



Contents

Volume One

Highlights 1
 The world in which we operate 2
 Vice-Chancellor's introduction 3

Governance 4
 Organisational structure 8
 Mission and goals 9

Teaching and learning 10
 Research and commercialisation 14
 Community service 18

Finance and capital resources 22
 Information resources 26
 Student support, staff and equity 28



Report of the QUT Council

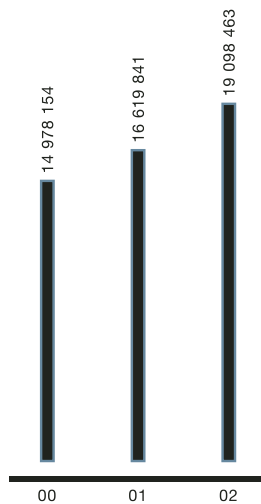
2003 has been a year of change for QUT. A new Vice-Chancellor, a new institutional plan, a number of new senior and other staff and, of course, the departure of a longstanding and much respected foundation VC. With our new VC came a renewed commitment to focus on engagement, involvement and innovation—internally and externally—and University-wide goals emphasised the key targets of research and positive and sustained staff and student experiences. There was also the continuing development of the physical and virtual infrastructure at each of our campuses and all the factors which accompany such significant and intrusive change.

Over and above all these changes, the Nelson reforms generated challenges for QUT, the higher education sector generally and for this nation. The impacts of these changes will continue far beyond 2003.

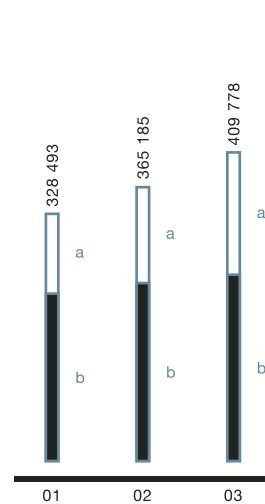
On behalf of Council I want to commend and thank the almost 4000 staff of the University for their enthusiasm and resilience throughout the year. I said at my installation in 1995, and have repeated it hundreds of times since, that it is our people who will make us great and that is what 2003 has been about. QUT strives to become one of Australia's great universities. To achieve this, the confidence, momentum and team work must be maintained, and I know QUT can count on its people.

QUT Council takes pride in presenting this report for the calendar year ending 31 December 2003 to the Minister for Education and the Arts as required under the *Financial Administration and Audit Act 1997*. As well, the report aims to increase awareness of QUT's role and activities and demonstrate its effective use of public resources. In addition other stakeholders, namely students, staff and alumni, donors and partners, members of the business and education communities, media representatives, government leaders, and the international community will hopefully find it of interest and value.

Dr Cherrell Hirst AO
 Chancellor



External research income
 Amount in \$

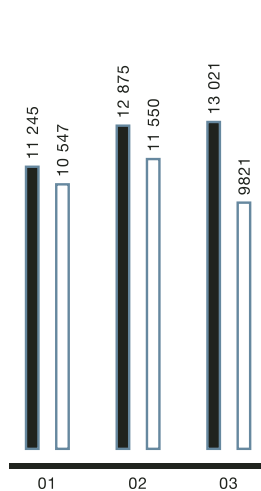


Year	2001	2002	2003
a	35.2%	38.1%	42.5%
b	64.8%	61.9%	57.5%

Sources of Revenue

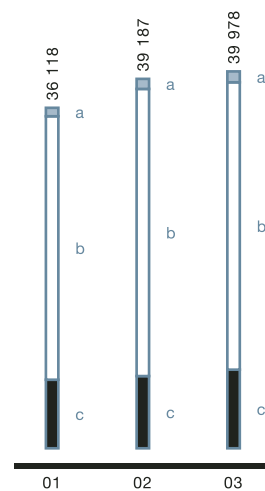
Percentage %

- Commonwealth Government financial assistance
- Revenue from non-Commonwealth sources



QUT undergraduate first preference applications (and commencing students)
 QUT has the highest market share among Queensland universities

- First preferences
- Commencing students



Year	2001	2002	2003
a	897	1,067	1,156
b	27,949	30,461	30,484
c	7,272	7,659	8,338

Enrolments by course level

- Postgraduate
- Undergraduate
- Non-award

Contents

Volume Two

Audited financial statements
Controlled entities—functions
and reporting arrangements

Functions and powers
of the University
Staff overseas travel

Highlights

Teaching and Learning

- QUT maintained its position as most preferred university in Queensland for undergraduate applicants, and largest provider of bachelor graduates into the Australian workforce.
- Three staff were finalists in the annual Australian Awards for University Teaching, with law lecturer Sally Kift a national winner.
- International student enrolment grew 11 per cent to more than 5000. Study abroad students coming to QUT reached 320, with 126 QUT students doing part of their course in other countries.
- The web-based Student Portfolio was developed, allowing students to better demonstrate graduate capabilities.
- Student use of QUT's Online Teaching system increased 30 per cent between 2002 and 2003.
- Conferences were hosted on Online Teaching (national), First Year Experience in Higher Education (international), and The Casual Academic Program (internal for casual teaching staff).

Community Service

- More than \$200 000 was allocated internally to community service projects.
- Eleven outstanding alumni were recognised with awards for professional and community contributions. Vision researcher Professor Robert Hess was named Chancellor's alumnus.
- Many staff were recognised for their professional and community contributions with Australian honours and other awards, and QUT awarded 12 honorary doctorates to honour community members.
- More than 66 000 visitors attended QUT Gardens Cultural Precinct activities at the Gardens Theatre, Art Museum and Old Government House.

Research

- Two new Cooperative Research Centres worth \$35 million over seven years were won in Interaction Design, and Integrated Asset Management. This brings to four the number of CRCs based at QUT.
- Sponsored chairs in orthopaedic research, aged/acute care, spinal research and telecommunications were created.
- QUT was awarded 17 new ARC Discovery Grants worth more than \$3 million, seven new ARC Linkage Grants worth \$4.5 million (including industry contributions), seven new NHMRC Project Grants worth \$2.1 million, and three new NHMRC Fellowships worth \$1 million.
- Planning commenced on the \$70 million Institute of Health and Biomedical Innovation at Kelvin Grove.
- Two start-up companies based on QUT research were supported, and an Enterprise Centre was established under the umbrella of Creative Industries Pty Ltd.

Resources

- A net surplus of \$19.4 million was achieved on total revenue of \$409.8 million. Accrual budgeting and reporting was introduced during 2003.
- The Creative Industries Precinct was completed for occupation early in 2004. The precinct is part of the Kelvin Grove Urban Village, a joint development between QUT and the Queensland Government.
- A revised executive structure was initiated by the new vice-chancellor, with four deputy vice-chancellors (see organisational structure, page 8). Research and Advancement was split into two divisions: Research and Commercialisation, and International and Development.
- A new PABX telephone system was installed and the wireless network expanded. Students' ability to conduct administrative business including payments online was enhanced.
- Financial support for low-income students continued to grow through scholarships, free computers and loans.

The world in which we operate

Where we've come from

QUT has its roots in the beginnings of technical and teacher education in Queensland in the nineteenth century and in vocational education for the professions. QUT was created in January 1989 by the redesignation of the Queensland Institute of Technology (QIT). QIT had been formed in 1965 when it took over the professional courses of the Central Technical College at Gardens Point in Brisbane's central business district.

In 1990 the Brisbane College of Advanced Education amalgamated with QUT to form a major Australian university with a broad academic profile.

Where we are now

Today, QUT is a major Australian university with almost 40 000 students and 3000 staff. Its prime concerns are the quality of its teaching, the employability of its graduates, and the application of its research to the benefit of the community. QUT receives the largest share of first-preference applications for undergraduate courses in Queensland, and is the nation's biggest provider of bachelor-degree graduates into full-time employment.

With an annual budget of around \$416 million in 2003, QUT has three Brisbane campuses: Gardens Point (City), Kelvin Grove and Carseldine and a multipartner campus in Caboolture to the north. The physical facilities are supported by extensive virtual services that aid student learning and administration.

Academic programs range from university certificate through to doctoral level, with most enrolments in bachelor degrees. Undergraduate courses aim to give students a balance of theory and practical experience to prepare them for professional employment. This is achieved through the close involvement of employers and professional bodies in course planning and lecturing. In addition, 25 per cent of students attend part-time, bringing valuable real-world perspectives to the classroom. Academic staff are highly qualified and most have real experience in the professions they teach.

Postgraduate programs provide professionals with opportunities for career development and enable advanced research. More than 20 per cent of enrolments are in postgraduate programs.

The University mainly serves Brisbane and South-East Queensland but has strong international links. QUT is a major exporter of educational and consultancy services. More than 5000 international students attend courses at the University, paying full tuition fees. A growing number of local students are completing part of their studies overseas through exchange partnerships with institutions worldwide.

The world we face

Legislation enabling the Federal Government's reforms to higher education funding was passed in December 2003. The reforms are wide-ranging, and implementation will be a major challenge in 2004. Under the reforms QUT will receive some increase in operating funding, and the University has also taken up the option of increasing student contributions by 25 per cent for most students commencing study in 2005 and later years. Additional funds will be available on a competitive basis, and some will be contingent on workplace and governance reforms.

These measures will go some way towards lessening the financial pressures that have accumulated over the past decade, and will enable QUT to make more rapid progress on its aspirations for the development of the University. They will also heighten expectations from students and other interested parties that improvements will be visible and relevant.

Government research funding was reformed in 1999, and those changes are under review in early 2004. Any amendments to policy are likely to consolidate the trend towards competition, priority-setting and performance-based funding, and will pose an ongoing challenge to QUT as it seeks to develop further its research profile.

Introduction

From the Vice-Chancellor

It is a pleasure to introduce QUT's 2003 Annual Report, which is my first as Vice-Chancellor. In doing so, I again take the opportunity to acknowledge the wonderful contribution of our foundation Vice-Chancellor, Professor Dennis Gibson, and thank him for all his efforts to ensure a smooth leadership transition.

The year 2003 was a very positive one for QUT, reflected in the many achievements of our nearly 40 000 students and staff, the robustness of our academic and professional programs, our developing R&D profile, and our distinctive positioning as 'a university for the real world'. Many of these achievements are highlighted in the pages that follow.

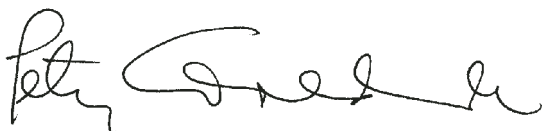
The theme of this year's Annual Report, 'Building on Success', is very appropriate. It reflects not only the University's determination to build on the strong foundations already laid, but also the need to respond to the very significant changes occurring in our operating environment. The broad directions of the Nelson Review were released in May 2003, and confirmed in a modified form in the legislation approved by the federal parliament at year's end.

QUT utilised the opportunity afforded by all these changes to devote major effort during the year to framing our future. This has resulted in the development of the *QUT Blueprint*, which sets out the key elements of our strategic vision. An important ingredient of the process of developing that vision was the involvement of so many staff in two separate rounds of campus consultations.

At an organisational level, the wish to provide a stronger focus and leadership of our research and international portfolios resulted in the subdivision of our Research and Advancement Division, and the subsequent appointment of Professor Arun Sharma and Professor Sandra Harding to lead these areas. These arrangements became effective early in 2004.

QUT's partnership with the Queensland Government to develop the Kelvin Grove Urban Village provides an exciting glimpse of how we see future development of our campuses. The newly completed \$60 million Creative Industries Precinct, and the Institute of Health and Biomedical Innovation (IHBI) due for completion in late 2005, will help to realise these possibilities. The Creative Industries Precinct not only hosts our own Creative Industries Faculty; it is also the home of the CRC for Interaction Design, an Enterprise Centre with a number of external tenants, and the relocated La Boite (now known as The Roundhouse). IHBI, on the other hand, represents a University-wide drive to bring together some of our strongest R&D teams, drawn from across the faculties of Health, Science, and Built Environment and Engineering.

QUT is blessed with an able, and remarkably loyal team of academic and professional staff, and I thank them all for their great efforts in 2003.



Professor Peter Coaldrake
Vice-Chancellor
from April 2003

Governance

During 2003 Queensland Audit Office conducted a review of the performance management systems for governance and risk management at QUT. This report was very favourable.

Some examples of better practice identified were highly developed and integrated strategic planning and review processes, an effective Council and governance committees framework, comprehensive administrative policies and procedures, quality monitoring and review processes particularly through Internal Audit and Audit Committee, and appropriate and timely internal reporting procedures.

Among the opportunities identified were establishing clearer linkages between objectives and risks in the planning process, formal periodic assessment of the operation of committees against their terms of reference, more detailed consideration of risk in collaborative arrangements, and development of a corporate-level risk profile with periodic review and reporting on risks.

The Vice-Chancellor responded positively to the report, noting that QUT strongly supported continuous improvement and that many of the recommendations were already being implemented.

QUT Council

QUT is governed by a council of up to 22 members, constituted in accordance with the *Queensland University of Technology Act 1998* (functions and powers of QUT Council under the Act are detailed in Volume Two of this report).

QUT Council consists of official, appointed, elected and additional members. Appointed and elected members serve a three-year term. The current term expires in November 2004.

Council met seven times in 2003 for ordinary meetings. In August Council also held a one-day retreat focused on developing a new institutional plan and on governance matters.

Commercial entities

During 2003 Council considered the range of commercial entities with which the University has involvement, especially the wholly owned holding company, QUT Enterprise Holdings Pty Ltd, and its subsidiaries. Council especially considered board appointments, remuneration, and reporting requirements. The Vice-Chancellor is establishing an annual reporting and governance process for the University's companies structure and framework.

Rule changes

During 2003 Council:

- approved a revised *Council Procedure No 1 – Committees* for establishing and regulating University-level committees
- made new statutes, *Statute No. 3 (Fees) 2003* and *Statute No. 5 (Conduct of elections for elected members to Council) 2003*, and remade relevant rules under *Statute No. 3 (Fees) 2003*.
- approved revised Information Facilities Rules, with effect from 1 January 2004, replacing former Information Technology Rules and Library Rules.

Compliance

In 2002 Council approved a compliance policy and established a compliance program under the Registrar as Secretary to Council. Internal Audit continues to audit compliance. The key elements of the program are a register of obligations, an annual compliance reporting process and a communication strategy for developing a positive compliance culture.

Development of the program continued in 2003, expanding the register to include non-legislative obligations, and risk-rating each obligation. The register now includes 117 specific obligations, 92 of which are legislative based and 25 arise from other sources. Of the 117 obligations, 44 are Commonwealth based, 69 Queensland based, and four University based. The following information of interest was reported to Audit Committee and Council:

- 155 annual compliance return forms were distributed to 30 different responsible officers (some pieces of legislation had multiple responsible officers) with 100 per cent response rate.
- Returns identified non-compliance issues (22 per cent), continuing impediments to compliance (3 per cent), and continuous improvement activities undertaken in 2003 (39 per cent).
- No obligations rated 'high' or 'very high' levels of residual risk.

Internal audit

Internal Audit began reporting directly to the new Vice-Chancellor in April 2003, transferring to Chancellery from the Division of Finance and Resource Planning. The Internal Audit function operates within the approved Internal Audit Charter and provides a whole-of-business support and advice role, including performance of information technology, operational, assurance and compliance reviews and investigations as required.

Some of the outcomes achieved by Internal Audit in 2003 included:

- completion of the year 2003 Annual Audit plan which resulted in 55 internal audits and 23 grant audit certifications
- significant contribution towards enhancement of the University's policies, procedures, internal controls and business practices through audits and reviews such as:

- review of cost/benefit of cooperative research centres and large research consortia
- security and general computer controls review of major corporate systems like Concept, Oracle Financials and Physical Access Systems
- research data collection
- overseas travel
- research ethics
- systems-based review of Payment Processes
- high-level review of Kelvin Grove Urban Village Project
- development of the Risk Management Framework and Business Continuity Framework on behalf of the Division of Finance and Resource Planning
- significant contribution towards development of:
 - Project Management Framework
 - Information Technology Security Framework.

Planning framework

During 2003 considerable effort was directed to development of a new institutional plan, known as the *QUT Blueprint*, and streamlined planning processes. The revised planning framework requires four top-level plans supporting the institutional plan to be developed in 2004, namely Teaching and Learning, Research and Innovation, People and Culture, and Finance and Infrastructure. New key performance indicators are in development.

Corporate reviews

QUT is committed to a continuous cycle of faculty, division and thematic external reviews. During 2003, reviews were undertaken of online teaching, student load, and the Faculty of Education. In addition, a review was undertaken of the corporate reviews policy, in response to the new planning framework and in preparation for review by the Australian Universities Quality Agency. Greater emphasis has been placed on integration of planning and review processes, as well as quality assurance and continuous self-review.

Quality assurance framework

The University has a strong commitment to ensuring quality and continuous improvement in all its activities and uses the policy *University Quality Policy Statement MOPP A/2.4* to progress quality assurance.

QUT participates in regular quality audits conducted by a number of different agencies, such as professional bodies and the Australian Universities Quality Agency (AUQA). The University is currently in the process of revising its Quality Management Framework and quality assurance policy and processes as part of its preparations for an impending 2005 audit by AUQA. The revised Quality Management Framework and associated processes will seek to heighten awareness of and formalise the normal quality assurance processes already established and engaged in by staff through all levels of the University.

Risk management

During 2003 the Audit Committee of Council approved a new QUT Risk Management Framework. The framework builds on previous risk management processes employed in QUT, links directly to the University's planning processes, and provides for the identification, assessment, management and reporting of risks at corporate, faculty/division and project levels. The framework is consistent with the Risk Management Standard *AS/NZS 4360:1999* and addresses the recommendations of the Queensland Audit Office *Review of Governance and Risk Management*, which also was undertaken during 2003.

Business continuity planning is one aspect of the Risk Management Framework. In late 2003 a project was initiated to develop a Business Continuity Management Framework for QUT, including a QUT Crisis Management Plan. An approach to developing business continuity plans was trialled in a key

business area as part of the project. The Business Continuity Framework will be implemented with the Risk Management Framework during 2004.

Ethical conduct

The *QUT Code of Conduct – Guidelines for Ethical Conduct 1998* outlines the ethical obligations of all staff and officers including members of Council. New staff are alerted to the code during induction and it is available online. The *Corporate Governance Guidelines 2001* apply to members of Council. The guidelines describe the University's expectations of individual Council members and are designed to assist them to discharge their responsibilities in an ethical and responsible manner, including in regard to conflicts of interest.

The University recognises that the interests of public office and personal or other interests may come into conflict. A register of disclosed interests was established in 2002 to assist members of Council to identify in advance interests that may potentially come into conflict with those of the University. The University also has specific policies on conflicts of interest related to research activities and gifts.

During 2003 the *Corporate Governance Guidelines*, including conflict of interest provisions, were extended from Council to apply to all members of University-level committees.

The University Animal Ethics Committee, established in accordance with relevant State legislation and national protocols, reviews all teaching and research activities involving animals. The University Human Research Ethics Committee, established in accordance with relevant national protocols, reviews all research involving humans. The University's Biosafety Committee ensures relevant activity complies with the requirements of the national Gene Technology Regulator.

There were no complaints this year under the *Whistleblowers Protection Act 1994*.

> Council Committees and Committee Chairs



Council committees

Council has established a number of committees, detailed above, to assist in overseeing the various activities of the University. Additional information is provided on the Audit Committee due to its special role in corporate governance. During 2003, Council established a review of University-level committees with the report expected in 2004.

In addition, each faculty has an academic board, chaired by the dean, reporting to the University Academic Board. Faculty academic boards have other standing and advisory committees.

Senior appointment panels are convened by Council as necessary. In 2003 panels were convened for the new positions of Deputy Vice-Chancellor (International and Development) and Deputy Vice-Chancellor (Research and Commercialisation).

Panels for faculty, division and thematic reviews are convened by Planning and Resources Committee.

Audit Committee

Audit Committee acts on behalf of Council on audit-related matters and advises Council, and the Vice-Chancellor as accountable officer, on the performance or discharge of functions and duties under the *Financial Administration and Audit Act 1977*, the *Financial Management Standard 1997* and the University's internal audit charter. Audit Committee's main functions are to:

- assess and contribute to the audit process including evaluating and facilitating the internal audit function
- monitor the authorised external auditors
- oversee and approve financial and operational reporting
- assess and mitigate business risk
- assess and enhance the University's corporate governance.

> Membership

External Council Member nominated by the Chancellor

Dr Frank Haly, AO (Chair)

External person with professional accounting expertise nominated by Council

Mr Darryl Somerville, Partner, PricewaterhouseCoopers

External Council member nominated by Council

Dr Cherrell Hirst, AO

The Vice-Chancellor, the Finance and Resource Planning Executive Director, the Efficiency and Audit Director and such other persons as determined by Audit Committee have rights of audience and debate but are not members of the committee.

Vice-Chancellor

Prof Dennis Gibson, AO, to April 2003
Prof Peter Coaldrake from April 2003

Director, Efficiency and Audit

Ms Seema Patel, BA(Accounting) USP, ASA, MIIA

Executive Director, Finance and Resource Planning

Mr Peter Sullivan, BBus BCAE, FCPA

The committee met seven times in 2003. Each member attended six of the seven meetings.

