarter 2004		Sept quarter 2004		Dec quarter 2004	
	Actual	Target	Actual	Target	Actual	Target	Actual	Target
Percentage of accounts paid on time								
by number of invoices	69%	80%	72%	80%	69%	80%	68%	80%
by value	89%	80%	86%	80%	85%	80%	90%	80%
	\$'000		\$'000		\$'000		\$'000	
Amounts of accounts paid on time	255,209		181,404		148,512		224,565	
	\$'000		\$'000		\$'000		\$'000	
Total amounts of accounts paid (excludes investments)	285,280		211,448		175,312		250,738	

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 Thessaloniki, 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 21 farms and/or field stations throughout eastern Australia, comprising a total area of approximately 16,000 hectares and owned by the University. The University holdings of land for teaching and research are largely under specialised land zonings and were valued at current market value of the highest and best use of the land as at 31 December 2004 at \$208,354,400.

Investment properties in support of teaching and research

The University owned 65 properties in this category as at 31 December 2004. These were valued at \$81,243,000 (book value: \$25,354,839).

Two properties were sold during 2004 with a gross realisation of \$1,420,000 (book value \$108,733).

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 the Faculty of Rural Management in furthering its objectives.

In 2004 the Company has continued to support students at Orange through the operation of the campus bookshop and the PC Pye entrance scholarship.

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 2004.

Evisense Pty Ltd, I-Care Medical Pty Ltd, Ucom Seven Pty Ltd, Nucleos Pty Ltd, Elastagen Pty Ltd, Ucom Ten Pty Ltd, Ucom Eleven Pty Ltd, Ucom Twelve Pty Ltd, Ucom Fourteen Pty Ltd, Ucom Fifteen Pty Ltd, Ucom Sixteen Pty Ltd and Ucom Seventeen Pty Ltd.

Evisense Pty Ltd was incorporated in 2001 as a company limited by shares. The company was formed for the purpose of commercialising a superior range of instruments for evaluating the mechanical properties of soft materials and fluids, with application in the medical and industrial fields.

I-Care Medical Pty Ltd was incorporated by a third party in 2000 as a company limited by shares. The company was restructured in 2002 and became a controlled entity. The core intellectual property relates to treatment for macular ocular degeneration.

Ucom Seven Pty Ltd was incorporated in 2002 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to Cu-Indomethacin based veterinary products with potential for human application.

Nucleos Pty Ltd was incorporated in 2002 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to technology that will be applied to ageing, initially for a specific disease, progeria, later expanding to more general applications which may measure and affect the ageing process.

Elastagen Pty Ltd was incorporated in 2003 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to the use of Human Recombinant Tropoelastin in wound management, tissue engineering and bio-active implants.

Ucom Ten Pty Ltd was incorporated in 2003 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to Anomalous Expansion Materials. These new materials do not expand on heating and have numerous potential applications.

Ucom Eleven Pty Ltd was incorporated in 2003 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to interactive 3D holography.

Ucom Twelve Pty Ltd was incorporated in 2003 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to anti-fungal phospholipase inhibitors.

Ucom Fourteen Pty Ltd was incorporated in 2004 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to the prevention and treatment of cataracts.

Ucom Fifteen Pty Ltd was incorporated in 2004 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to flavanoid modulator of multi drug resistance.

Ucom Sixteen Pty Ltd was incorporated in 2004 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to the treatment and composition of wound healing.

Ucom Seventeen Pty Ltd was incorporated in 2004 as a company limited by shares. The company exists for the purpose of commercialising intellectual property. As at 31 December 2004 no business function had been allocated to the company.

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 +612 9351 7595, fax +612 9351 3289 or email: Imaral@publications.usyd.edu.au.