Council membership in 2003

> Chancellor (Chair)

Dr C Hirst (7 | 7)

AO, MBBS BEdSt Qld, DUniv SCU,
DUniv Griff, FAICD, FAIM

> Deputy Chancellor

Mr K Hilless (7 | 7)

BE(Elec) Qld*
Chairman, Ergon Energy

> Vice-Chancellor

Prof R D Gibson (1 | 1)

AO, BSc(Hons) Hull, MSc PhD
N'cle(UK), DSc CNA, DUniv USC,
FAIM, FTS

Term ceased April 2003

Prof O P Coaldrake (6 | 6)

BA(Hons) JCU, PhD Griff, FAIM,
FRIPAA

Term commenced April 2003

(Meetings attended | eligible to attend)

*Mr Hilless is a nominee of the
Governor in Council

> Nominees of the Governor in Council

Dr C Dillon (2 | 7)

Policy Advisor, Indigenous
Business Consulting

Dr F Haly (6 | 7)

AO, DUniv QUT, AAUQ Qld,
FCA, FASACPA
Consultant, Deloitte Touche
Tohmatsu

Mr S Keim (7 | 7)

BA LLB(Hons) Qld
Barrister, Higgins Chambers

Mrs L Lavarch (4 | 7)

LLB GradDip(Legal Practice) QUT
State Member for
Kurwongbah

Dr E Mellish (6 | 7)

EdD(Leadership) QUT
Director, Mellish & Associates

Mr K Smith (0 | 1)

BSW(Hons) MSW NSW
Director-General, Education
Queensland
Term ceased February 2003

Mr J Varghese (2 | 5)

BA(Hons) B Divinity Qld,
DipEd MBA Melb
Director-General, Department
of Employment and Training
Term commenced April 2003

Ms J Withey (4 | 7)

LLB BA Qld,
GradDip(Legal Practice) QUT
Consultant, McCullough
Robertson Lawyers

> Nominee of the Director-General of Education

Mr N Whittaker (4 | 7)

BComm JCU, CertCivEng QIT
Assistant Director-General,
Education Queensland

> Nominees of Council

Mr K H Dredge (7 | 7)

BE (Chem) Syd, BEc Qld
Chair, Tarong Energy
Corporation

Dr D F McTaggart (5 | 7)

BEc ANU, MA PhD Chicago,
FAICD, FAIM
Chief Executive Officer,
Queensland Investment
Corporation

> Elected general staff

Ms H Goss (7 | 7)

DipTeach BAppSc CQU
Associate Director, Online
Teaching Manager, Software,
Multimedia and Internet
Learning Environments

Miss S Smith (7 | 7)

BComm Griff, MEdAd Qld
School Administration
Officer, School of Electrical
and Electronic Systems
Engineering

> Elected academic staff

Dr R Cope (7 | 7)

CertT SydneyTC, BEd(Hons) JCU,
MEdSt Qld, PhD QUT
Practicum Academic
Coordinator, School
of Learning and
Professional Studies

Mr R Daniels (5 | 7)

BA(SocWk) BA(Econs) MSPD Qld
Lecturer, School
of Humanities and
Human Services

Ms L Wiseman (5 | 7)

LLB(Hons) QIT, LLM Lond
Senior Lecturer, Law School

> Elected students

Ms J Jansen (4 | 7)

President, QUT Student Guild

Mr S Orr (3 | 7)

General-Secretary, QUT
Student Guild

> Elected Alumni

Ms A McDiarmid (4 | 7)

LLB QUT, LLM Monash
Barrister

Mr M Thatcher (7 | 7)

BSc(Hons) Qld, BAppSc(Comp)
MAppSc(Comp) QUT, MACS
Chief Information Officer,
Mater Health Services

> Secretary

Dr C A Dickenson (7 | 7)

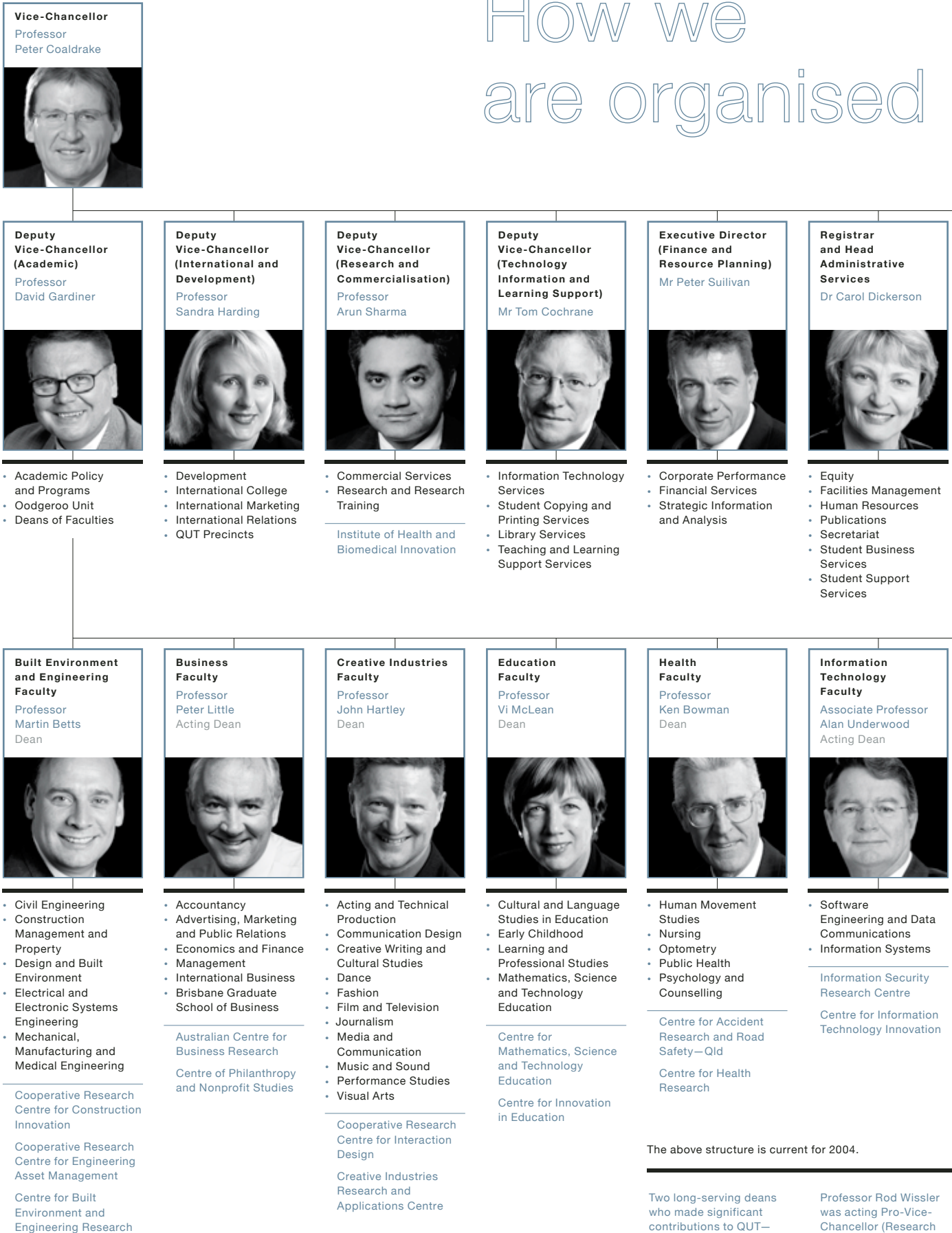
BBus QIT, PhD Qld
Registrar

> Deputy Vice-Chancellor (Academic) (attends by invitation)

Prof D Gardiner (7 | 7)

BA LLB LLM(Hons) Syd
Acting from January 2003,
substantive term commenced
July 2003

How we are organised



Mission and goals

QUT's mission is to bring to the community the benefits of teaching, research, technology and service. In 2003 QUT pursued this mission with goals set for teaching, research and

community service. This annual report documents our progress to date in meeting these goals. QUT will continue to pursue these goals in 2004.

- Executive Office
- Internal Audit
- Marketing and Communication

QUT is a member of the Australian Technology Network (ATN) of universities that share QUT's vocational heritage and applied nature. Other members are the

University of Technology Sydney, RMIT University, the University of South Australia and Curtin University of Technology.

Teaching

> Goal

- To ensure that QUT graduates possess knowledge, professional competence, a sense of community responsibility, and a capacity to continue their professional and personal development throughout their lives.

> Performance indicators

- Social justice profile of graduates
- Positive graduate outcomes (employability and further study)
- Graduate satisfaction

Research

> Goal

- To advance and apply knowledge germane to the professions and to the communities with which QUT interacts and relevant to the enhancement of economic, cultural and social conditions.

> Performance indicators

- External research income
- Research publications
- Higher degree research graduates

Community service

> Goal

- To contribute to the development of Australia's international responsibility and competitiveness, to enhance QUT's relationship with the professions, and to increase community awareness of issues through professional service and social commentary.




> Performance indicators

- Level of activity in the community
- Quality of service provided to the community
- Awareness of the University's contribution to the community

> REPORTING AGAINST STRATEGIC PLANS

In addressing these goals, QUT has four distinct elements to its strategic plan, namely: Teaching and Learning; Research and Commercialisation; Community Service, and Resources.

For the purposes of this report, Resources is broken down into Finance and Capital Resources, Information Resources and Staff. Other support function plans include Student Support and Equity.

<p>Law Faculty Professor Michael Lavarch Dean</p> 	<p>QUT Northern Campuses Professor Ruth Matchett Director</p> 	<p>Science Faculty Professor Graeme George Dean</p> 
--	--	--

- Justice Studies
- Law School
- Legal Practice

- Humanities and Human Services

Centre for Social Change Research

- Life Sciences
- Mathematical Sciences
- Natural Resource Sciences
- Physical and Chemical Sciences

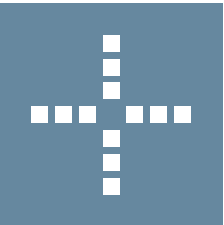
Cooperative Research Centre for Diagnostics

Science Research Centre

<p>Professor Malcolm Cope</p> 	<p>Professor John Gough</p> 	<p>Associate Professor Rod Wissler</p> 
---	---	--

QUT's teaching goal is to ensure that graduates possess knowledge, professional competence, a sense of community responsibility, and a capacity to continue their professional development throughout their lives.

Professor David Gardiner,
Deputy Vice-Chancellor
(Academic)



Teaching and Learning

QUT continued to make good progress in the support and development of teaching and learning across a wide range of fronts during the year. The University's standing as one of Australia's leading universities in the area of teaching and learning was highlighted by the achievement of three finalists and a national award winner in the 2003 Australian Awards for University Teaching.

In overview, QUT offered 382 award courses in 2003 for almost 40 000 students. Twenty-one new courses were introduced and 26 courses were closed. New courses included undergraduate degrees in Nursing and Health Management, Exercise and Sports Nutrition, and a double degree in Human Movement Studies and Podiatry. A suite of significantly revised education degrees was also introduced, along with 12 interfaculty double degrees involving education degrees. At postgraduate level, new coursework programs were introduced in Creative Industries as well as a Doctor of Creative Industries. Other new programs included a Master of Science Mathematics, several graduate certificates in Law, and special programs in Ambulance Management and Health Management for Queensland Health.

Progress towards achieving the objectives of the University Teaching and Learning Plan is described in the following section.

> **Objective 1. Develop better understanding of students and how they learn.**

In 2003 the University developed an enhanced academic leadership program that focused on developing the education of students as a subject of scholarly study, in other words, the scholarship of teaching. A website was

developed, a paper presented at the international Effective Teaching and Learning Conference, and a Scholarship of Teaching Index developed to record activity.

A review of the QUT Teaching Fellows Scheme was undertaken in 2003. This scheme, whereby academic staff are seconded from faculties to work with central services, is both a vehicle for staff development in teaching and learning and a means of strengthening the scholarship of teaching across the University. Expanded guidelines for the scheme will encourage the development of a community of practice of fellows across the University and some fellows will now undertake projects in areas identified as a strategic focus for QUT.

A new policy on assessment was developed and the University will, over time, move to a criterion-referenced assessment regime. This reflects similar moves in other Australian universities. Criterion-referenced assessment is student centred and has a transparency that norm-referenced assessment does not, because students are informed from the commencement of study in a particular unit of what is required to achieve a particular grade. Implementation will be complex, and the QUT Teaching and Learning Committee identified strategies that will support and resource faculties as they move through the change.

A working party was established to identify QUT's internationalisation of curriculum activities, to suggest ways that good practice may be shared, and to establish a focus for future planning in this strategically important area. The working party includes student representation and will continue its work in 2004.

Pic one

Federal Education Minister Brendan Nelson presented Sally Kift with a top teaching award at Parliament House, Canberra in December 2003 in recognition of her outstanding contribution to higher education.

Associate Professor Kift, Assistant Dean (Teaching and Learning) Law Faculty, was one of eight national award winners at the 2003 Australian Awards for University Teaching.

> **Objective 2. Build on strengths to develop better learning environments.**

The University conducted a thematic Review of On-Line Teaching (OLT) in April 2003. The report's recommendations were wide-ranging and included reference to defining strategy for future development, the development of policies to support QUT's strategic positioning, and the adoption of a selective and planned approach to OLT. These issues are complex and require long-term strategies. In July the University developed an implementation plan in response to the review's findings, and considered in detail which functional areas would need to take responsibility for action.

OLT again showed a substantial increase in usage rates from previous years. Page views have increased 486 per cent since 2000, 93 per cent since 2001 and 30 per cent since 2002. Unique users have increased 231 per cent since 2000, 81 per cent since 2001 and 36 per cent since 2002.

A working party was set up in 2003 to examine assessment for workplace learning activities. It will develop policy and guidelines for faculties to use in the various workplace learning arrangements that are in place across QUT.

Workplace learning was also the focus of a grant provided to the Faculty of Built Environment and Engineering to improve students' learning from the workplace components of its courses. The project was implemented in three engineering courses and will be extended to other courses. The faculties of Health and Education also received grant funding to support and improve workplace learning. This project aims to ensure that workplace learning outcomes are clearly defined, negotiated with workplace partners, and integrated with students' academic experiences.

While QUT is not a major provider of offshore courses, the University undertook its first audit of offshore course offerings in the locations where they are delivered, in March 2003. Following this audit, revisions to QUT policy were made on the basis of the audit findings. These modifications put relevant senior QUT committees in the loop for offshore course approvals. They also added into the courses' quality assurance cycle an annual questionnaire and material that sets out the process for responding to the reports of these audits.

Major work on the QUT online Student Portfolio Project was undertaken throughout the year and the portfolio will be progressively released to students from February 2004. It will allow QUT students to record and present information about their learning experiences that demonstrate personal graduate capabilities. The portfolio is organised using a taxonomy of skills areas which is



mapped to the statement of graduate capabilities and developed in consultation with faculties. Customised linkages have been developed also between the specific capabilities required by particular professions and the generic capabilities listed in the portfolio.

Work on embedding Indigenous perspectives in the curriculum continued in 2003 with a well-attended forum in June at which good practice models and experiences were shared.

> **Objective 3. Facilitate students' transition to university study.**

The Coordinators of Large Units Program to support teachers of large (often first-year) classes ran successfully in 2003 with a number of sessions held. A reference group with a representative from each faculty was established and a detailed website set up as a resource for the group.

A successful *First Year Experience* conference was held in April for QUT staff, and QUT was host to the *Seventh Pacific Rim First Year in Higher Education* conference in July. A consistent theme for speakers at the conference was enrolment difficulties as a barrier to student engagement in first year. The potential for benchmarking using the 'Hallmarks of excellence' developed by the US Policy Centre on the First Year of College is being explored as a result.

A project on problem-based learning undertaken in 2000 resulted in changes in 2003 to the Faculty of Information Technology's first-year teaching strategy. The Faculty of Science received a QUT grant to support and improve the learning of its first-year students. This project will connect a variety of resources and allow students to

select support in keeping with their individual needs. The project is part of an ongoing suite of reforms to the first-year experience in the Faculty of Science.

> **Objective 4. Improve staff development in the area of teaching and learning.**

In April, QUT appointed Dr Neil Carrington to lead the University's Teaching and Learning Support Services unit. On the heels of his appointment, the organisation of the unit was reviewed to ensure best alignment with the needs of teaching staff in the University.

Two new University Teaching Fellows were appointed in 2003. Dr Martin Murray from the School of Civil Engineering spent 2003 on a half-time fellowship focusing particularly on improving the use of teamwork in teaching at QUT, and Mr Ross Daniels from the School of Humanities and Human Services worked on the utility and effectiveness of existing and emerging presentation technologies for teaching and learning. A further five fellows appointed in 2002 completed their projects in 2003.

New policy for the evaluation of teaching and of course units was approved during the year. The new guidelines have been framed in a spirit of continuous improvement of teaching and learning and are linked to related policies. The policy endorses alternate forms of evaluation and the requirement that individuals reflect on evaluations, discuss results with others, and provide feedback to students, makes these evaluations a more powerful tool for staff development.

QUT hosted the national 2003 Online Teaching Conference in early November at the Brisbane Convention Centre, with a theme of *Excellence: Making the Connections*. The conference received excellent feedback from participants.

QUT continued to provide training support and management of sessional/casual teaching staff in 2003. The Casual Academic Program was offered in each semester and a conference aimed at assisting these staff to develop their teaching skills was held in August, with 309 new academics attending.

In 2003 the Teaching Capabilities Framework that sets out generic capabilities for QUT teaching staff was endorsed by the University. The framework is formative in nature and provides language and concepts for describing and discussing good practice within the QUT teaching and learning environment. It will assist staff in identifying and describing staff development needs and in rewarding and recognising scholarly teaching and the scholarship of teaching.

QUT Distinguished Teaching Awards were made to Dr Noel Myers and Associate Professor Helen MacGillivray.

Student demand and progression

In 2003 QUT continued to receive the highest market share of first preferences of any Queensland university, with demand for undergraduate programs increasing by 1.1 per cent. This overall increase occurred despite continuing downturn in demand for information technology courses, a national phenomenon, and some decline in the initial high demand for creative industries in earlier years. Overall strong demand for QUT's courses, combined with a reduction in 2003 intakes to compensate for over-enrolments in 2002, saw cut-offs increase for many of QUT's courses.

International student recruitment continued to be successful, with enrolment increasing by 11 per cent over 2002.

Course attrition, the percentage of students in a given year who leave their course without transferring to an equivalent course, was down very slightly on 2002, though attrition for research students was reduced more markedly from 21 per cent to 18 per cent.

Enrolments

At the official census date of 31 August 2003, QUT's total enrolment was 39 978 (28 187 EFTSU), up two per cent on 2002. The figure included 15 099 commencing students. Postgraduate students accounted for 21 per cent of the total. Attendance modes were full-time 65 per cent, part-time 25 per cent and external 10 per cent. Females made up 55 per cent.

International enrolments numbered 5585. Other full-fee students, mostly postgraduate coursework students, totalled 4290.

Summer semester unit enrolments over 2002–2003 grew 23 per cent to 8800 (4600 students).

Graduations

A total of 9219 students completed courses during 2003. The number comprised 2657 at postgraduate level, 6369 at bachelor-degree level, and 193 university diplomas (university pathway for international students). Graduation ceremonies were held in Brisbane and in Singapore, Kuala Lumpur and Hong Kong.

QUT monitors progress toward its teaching goals using three key performance indicators: social justice profile of graduates, graduate outcomes, and graduate satisfaction.

Social justice profile of graduates

QUT aims to have a student body that reflects the community of which it is part and to ensure that students recruited from target groups go on to complete their studies.

Teaching Goals – Social Justice Profile of Graduates	2000	2000 %	2001	2001 %	2002	2002 %
Total graduates*	6 411		6 613		6 927	
ATSI	40	0.6	43	0.7	33	0.5
NESB	174	2.7	192	2.9	198	2.9
Low SES	633	9.9	604	9.1	619	8.9
Women in non-traditional fields (UG only)	164	2.6	207	3.1	227	3.3
Total Equity Graduates	1 011	15.8	1 046	15.8	1 077	15.5

Data sources: DEST Student Statistics Data Collection and ABS Socio-Economic Index file
*Excluding fee-paying overseas students

Positive graduate outcomes

QUT prides itself on producing job-ready graduates for business, industry and the professions. The survey shows the continuing high levels of full-time employment for QUT graduates. Employment rates for QUT's first-degree graduates remain higher than the national average.

Positive Graduate Outcome (percentage)	2001 %	2002 %	*2003 %
Full-time employed	66.5	61.1	62.2
Part-time employed	9.0	19.3	12.2
Further study	17.7	15.7	14.4
Unavailable	2.5	0.9	3.9

Data source: GCCA Graduate Destinations Survey

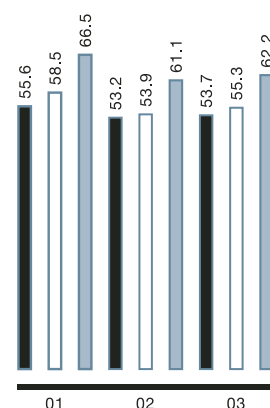
*Figures for 2003 refer to students who completed their courses in 2002 and were surveyed in 2003.

Graduate satisfaction

Data about graduate satisfaction with courses is captured in the Course Experience Questionnaire administered by the Graduate Careers Council of Australia.

Ratings of Overall Satisfaction (percentage)	2001 %	2002 %	2003 %
Agreed/strongly agreed	69.3	61.9	62.5
Undecided	23.0	27.3	27.0
Disagreed/strongly disagreed	7.7	10.9	10.5
Total	100	100	100

Data source: GCCA Course Experience Questionnaire

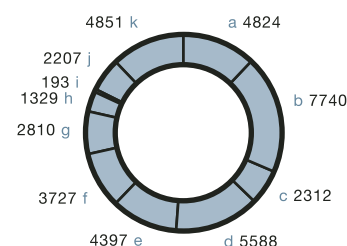


Comparison of graduate activity

Percentage %

Full-time employment of graduates

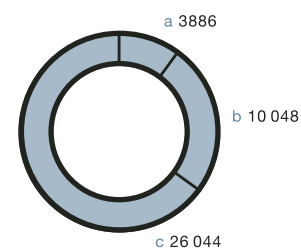
- National
- Queensland
- QUT



Enrolments by faculty 2003

Grand total 39 978

- a Built Environment and Engineering
- b Business
- c Creative Industries
- d Education
- e Health
- f Information Technology
- g Law
- h QUT Carseldine
- i QUT International College
- j Science
- k Interfaculty



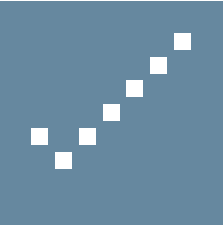
Enrolments and percentage distribution of attendance 2003

Grand total 39 978

- a External
- b Part-time
- c Full-time

QUT's research goal is to advance and apply knowledge that is both germane to the professions and communities we serve, and relevant to the enhancement of economic, cultural and social conditions.

Professor Arun Sharma
Deputy Vice-Chancellor
(Research and Commercialisation)
from June 2004



Research and Commercialisation

Context

This report outlines the University's first annual progress report against the QUT Research and Innovation Plan 2003–2007. During 2002, in response to Smart State priorities and to the Federal Government's release of *Backing Australia's Ability: An Innovation Action Plan for the Future*, the University shifted its emphasis from the old 'research' paradigm to a new research and innovation system resulting in the development of a more comprehensive top-level plan. In 2003 a cultural shift began towards a stronger emphasis on the outcomes of research, including commercial outcomes, and on multidisciplinary theme-based research. This re-focusing of research effort is expected to realise tangible and innovative outcomes for the University and the wider community over the cycle of this top-level plan.

In 2003, QUT's research performance in the competitive grant schemes continued to improve. In order for QUT to further advance its R&D contribution to Queensland and to society more generally, the University will grow its current complement of research-only staff as well as support faculties/schools in recognising and rewarding staff whose research and supervision productivity warrants a research-focused workload.

Throughout 2003 significant effort was directed towards attracting and retaining higher numbers of postgraduate research students and generating completions. Substantial progress was made in these endeavours, and it is expected that the full benefits of this effort will be realised from 2005 in Commonwealth Block Funding returns to QUT.

QUT continued to capitalise on its extensive links with industry, government, professional associations and community groups during 2003. These links are significant and continue to underpin QUT's performance in Cooperative Research Centres (two new centres established in 2003), Australian Research Council (ARC) Linkage — Project grants (top 10 positioning) and internal grant schemes such as QUT Strategic Links with Industry. The internal support schemes developed and implemented by QUT over the past three years have assisted the University in its ability to attract new industry partners and develop long-term strategic relationships.

Finally, the risks associated with the achievement of the plan's objectives remain 'moderate'. In the area of research ethics, the appointment of a dedicated research ethics officer represents a significant improvement in this important area of the University's risk profile.

Benchmarking

During 2003 the University continued to collaborate closely with other ATN universities to support benchmarking of research performance.

Progress against Research and Innovation objectives

The progress and relevant activities undertaken during 2003 towards the achievement of the 2003–2007 Research and Innovation Plan objectives are outlined below.

> **Objective 1. Attain a research ranking in the top third of Australian universities.**

- QUT's total research income in 2002 increased by 15 per cent over 2001 to \$19.1 million.
- In 2003 QUT continued to improve its performance in the Australian Competitive Grants Schemes. There was a 15 per cent increase over 2002 in the number of applications submitted to the ARC. Success rates remained high at approximately 50 per cent for Linkage grants, and rose to 24 per cent for Discovery grants. It is worth noting that 68 per cent of QUT's ARC Discovery and 42 per cent of ARC Linkage (Round 1) Project applications fall within the national research priority areas.
- QUT made significant progress in achieving funding through the National Health and Medical Research Council. Ten new grants were awarded, more than double the previous year's results. QUT researchers were also active in NHMRC Partnerships for Injury Prevention and in the NHMRC Diabetes Partnership.
- In 2003 QUT attracted 17 new ARC Discovery grants worth \$3.02 million for 2004–2008 (up from 13 grants in 2002), representing an increase of 7 per cent over 2003–2007 allocations.
- A new publication called *Real Expertise*, providing a snapshot of QUT's research, consulting and training capabilities, was distributed to the external research and development community.
- A new structure of 10 faculty research centres was implemented under QUT's Research Structures Policy to support concentration, selectivity and collaboration in key research areas.
- In 2003 the University committed \$1.18 million towards large, interdisciplinary, multi-faculty projects under the QUT Strategic Collaborative Research Program Grant Scheme.

> **Objective 2. Double the number of research higher degree students and completions over the next five years.**

- Enrolments of research higher degree students as a percentage of total load increased from 2.7 per cent in 2002 to 3.05 per cent in 2003. Total HDR load has increased from 625 EFTSU in 1999 to 860 EFTSU in 2003.
- Between 2002 and 2003 research higher degree enrolments increased by 110 EFTSU or 14.7 per cent.

Pic one

Twenty-one-year-old PhD student in medical physics Tim Hopper became the latest QUT recipient of the prestigious Fulbright scholarship. Tim left in July 2003 for the University

of Pennsylvania Medical Centre to further his research and development of a portable Magnetic Resonance Imaging (MRI) machine for use by researchers in space.



> COMMERCIAL



Action taken during 2003 to encourage increased commencing enrolment included a new international doctoral scholarship scheme, additional QUT funded domestic scholarships, the creation and distribution of a research higher degree student prospectus, the review and extension of scholarship round advertising, and the development of a research student calendar.

- Final 2003 research higher degree completions were not available at the reporting date, but 175 completions had been registered at 31 March 2004 with a further 90 theses under examination. It is expected that audited 2003 outcomes will substantially surpass the 2002 outcome of 149 (which was an increase of 11 per cent over 2001). Action taken during 2003 to encourage increased completions included revision of the final seminar process and the procedures for following up thesis examiners, and provision of reports to faculties on examination status of students to facilitate follow-up of students making corrections post examination.
- Orientation, induction, and training programs and workshops for students and supervisors were further refined, including a cooperative program with the Australian Technology Network (Leap Modules) and International Research Student Induction Program.
- The postgraduate, grants and publications modules of the ResearchMaster system were fully implemented in 2003 across faculties. Piloting of the PORTIA candidature management database occurred during 2003 with further testing and evaluation scheduled for 2004 in association with a user group of supervisors and their students.

Pic two

Sixteen-year-old spinal patient Yixing Hu directly benefited from a new technique being developed by a joint research venture headed by QUT, the Mater Hospital and the Queensland Orthopaedic Research Trust.

Through collaboration of biomechanics researchers and surgeons, the Paediatric Spine Research Group is developing a computer program that simulates spinal operations before they are actually performed, making it possible to accurately predict outcomes for patients.

Pic three

Researchers at the School of Life Sciences, Dr Zee Upton and Dr David Leavesley helped launch a biomedical company based on their work into new tissue culture and repair technology that regrows skin cells to help heal wounds and burns.

The company, Tissue Therapies Limited, was successfully floated on the Australian Stock Exchange in March 2004 and will continue its research and development through QUT.

> **Objective 3. Increase collaboration with industry, public sector, end-user, and philanthropic investors in research partnerships.**

- QUT participated in six Cooperative Research Centres (CRCs), four of them as lead site during 2003.
- Two new CRCs were established with QUT as lead site in the areas of Interaction Design and Integrated Engineering Asset Management, representing a commitment in excess of \$35 million by industry, the University and the Commonwealth over a seven-year period.
- Sponsored research chairs in orthopaedic research, aged/acute care, spinal research and telecommunications were created.
- During 2003, QUT maintained its top 10 ranking in the ARC Linkage—Project grants scheme. QUT also secured seven new grants worth \$1.75 million, with additional industry partner funding of \$2.7 million.
- Under the QUT Strategic Links with Industry Scheme, QUT supported over \$1 million in projects from the University Research Budget with approximately \$2 million provided by industry partners.
- Planning commenced for the \$70 million Institute of Health and Biomedical Innovation (IHBI) at Kelvin Grove. The recruitment process began for the IHBI Director and additional research staff. The institute will be a world-class facility for innovative, cross-disciplinary research and commercialisation in advanced prevention and rehabilitation, molecular farming, health development, tissue regeneration, and vision impairment.
- A range of new collaborative initiatives were established including the Spine Research Group, AO Spine Centre, Centre for Sub-tropical Design and the Queensland Sustainable Energy Industry Development Group.
- Income from collaborations with industry, public sector and other research partnerships grew 28 per cent over 2002.
- Professor James Dale was appointed a member of the new Queensland Biotechnology Advisory Council, advising the State Government on ways of commercialising biotechnology discoveries.
- Dr Ben Dugdale was awarded a Queensland Smart State Fellowship worth \$150 000 over three years to be matched by industry for a project to genetically modify crops to produce proteins for use in vaccines. Several QUT science graduates received Smart State PhD scholarships for projects linked to government policy.



> TECH-SAVVY

2

> **Objective 4. Through commercialisation, ensure R&D activities with commercial potential are managed to realise their full potential.**

- A review of options for the corporate structure and responsibilities of QUT Innovations Pty Ltd commenced, with details to be finalised in 2004.
- Establishment of two start-up companies was supported during 2003—Impedimed Pty Ltd and Tissue Therapies Pty Ltd. These are in addition to Farmacule Pty Ltd established in 2002. Impedimed Pty Ltd is already generating revenues with its second patent lodged.
- A two-day commercialisation workshop at QUT for the Technology Commercialisation Group included a range of workshops and seminars for faculties on intellectual property and commercialisation.
- A meeting was initiated with the Department of Innovation and Information Economy to examine a joint approach (with the University of Queensland, Griffith University and the Australian Institute for Commercialisation) to developing training programs for technology commercialisation.
- Additional capital funds were sought through discussions with SciVentures, StarFish Ventures, Start-Up Australia and Matilda Products.
- An Enterprise Centre was established under Creative Industries Precinct Pty Ltd.
- QUT's revised Intellectual Property Policy was approved by QUT Council.
- A feasibility study was undertaken for establishment of a QUT incubator.

Pic four

Kheperoo, the 8cm tall robot was 'trained' by QUT programmers to take out the University's first world cup title in robot soccer in Austria in October 2003.

While robot soccer is a fun way for students to learn and develop skills, advances in robot technology have

important applications for society including robots for cleaning, mining, garbage sorting, planetary exploration and surveillance.

The robot soccer team is part of the Smart Devices group at the Research Centre for IT Innovation.

Pic five

Life sciences researcher PhD student Chris Swagell at work in the new QUT Advanced Bioinformatics Research Laboratory which was opened in August 2003.

Expectations of improved health are now high due to the power of this new discipline which integrates biotechnology, computer science, mathematics and information technology to investigate and interpret biological data.



QUT has three performance indicators it uses to measure performance against its research goals: external research income; research publications; and higher degree research graduates. Most recent DEST data are 2002.

External research income

Research Goal— External Research Income	2000	2000	2001	2001	2002	2002
	\$	\$/FTE	\$	\$/FTE	\$	\$/FTE
Competitive grants	5 632 527	6 553	5 140 021	5 839	6 120 493	6 803
Cooperative Research Centres	1 364 177	1 587	1 908 961	2 168	1 926 949	2 142
Other public sector	3 154 040	3 670	3 169 538	3 600	4 540 004	5 046
Industry & other non-government	4 827 410	5 617	6 401 321	7 272	6 511 017	7 237
Total	14 978 154	17 018	16 619 841	18 879	19 098 463	21 228

Note: The method for calculating income for CRCs changed in 2000.
Data sources: DEST research income and publications data collection and QUT statistics data collection.

Research publications

Research publications	2000	2001	2002
Weighted number of publications	853.9	850.8	889.8
Weighted publications per 10 FTE	9.9	9.9	9.8

Note: Each type of research publication is categorised and weighted according to DEST guidelines.
Data sources: DEST research income and publications data collection and QUT statistics data collection.

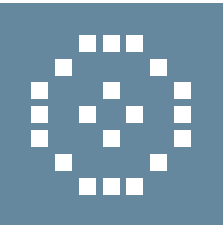
Higher degree research graduates

Higher degrees research graduates	2000	2001	2002
Weighted number of graduates	297	357	391
Weighted graduates per 10 FTE	3.5	4.1	4.5

Note: RTS/IGS weightings used from 2001

QUT's community service goal is to contribute to the development of Australia's international responsibility and competitiveness, to enhance QUT's relationship with the professions and to increase community awareness of issues through professional service and social commentary.

Professor Sandra Harding,
Deputy Vice-Chancellor
(International and Development)
from January 2004



Community Service

Context

The changes to the Community Service Plan 2003–2007 reflect a change in the way that community service/engagement activity is conceptualised at QUT, acknowledging that it is infused within the core business of teaching and research and is dependent upon these central University activities.

During 2003, QUT continued to position itself around its contribution to the development of Brisbane city and its regions. Projects included the Kelvin Grove Urban Village development in collaboration with the Queensland Government, and the Creative Industries Precinct partnership between government, the private sector and higher education.

QUT participated in the Department of Premier and Cabinet's Community Engagement Improvement Strategy Workshop, aimed at bringing together people from the public, private and higher education sectors to review the range of available community engagement learning programs, and to identify and prioritise strategies responding to areas of unmet demand.

Following a review of community service in 2002, the community engagement agenda continued to be progressed through the Community Service Advisory Committee's ongoing review and enhancement of the Community Service Database. These enhancements (in recording and reporting of activities) will contribute towards addressing the risks associated with the achievement of the plan's objectives.

In 2003, faculties and divisions continued to increase their engagement with a diverse range of communities. Documented below are some of the projects and initiatives acknowledged and/or supported by the University.

> **Objective 1. Contribute to the intellectual, social, environmental, economic and cultural leadership and wellbeing of Australia, other nations and the community.**

QUT made significant contributions to the community through the activities of its staff and students in 2003. QUT's consultancy income for 2003 was \$6.5 million, apparently down on 2002, but this is partially attributable to the internal re-positioning of some consulting accounts.

Significant community engagement activities for the year included:

- A team of Built Environment and Engineering planning students won the 2003 national award for planning excellence in the student project category for their project titled *Evolution 2020 – Towards Sustainability: An Integrated Local Area Plan for Nudgee, Banyo and Nudgee Beach*. Another Planning Institute of Australia (Queensland) award was won by students for an Inala planning project.
- The Faculty of Business continued to develop strong industry and government links by continuing to host the Business Leaders' Forums and annual public lectures, as well as a number of national, international and regional conferences, and activities.
- The Faculty of Education submitted collaborative bids for the International Centre of Excellence in Mathematics Education involving extensive national consultations and collaborations.

- Faculty of Health staff entered the second year of a five-year \$1.8 million grant to support curriculum development and capacity building at the Hanoi School of Public Health (HSPH) in Vietnam.
- The number of international students participating in the Study Abroad program at QUT increased by around 10 per cent to 320 in 2003, while participation in the international study program for QUT's domestic students remained steady at 126. Both these programs were affected by the travel restrictions associated with SARS and the global threat of terrorist attacks.
- The University also worked closely with the Aboriginal and Islander Community Health Service, the Brisbane City Council, the Brisbane Youth Service, Police liaison officers and the Murri Watch on a project to provide a safe house/diversionary centre for children aged 8–15 experiencing multiple at-risk issues. Initial support funding was provided through the University's community service fund.
- QUT's Cultural Precinct developed a program *Strong + Smart* with the Cherbourg State School community, under the direction of the school's first Indigenous principal, Mr Chris Sarra. This program addresses the two aspects of the school's vision—devising a means by which the students will be stronger in the way they reflect their Aboriginality, and creating smart pedagogical outcomes. The *Strong + Smart* project was recorded on video by the QUT Creative Industries Faculty and will be used as an adjunct to the teacher training program that has been supported by QUT.

The 2003 round of the internal Community Service Grant Scheme included five applications from students (undergraduate and postgraduate) in the faculties of Science, Education, QUT Carseldine, Business and Law. Two community service project submissions were also received from the Oodgeroo Unit.

Sixteen QUT Community Service Grants totalling \$203 500 were awarded for projects in 2003, including:

- an information video on the right to decide on the withdrawal or withholding of medical treatment
- a web management training program for the Media Council of Papua New Guinea and Media Association of the Solomon Islands
- a project to promote access to legal information among homeless people and homelessness service providers
- a promotional campaign for *SpeakOut*, an innovative, not-for-profit social enterprise, equipping young people experiencing disadvantage to create educational, professional and personal development opportunities through visual design
- a community tertiary preparation website for refugees and NESB migrants and their teachers
- a learners' resource kit for evaluating rural community IT projects
- websites for Breakaway, Goorie Community Council, and Yspace
- an investigation of young people as researchers: increasing awareness of the needs of "at-risk" secondary students
- expansion of technical aid to Disabled Qld, a volunteer recruitment program
- business and legal skills training in community-owned eco-tourism operations in rural Fiji
- a scheme for building Indigenous creative industry in Dalby
- a digital media project with Cherbourg State School
- *enviroQUanT* – a QUT analytical service for community environment management groups
- *Building up the Bush*: a project to building strength in Tablelands community organisations.

During the year, a number of staff were recognised for their contributions to the community. Professor Bill Caelli received an AO for his contribution to information security; Professor Mary Sheehan received an AO for her contribution to road, social and work accident research and education; Associate Professor Sandra Capra received an AM for her contribution to community health through nutrition and dietetics; Professor Margaret Steinberg received an AM for health and welfare policy contributions through research into ageing, disability and social justice; and Professor Myles McGregor-Lowndes received an OAM for education and support for non-profit organisations in legal, financial and administrative matters. The Prime Minister announced recipients of Centenary Medals in April 2003, honouring persons who have contributed to Australian society or government. Medallists from QUT were Ross Clark, Professor Dennis Gibson, Ross Daniels, Associate Professor Howard Guille, Professor John Hartley, Dr Cherrell Hirst and Professor Ruth Matchett.

At the same time, QUT recognised individuals who had made an outstanding contribution to the community, scholarship or to QUT through the awarding of honorary doctorates to the Hon Tom Burns AO, George Chapman AM, Terrence Cutler, Hon Sir Llew Edwards AC, Emeritus Professor Dennis Gibson AO, Stephanie Paul, Madam Wu Qidi, John Reid AO, Judge John Robertson, Hon Tom Shepherdson QC, John Simpson, Professor Fiona Stanley AC.

Also, in annual alumni awards, QUT recognised 11 of its graduates who have made outstanding contributions to their professions or the community. Professor Robert Hess, a leading vision research scientist, was named the Chancellor's outstanding alumnus for 2003.

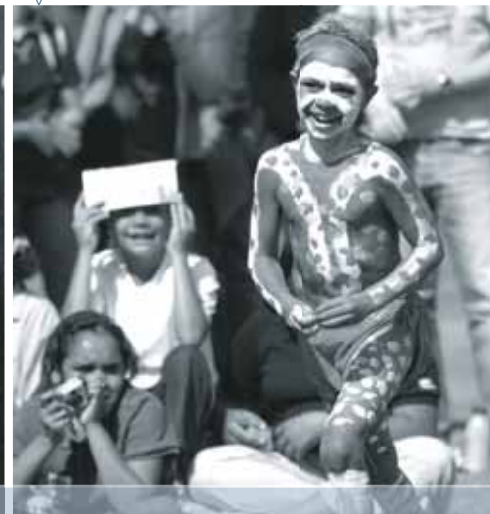
Pic one
QUT Chancellor Dr Cherrell Hirst presented vision scientist Professor Robert Hess with the 2003 Chancellor's Outstanding Alumnus Award. Professor Hess

has had a major impact on the understanding of normal and abnormal human vision and the excellence of his work is recognised worldwide.

Pic two
Children from Cherbourg State School—located 300 kilometres northwest of Brisbane—performed a traditional dance on the Kidney Lawn at Gardens Point campus on a visit to Brisbane in September 2003 for events to showcase the inspirational work of the students

and staff led by school principal and QUT alumnus Chris Sarra.

Under the school's motto 'Strong and Smart', Mr Sarra has overseen a remarkable turnaround at the school with absenteeism reduced by 94 per cent and the students proudly embracing their Indigenous heritage.



> CONNECTED

Creative Industries graduate Dale Johnson won a Queensland Creative Fellowship award; another Creative Industries graduate Jo Kasch won the Sir Peter Ustinov TV scriptwriting award from the International TV Academy Foundation; and Law graduate Nicholas Angel was joint winner of the 2003 Vogel Literary Award. Undergraduate student Cassandra Skelly was appointed to the National Youth Round Table.

> **Objective 2. Become widely known and accepted as a university integral to the life of the city of Brisbane and the broader community in Queensland.**

QUT is already well known as a major contributor to the life of Brisbane and South-East Queensland. In 2003, the University continued its strong contribution to the development of the city and the region through its innovative and responsive teaching and research.

Community service activities with a Brisbane and/or Queensland focus undertaken by staff and students in 2003 included:

- The Kelvin Grove Urban Village integrated development, in collaboration with the Queensland Government, continued to gain momentum. The project will help bring together the University and the community that supports it.
- The first phase of the Creative Industries Precinct partnership between the Queensland Government, the private sector and QUT, was scheduled for completion early 2004. Facilities include new teaching and research facilities, an enterprise centre, and public exhibition and performance spaces.

- The Faculty of Science *Extreme Science Van* visited about 50 schools in the year, and proved popular with metropolitan school children.
- QUT Carseldine had significant involvement in community activities in Brisbane's Northern Corridor. Engagement with TAFE continued through the Northern Corridor Education Precinct which made significant headway during the year on pathways to assist in student decision-making and transitions to tertiary study; cross-sectorial linkages with teachers, librarians and discipline heads; and multisectoral projects such as the real-life learning opportunities afforded by the Cabbage Tree Creek project (partly funded through the Community Service Grant Scheme).
- A significant research grant, managed by QUT, was awarded in 2003 to develop a community jobs program in the Brisbane North area (Deception Bay/Redcliffe).
- The highly successful program of industry engagement through both the new Centre for Information Technology Innovation and Information Security Research Centre resulted in the establishment of collaborative links across a broad range of industry, business and government enterprises. These efforts culminated in the development of the Industry Affiliate Program—an innovative framework for building strong industry partnerships into the future.
- The Gardens Cultural Precinct at Gardens Point continued to attract community interest and involvement through the delivery of community programs for seniors and children. *Kids on Screen*, presented in conjunction with numerous industry partners, gave children an international audiovisual experience and some insight into the lives of children living in different countries. The Cultural Precinct's partnership

Pic three

Three creative industries students (from left) Joy Chen, Oksana Zelenko and Alycia Johnston, who worked on the innovative Kids Help Line project, were nominated for a 'Smart Women – Smart State

Award' in July 2003. The trio helped develop visual resources for young people to interact with, while they wait in a queue for online counselling at Kids Help Line.