These financial accounts include Wentworth Annexe Limited, Rural Australia Foundation Limited, I-Care Medical Pty Ltd, Evisense Pty Ltd, Nucleos Pty Ltd, Elastagen Pty Ltd, Ucom Ten Pty Ltd and Ucom Eleven 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		
Jackson Teece Chesterman Willis			133,109.00
3XNielsen A/S	30,000.00	John C & Rochelle S Semmler	43,488.44
Access Online Pty Ltd	209,163.80	John Wardle Architects	867,031.92
Access UTS Pty Ltd	52,470.79	Kenneth John Eltis	36,750.00
Alasdair Macdonald Architects	136,030.83	Knapp & Moore Pty Ltd	52,896.29
Barclays Global Investors Aust	314,939.99	La Trobe University	33,601.50
Bates Smart Pty Ltd	363,589.40	Lincolne Scott Australia Pty Ltd	1,979,796.42
BC Associates	45,000.00	Lipman Hearne Inc	48,378.46
Bligh Voller Nield	30,731.75	Lonsdale & Associates	90,908.17
Braithwaite Steiner & Pretty	34,978.05	Mellisa Offord	44,000.00
Burnigula Developments Pty Ltd	60,810.00	Mercer Investment Consulting	64,160.26
Carloris C & R Pty Ltd	44,502.50	Merrilyn Walton	84,545.46
Capital Insight	926,090.00	Mike Smith Design & Documentation Pty Ltd	35,284.50
Caudit	39,633.85	Murdoch Childrens Research Inst	30,196.00
City Plan Heritage	35,090.00	Noel Bell, Risley Smith & Prtners	228,287.12
Clive Lucasstapleton & Ptnrs	133,984.00	Otto Cserhalmi & Partners Pty Ltd	34,930.74
Clouston	72,689.50	Pickford & Rhyder Consulting Pty Ltd	49,157.30
Colliers Intl Consultancy & Valuation Pty Ltd	31,931.78	Price Waterhouse Coopers	85,260.00
Competency Training Inst of Australia	49,796.00	Prokop & Associates	79,104.00
Crawford Architects Pty Ltd	34,157.51	Qld Uni of Technology	63,931.80
Davis Langdon Australia Pty Ltd	478,016.70	QUED	38,595.66
Deanna Lane	72,250.00	Rob Stratford	139,636.36
Deborrah Lambourne	160,500.00	Silrift Pty Ltd	47,449.67
Designinc Sydney Pty Ltd	32,196.25	Stanisic Associates Architects	30,000.00
Doll Martin Associates Pty Ltd	175,225.00	Stanton Chase Intl	80,066.26
Douglas Partners Pty Ltd	31,722.50	Sun Guard BSR Inc	71,353.93
DTB Architects Pty Ltd	163,910.90	Sun Microsystems Aust Pty Ltd	218,150.64
Eakin Mccaffery Cox	156,732.96	Tanner & Associates Pty Ltd	135,812.50
Ecological Engineering	36,572.89	Taylor Cullity Lethlean	238,370.64
Foster & Partners	30,000.00	Taylor Thomson Whitting Pty Ltd	101,185.00
Francis-Jones Morehen Thorp	2,267,146.25	Thomson Adsett & Partners Pty Ltd	60,862.25
Gartner Australia Pty Ltd	50,590.00	Travelsearch Australasia Pty Ltd	71,300.00
George Andary & Co Pty Ltd	149,270.38	University of Western Sydney	61,425.72
George Clark & Associates	36,002.50	Urban Interarc Pty Ltd	33,637.99
George Floth & Associates	38,000.00	Vantage Pointconsulting Pty Ltd	41,500.00
GHD Pty Ltd	60,776.63	What's On Consulting Pty Ltd	105,000.00
Global Library Services Network	33,100.00	WHP Architects Pty Ltd	44,736.40
Gordon & Vallich Architects	102,061.42	Widnell	70,845.40
Grahame Feletti	34,418.95	X.OP Pty Ltd	178,724.96
Greco Schwartz Pty Ltd	31,985.10		<hr/> 13,572,785.14
Heidrick & Struggles Australia Ltd	135,629.00	Totals >30K	13,572,785.14
Hewitt Pender Associates	165,064.00	Totals <30K	2,907,731.84
Hunter Valley Equine Research Ctr Ltd	32,727.27		
IBM Australia Ltd	199,000.00	Totals	<u>16,480,516.98</u>
ICAD Consultants Pty Ltd	152,254.26		
JAAA+TDS	248,571.67		

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NSW 2006 Australia
Telephone: +61 2 9351 2222
Website: 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 website 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.

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