Pic four

Celebrating Singapore National Day on August 9, 2003 at Gardens Point campus were (from left) Debbie Ng, Khairman Johari and Naz Khamin.

About 800 students from Singapore study at QUT—the University's largest international group.



with Riverfestival, including Queensland College of Arts and South Bank Corporation, enabled the successful delivery of the Cherbourg *Strong + Smart* project. Children from Cherbourg spent a week in Brisbane, installing art work in Old Government House and attending a number of educational programs at the Gardens Point campus. A further cohort of children from Cherbourg came to Brisbane to dance on the Kidney Lawn, in partnership with the children from the Aboriginal and Islander Independent School (Murri School). More than 66 000 people participated in QUT Cultural Precinct activities during the year.

- Among other events, QUT sponsored the Queensland Biennial Festival of Music – International Critics Symposium, the 2003 Ideas at the Powerhouse Festival, Creative Fellowships for Queensland Artists, and the Brisbane River Festival.

> **Objective 3. Contribute to the development and leadership of the professions.**

Staff and students at QUT are involved in a variety of activities and issues facing the professions and the broader community. The University increased the range of continuing and professional education offerings, with 27 faculty-initiated, CPE-managed conferences, e.g. the National Women's Conference and the development of an online property course that allows QUT to extend into regional communities/professions.

QUT continued to maximise the 'for credit' opportunities in courses with continuing education components, e.g. the development and delivery of the CISCO Networking Academy Program.

Head of Dance Associate Professor Cheryl Stock was awarded the prestigious Award for Lifetime Achievement at the Australian Dance Awards.

A number of other staff were recognised nationally for their contributions to their professions and the community (see objective 1).

> **Objective 4. Ensure that QUT's community service is of a high quality and is infused within the core business of the University.**

QUT's community engagement activities continue to be imbedded in its core academic business, with steps being taken by University management to further enhance the synergies between the areas of teaching, research, international and community engagement.

The ongoing review of community service within the University continued in 2003, focusing on the strategic direction of the University as well as the quality of the Community Service Database itself. This review is proceeding in two stages, with general database enhancement and clarification of the definition of the database categories emerging as the immediate issues. Performance indicators, validation and reporting will be reviewed in 2004 to ensure the quality and integrity of the data that are collected.

This report provides information on progress against the targets and strategies outlined in the 2003–2007 Resources Plan in relation to both financial and capital management.

Peter Sullivan,
Executive Director, Finance and
Resource Planning



Finance and Capital Resources

Financial management

> Financial performance

The following are the highlights of the 2003 financial statements in relation to the Resources Plan.

The University's profit was \$19.4 million for the year ended 31 December 2003. This represents an operating margin of 4.7 per cent, slightly less than the QUT target of 5 per cent, but favourable in comparison to the sector wide result of 4.3 per cent (2002).

The profit result would have been higher if not for a number of one-off charges that impacted on the accounts during 2003, including the write down of previously capitalised equipment (\$13 million) and a patent write off due to contract renegotiations (\$1.3 million).

Total revenue rose from \$365.2 million to \$409.8 million, a 12.2 per cent increase largely due to additional Queensland Government financial assistance, strong growth in international student fee revenue and improved investment earnings.

During 2003, QUT's income from sources other than the Commonwealth Government (which excludes student contributions of HECS) increased by \$34.8 million or 24.9 per cent to \$174 million. This represents 42.5 per cent of total income, up from 38.1 per cent in 2002.

Revenue from fee-paying students increased by \$8.5 million to \$80.1 million, reflecting an 11.9 per cent increase on the 2002 result, compared with the Resources Plan target of 8 per cent.

Total expenses rose from \$343.7 million to \$390.4 million, a 13.6 per cent increase over 2002, primarily due to

increased employee benefits expenses and additional non-capitalised equipment costs associated with the change in the asset recognition threshold.

Expenditure on employee benefits represented 54.9 per cent of total revenue, which meets the strategic target in the Resources Plan of less than 60 per cent. Non-labour expenses totalled \$165.5 million in 2003, representing 40.4 per cent of total revenue. While this result is above Resources Plan projections, it principally reflects additional expenditure associated with the change in the asset recognition threshold.

Net assets increased by \$31 million in 2003, primarily reflecting additional assets of \$34.5 million offset by a small increase in liabilities of \$3.5 million. This result is largely attributable to land acquisitions and capital expenditure, particularly on the Kelvin Grove Urban Village project.

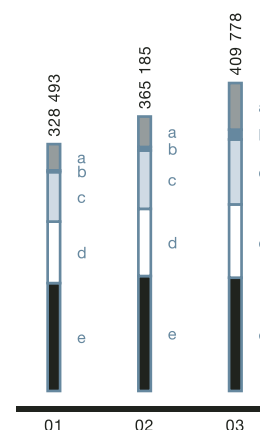
The current ratio of 2.1:1 has reduced below the target level of 2.5:1 as a result of current assets (primarily cash) being expended on non-current asset purchases of property, plant and equipment. In essence, cash and investment holdings were exchanged for increased physical assets. Despite the reduction in the current ratio, QUT still performed above the 2002 sector-wide result of 1.6:1.

QUT benchmarks its performance against other Australian Technology Network universities across a number of financial indicators such as operating margin, current ratio, debt to equity, economic dependency, cash and investments, and net assets. The operating margin and current ratio are also compared on a sector-wide basis.

> **Performance against benchmarks:**

Benchmark— Operating margin percentage	Sector 2002 %	QUT 2002 %	QUT 2003 %	Target %
Surplus before abnormal items/ Total revenue	4.3	5.9	4.7	> 5.0

Benchmark—Current ratio	Sector 2002	QUT 2002	QUT 2003	Target
Current assets/current liabilities	1.6	2.8	2.1	> 2.5



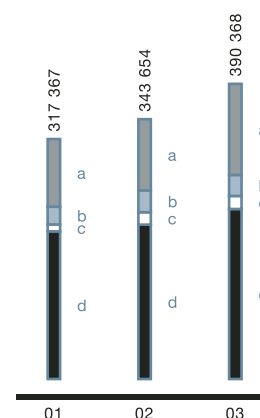
> **Key elements—Operating Result (after related income tax)**

Notes	2001 \$000	2002 \$000	2003 \$000
Commonwealth Government financial assistance	143 551	152 930	150 717
Higher Education Contribution Scheme (HECS)	1 81 822	89 434	97 518
Fees and charges	65 880	77 660	86 472
Queensland Government financial assistance	2 302	4 645	12 990
Other revenue	2 34 938	40 516	62 081
Total revenue	328 493	365 185	409 778
Employee benefits	195 314	204 192	224 859
EB as percentage of total revenue	59.5%	55.9%	54.9%
Maintenance of buildings and grounds	3 9 112	16 402	17 251
Depreciation and amortisation	23 448	28 849	27 758
Other expenses	4 89 493	94 211	120 500
Total expenses	317 367	343 654	390 368
Operating result from ordinary activities	11 126	21 531	19 410
Income tax related to ordinary activities of subsidiaries	0	0	12
Operating result—after related income tax	11 126	21 531	19 398

2001	2002	2003
a 34 938	a 40 516	a 62 081
b 2 302	b 4 645	b 12 990
c 65 880	c 77 660	c 86 472
d 81 822	d 89 434	d 97 518
e 143 551	e 152 930	e 150 717

Revenue
\$ 000

- Commonwealth Government financial assistance
- Higher Education Contribution Scheme (HECS)
- Fees and Charges
- Queensland Government financial assistance
- Other revenue



Key Ratios	2001 %	2002 %	2003 %
Commonwealth Government financial assistance (excludes student contributions of HECS)/total revenue	64.8	61.9	57.5
Non-Commonwealth Government revenue	35.2	38.1	42.5
Employee benefits/total expenses	61.5	59.4	57.6

2001	2002	2003
a 89 493	a 94 211	a 120 500
b 23 448	b 28 849	b 27 758
c 9 112	c 16 402	c 17 251
d 195 314	d 204 192	d 224 859

Expenses
\$ 000

- Employee benefits
- Maintenance of buildings and grounds
- Depreciation and amortisation
- Other expenses

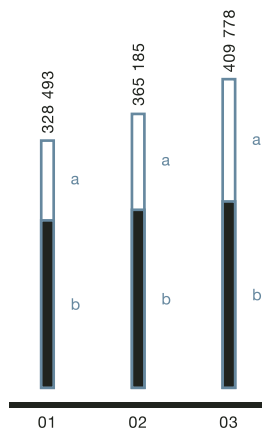
1. HECS excludes postgraduate education loans scheme (PELS).
2. Other revenue consists of other research grants and contracts, scholarships and prizes, donations and bequests, investment income, postgraduate education loans scheme and sales.
3. Consists of non-capital construction and maintenance of buildings and grounds.
4. Other expenses consist of general and administrative expenses, library acquisitions, scholarships and prizes, cost of sales, borrowing costs and bad and doubtful debts.

Pic one

Construction of QUT's new \$60 million Creative Industries Precinct was mostly completed in 2003 with staff and students occupying the buildings in first semester 2004. The Queensland Government, through the Department of State

Development and Innovation, contributed \$15 million to the project. The precinct houses creative industries teaching, performance and studio spaces, research centres, La Boite Theatre and industry partners. The Creative

Industries Precinct is the first development within the innovative Kelvin Grove Urban Village being jointly developed by the University and the State Department of Housing.

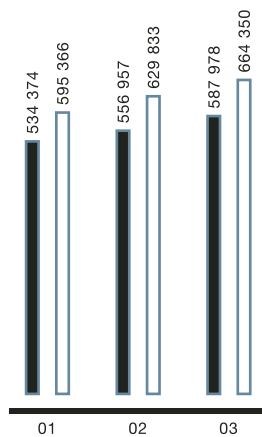


	2001	2002	2003
a	35.2%	38.1%	42.5%
b	64.8%	61.9%	57.5%

Sources of Revenue

Percentage %

- Commonwealth Government financial assistance
- Revenue from non-Commonwealth sources



Assets
\$ 000

- Net assets
- Total assets

> **Key Elements—Assets and Liabilities**

	2001 \$000	2002 \$000	2003 \$000
Net assets	534 374	556 957	587 978
Total assets	595 366	629 833	664 350
Cash and investments	147 348	161 155	136 713
Property, plant and equipment net of accumulated depreciation	430 865	436 101	490 066
Total liabilities	60 992	72 876	76 372
Provision for recreation leave	6 281	6 720	7 605
Provision for long service leave	23 156	23 442	28 893

> **Major capital expenditure**

	2001 \$000	2002 \$000	2003 \$000
Major capital expenditure	34 934	28 284	60 086
Buildings and infrastructure constructed	21 859	15 400	51 659
Plant and equipment purchased	13 075	12 884	8 427

> **Consultancy Expenditure**

	2001 \$000	2002 \$000	2003 \$000
Consultancy expenditure (cash payments)	3 563	7 395	10 170
Communications	10	42	4
Finance/accounting	184	45	0
Human resource management	22	0	1
Information technology	416	28	19
Management	105	192	172
Professional/technical	2 826	7 088	9 973

Note: Disclosure of consultancy expenditure is a requirement of the State Purchasing Policy



> CREATIVE

1

> **Controlled entities**

The following bodies are controlled by the University and are audited by the Queensland Audit Office, where necessary.

- GeneCo Pty Ltd
- The Brisbane Business School Pty Ltd
- QUT Enterprise Holdings Pty Ltd
- QUT Enterprise Holdings Trust
- Creative Industries Precinct Pty Ltd

The above controlled entities are all incorporated in Australia. Only the Creative Industries Precinct Pty Ltd (and by implication, its holding company QUT Enterprise Holdings Pty Ltd) traded during the year. One share in GeneCo Pty Ltd is not owned by the University.

A complete description of functions and financial reporting arrangements for entities controlled by QUT is provided in Volume Two of the Annual Report.

> **Financial Reform and Load Management**

Significant progress continued throughout the year on the University's financial management reform initiative with the introduction of accrual budgeting and reporting, resulting in major policy reviews, process re-engineering and system changes. The new budget tool (OFA) was successfully introduced for the 2003 June reforecast to assist organisational areas with the development and ongoing review of their respective budgets. Other projects undertaken in 2003 included the development of a new Relative Funding Model (RFM), the development of a strategic costing framework and a review of the Chart of Accounts and service provision agreements. In 2004 the University is committed to further reforms including the 'Building Stronger Foundations' project and RFM phase II.

Load management was also a key issue in 2003 with the introduction of a semester-based load management model. This new model allows for the successful targeting of areas of concern and, combined with the implementation of QUT Corporate Reporting, allows better tracking and measuring of movement in funding sources. In 2003, the actual Operating Grant load position of 20 968 EFTSU varied only 1.1 per cent from the target Operating Grant load position of 21 193 EFTSU. This represents an 8.7 per cent increase above the DEST target and is in line with the University's stated aim of a staged reduction in over-enrolment.

Capital management

Ongoing improvement to the asset management planning, development and review processes continued to provide a solid foundation for strategic decisions concerning physical and virtual infrastructure. Of particular note was the emphasis placed on planning for the future, given

the impending higher education reforms. This was again underpinned by close consultation with faculties and divisions. The information gained, and the subsequent analysis and review, was a valuable contribution to the formulation and implementation in 2003 of the 2004–2008 Asset Management Plan.

During 2003, the University spent \$92 million on capital projects (including \$81.9 million on major projects), \$7.8 million on the deferred and general maintenance program, and \$2.3 million for minor works projects.

The deferred maintenance program continued to focus on priority one works identified during the 2001 Facilities Condition Audit. By the end of 2003 almost all priority one works had been completed. Some of the more significant deferred maintenance projects included:

Significant deferred maintenance projects	\$000
Fire detection and protection systems upgrade	
G-H Blocks (GP)	500
Fire systems upgrades (all campuses)	440
Fire stopping initiatives (all campuses)	350
Emergency lighting upgrades (all campuses)	220

The major building program in 2003 progressed as follows:

Projects completed during 2003	\$ million
O Block Patio Refurbishment, GP	1.5
B Block Level 2 and 3 Refurbishment, GP	4.0
Q Block Fire Services Upgrade, GP (stage 2)	1.1
Creative Industries Precinct, KG (building works only)	49.0
Kelvin Grove Urban Village (infrastructure works to date)	12.0

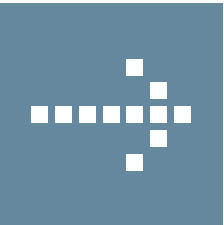
Projects commenced/ongoing	\$ million
Creative Industries Precinct (fit-out, landscaping)	*5.0
Kelvin Grove Urban Village (infrastructure – ongoing)	*11.0
Institute of Health and Biomedical Innovation	45.0
Teaching and Learning Building, CA	11.4
Northern Busway Link, KG	4.2
Centre for Integrated Asset Management, GP	0.5
P Block Refurbishment and Extension, KG	10.6
Restoration and Adaptation Old Government House	7.0
Q Block Levels 7 and 8, GP	4.2

* to completion

QUT Facilities Management undertakes extensive benchmarking of its performance across nearly all activities. Most of the activity takes place under the umbrella of the Tertiary Education Facilities Management Association which provides a benchmarking service for all members in the sector. QUT is compared with five or six suitable institutions as benchmarking partners. Some of the activities which have been covered over recent years include operating results of campus bookshops, cleaning and grounds costs, energy and water usage, maintenance expenditure and security costs.

The objective is to provide the necessary information resources, technology, infrastructure and services to support and enhance the achievement of the University's teaching, research and community service goals, and to streamline business processes within and external to QUT.

Tom Cochrane,
Deputy Vice-Chancellor
(Technology, Information and
Learning Support)



Information Resources

Infrastructure management

The University governance processes continue to work towards an integrated approach to managing the physical and virtual infrastructure. Planning and funding for information resources, information technology and capital resources were considered together in the budget for the year ahead with the inclusion of the Library Resource Allocation in the Asset Management Plan. Management processes, especially financial reporting, applicable to capital projects now also extend to investments in IT infrastructure.

The Information Technology Strategic Governance Committee, when allocating 2004 Asset Management Plan IT funding, sought to achieve a balance in funding the maintenance of the existing IT infrastructure and innovative IT developments. Consideration was also given to balancing investment in the three different streams of enhancing student experiences, streamlining corporate systems, and supporting a robust infrastructure.

Information technology infrastructure and services

During 2003 the University's telephone system was replaced. The new PABX improved reliability and increased functionality while reducing recurrent costs. It integrates with capital developments allowing expansion of the number of extensions to cater for growth in the Creative Industries and the Institute of Health and Biomedical Innovation at the Kelvin Grove campus.

The Carseldine campus was connected by fibre cable thereby improving bandwidth and establishing a resilient ring of connections between campuses. This ring is a significant step towards ensuring reliability and continuity of IT-based services to all campuses in the event of a single inter-campus link being cut.

Managed expansion of the wireless network was undertaken during 2003 with an emphasis on appropriate security, University coherence and interoperability through the establishment of standards. Wireless, to some extent, will relieve the pressure to provide more PC labs for students. Student laptop access will be increasingly independent of labs.

The University has continued to emphasise appropriate refresh cycles for critical infrastructure including the student lab PCs, lecture theatre equipment, and central hosts. A particular emphasis in 2003 was examining strategies to address the identified 'weak link' of edge-of-the-network equipment.

A refined version of the Project Management Framework (PMF) was approved and adopted. The PMF fosters responsible and accountable project management with built-in checks and balances.

Emerging technologies

Initiatives under development included:

- completion of detailed specifications for the Prospective Student Database project, which aims to provide a base level CRM capability across all prospective student 'touch-points'
- development, for introduction in 2004, of QUT's Student Portfolio tool which allows students to store experiences and links to their work for reflection and showcasing to potential employers
- implementation of Staffconnect which provides online leave application and approval capability for all staff
- ID card reform which reduced card issue queuing from approximately one hour down to 10 minutes
- implementation of online Statement of Account and HECS payment capability, expanding students' ability to conduct business with the University.

Performance of existing systems was solid with some areas experiencing significant growth, e.g. QUT Virtual usage increased by 36 per cent over 2002.

Teaching and learning, research

The Course Materials Database (CMD) was augmented by an additional 7000 copyright documents from external students' notes sets and current coursepacks. At the end of 2003, 22 000 documents were available on the CMD. Academic reliance on the CMD and the Online Learning and Teaching system (OLT) led to a 50 per cent reduction in the number of student coursepacks produced in 2003. A 'print on demand' service designed during the year will provide students with a range of print options for copying OLT and CMD documents. Students accessed the CMD more than 2.6 million times in 2003.

Wherever possible, the Library provides full text journals in electronic form. By the end of 2003, more than 79 per cent of its unique current journal titles were electronically accessible. Students and staff use these intensively for research, making more than 87 million accesses to QUT Library's full text journal and reference databases during the year. More than half of these accesses were from off campus.

The OLT system experienced a 30 per cent growth in usage between 2002 and 2003. Greater flexibility and functionality were achieved. Continual monitoring is required due to growth in the complexity, volume and nature of content and tools being used in online teaching at QUT. During 2003 the user interface was redeveloped to improve useability, accessibility and aesthetics. A set of standards for OLT was developed and in 2004 audit processes will be introduced to assist individuals to assure quality by utilising standards for peer- and self-audit activities.

By the end of 2003, 49 per cent of all general teaching spaces at QUT had been equipped with at least a PC and a data projector, enabling increased options for use of technology in on-campus, face-to-face teaching. There are approximately 1200 PCs in central labs (1100 in 2002). These include the Caboolture Community Campus labs, the library labs and researchers' centres.

In collaboration with Griffith University, the Nightline service was introduced in July 2003. It forms part of a continuous support service between the hours of 6.00am and 1.00am, Monday to Friday, for all QUT staff and students. This has increased the support for staff by nine hours per day and students by five hours per day. It has proved to be a cost-effective way of providing an extended service.



Student Support, Staff and Equity

Student Support

QUT's 2003–2007 Student Support Plan reinforces the continuous commitment to excellence in the provision of services to its students, emphasising the importance of students' overall University experience.

A major initiative in 2003 was the formation of the Student Support Services Department. In line with the University's 2010 Strategic Propositions, a primary aim for the new department is to provide a range of support services that enhance, enrich and add value to the student experience within QUT.

Also formed in September, 2003 was the Student Business Services Department. The new structure of Student Business Services enables provision of improved systems and services to students and faculties through client service teams who are able to provide a comprehensive range of services.

In 2003, Student Business Services concentrated on improving both systems and client focus, especially through enhanced Student Centres, and further development and delivery of more online services. In partnership with Information Technology Services, programs were developed for online enrolment, and online billing and payment, with 54 000 hits on the site in the year. Online enrolment for commencing students in January 2003 proved highly successful with exceptional student uptake resulting in a fluent, timely and accurate enrolment. QUT has been at

the forefront of online enrolment developments for a number of years and one of the first Australian universities to offer the full suite of commencing, continuing and change to enrolment services online.

In 2003 the Prospective Students Management Program (PSMP) Working Party produced a comprehensive set of resource documents that have now been launched across the University. Customer service training for staff initiated by the project was well received. Non-course-based information sessions hosted by the project have improved staff knowledge.

With the business improvement agenda firmly established and furthered by individual faculties and divisions, PSMP will focus on introducing technology to support staff in their dealings with prospective domestic students.

A comprehensive review of the University's Student Rules was undertaken and approved by University Academic Board during 2003.

Improvements were made to the Brisbane Transport run shuttle bus service operating between the Kelvin Grove and Gardens Point campuses. A similar service will run between Carseldine and Kelvin Grove campuses in 2004.

Systems and processes continue to be refined to meet specific student needs, and survey results and research continue to provide further insights into how QUT can better shape its student services.

Pic one

QUT has established an intercampus bus shuttle through Brisbane Transport where students travel for free. The Gardens Point–Kelvin Grove

service runs every 15 minutes in semester and is heavily used. The Kelvin Grove–Carseldine shuttle is every 60 minutes.

Pic two

Careers and Employment staff organise an annual, one-day employers-on-campus careers fair. In 2003, some 60 companies

set up on campus with around 4000 students attending the fair to talk to potential employers.



> PRACTICAL

1

2

> **Initiatives for 'at-risk' groups**

The First Year Experience (FYE) program moved into its second year of operation. The program was established to reduce attrition and to maximise learning and engagement among commencing students, and recognises that first-year students have particular needs related to transition and adjustment to university life. Based on local action-research, the program is constructed around three elements of student need that are related to a successful student experience and reduced incidence of attrition. These are that students need engaging learning experiences, awareness of and timely access to support services, and a sense of belonging at the University.

The program develops and implements initiatives to address these three areas of need. Initiatives are aimed at addressing the transition needs of all first-year students, with specific initiatives for groups designated as more at risk of attrition: rural and remote students, students with a low GPA and students for whom their course preference was third, fourth or fifth.

During 2003, the program continued to promote discussion among the University community of the three significant FYE issues mentioned above. Issues papers on these subjects were developed and circulated. A staff forum illustrating best practice in local initiatives was held. The *Seventh Pacific Rim Conference on the First Year in Higher Education*, held at QUT in July, included many papers on these issues which further stimulated discussion. QUT's FYE program was represented in the presentations.

The program is playing a role in the orientation of students both at central and faculty levels. A pilot orientation program which incorporates FYE ideas is being developed in the Information Technology Faculty. The program is increasingly focused on the view of 'Engaging Learning Experiences' with the faculties taking leading roles. Other services such as Teaching and Learning Support Services and Counselling Services cooperate with and contribute orientation initiatives in the FYE Program.

In 2003, a new Student Support Network Group was established. The membership of this committee comprises representatives from several student groups, including the Student Guild as well as QUT management. Its purpose is to improve staff knowledge about the student experience through reporting of student issues and through research findings, to advocate within the University on behalf of the student population, to inform members of the progress of student support initiatives, to work together to improve the student experience, and to feed changes into University plans and processes for student support.

> **Preparation for the real world**

The *Higher Education Workplace Skills Olympiad 2003*, an initiative of the National Association of Graduate Careers Advisory Services, was won by a team of seven students from QUT. The Olympiad provides an experiential learning opportunity in a competition framework for students undertaking their final year of university. Staff from QUT Careers and Employment provided support, in the form of mentoring and provision of equipment and meeting space, and sponsored the team nomination.



In 2003 the career mentoring scheme was significantly expanded. The scheme has grown to encompass more than 500 mentoring relationships across the University. Relationships consist of a partnership between students from 23 disciplines with matched employers in the professions. Mentors prepare students for work after graduation by providing them with an appreciation of the workplace culture and the challenges of the profession. This scheme reflects much of what QUT stands for as 'a university for the real world'. It showcases future graduates to the outside world, and ensures that they connect with the real world in a meaningful way.

The Careers and Employment Service further developed the Work Ready Scheme and the Ask Industry Scheme, and worked with Technology, Information and Learning Support Division (TILS) to develop the graduate attributes website. Another joint project, the student E-portfolio project, was developed and trialled in 2003 ready for launch in 2004.

Staff

The Human Resources Plan aims to provide HR policies and encourage practices that continually shape, develop and deliver staff talents to meet the achievement of University teaching, research and community service goals in a changing environment.

The implementation of strategies in response to the 2002 Employee Opinion Survey was a key feature of workforce development in 2003. Survey results indicated a generally high satisfaction of staff working at QUT, with continuing management attention required in the areas of reward and recognition, University community development, workload management and management development. In response, faculties and divisions embarked on a range of local initiatives in 2003, generally enhancing ways to value staff effort and address workload issues. Central initiatives introduced in 2003 included an enhanced organisational health program, review of staff reward and recognition processes, an enhanced senior management development program and the introduction of exit interviewing to provide more immediate feedback on ways to improve workforce development and retention.

Workforce planning was abbreviated in 2003 to accommodate changes to the University strategic planning process and will recommence in a revised form in 2004. Submissions received in 2003 reflected relatively stable academic staffing forecasts with some growth projected for general staff in faculty and divisional areas. Considerable changes in senior ranks are projected for 2004 and beyond as older senior staff retire.

The Division of Research and Advancement was split into two divisions—International and Development, and Research and Commercialisation—with effect from January 2004.

Key appointments in 2003 included:

- Vice-Chancellor Professor Peter Coaldrake
- Deputy Vice-Chancellor (Academic) Professor David Gardiner

- Deputy Vice-Chancellor (International and Development) Professor Sandra Harding
- Dean of Built Environment and Engineering Professor Martin Betts
- Dean of Law Professor Michael Lavarch
- Assistant Dean Research, Education Faculty Professor Erica McWilliam
- Assistant Dean Research, Health Faculty Associate Professor Jan Lovie-Kitchin
- Head of Psychology and Counselling Professor Ross Young
- Head of International Business Professor Gordon Boyce
- Professor in Architecture Steffen Lehmann
- Professor in Management Mark Griffin
- Professor of Nursing (Aged Care) Jennifer Abbey
- Professor in Nursing (Clinical) Glenn Gardner
- Head of Teaching and Learning Support Services Dr Neil Carrington
- CEO Creative Industries Pty Ltd Stephen Copplin.

A strong level of applications was received for the internal academic promotions scheme ranging from lecturer to professor. Four were promoted to professor—Clive Bean, Greg Hearn, Lidia Morawska and Peter Timms—and eight to associate professor.

Other key HR policies and practices pursued in 2003 in support of the Resources Plan 2003–2007 included:

- development of a University Human Resources Benchmarking Program with 28 Australian universities participating
- awarding of outstanding contribution awards to academic and professional staff—academic winners were Christine Comans and Glenn Thomas for teaching, Dr Camel Diezmann for research, and Ros Kent and Robyn Nash for service
- co-hosting of the Inter-University Health and Safety Conference with 38 universities from Australia and New Zealand taking part
- successful major change processes undertaken in Creative Industries Faculty, Division of Research and Advancement, and Student Business Services
- roll-out of an enhanced staff induction program for all staff, co-hosted by a number of internal agencies
- facilitation of health and safety audit compliance across the University (QUT has participated in the development of specific sector benchmarks for organisational health and safety, and has accessed WorkCover reports on compensation performance.)

- introduction of automated leave processing across the University with further enhancements planned in 2004
- extension of the linked classification scheme across the University to support flexible work practices
- development of enterprise bargaining strategies consistent with the objectives of the Resources Plan
- introduction of revised Staff Selection and Appointment by Invitation policies to make positions more attractive to staff/potential staff
- release of workload allocation guidelines for general staff and supervisors
- growth in Indigenous staff numbers and a subsidised government employment program as part of an Indigenous Employment and Development Strategy
- appointment of a Youth Employment and Development Officer to promote youth employment levels.

Indigenous and youth employment strategies draw on ABS data on national and state employment figures to establish QUT employment targets for these areas.

Equity

Priority strategic issues for equity include dealing with poverty as a barrier to university study, increasing respect for diversity within the University community, and promoting reconciliation between Indigenous and non-Indigenous people.

In 2003, reasonable progress was made on the three priority areas within the Equity Plan.

With regard to [student poverty](#) issues:

- Recruitment of low-income students dropped slightly compared with 2002.
- Retention and success rates for low-income students continued to equal those of other students.
- The number and type of financial support measures for low-income students continued to expand throughout the University, with commendable efforts in faculties and divisions. In summary, there were \$81 000 of scholarships/bursaries to 128 students; \$20 000 of computers and other in-kind support to 200 students; and \$420 000 in repayable loans to 1150 students. All amounts are expected to increase in 2004, and new Commonwealth Scholarships will also come on stream.

- The low-income Student Contact Officer network has proved to be a significant point of contact within faculties.
- Issues relating to student poverty were a strong feature of QUT's submissions and activities within the Nelson Review process.

With regard to **cultural diversity and anti-racism** issues:

- Awareness-raising activities such as the cultural diversity calendar, staff diversity network, and cultural diversity training continued.
- The cultural diversity committee continued to implement the cultural diversity policy.
- Arrangements were made to assist prospective students on temporary protection visas.

With regard to **reconciliation**:

- The MOU with the South East Queensland Regional Council of ATSIC remained in place, but agreed activities did not progress significantly.
- The Indigenous Employment Strategy continued to grow in influence.
- Four faculties cooperatively pursued embedding Indigenous perspectives in their curriculum, and the Health Faculty was awarded a large teaching grant for this initiative.
- Commitment to reconciliation was embedded in strategic plans such as the Community Service Plan.
- The second annual report on the Reconciliation Statement was made to QUT Council.

> **Outcomes against targets**

Institutional commitment

The objectives of the Equity Plan can only be achieved through University-wide effort, and through embedding equity practices in core business and in the daily habits of staff.

- All faculties/divisions have equity committees, most with budgets or project officers.
- About 453 staff attended equity training in 2003, including 150 supervisors/managers. All supervisor/manager training programs and staff orientation had equity components. At the end of 2003, about 35 per cent of staff and 50 per cent of managers were equity trained.
- One hundred and twenty managers and supervisors attended seminars on the revamped grievance resolution policies and procedures (three University-wide sessions and one faculty-specific).

Student diversity

- The enrolled percentage of equity group students rose for Indigenous students, and was stable or falling for other groups.
- A scholarship/computer scheme to attract low-income prospective students was developed for 2003.
- The perpetual Equity Endowment Fund grew to more than \$800 000.

Student inclusivity and support

- Curriculum reform around Indigenous perspectives progressed in four faculties.
- Retention and success rates for all equity groups continued to be close to those of other students.
- Preliminary work was done to develop support strategies for gay and lesbian students.

Staff Equity

- Female staff career outcomes improved, and compare well to national benchmarks. QUT was awarded 'Employer of Choice for Women' by the Equal Opportunity for Women in the Workplace Agency for the second year.
- Support for equity group staff via networks and events continued.

Research and community service

A significant number of community service grants continued to be focused on equity target groups.

> **Benchmarking**

Student equity data is routinely benchmarked against other universities using DEST-defined parameters of access, participation, success and retention for each of the Equity student groups.

With regard to staff equity data, QUT compares outcomes for female staff, both academic and general with the performance of other universities using parameters from the AVCC Action Plan for Women. This benchmarking is encapsulated in a single annual report put together by QUT for the higher education sector with all universities rank-ordered on about a dozen key parameters of career progression for female staff.



Queensland University of Technology

Campuses

Gardens Point

Central Administration
2 George Street
GPO Box 2434
Brisbane Qld 4001
Australia

Phone +61 7 3864 2111

Kelvin Grove

Victoria Park Road
Kelvin Grove Qld 4059
Phone +61 7 3864 2111

Carseldine

Beams Road
Carseldine Qld 4034
Phone +61 7 3864 2111

Caboolture

(Community campus with TAFE)
33 King Street
Caboolture Qld 4510
Phone +61 7 5433 7400

Website qut.com

Copies of this annual report are
available from QUT Marketing
and Communication Department
on (07) 3864 1840

ISSN 0819-209X
ABN 83 791 724 622
CRICOS No. 00213 J

Contents

> QUT and controlled entities—financial statements for the year ended 31 December 2003	
Statement of Financial Performance for the year ended 31 December 2003	1
Statement of Financial Position as at 31 December 2003	2
Statement of Cash Flows for the year ended 31 December 2003	3
Notes to and forming part of the financial statements for the year ended 31 December 2003	4
Certificate of the Queensland University of Technology	44
Independent Audit Report	45
> Controlled entities—functions and reporting arrangements	46
> Functions and powers of the University	47
> Staff overseas travel	49

**QUEENSLAND UNIVERSITY OF TECHNOLOGY
STATEMENT OF CONSOLIDATED FINANCIAL PERFORMANCE
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

	<i>Note</i>	<i>Consolidated Entity</i>	
		2003	2002
		\$'000	\$'000
OPERATING RESULT			
Revenue From Ordinary Activities			
Commonwealth Government financial assistance	3.1	150,717	152,930
Queensland Government financial assistance	3.2	12,990	4,645
Higher Education Contribution Scheme	3.3	97,518	89,434
Post-graduate Education Loans Scheme (PELS)		6,892	4,399
Bridging for Overseas Trained Professionals Loans Scheme (BOTPLS)		4	-
Fees and charges	3.4	86,472	77,660
Investment income (loss)	3.5	11,400	(1,407)
Royalties and intellectual property		796	1,283
Consultancy & contract research		9,457	9,175
Industry and other financial assistance		7,239	5,091
Gifts		3,821	3,588
Sales	3.6	15,935	10,094
Other revenue	3.7	6,537	8,293
Total revenue from ordinary activities		409,778	365,185
Expenses from Ordinary Activities			
Employee benefits	4.1	224,859	204,766
Depreciation and amortisation	4.2	27,758	28,849
Borrowing costs		45	58
Bad and doubtful debts	4.3	3,664	(87)
Other expenses	4.4	134,042	110,068
Total expenses from ordinary activities		390,368	343,654
Operating Result from Ordinary Activities before Income Tax Expense		19,410	21,531
Income Tax related to ordinary activities of subsidiaries		12	-
Net Operating Result - after related income Tax		19,398	21,531
Increase (decrease) in asset revaluation reserve	18.5	11,623	921
Total Revenues, Expenses and Valuation Adjustments Attributable to the University and Recognised Directly in Equity		11,623	921
Total Changes in Equity Other than those Resulting from Transactions with Owners as Owners		31,021	22,452

The operating result for the year includes grants and research funds received in advance at year end of \$17,461,000 (2002 \$17,730,000). These are recorded as revenue upon receipt. Refer to Note 1(b).



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
STATEMENT OF CONSOLIDATED FINANCIAL POSITION
AS AT 31 DECEMBER 2003**

	Note	Consolidated Entity	
		2003 \$'000	2002 \$'000
CURRENT ASSETS			
Cash assets	6	62,167	94,327
Receivables	7	16,946	12,879
Inventories	8	5,029	3,320
Other Assets	10	3,626	3,201
Total Current Assets		87,768	113,727
NON-CURRENT ASSETS			
Receivables	7	301	1,317
Inventories	8	1,031	2,579
Other financial assets	9	74,546	66,828
Property, plant & equipment	11	490,066	436,101
Intangible assets	12	10,638	9,281
Total Non-Current Assets		576,582	516,106
TOTAL ASSETS		664,350	629,833
CURRENT LIABILITIES			
Payables	13	17,171	20,767
Interest-bearing liabilities	14	290	279
Tax Liabilities	15	15	-
Provisions	16	12,377	11,469
Other Liabilities	17	11,226	7,693
Total Current Liabilities		41,079	40,208
NON-CURRENT LIABILITIES			
Interest-bearing liabilities	14	289	579
Provisions	16	24,121	18,693
Other Liabilities	17	10,883	13,396
Total Non-Current Liabilities		35,293	32,668
TOTAL LIABILITIES		76,372	72,876
NET ASSETS		587,978	556,957
EQUITY			
Reserves - asset revaluation	18.2	82,303	70,680
Endowment funds	18.3	4,773	4,658
Accumulated funds	18.4	500,902	481,619
TOTAL EQUITY	18.5	587,978	556,957

Cash assets and investments included in Other Financial Assets above, includes funds of \$43,734,000 (2002 \$42,742,000) received for research which remain unspent at year end (refer Note 31) and grants and other research funds received in advance at year end of \$17,461,000 (2002 \$17,730,000). Refer Note 1(b).



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
STATEMENT OF CONSOLIDATED CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

	Note	Consolidated Entity	
		2003	2002
		\$'000	\$'000
<i>Inflows:</i>		<i>Inflows</i>	<i>Inflows</i>
		<i>(Outflows)</i>	<i>(Outflows)</i>
Financial assistance			
Commonwealth Government		150,717	152,919
State Government		12,990	4,645
Higher Education Contribution Scheme			
Student payments		12,508	16,480
Higher Education Trust Fund		83,643	74,113
Bookshop operations		7,580	9,000
Interest received		3,799	3,643
Fees and Charges		86,304	74,878
Gifts		2,534	17,734
Receipts from clients		37,304	27,046
<i>Outflows:</i>			
Staff salaries		(184,830)	(175,630)
Staff salary related costs		(35,215)	(33,383)
Bookshop suppliers		(6,331)	(5,821)
Interest paid		(45)	(58)
Scholarships, grants and prizes		(3,364)	(10,803)
Travel and staff development		(7,454)	(11,001)
Payments to suppliers		(107,023)	(78,758)
Net Cash Provided by (used in) Operating Activities	19	53,117	65,004
CASH FLOWS FROM INVESTING ACTIVITIES			
<i>Inflows:</i>			
Proceeds from sale of land (KGUV)		1,762	-
Proceeds from sale of plant and equipment		602	568
<i>Outflows:</i>			
Payment for purchase of property, plant & equipment		(87,323)	(47,257)
Payment for finance lease		(279)	(262)
Payment for purchase of shares		(39)	(11)
Net Cash Provided by (used in) Investing Activities		(85,277)	(46,962)
Net Increase (Decrease) in Cash Held		(32,160)	18,042
Cash at the Beginning of the Year		94,327	76,285
Cash at the End of the Year	19	62,167	94,327

The above cash flows are shown gross of Goods and Services Tax where applicable. Refer to Note 1(t).

Payments for the purchase of property, plant and equipment exclude assets acquired via Finance leases.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Note number	Contents of note	Page Number
1	Summary of Significant Accounting Policies and Financial Reporting Framework	5
	(a) Principles of consolidation	5
	(b) Revenue recognition	5
	(c) Financial assistance for research	5
	(d) Property, plant and equipment	5
	(e) Restricted assets	6
	(f) Surplus assets	6
	(g) Depreciation of property, plant and equipment	6
	(h) Heritage assets	6
	(i) Revaluations	6
	(j) Indexation	7
	(k) Intangibles	7
	(l) Interest in joint venture operation	7
	(m) Other financial assets	7
	(n) Translation of foreign currency transactions	7
	(o) Inventories	7
	(p) Other assets	7
	(q) Superannuation	7
	(r) Employee benefits	8
	(s) Income tax	8
	(t) Goods and services tax	8
	(u) Rounding	8
2	Changes in Accounting Policy	8
	Increase to asset threshold level	8
3	Revenue from Ordinary Activities	9
4	Expenses from Ordinary Activities	12
5	Sales of Assets	14
6	Cash Assets	14
7	Receivables	14
8	Inventories	15
9	Other Financial Assets	16
10	Other Assets	16
11	Property, Plant and Equipment	17
12	Intangible Assets	20
13	Payables	20
14	Interest Bearing Liabilities	20
15	Tax Liabilities	20
16	Provisions	21
17	Other Liabilities	21
18	Equity and Reserves	22
19	Notes to the Statement of Cash Flows	23
20	Commitments for Expenditure	24
	(a) Capital expenditure	24
	(b) Operating lease	24
	(c) Finance lease	25
	(d) Cooperative Research Centres	26
	(e) Commercial entities	26
21	Contingent Assets and Liabilities	27
22	Controlled Entities	28
23	Defined Benefit Superannuation Plans	30
24	Responsible Persons and Executive Officers	31
25	Remuneration of Auditors	33
26	Disaggregation Information	33
27	Economic Dependency	33
28	Financial Instruments	34
29	Kelvin Grove Developments	36
30	Acquittal of Commonwealth Government Financial Assistance	37
31	Summary of Unspent Financial Assistance	43



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted by the Queensland University of Technology, and its controlled entities are stated in order to assist in a general understanding of the financial statements. These policies have been consistently applied except as otherwise indicated.

Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year amounts and other disclosures.

Financial Reporting Framework

The financial statements are a general purpose financial report and have been prepared in accordance with *Australian Accounting Standards* and other mandatory professional reporting requirements and with regard to the *Financial Management Standard 1997* issued under Section 46L of the *Financial Administration and Audit Act 1977*.

Account balances have been recognised utilising historical costs and do not take into account changing money values with the exception of non-current investments, land, buildings, heritage and infrastructure assets and museums and other collections which have been revalued at fair value. More information on this is to be found in the remaining notes.

The format of the financial statements is consistent with the requirements of the *Guidelines for the Preparation of Annual Financial Statements for the 2003 Reporting Period by Australian Higher Education Institutions* issued by the Commonwealth Department of Education, Science and Training (DEST).

The financial statements present the consolidated results of the Queensland University of Technology and all its controlled entities, outlined in Note 22. The effects of all transactions between these entities have been eliminated on consolidation.

Significant Accounting Policies

(a) Principles of consolidation

Controlled entities of the University are consolidated in accordance with the Australian Accounting Standard AAS24 – Consolidated Financial Statements, however as the amounts in relation to the only company currently trading, Creative Industries Precinct Pty Ltd, are not material, separate columnar disclosure of the University's accounts has not been made. The entities controlled by Queensland University of Technology are set out in Note 22.

(b) Revenue recognition

In compliance with the Statement of Accounting Concepts (SAC) 4, amounts of financial assistance (grants) are recognised as revenue upon receipt or upon notification that such an amount has been

secured. This is so, irrespective of whether conditions are attached. Amounts of financial assistance which are not acquitted (refer Notes 30 and 31) are required to be returned to the grant provider.

DEST does not prescribe how amounts of financial assistance received in advance are to be accounted for, however for the purposes of acquittal in Note 30 such amounts must be included in the year that they are allocated for rather than included in the year in which they are received.

Revenue from fees and charges is recognised only when the University has a right to be compensated, it is probable that the economic benefit associated with the transaction will flow to the University, and the amount can be reliably measured.

Revenue from the sale of goods is recognised upon the delivery of the goods to customers.

(c) Financial assistance for research

Payments for financial assistance in respect of research which may continue over a number of years are treated as income when the money is received and expenses are recognised in the year when incurred.

Monies received in 2003 through the operating grant and allocated by the University to research were \$8,848,000 (2002, \$15,458,000). Other research monies received and received in 2003 were \$27,527,000 (2002, \$25,815,000).

(d) Property, plant and equipment

Land, buildings and infrastructure assets
Land, buildings and infrastructure assets purchased or constructed since the last revaluation are initially recorded at cost and are revalued in accordance with Note 1(i). Buildings and infrastructure assets are depreciated as outlined in Note 1(g).

Leased infrastructure

Infrastructure that the University leases, such as the carpark located under the South-East Freeway is valued at its economic value to the University (being the present value of its cash earning ability) and is amortised over the term of the lease.

Plant and equipment

Plant and equipment with a value equal to or greater than \$5,000 (the asset recognition threshold) is initially recorded at cost and depreciated as outlined in Note 1(g).

Plant and equipment donated to the University is recorded at the University's estimate of cost in the year of donation and is depreciated as outlined in Note 1(g).

Additions with a value less than \$5,000 are expensed in the year of purchase.

**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

Library collections

Library collections are valued at cost. Additions to the collection during the year are recorded at cost. Depreciation is charged as outlined in Note 1(g).

Museums and other collections

Museums and other collections consists of the University's Art Collection and is valued at independent valuation every 5 years. The University Curator revalues the collection in other years.

Heritage assets

Assets which are entered or provisionally entered on the Queensland Heritage Register pursuant to the *Queensland Heritage Act 1992*, and where the University does not appeal against the entry are recognised as heritage assets. Assets are initially recognised at cost if purchased or at their book value should registration occur subsequent to the University obtaining control over them.

Depreciation is based on the estimated useful lives of the components of these assets as outlined in Note 1(g).

(e) Restricted assets

Most of the University's land is held as "reservations and deeds of grant in trust for educational purposes" under the *Land Act 1994*. The University cannot sell this land or the assets which attach to it without government permission.

(f) Surplus assets

Buildings which would not be replaced, or that are to be permanently withdrawn from use are written down to fair value being the net present value of the current net market rental for equivalent space. P Block at Gardens Point has been written down to \$36,000 as at 31 December 2003. It is anticipated that this building will be withdrawn from use in 2005.

(g) Depreciation of property, plant and equipment

Items of property, plant and equipment are depreciated over their estimated useful lives using the straight line method.

Buildings, infrastructure and heritage assets were analysed as "complex assets", so that major components, and the remaining service potential of those components were identified. Depreciation charges of these assets are based on the expected lives and values of the component parts.

Leased Infrastructure is depreciated over the period of the lease or remaining useful life, whichever is the shorter, using the straight line method.

The following range of estimated useful lives are used in the calculation of depreciation:

Buildings	20 - 100 years
Heritage Assets	20 - 120 years
Plant and equipment	3 - 20 years
Infrastructure	10 - 70 years
Library	15 - 100 years
Leased Infrastructure	1 - 6 years

Assets are depreciated from the month after acquisition or, in respect of buildings and infrastructure constructed, from the month after the asset is complete and ready for use.

Land and museums and other collections are not depreciated.

(h) Heritage assets

The following assets have been classified as heritage assets. Part of the former student residences at Kelvin Grove and Blocks A, E, F, G, H, J, R, U and W at Gardens Point. Future development of these assets must not be carried out without the Heritage Council's approval. The values of these assets have been separately disclosed in Note 11. The basis for revaluation of these assets is disclosed in Note 1(i).

The University entered into a long term lease of Old Government House in October 2002 to conserve, manage and enhance the property and accompanying grounds.

(i) Revaluations

Assets were revalued in 2001 in accordance with Australian Accounting Standard AASB 1041 and Queensland Government *Non-Current Asset Accounting Guidelines for the Queensland Public Sector*. The next independent revaluation of these assets is due in 2006.

The following information outlines the revaluation basis and frequency for each asset class:

Land

To date the unimproved capital value (UCV) of land as advised by the Department of Natural Resources, Mines and Energy has been used.

However, the Department has advised that UCV valuations should not be used for financial reporting purposes as the unimproved capital values may not reflect 'Fair Value', as defined in AASB1041.

QUT will request an individual inspection and assessment of properties from the State Valuation Service in 2004 on all land holdings owned by QUT for financial reporting purposes.

Buildings

For major buildings, independent valuation based on fair value at least every five years and indexation in other years. Minor buildings are not independently valued but are indexed each year. Refer also to Note 1(j).



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

**NOTE 1: SUMMARY OF SIGNIFICANT
ACCOUNTING POLICIES (Cont'd)**

Infrastructure

Independent valuation based on fair value at least every five years. Indexation of values in other years. Refer also to Note 1(j).

Heritage Assets

Independent valuation based on fair value at least every five years. Indexation of values in other years. Refer also to Note 1(j).

Library Collection

Recorded at cost in accordance with Queensland Government *Non-Current Asset Accounting Guidelines for the Queensland Public Sector*.

Museum & Other Collections

Independent valuation at least every five years. University valuation in other years.

Plant & Equipment

Recorded at cost.

Leased Infrastructure

Independent valuation based on fair value at least every five years. Indexation of values in other years. Refer also to Note 1(j).

(j) Indexation

When indexation of assets is undertaken the index "Australian Bureau of Statistics – Implicit Price Deflator – Gross Fixed Capital Formation – State & Local Government" is used. The amount of this index in 2003 was 0.224% (2002 0.00%).

(k) Intangibles

Major new system software and 'licence to use' software intended for ongoing use are capitalised when the cost exceeds the asset recognition threshold level.

Internally developed software is capitalised when related costs exceed the asset recognition threshold level and where it is probable that the future economic benefits embodied in the asset will eventuate.

Software development costs less than \$5,000 are expensed.

(l) Interest in joint venture operation

The Queensland University of Technology has entered into a joint venture operation with the Department of Housing and Racing called Kelvin Grove Urban Village. The joint venture is for the development of a 16.5 hectare site at Kelvin Grove. Each party to the venture owns and develops its own land located at the site, but contributes to the cost of shared infrastructure and other project common works.

These costs are shared on the following basis:

Queensland University of Technology	38%
Department of Housing and Racing	62%

Expenditure commitments relating to the joint venture are disclosed in Note 20. More information is also disclosed in Note 29.

(m) Other financial assets

Current investments consist of deposits at call which are valued at cost. Interest revenues are recognised as they accrue. Interest rates fluctuate daily.

Investments in companies are carried at cost less amounts provided for permanent diminutions in value.

The University has an investment with Queensland Investment Corporation in a growth oriented diversified fund. This investment has been made for the long term with the anticipation that the value will increase over time. The value of the investment is subject to increases and decreases in value over the short term. These fluctuations in value have been recognised in the financial statements via the Statement of Financial Performance. This investment is recorded at market value.

(n) Translation of foreign currency transactions

Transactions in foreign currencies are initially measured and brought to account at the rate of exchange in effect at the date of each transaction.

(o) Inventories

Bookshop

Inventories are valued at the lower of cost and net realisable value. Cost is determined using a weighted average method of calculation. No amounts of inventory have been pledged as security for any liability.

Land held for resale

Land held for resale is stated at the lower of cost and net realisable value. Cost includes the cost of acquisition and development. Development costs are assigned to lots apportioned on an area basis. The current market value of these lots is disclosed in Note 8.

(p) Other assets

Payments for goods and services which are to be provided in future years are recognised as prepayments.

(q) Superannuation

Payments to superannuation schemes are expensed as incurred. Total contributions for the year are disclosed in Note 4.1. The University contributes to both defined benefit and accumulation schemes. Information in respect to the UniSuper Defined Benefit Scheme is outlined in Note 23.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont'd)

(r) Employee benefits

The liability for salaries and provision for recreation leave have been measured as the amounts which the economic entity has a legal obligation to pay, in respect to employees' services up to balance date. The liability for salaries and the current liability portion for recreation leave have been calculated using current salary rates. The apportionment of recreation leave between current and non-current was based on the University's previous experience of when recreation leave is taken. The non-current liability portion of recreation leave was calculated with consideration to future increases in salary levels and was not discounted.

Provision for long service leave has been measured with reference to the present value of the estimated future cash outflows to be made, predictions of when leave will be taken and the University's experience of the probability that employees will qualify for long service leave. Consideration has been given to future increases in salary levels. Liabilities for which a legal entitlement does not exist or long service leave which is not expected to be taken within twelve months, are discounted using interest rates on Australian government guaranteed securities with terms to maturity which most closely match the estimated future cash outflows.

Related on-costs have been included.

At the 31 March 2003, the average number of employees during the year was 3,319 (2002 3,470) measured on a full time equivalent basis.

(s) Income tax

Queensland University of Technology is exempt from income tax, however, the following subsidiaries are not:

- o GeneCo Pty Ltd
- o QUT Enterprise Holdings Pty Ltd
- o Creative Industries Precinct Pty Ltd, and
- o QUT Enterprise Holdings Trust

These entities adopt the liability method of tax effect accounting and future income tax benefits are only carried forward as an asset where realisation of the benefit can be regarded as being assured beyond reasonable doubt.

At 31 December 2003, GeneCo Pty Ltd has actual taxation losses carried forward of \$2,295,000 (2002 \$2,295,000) which may be offset by future income.

(t) Goods and services tax

Revenues, expenses and assets are recognised net of goods and services tax (GST) except where the amount of GST incurred is not recoverable. Receivables and payables are stated at the GST inclusive amount. Cash flows are included in the Statement of Cash Flows on a gross basis.

(u) Rounding

Amounts included in the financial statements have been rounded to the nearest \$1,000 or, where the amount is \$500 or less, to zero.

NOTE 2: CHANGES IN ACCOUNTING POLICY

The following change has been made to improve the relevance and reliability of the University's financial statements.

Increase to asset threshold level

In 2003, the University approved an increase to the asset recognition threshold. This refocuses the asset recognition process onto more material asset purchases and eliminates adjustments for the many purchases of computers and smaller equipment items that are made. QUT complied with the Australian Accounting Standard AASB1001, 'Accounting Policies' in making this change.

Under the new policy the amount of the asset recognition threshold was increased from \$2,000 to \$5,000. Assets valued up to \$5,000 were retired with a corresponding decrease in the carrying amount of assets. The impact of the policy change is a net increase in expenditure (lower depreciation charged and the asset being expensed). The financial effect of the policy change results in a net reduction in assets, and a decrease to the retained surplus by the following amount:

	2003 \$'000
Cost of Assets retired	25,203
Less Accumulated depreciation	<u>12,190</u>
Net Amount of assets retired	<u>13,013</u>

The future financial effect of this change is that around \$4 million per annum of depreciation expense will no longer be recognised in the accounts, and that around \$4 million per annum of plant and equipment purchases will be expensed. It is considered impracticable to disclose the comparative information for the 2002 financial year.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 3: REVENUE FROM ORDINARY ACTIVITIES

3.1 COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (excluding HECS & PELS)

Teaching and Learning

Operating purposes excluding HECS & PELS	120,751	122,814
Capital development pool	3,136	3,477
	123,887	126,291

Australian Research Council

Discovery - Projects (Large grants)	1,984	1,525
Discovery - Fellowships	(11)	-
Linkage - Infrastructure	-	300
Linkage - International Researcher Exchange	234	100
Linkage - Projects	2,593	2,794
	4,800	4,719

DEST Research

Institutional Grants Scheme	4,887	4,880
Research Training Scheme	9,519	9,541
Research Infrastructure Block Grants	1,516	1,348
Australian Postgraduate Awards	1,817	1,703
International Postgraduate Research Scholarships	331	255
	18,070	17,727

Other Commonwealth Government

National Health & Medical Research Council	1,589	1,212
Ausaid	-	484
Australearn	497	-
Australian Centre for International Agricultural Research	277	229
CRC in Railway Engineering & Technology	216	-
Department of Health & Aged Care	211	483
Department of Education, Science and Training	184	376
Other	986	1,409
	3,960	4,193

Total

150,717 152,930

The revenue received from the Commonwealth includes \$10,552,000 (2002 \$11,082,000) belonging to the 2004 grant which was received in December 2003. Refer to Note 1(b).

3.2 QUEENSLAND GOVERNMENT FINANCIAL ASSISTANCE

Financial assistance from state departments and agencies	12,990	4,645
Total	12,990	4,645

The State Government has contributed \$8,858,000 (2002 \$1,916,000) towards the Kelvin Grove Developments, \$7.595 million from Department of State Development (refer also to Note 29) and \$1.263 million from the Department of Public Works.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

3.3 HIGHER EDUCATION CONTRIBUTION SCHEME

Higher Education Contribution Scheme revenue was collected by the University as follows during the reporting period:

Student contributions	12,508	16,480
Commonwealth payments	85,010	72,954
Total	97,518	89,434

The revenue received from the Higher Education Trust Fund includes \$6,909,000 (2002 \$6,648,000) belonging to the 2004 grant which was received in December 2003. Refer to Note 1(b).

3.4 FEES AND CHARGES

Continuing education	3,206	2,485
Fee-paying overseas students	65,564	56,981
Fee-paying domestic postgraduate students	8,975	9,202
Fee-paying domestic undergraduate students	1,499	2,018
Fee-paying domestic non-award students	863	902
Other		
Rental charge tenants	564	309
Library fines	9	8
Late fees	80	5
Parking fees & fines	1,194	1,154
Testing fees	186	277
Library photocopiers	1,952	1,929
Fee paying overseas students non-tuition fees	242	252
Hire of equipment & facilities	597	490
Sundry fees and charges	1,541	1,648
Total	86,472	77,660

3.5 INVESTMENT INCOME (LOSS)

Interest	3,799	3,643
Investment gains (losses)	7,601	(5,050)
Total	11,400	(1,407)



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

3.6 SALES

Bookshop	8,357	8,254
Cost of sales \$5,780,000 (2002 \$5,821,000)		
Land - Kelvin Grove Developments *	6,297	-
Cost of sales \$429,000 (2002 \$nil)		
Other	1,281	1,840
Total	15,935	10,094

* Refer also to Note 8.

3.7 OTHER REVENUE

Bad debts recovered	20	14
Commissions	175	117
Community Facility contribution	869	918
Proceeds from disposal of property, plant and equipment	602	568
Rebates received	-	548
Recoveries	3,336	4,558
Sponsorships	686	505
Transfer of assets from Co-operative Research Centres	154	259
Scholarships & prizes	388	316
Sundry revenue	307	490
Total	6,537	8,293



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 4: EXPENSES FROM ORDINARY ACTIVITIES

4.1 EMPLOYEE BENEFITS

Academic		
Salaries	77,085	71,091
Contribution to superannuation and pension schemes	11,752	10,276
Payroll tax	4,514	4,092
Workers' compensation	106	74
Long service leave *	4,400	2,172
Annual leave *	6,333	6,756
Other	90	200
Total Academic	104,280	94,661
Non-Academic		
Salaries	89,198	83,702
Contribution to superannuation and pension schemes	13,082	12,024
Payroll tax	5,225	4,921
Workers' compensation	(76)	144
Long service leave *	3,741	1,540
Annual leave *	9,311	7,541
Other	98	233
Total Non-Academic	120,579	110,105
Total Employee Benefits	224,859	204,766

* In 2002 annual leave and long service leave were reported on the basis of amounts paid. In 2003 these items are reported on the basis of the expenditure involved, which includes payments made as well as the movement in leave provisions.

4.2 DEPRECIATION AND AMORTISATION

Depreciation		
Buildings	13,005	11,643
Heritage assets	1,448	1,496
Infrastructure assets	1,681	756
Library	5,011	4,682
Plant and equipment	6,079	9,904
	27,224	28,481
Amortisation		
Intangibles	284	118
Leased equipment	250	250
	534	368
Total	27,758	28,849

4.3 BAD AND DOUBTFUL DEBTS

Bad Debts written off	1,555	59
Increase/(decrease) in Provision for doubtful debts	2,109	(146)
Total	3,664	(87)

In 2003 \$1,258,000 was written off as a bad debt following the renegotiation of a Royalties contract. A provision of \$200,000 has also been established for Royalty payments in 2006 and 2007 which are doubtful.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

	<i>Consolidated Entity</i>	
	<i>2003</i>	<i>2002</i>
	<i>\$'000</i>	<i>\$'000</i>
4.4 OTHER EXPENSES		
Scholarships, grants and prizes	3,374	10,800
Telecommunications	2,660	4,529
Non-capitalised equipment *	24,631	5,391
Non-capitalised construction	10,839	9,289
Maintenance of building and grounds	6,412	7,113
Travel & staff development	7,483	10,951
Entertainment	1,630	1,593
Cost of sales - Bookshop	5,780	5,821
Cost of sales - KGUV	429	-
Net diminution in value of other financial assets	(148)	-
Research and development costs	23,737	7,091
Operating lease rental expenses	2,396	2,225
Carrying value of property, plant and equipment disposed of	2,135	1,176
Maintenance of networks and licences	2,252	2,611
Library acquisitions	803	1,140
Utilities	5,751	6,689
Other expenses		
Bank charges & credit card charges	798	806
Commission	3,981	3,054
Consultants & contractors	2,582	1,493
Contract cleaning & security	1,708	1,617
Directors fees (subsidiary company)	36	-
Donations & sponsorships	407	298
Employment agency services	1,590	2,182
General maintenance	1,826	2,296
General supplies & services	5,233	5,423
Hire of facilities & services	3,797	4,941
Insurance costs	1,335	1,021
Legal fees	688	461
Memberships of professional associations	816	646
Post, freight & courier	1,350	1,288
Printery, photocopying & photography services	1,933	2,214
Promotional expenses	2,961	3,562
Recruitment costs	1,311	1,034
Other **	1,526	1,313
Total	134,042	110,068

* Non-capitalised equipment includes equipment no longer capitalised as a result of the change in the asset threshold, in addition to the retirement of \$13.013 million of assets associated with the change in asset threshold policy. Refer also to Note 2.

** The University recorded a loss due to foreign currency movements of \$365,000 (2002 loss of \$272,000). This results mainly from movements in the value of the Australian dollar against the United States dollar in relation to a contract for royalty income written in United States dollars at the end of 2000.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 5: SALES OF ASSETS

<i>Proceeds from Sale</i>		
Property, plant & equipment	602	568
 <i>Carrying amount of Assets Sold</i>		
Property, plant & equipment	2,135	1,176
Net gain (loss) on disposal	(1,533)	(608)

NOTE 6: CASH ASSETS

CURRENT		
Cash at bank and on hand	5,110	3,371
Deposits at call - at cost	57,057	90,956
Total	62,167	94,327

NOTE 7: RECEIVABLES

CURRENT		
Debtors		
Trade	9,105	3,309
Student fees	6,616	3,978
Goods and services tax refund due	1,704	2,102
Student loans	157	140
	17,582	9,529
Provision for doubtful debts		
Trade*	(932)	(175)
Student fees	(1,925)	(209)
Student loans	(12)	(12)
	(2,869)	(396)
Total debtors net of provisions	14,713	9,133
Accrued revenue	2,233	3,746
Total	16,946	12,879
 NON-CURRENT		
Accrued revenue	301	1,317

* Includes provision for doubtful Royalties of \$200,000.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 8: INVENTORIES

CURRENT

Bookshop merchandise	3,302	2,751
Land Held for Resale	1,727	569
	5,029	3,320

NON-CURRENT

Land Held for Resale	1,031	2,579
----------------------	-------	-------

Total	6,060	5,899
--------------	--------------	--------------

The current market value of the Land Held for Resale is \$13,452,000, based on agreements between the University and the Department of Housing and Racing. Refer also to Note 1(o).

The amount of Land Held for Resale has been calculated as follows:

Opening Balance	3,148	-
Transferred from/(to) Land at valuation	(151)	2,698
Land sold in current year	(569)	-
Adjustment to restate Land at Cost	(427)	-
Development costs capitalised	673	404
Borrowing costs capitalised	-	-
Rates capitalised	84	46
Total	2,758	3,148

Classified as:

Current	1,727	569
Non-current	1,031	2,579
Total	2,758	3,148



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 9: OTHER FINANCIAL ASSETS

NON-CURRENT

Investment trust	72,843	65,797
Shares (unquoted) - at cost	2,028	1,506
Provision for diminution in value of shares	(328)	(475)
Future Income Tax Benefit of Subsidiary (FITB)	3	-
	74,546	66,828

Significant investments included in Shares at Cost:

	<i>Cost</i>	<i>Provision for Diminution</i>	<i>Percentage owned</i>
	\$'000	\$'000	
Farmacule Bioindustries Pty Limited (Agricultural Biotechnology)	968	-	38
Tissue Therapies Pty Ltd (Bio Medical Research)	451	-	35
Quantm Australia CMC Pty Ltd (Multi Media Training and Consulting)	475	328	11

The University has not equity accounted any of these companies as the level of investment that the University has in these companies is not material.

The University does not control or exercise significant influence over these companies.

NOTE 10: OTHER ASSETS

CURRENT

Prepayments	3,626	3,201
	3,626	3,201



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 11: PROPERTY, PLANT AND EQUIPMENT

NON-CURRENT

Land

At Cost	27,124	6,960
At Valuation *	57,483	48,457
Total Land (Non-current)	84,607	55,417

* Unimproved capital value of land. Refer to Note 1(i).

Buildings

At Cost	13,409	1,476
Accumulated Depreciation	(1,804)	(56)
	11,605	1,420

At Valuation	347,816	347,083
Accumulated Depreciation	(162,545)	(150,979)
	185,271	196,104

Leasehold Improvements	1,637	3,503
	1,637	3,503

Under Construction - At Cost	58,722	20,283
	58,722	20,283

Total Buildings	257,235	221,310
------------------------	----------------	----------------

Infrastructure Assets

At Cost	7,404	-
Accumulated Depreciation	(740)	-
	6,664	-

At Valuation	27,746	27,703
Accumulated Depreciation	(8,920)	(8,344)
	18,826	19,359

Leased	2,460	2,455
Accumulated amortisation	(547)	(182)
	1,913	2,273

Under Construction - At Cost	6,119	10,307
------------------------------	-------	--------

Total Infrastructure Assets	33,522	31,939
------------------------------------	---------------	---------------

Heritage Assets

At Valuation	48,544	48,438
Accumulated Depreciation	(28,194)	(26,750)
Total Heritage Assets	20,350	21,688



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 11: PROPERTY, PLANT AND EQUIPMENT (Cont'd)

Plant and Equipment		
Motor Vehicles		
At Cost	2,635	3,482
Accumulated Depreciation	(1,262)	(1,659)
	<u>1,373</u>	<u>1,823</u>
Computing Equipment		
At Cost	20,926	44,274
Accumulated Depreciation	(14,299)	(25,906)
	<u>6,627</u>	<u>18,368</u>
Other		
At Cost	37,487	42,550
Accumulated Depreciation	(20,063)	(24,456)
	<u>17,424</u>	<u>18,094</u>
Total Plant and Equipment	<u>25,424</u>	<u>38,285</u>
Plant & Equipment under Finance Lease		
Present value of minimum lease payments	1,449	1,473
Accumulated Amortisation	(973)	(747)
	<u>476</u>	<u>726</u>
Library Collections		
At Cost	71,570	65,720
Accumulated Depreciation	(9,693)	(4,682)
Total Library Collections	<u>61,877</u>	<u>61,038</u>
Museums & Other Collections		
At Cost	420	441
At Valuation	6,155	5,256
Total Museums & Other Collections	<u>6,575</u>	<u>5,697</u>
Total Property, Plant & Equipment	<u>490,066</u>	<u>436,100</u>

Buildings and Heritage assets were revalued using deprival value by Donald Cant Watts Corke (QLD) Pty Ltd, Quantity Surveyors in association with GHD Pty Ltd in November 2001.

Infrastructure assets were revalued using depreciated current replacement cost by GHD Pty Ltd, Consulting Engineers in November 2001.

Subsequent revaluations have been taken using appropriate indices.

Museum and other collections were revalued using market values by Bettina MacAulay, Fine Art and Publishing Consultant, in October 2001.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
 NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003



NOTE 11: PROPERTY, PLANT AND EQUIPMENT (Cont'd)

Movement in Carrying Amounts:

	Land	Buildings (Incl. Leasehold Improvements)	Infrastructure	Heritage Assets	Motor Vehicles	Computing Equipment
	2003 \$'000	2003 \$'000	2003 \$'000	2003 \$'000	2003 \$'000	2003 \$'000
Opening Balance (Net)	55,417	221,310	31,939	21,688	1,823	18,364
Additions (incl. Under constr.)	18,619	48,443	3,216	63	674	1,660
Disposals*	-	(12)	-	-	(541)	(11,006)
Depreciation & Amortisation Expense	-	(13,005)	(1,681)	(1,448)	(518)	(2,489)
Revaluation increase (decrease)	10,571	499	48	47	-	-
Other movements	-	-	-	-	(65)	98
Closing Balance	84,607	257,235	33,522	20,350	1,373	6,627

	Plant & Equip under Finance Lease	Other Plant & Equipment	Library Collections	Museums & Other Collections	Total Property, Plant and Equipment
	2003 \$'000	2003 \$'000	2003 \$'000	2003 \$'000	2003 \$'000
Opening Balance (Net)	726	18,096	61,038	5,697	436,098
Additions (incl. Under constr.)	-	6,093	5,850	420	85,038
Disposals*	-	(3,660)	-	-	(15,219)
Depreciation & Amortisation Expense	(250)	(3,072)	(5,011)	-	(27,474)
Revaluation increase (decrease)	-	-	-	458	11,623
Other movements	-	(33)	-	-	-
Closing Balance	476	17,424	61,877	6,575	490,066

**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 12: INTANGIBLE ASSETS

Software Development

At Cost	2,776	588
Accumulated Depreciation	(872)	(588)
	1,904	-
Under Construction - At Cost	8,734	9,281
Total Software Development	10,638	9,281

NOTE 13: PAYABLES

CURRENT

Trade creditors	6,108	5,357
Accrued expenses & other creditors	11,063	15,410
	17,171	20,767

NOTE 14: INTEREST BEARING LIABILITIES

CURRENT

Finance lease	290	279
	290	279

NON-CURRENT

Finance lease	289	579
	289	579

Under the State's 2003-2004 Borrowing Program for Universities, the University has an approved overdraft limit of \$11.5 million. This facility has been established to provide security over payments for the Asset Management Program. In addition to this, the Borrowing Program also provides for an amount of up to \$3 million to be made available to the University during 2003-2004, in the form of loans. The University's overdraft facility and its 2003-2004 borrowing program have not been drawn upon during the year.

The University has also received approval from Treasury to enter into finance leases to the value of \$2 million. Finance lease commitments are disclosed in Note 20(c).

NOTE 15: TAX LIABILITIES

CURRENT

Tax Liabilities of Subsidiary	15	-
	15	-



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 16: PROVISIONS

CURRENT		
Recreation leave	5,730	5,279
Long service leave	6,647	6,190
	<u>12,377</u>	<u>11,469</u>
 NON-CURRENT		
Recreation leave	1,875	1,441
Long service leave	22,246	17,252
	<u>24,121</u>	<u>18,693</u>

NOTE 17: OTHER LIABILITIES

CURRENT		
Unspent financial assistance	2,100	874
Revenue received in advance	9,126	6,819
	<u>11,226</u>	<u>7,693</u>
 NON-CURRENT		
Unspent financial assistance	<u>10,883</u>	<u>13,396</u>

"Current and non-current unspent financial assistance" consists primarily of unexpended funds received from Atlantic Philanthropies for the Institute of Health and Biomedical Innovation (IHBI) and includes some funds unacquitted in Note 31 where it is likely that the unspent amount will be required to be repaid to DEST.

"Revenue received in advance" consists predominantly of fee-paying overseas student fees (\$7.62 million) received in advance and unearned at balance date.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 18: EQUITY AND RESERVES

18.1 SHARE PREMIUM RESERVE

Share premium reserve at beginning of year	-	100
Transfer to retained surplus	-	(100)
Share premium reserve at end of year	-	-

18.2 ASSET REVALUATION RESERVE

Asset revaluation reserve at beginning of year:	70,680	69,759
Increase (decrease) due to revaluation:		
Land	10,571	1,903
Buildings	499	4,010
Infrastructure	48	2,455
Heritage assets	47	190
Library	-	(5,980)
Museums	458	346
Plant & equipment	-	(1,872)
Revaluation adjustment - GeneCo Pty Ltd	-	(131)
Asset revaluation reserve at end of year	82,303	70,680

18.3 ENDOWMENT FUNDS

Endowment funds at beginning of year	4,658	4,302
Transfer from retained surplus	115	356
Endowment funds at end of year	4,773	4,658

The endowment funds are to be held for the long term in order to benefit future students by, for example, provision of scholarships and bursaries.

18.4 ACCUMULATED FUNDS

Retained funds at beginning of the year	481,619	460,213
Net Operating Result	19,398	21,531
Transfers to Endowment funds	(115)	(356)
Transfers from reserves: Share premium reserve	-	100
Revaluation adjustment - GeneCo Pty Ltd	-	131
Retained funds at end of year	500,902	481,619



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

18.5 EQUITY SUMMARY

Total Equity at beginning of the year	556,957	534,374
Increase (Decrease) Asset Revaluation Reserve	11,623	1,052
Net Operating Result	19,398	21,531
Total Equity at end of year	587,978	556,957

NOTE 19: NOTES TO THE STATEMENT OF CASH FLOWS

Reconciliation of cash assets

For the purposes of the Statement of Cash Flows, "cash assets" includes cash on hand and in banks and investments in money market instruments, that are highly liquid, with short periods to maturity and subject to an insignificant risk of changes in value, net of outstanding bank overdrafts (if any). Cash at the end of the year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows. There are no amounts of cash assets that are not available for use.

Cash at bank and on hand	6	5,110	3,371
Deposits at call	6	57,057	90,956
Cash at the end of the year		62,167	94,327

Reconciliation of Net cash provided by operating activities to Net Operating Result from ordinary activities

Net Operating Result from ordinary activities	19,398	21,531
Less Investing Activity - Sale of Land	(1,761)	-
Assets written off due to Asset Recognition Threshold change	12,979	-
Depreciation	27,758	28,849
(Gain)/Loss on disposal of fixed assets	1,533	608
Income from donated items *	(699)	(1,076)
<i>Changes in assets and liabilities:</i>		
(Increase) Decrease in market value of long term investments	(7,528)	4,247
Increase (Decrease) in provision for diminution in value of other financial assets	(147)	-
(Increase) Decrease in debtors	(8,053)	(1,824)
Increase (Decrease) in provision for doubtful debts	2,473	(146)
(Increase) Decrease in accrued revenue	2,530	(1,944)
(Increase) Decrease in inventories	(550)	(143)
(Increase) Decrease in prepayments & other assets	(428)	1,060
Increase (Decrease) in trade creditors	654	(773)
Increase (Decrease) in accrued expenses and other creditors	(2,402)	973
Increase (Decrease) in provision for employee benefits	6,339	726
Increase (Decrease) in other liabilities	(1,287)	14,135
Increase (Decrease) in revenue received in advance	2,308	(1,219)
Net cash provided by operating activities	53,117	65,004

Non-cash Financing and Investing Activities

* During the year the University acquired library, plant and equipment and artwork with an aggregate fair value of \$699,000 (2002 \$1,076,000) as gifts. These are not reflected in the Statement of Cash Flows.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 20: COMMITMENTS FOR EXPENDITURE

*(a) Capital Expenditure Commitments (GST Inclusive)
Contracted but not provided for and payable:*

Building Works

Within 12 months	18,636	4,000
12 months or longer and not longer than five years	2,549	3,384
	21,185	7,384

Input tax credits receivable

Within 12 months	1,694	364
12 months or longer and not longer than five years	232	308
	1,926	672

Kelvin Grove Developments (KGUV, CIP & IHB)

Within 12 months	11,234	56,559
12 months or longer and not longer than five years	642	-
	11,876	56,559

Input tax credits receivable

Within 12 months	1,021	5,142
12 months or longer and not longer than five years	58	-
	1,079	5,142

Plant and Equipment

Within 12 months	1,763	2,714
------------------	-------	-------

Input tax credits receivable

Within 12 months	160	247
------------------	-----	-----

Net Capital Expenditure Commitments

31,659 60,596

*(b) Operating and Non-Cancellable Lease Commitments (GST Inclusive)
Future operating lease commitments, not provided for and payable:*

Future Operating and Non-Cancellable Lease Commitments

Within 12 months	1,759	2,163
12 months or longer and not longer than five years	2,626	785
	4,385	2,948

Input tax credits receivable

Within 12 months	160	196
12 months or longer and not longer than five years	239	71
	399	267

Net Operating and Non-Cancellable Lease Commitments

3,986 2,681

The University has entered into a lease for 30 years over Old Government House for \$1 per year if demanded.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 20: COMMITMENTS FOR EXPENDITURE

(c) Finance Lease Commitments Payable (GST Inclusive)

Finance Lease Commitments

Within 12 months	321	328
12 months or longer and not longer than five years	305	626
Minimum lease payments	626	954
Less Future finance charges	46	95

Lease Liability

580 859

Input tax credits receivable

Within 12 months	27	27
12 months or longer and not longer than five years	26	51
	53	78



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003

NOTE 20: COMMITMENTS FOR EXPENDITURE (Cont'd)

(d) Cooperative Research Centres

The University has contractual commitments to the following Cooperative Research Centres (CRCs). The CRCs are not controlled by the University and their results have not been included in the University's financial statements.

Name	Length of Period for Commitment											
	Within 12 months				Twelve months or longer and not longer than five years				Longer than 5 years			
	In Kind		Cash		In Kind		Cash		In Kind		Cash	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
CRC for Diagnostics	1,818	1,818	500	500	6,363	8,181	1,750	2,000	-	-	-	-
CRC for Satellite Systems	487	539	70	-	134	-	-	-	-	-	-	-
CRC for Construction Innovation	1,323	1,302	150	150	4,939	6,262	525	675	-	-	-	-
CRC for Eye Research and Technology	56	-	-	-	-	-	-	-	-	-	-	-
CRC for Railway Engineering and Technologies	332	322	50	50	1,240	1,388	175	200	-	184	-	25
CRC for Integrated Engineering Asset Management	2,374	-	160	-	9,496	-	640	-	4,748	-	320	-
CRC for Interaction Design	2,451	-	450	-	9,804	-	1,800	-	4,902	-	900	-
CRC for Sugar Industry Innovation Through Biotechnology	190	-	-	-	760	-	-	-	-	-	-	-
Total CRC Commitments	9,031	3,981	1,380	700	32,736	15,831	4,890	2,875	9,650	184	1,220	25

(e) Commercial Entities

The University has contractual commitments to the following Commercial Entities. These entities are not controlled by the University and their results have not been included in the University's financial statements.

Name	Length of Period for Commitment							
	Within 12 months				Twelve months or longer and not longer than five years			
	In Kind		Cash		In Kind		Cash	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
National Research Centre for Environmental Toxicology	-	-	50	-	-	-	50	-
Queensland Manufacturing Institute	-	-	130	-	-	-	260	-
Total Commercial Commitments	-	-	180	-	-	-	310	-



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 21: CONTINGENT ASSETS & LIABILITIES

	<i>Consolidated Entity</i>	
	<i>2003</i>	<i>2002</i>
	<i>\$'000</i>	<i>\$'000</i>
<i>Contingent assets</i>		
Potential contribution from Queensland Government for the Institute of Health and Biomedical Innovation *	22,500	22,500
Potential donations from Atlantic Philanthropies **	9,334	10,151
Potential contribution from the State Government for Creative Industries Precinct	7,405	15,000
Potential recovery from HIH Claims Support Scheme	174	174
	39,413	47,825
<i>Contingent liabilities</i>		
Potential loan repayment to Queensland Government for the Institute of Health and Biomedical Innovation *	22,500	22,500
Estimated liability in respect to contractual disputes	607	200
Potential claims re HIH collapse	59	94
	23,166	22,794

*The Queensland Government has agreed to lend \$22.5 million towards the construction of the Institute of Health and Biomedical Innovation (IHBI). Subject to the University meeting certain criteria, the amount of the loan to be repaid to Queensland Government may be reduced to \$15 million.

** The major part of the Atlantic Philanthropies donation is an amount of \$8.20 million towards the construction of the Institute of Health and Biomedical Institute (IHBI), at Kelvin Grove. Refer also to Note 29.

	<i>Contingent Assets</i>		<i>Contingent Liabilities</i>	
	<i>2003</i>	<i>2002</i>	<i>2003</i>	<i>2002</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
Opening balance	47,825	114	22,794	314
Additional and increased contingencies recognised during the reporting period		47,711	407	22,500
Reductions in contingency assets/liabilities	(8,412)	-	(35)	(20)
Closing balance	39,413	47,825	23,166	22,794



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 22: CONTROLLED ENTITIES

Queensland University of Technology controls the following entities:

	<i>University Interest</i>		<i>Contribution to Operating Result</i>	
	<i>2003 %</i>	<i>2002 %</i>	<i>2003 \$'000</i>	<i>2002 \$'000</i>
GeneCo Pty Ltd	100	100	-	-
Brisbane Business School Pty Ltd	100	100	-	-
QUT Enterprise Holding Pty Ltd	100	100	-	-
QUT Enterprise Holdings Trust	100	100	-	-
Creative Industries Precinct Pty Ltd	100	100	40	-
			<u>40</u>	<u>-</u>

Only Creative Industries Precinct Pty Ltd traded during the year. All are incorporated in Australia. There is 1 share of 1,562,553 in GeneCo Pty Ltd that is not owned by the University.

Creative Industries Precinct Pty Ltd began trading in 2003. Its accounts as at 31 December 2003 are as follows:

**CREATIVE INDUSTRIES PRECINCT PTY LTD
STATEMENT OF FINANCIAL PERFORMANCE
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

	<i>Creative Industries Precinct (Controlled Entity)</i>	
	<i>2003 \$'000</i>	<i>2002 \$'000</i>
OPERATING RESULT		
Revenue From Ordinary Activities		
Grants - State Government	160	-
Total Revenue From Ordinary Activities	<u>160</u>	<u>-</u>
Expenses From Ordinary Activities		
Accounting and Audit Fees	28	-
Contractor Expenses	18	-
Director's fees	36	-
Recruitment costs	34	-
Other expenses	4	-
Total Expenses From Ordinary Activities	<u>120</u>	<u>-</u>
Net Operating Result from Ordinary Activities before related income tax expense	40	-
Income tax expense relating to ordinary activities	12	-
Net Operating Result from Ordinary Activities after related income tax expense	<u>28</u>	<u>-</u>
Total Changes in Equity Other than those Resulting from Transactions with Owners as Owners	<u>28</u>	<u>-</u>



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 22: CONTROLLED ENTITIES (cont'd)

**CREATIVE INDUSTRIES PRECINCT PTY LTD
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2003**

		<i>Creative Industries Precinct (Controlled Entity)</i>	
		<i>2003</i>	<i>2002</i>
		<i>\$'000</i>	<i>\$'000</i>
CURRENT ASSETS			
Cash assets		93	-
Future income tax benefits		3	-
Total Current Assets		96	-
TOTAL ASSETS			
		96	-
CURRENT LIABILITIES			
Payables		53	-
Current tax liabilities		15	-
Total Current Liabilities		68	-
TOTAL LIABILITIES			
		68	-
NET ASSETS			
		28	-
EQUITY			
Accumulated funds		28	-
TOTAL EQUITY		28	-

These amounts have been consolidated into QUT's accounts but columnar disclosure of the University's accounts without these figures has not been made due to the immateriality of the amounts.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 23: DEFINED BENEFIT SUPERANNUATION PLANS

The only defined benefit superannuation plan sponsored by the University is UniSuper. UniSuper has a financial year ending on 30 June, and accordingly information is disclosed as at that date.

	<i>Consolidated Entity</i>	
	<i>2003</i>	<i>2002</i>
	<i>30 June</i>	<i>30 June</i>
	<i>\$'000</i>	<i>\$'000</i>
Accrued benefits	63,976	67,330
Net market value of plan assets	67,468	62,628
Surplus (shortfall) of net market value of plan over accrued benefits	3,492	(4,702)
Vested benefits	76,565	67,330

While the UniSuper Defined Benefit Plan (DBP), at 30 June 2003, had a net surplus, the Actuary advised that the 'cushion' afforded by the December 2002 Accrued Benefit Index figure of 104.5%, does not allow UniSuper to place absolute reliance upon being able to maintain the DBP to a fully funded position and that as a matter of prudence, the Trustee should trigger the process contained in Clause 34(a) of the UniSuper Trust Deed, so that, should the Fund's position deteriorate in future years, the remedies prescribed in Clause 34(a) may be addressed.

The effect of the clause is to trigger a four-year period during which two further formal actuarial reviews will be conducted. If after that four-year period there has been deterioration in the funding position, then employers (and by extension, members) can be asked to make additional contributions to the DBP. Consequently, the Trustee has agreed to invoke Clause 34(a) effective from 1 September 2003.

Employer contributions to the scheme for defined benefit scheme and accumulation plans (excluding additional voluntary contributions) for the year ended 31 December 2003 were \$20,335,000 (2002 \$18,268,000).

The actuarial valuation of UniSuper as at 31 December, 2002, was prepared by Towers Perrin on 15 August, 2003. The next actuarial investigation will be conducted as at 31 December 2004.

Accrued Benefits

In 2003 UniSuper changed its accounting policy in relation to the calculation of accrued benefits. In prior years accrued benefits were determined as being equal to the value of vested benefits.

In 2003, UniSuper has calculated the accrued benefits as the present value of expected future payments of benefits to the 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.

UniSuper advise that it has made this change as the Fund Trustees believe that, as there are more than 100 participating employers in the Fund, accrued benefits calculated using the new method are a more relevant measure of UniSuper's accrued liability because all members are not expected to voluntarily leave service at one time.

The amount of UniSuper accrued benefits applicable to QUT at 30 June 2002 calculated on the same basis as that used for 30 June 2003 was \$53,833,000.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 24: RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

24.1 Responsible Persons

“Responsible persons” are defined as those who act for the University, in a fiduciary position as a member of the University’s Council.

Parent Entity Only

QUT Council members in 2003 were:

Chancellor
Deputy Chancellor
Vice Chancellor

Dr C Hirst AO
Mr K Hillless (also Minister's nominee)
Prof RD Gibson AO (resigned 11 April 2003)
Prof OP Coaldrake (appointed 14 April 2003)

Nominees of the Minister for Education and the Arts

Dr C Dillon
Dr F Haly AO
Mrs L Lavarch
Dr E Mellish
Mr S Keim
Ms J Withey
Mr K Smith (commenced 3 February 2003)
(resigned 16 April 2003)
Mr J Varghese (commenced 17 April 2003)

Nominees of the Director General of the Department for Education and the Arts

Mr N Whittaker

Additional members appointed by Council

Mr K Dredge
Dr D McTaggart

Elected general staff

Ms H Goss
Miss S Smith

Elected academic staff

Dr R Cope
Ms L Wiseman
Mr R Daniels

Elected student members

Ms J Jansen
Mr S Orr

Elected Alumni members

Ms A McDiramid
Mr M Thatcher



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 24: RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS (cont'd)

24.2 Remuneration of Responsible Persons

Remuneration includes income by way of salary, other benefits (including non-cash benefits) and superannuation contributions.

The only "Responsible person" who received remuneration from the University in their role as member of University Council, was the Chancellor. (The University leases and fully maintains a Holden Astra for the Chancellor.) The amount is disclosed as follows:

	<i>Consolidated Entity</i>	
	<i>2003</i>	<i>2002</i>
	<i>Number</i>	<i>Number</i>
Nil to \$9,999	-	-
\$10,000 to \$19,999	1	1
	<i>\$'000</i>	<i>\$'000</i>
Aggregate Remuneration of Responsible Person's	12	9

24.3 Remuneration of Executive Officers

Remuneration includes income by way of salary, other benefits (including non-cash benefits) and superannuation contributions.

"Executive officers" are defined as including the Vice-Chancellor and any person in a senior line position that directly reports to him.

	<i>Consolidated Entity</i>	
	<i>2003</i>	<i>2002</i>
	<i>Number</i>	<i>Number</i>
\$130,001 to \$140,000	1	2
\$180,001 to \$190,000	-	1
\$190,001 to \$200,000	-	1
\$200,001 to \$210,000	3	-
\$210,001 to \$220,000	2	1
\$220,001 to \$230,000	-	1
\$230,001 to \$240,000	1	1
\$260,001 to \$270,000	1	-
\$280,001 to \$290,000	-	1
\$390,001 to \$400,000	1	-
\$410,001 to \$420,000	-	1
\$470,001 to \$480,000	1	-

These numbers include positions where the occupant resigned during the year and the vacancy was subsequently filled.

	<i>\$'000</i>	<i>\$'000</i>
Aggregate Remuneration of Executive Officers, where remuneration exceeds \$100,000	2,559	2,022



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

Consolidated Entity
2003 2002
\$'000 \$'000

NOTE 25: REMUNERATION OF AUDITORS

Auditing the financial report	164	150
Other audit services	3	3
(The above amounts are exclusive of GST)	167	153

NOTE 26: DISAGGREGATION INFORMATION

<i>Industry</i>	<i>Revenue</i>		<i>Operating Result</i>		<i>Assets</i>	
	<i>2003</i>	<i>2002</i>	<i>2003</i>	<i>2002</i>	<i>2003</i>	<i>2002</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
Higher Education	409,778	365,185	19,398	21,531	664,350	629,833
	409,778	365,185	19,398	21,531	664,350	629,833

The University operates primarily within the higher education sector in Australia.

NOTE 27: ECONOMIC DEPENDENCY

The University is dependent on the Department of Education, Science and Training for the payments of Commonwealth Government financial assistance and Commonwealth payments of HECS for 58% of revenue (2002 62%).



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 28: FINANCIAL INSTRUMENTS

The University has identified the following classes of financial assets and liabilities: cash, debtors (net of provision for doubtful debts), accrued revenue, deposits at call, investments in shares (other than shares in subsidiaries), investment trust, trade creditors, accrued expenses and finance leases.

The following information outlines the accounting policies and terms and conditions for each class of financial asset and liability:

(a) Financial assets

Cash at Bank and on Hand is recognised upon receipt and is measured at nominal value. Interest is received monthly. The effective interest rate on the operating account at 31 December 2003 was 4.00% (31.12.2002, 3.70%). Refer Note 6.

Deposits at Call are recognised upon transfer of funds and measured at nominal amount due. Deposits are repayable with 24 hours notice. The effective interest rate at 31 December 2003 was 5.49% (31.12.2002, 4.95%). Refer Note 6.

Debtors, student loans and accrued revenue are recognised upon delivery of goods or provision of services, or when the loan is made, and are measured at nominal amounts due less any provision for doubtful debts. Provision for doubtful debts is recognised when collection of the full nominal amount is no longer probable. Credit sales are normally on 21 day terms. Loans to students are normally interest free. Refer Note 7.

Investment trust is recognised upon transfer of funds and measured at market value. Investments are repayable within 20 business days. The yield in 2003 was 10.41% (2002, -7.62%). Refer Note 9.

Investments in shares – other than shares in subsidiaries is recognised at historical cost (which approximates net fair value) less any provision for permanent diminution of value. Refer Note 9.

(b) Financial liabilities

Trade creditors and accrued expenses are recognised upon the receipt of goods or services and measured at nominal amounts due. Trade creditors are settled on the terms of the invoice. Refer to Note 13.

Finance leases are recognised as current and non-current liabilities and measured at the present value of the minimum lease payments. Finance leases are settled on the terms of the lease agreement. Refer to Note 14.

Overdraft and borrowings are not recognised as no funds have been drawn under these arrangements. Accordingly no interest rate exposure exists as at 31 December 2003.

Net fair value of financial assets and liabilities

The net fair value of the financial instruments noted above approximate their carrying value.

Credit risk

Credit risk on the University's financial assets is the loss that would arise if the other parties failed to perform their contractual obligations. The maximum credit risk relating to amounts recognised in the Statement of Financial Position is the carrying amount of those assets. The University minimises exposure to credit risk by undertaking credit checks on new debtors where the assessed value exceeds \$10,000 and by trading with a substantial number of parties. Credit checks are not required for government departments, public statutory bodies and government and semi-government agencies. Where a customer fails a credit check, any work undertaken must be paid for in advance.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 28: FINANCIAL INSTRUMENTS (cont'd)

Interest Rate Risk

The University's exposure to interest rate risk and the weighted average interest rate for each class of financial asset and financial liability is set out in the following table:

	Assets								Liabilities	
	Cash & Investments		Receivables		Shares		Total Assets		Trade Creditors, Accruals & Finance Leases	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Floating rate	135,010	160,124					135,010	160,124	-	-
One year or less							-	-	290	279
One to five years							-	-	289	579
Non interest bearing			17,247	14,196	2,028	1,506	19,275	15,702	17,171	20,767
Totals	135,010	160,124	17,247	14,196	2,028	1,506	154,285	175,826	17,750	21,625
Weighted Average Interest Rate	6.2%	0.4%					6.2%	0.4%	6.5%	6.5%



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 29: KELVIN GROVE DEVELOPMENTS

The University, together with the State Government is developing a 16.5 hectare site adjacent to the present Kelvin Grove campus, to establish the Kelvin Grove Urban Village. This project will provide educational, residential and commercial facilities and will include:

- The Creative Industries Precinct
- The Institute of Health and Biomedical Innovation (IHBI)
- Other University and related facilities

Each party owns and controls its own land on the site, however, an agreement has been made to develop the whole site in a co-operative and co-ordinated manner. The Co-Operation Deed requires that project costs (infrastructure costs on land not owned by either participant) will be funded in the following proportion:

Department of Housing and Racing	62%
Queensland University of Technology	38%

Expenditure on these projects by the University in 2003 was \$48,846,000 (2002 \$13,982,000) of which \$40,953,000 (2002 \$11,166,000) has been capitalised to date.

GST exclusive amounts of budgeted University capital expenditure commitments are as follows:

	2004	2005
	\$'000	\$'000
Infrastructure	2,895	1,864
Capital construction	9,270	31,388
Specialised equipment	3,000	5,600
Fitout	300	2,595
Total	15,465	41,447

These include contracted commitments as disclosed in Note 20.

In addition, the following revenue is expected to be received by the University subject to the Department of Housing and Racing purchasing certain parcels of land, pursuant to the Co-Operation Deed.

	2004	2005
	\$'000	\$'000
Land Sales	10,622	2,830

While the titles to these certain blocks of land have been transferred to the Department of Housing and Racing for administrative purposes, the land in question currently remains under the control of the University.

The carrying value of land to be sold is disclosed as "Inventory - Land held for Resale" in Note 8.

The State Government is expected to contribute \$15 million for the Creative Industries Precinct (\$7.595 million received in 2003) and a loan of \$22.5 million for IHBI through the Smart State Research Facilities Fund (SSRFF) (refer Note 21). Atlantic Philanthropies has also promised to contribute \$22.5 million of which \$14.3 million has been received, towards the construction of IHBI, subject to certain criteria being met.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 30: ACQUITTAL OF COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE

The information contained in this note is supplied in order to acquit grants (financial assistance) received from the Department of Education, Science and Training. The information below differs from Note 3 due to the differing treatments of financial assistance received at the end of one year, that are advanced as part of the following year's assistance. For acquittal purposes, these monies must be included in the year that they are allocated for, rather than included in the year in which they are received. Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year amounts.

	Note	Consolidated Entity	
		2003 \$'000	2002 \$'000
OPERATING RESULT			
Revenue			
Commonwealth government financial assistance	30.1	151,007	152,492
Queensland government financial assistance	3.2	12,990	4,645
Higher Education Contribution Scheme			
- Student contributions	30.2	12,508	16,480
- Commonwealth payments	30.2	83,382	73,367
Post-graduate Education Loans Scheme (PELS)	30.2	7,393	4,399
Bridging for Overseas Trained Professionals Loan Scheme (BOTPLS)	30.2	4	-
Fees and charges	3.4	86,472	77,660
Investment income (loss)	3.5	11,400	(1,407)
Royalties and intellectual property		796	1,283
Consultancy and contract research		9,457	9,175
Industry and other financial assistance		7,239	5,091
Gifts		3,821	3,588
Sales	3.6	15,935	10,094
Other revenue	3.7	6,537	8,293
Total revenue		408,941	365,160
Expenses			
Employee benefits	4.1	224,859	204,766
Depreciation and amortisation	4.2	27,758	28,849
Borrowing costs		45	58
Bad and Doubtful debts	4.3	3,664	(87)
Other expenses	4.4	134,042	110,068
Total expenses		390,368	343,654
Surplus		18,573	21,506



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 30: ACQUITTAL - COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (Cont'd)

**30.1: Summary – Acquittal Commonwealth Government Financial Assistance
(Excluding HECS)**

	Note	Consolidated Entity	
		2003 \$'000	2002 \$'000
<i>Teaching and Learning</i>			
Operating purposes excluding HECS & PELS	30.2	120,658	122,879
Capital development pool	30.2	3,136	3,477
		123,794	126,356
<i>Australian Research Council</i>			
Discovery - Projects (Large grants)	30.3	2,152	1,353
Discovery Fellowships	30.3	-	-
Linkage - Infrastructure	30.3	300	248
Linkage - International Researcher Exchange	30.3	234	100
Linkage - Projects	30.3	2,539	2,516
		5,225	4,217
<i>DEST</i>			
Institutional Grants Scheme	30.4	4,885	4,880
Research Training Scheme	30.4	9,485	9,547
Research Infrastructure block (RIBG)	30.4	1,495	1,336
Australian Postgraduate Awards - Pre 2002 Funding	30.5	659	1,703
Australian Postgraduate Awards - 2002 Onwards	30.5	1,158	-
International Postgraduate Research scholarships	30.5	346	259
		18,028	17,725
Other Commonwealth government grants			
National Health & Medical Research Council		1,589	1,212
Ausaid		-	484
Australearn		497	-
Australian Centre for International Agricultural Research		277	229
CRC in Railway Engineering and Technology		216	-
Department of Health & Aged Care		211	483
Department of Education, Science and Training		184	376
Other		986	1,409
		3,960	4,193
Total		151,007	152,492

For each category of Commonwealth financial assistance, the amounts disclosed above, are equal to the amounts disclosed as 'Revenue attributed to the reporting period' in Notes 30.2 to 30.6, less any amounts that are considered likely to be recovered by the Commonwealth. Refer to Note 31.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 30: ACQUITTAL - COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (Cont'd)

NOTE 30.2: TEACHING AND LEARNING

	Operating financial assistance (excl HEC's & PELS)			Capital Development Pool			HECS			PELS			BOTPLS		
	2003	2002	2003	2002	2003	2002	2003	2002	2003	2002	2003	2002	2003	2002	
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	
Financial Assistance received in Advance (paid in previous reporting period for the current reporting period)	9,144	9,210	-	-	6,648	5,902	(88)	-	-	-	-	-	-	-	
Plus Financial Assistance received during reporting period	118,567	121,330	3,136	3,477	83,361	74,113	6,381	4,311	4,311	4	-	-	-	-	
Plus Contributions actually received from students	-	-	-	-	12,508	16,480	-	-	-	-	-	-	-	-	
Less Financial assistance in advance (received in the reporting period for the next reporting period)	(9,228)	(9,144)	-	-	(6,909)	(6,648)	-	-	-	-	-	-	-	-	
Total from DEST	118,483	121,396	3,136	3,477	95,608	89,847	6,293	4,311	4,311	4	4	4	4	4	
Add Accrual adjustments:	2,175	1,483	-	-	282	-	1,100	88	-	-	-	-	-	-	
Revenue attributed to the reporting period	120,658	122,879	3,136	3,477	95,890	89,847	7,393	4,399	4,399	4	4	4	4	4	
Plus Surplus/Deficit Prior Year	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Funds available for the reporting period	120,658	122,879	3,136	3,477	95,890	89,847	7,393	4,399	4,399	4	4	4	4	4	
Less Expenses for the current period	(120,658)	(122,879)	(3,136)	(3,477)	(95,890)	(89,847)	(7,393)	(4,399)	(4,399)	(4)	(4)	(4)	(4)	(4)	
Surplus/Deficit for reporting period	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



QUEENSLAND UNIVERSITY OF TECHNOLOGY
 NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003



NOTE 30: ACQUITTAL - COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (Cont'd)

NOTE 30.3: AUSTRALIAN RESEARCH COUNCIL

	Discovery						Linkage								
	Discovery - Projects (Large Grants)			Discovery - Fellowships			Linkage - Infrastructure			Linkage - International Researcher Exchange			Linkage - Projects		
	2003	2002	2003	2003	2002	2003	2003	2002	2003	2003	2002	2003	2002	2003	2002
Financial assistance received in advance (paid in previous reporting period for the current reporting period)	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
	170	-	-	-	-	300	248	-	-	-	187	-	-	-	-
Plus Financial Assistance received during reporting period	2,000	1,525	-	-	-	-	300	300	234	100	2,594	2,806	-	-	-
Plus Contributions actually received from students	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Less Financial assistance in advance (received in the reporting period for the next reporting period)	-	(170)	-	-	-	-	(300)	-	-	-	-	-	-	-	(187)
Add Accrual adjustments: Overenrolment Funding	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total from ARC	2,170	1,355	-	-	-	300	248	300	234	100	2,781	2,619	-	-	-
Add Accrual adjustments:	-	-	-	-	-	-	-	-	-	-	(130)	-	-	-	-
Revenue attributed to the reporting period	2,170	1,355	-	-	-	300	248	300	234	100	2,652	2,619	-	-	-
Plus Surplus/Deficit Prior Year	712	485	11	20	3	191	47	75	2,013	1,931	-	-	-	-	-
Funds available for the reporting period	2,882	1,840	11	20	303	439	147	309	309	147	4,665	4,550	-	-	-
Less Expenses for the current period	(1,940)	(1,128)	-	(9)	(3)	(436)	(72)	(109)	(109)	(72)	(2,028)	(2,537)	-	-	-
Surplus/Deficit for reporting period	942	712	11	11	300	3	75	200	200	75	2,637	2,013	-	-	-

QUEENSLAND UNIVERSITY OF TECHNOLOGY
 NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003



NOTE 30: ACQUITTAL - COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (Cont'd)

NOTE 30.4: DEST RESEARCH FINANCIAL ASSISTANCE

	Institutional Grants Scheme		Research Infrastructure - Block Grants		Research Training Scheme	
	2003	2002	2003	2002	2003	2002
	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in advance (paid in previous reporting period for the current reporting period)	390	390	119	107	757	763
Plus Financial Assistance received during reporting period	4,887	4,880	1,516	1,348	9,519	9,541
Plus Contributions actually received from students	-	-	-	-	-	-
Less Financial assistance in advance (received in the reporting period for the next reporting period)	(392)	(390)	(140)	(119)	(791)	(757)
Add Accrual adjustments: Overenrolment Funding	-	-	-	-	-	-
Total from DEST	4,885	4,880	1,495	1,336	9,485	9,547
Add Accrual adjustments:	-	-	-	-	-	-
Revenue attributed to the reporting period	4,885	4,880	1,495	1,336	9,485	9,547
Plus Surplus/Deficit Prior Year	2	218	781	507	-	-
Funds available for the reporting period	4,887	5,098	2,276	1,843	9,485	9,547
Less Expenses for the current period	(4,887)	(5,096)	(1,664)	(1,062)	(9,485)	(9,547)
Surplus/Deficit for reporting period	-	2	612	781	-	-



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 30: ACQUITTAL - COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (Cont'd)

NOTE 30.5: DEST RESEARCH FINANCIAL ASSISTANCE (Cont'd)

	Australian Postgraduate Awards Pre 2002 Funding Component		Australian Postgraduate Awards 2002 Onwards Funding Component		International Postgraduate Research Scholarships	
	2003 \$000	2002 \$000	2003 \$000	2002 \$000	2003 \$000	2002 \$000
Financial assistance received in advance (paid in previous reporting period for the current reporting period)	-	-	-	-	15	-
Plus Financial Assistance received during reporting period	736	1,703	1,158	-	331	274
Plus Contributions actually received from students	-	-	-	-	-	-
Less Financial assistance in advance (received in the reporting period for the next reporting period)	-	-	-	-	-	(15)
Add Accrual adjustments: Overenrolment Funding	-	-	-	-	-	-
Total from DEST	736	1,703	1,158	-	346	259
Add Accrual adjustments:	(77)	-	-	-	-	-
Revenue attributed to the reporting period	659	1,703	1,158	-	346	259
Plus Surplus/Deficit Prior Year	165	151	-	-	319	254
Funds available for the reporting period	824	1,854	1,158	-	665	513
Less Expenses for the current period	(824)	(1,689)	(1,000)	-	(311)	(194)
Surplus/Deficit for reporting period	-	165	158	-	353	319

**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2003**

NOTE 31: SUMMARY OF UNSPENT FINANCIAL ASSISTANCE

The following table outlines amounts of unspent DEST financial assistance received by the University that require acquittal.

<i>Category of Financial Assistance</i>	<i>Amount of unspent financial assistance as at 31 December 2003</i>	<i>Amount of unspent financial assistance that it is more likely will be approved by the Commonwealth for carry forward</i>	<i>Amount of unspent financial assistance that it is more likely will be recovered by the Commonwealth</i>
	2003 \$'000	2003 \$'000	2003 \$'000
<i>Australian Research Council</i>			
Discovery - Projects (Large Grants)	942	924	18
Discovery - Fellowships	11	-	11
Linkage - Infrastructure	300	300	-
Linkage - International Research Exchange	200	200	-
Linkage - Projects	2,637	2,524	113
<i>DEST</i>			
Research Infrastructure Block Grants	612	612	-
Australian Post Graduate Awards - 2002 Onwards	158	158	-
International Postgraduate Research Scholarships	353	353	-
TOTAL	5,213	5,071	142

In addition to the above unspent DEST financial assistance, the University has received other revenue for research activities which is required to be spent on restricted purposes. The total value of these unspent amounts at year end was \$43,734,000 (2002 \$42,742,000).



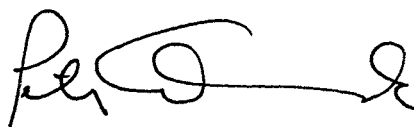
**QUEENSLAND UNIVERSITY OF TECHNOLOGY
MANAGEMENT CERTIFICATE**

We have prepared the annual financial statements pursuant to the provisions of the *Financial Administration and Audit Act 1977* and other prescribed requirements and we certify that:

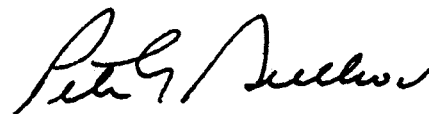
- (a) the financial statements are in agreement with the accounts and records of the Queensland University of Technology and its controlled entities; and
- (b) in our opinion –
 - (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects;
 - (ii) the financial statements have been drawn up to present a true and fair view of the transactions of the Queensland University of Technology for the period 1 January 2003 to 31 December 2003, and of the financial position as at 31 December 2003 in accordance with prescribed accounting standards and conform with the *Guidelines for the Preparation of Annual Financial Statements* issued by the Department of Education, Science and Training;
 - (iii) at the time of this Certificate there are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due;
 - (iv) the amount of Commonwealth financial assistance expended during the year was for the purpose(s) for which it was provided; and
 - (v) the requirements of various programme guidelines that apply to the Commonwealth financial assistance identified in these financial statements have been complied with.



C HIRST
Chancellor



O P COALDRAKE
Vice-Chancellor



P G SULLIVAN
Executive Director
Finance & Resource Planning

Date: 30. 03. 04

Date: 30 March 2004

Date: 30 MARCH 2004

INDEPENDENT AUDIT REPORT Queensland University of Technology

Matters relating to the electronic presentation of the audited financial statements

The audit report relates to the financial statements of Queensland University of Technology for the financial year ended 31 December 2003 included on Queensland University of Technology's web site. The University is responsible for the integrity of the Queensland University of Technology's web site. The audit report refers only to the financial statements identified below and does not include a review of the integrity of this web site or provide an opinion on any other information which may have been hyperlinked to/from the financial statements. If users of the financial statements are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial statements, available from Queensland University of Technology, to confirm the information included in the audited financial statements presented on this web site.

These matters also relate to the presentation of the audited financial statements in other electronic media including CD Rom.

Scope

The financial statements

The financial statements of Queensland University of Technology include the consolidated financial statements of the consolidated entity comprising Queensland University of Technology and the entities it controlled at the end of the year or from time to time during the year. The financial statements consist of the Statement of Consolidated Financial Performance, Statement of Consolidated Financial Position, Statement of Consolidated Cash Flows, Notes to the Consolidated Financial Statements and certificates given by the Chancellor, Vice-Chancellor and Executive Director, Finance and Resource Planning of the University for the year ended 31 December 2003.

The University's responsibility

The University is responsible for the preparation and true and fair presentation of the financial statements, the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial statements.

Audit approach

As required by law, an independent audit was conducted in accordance with QAO Auditing Standards to enable me to provide an independent opinion whether in all material respects the financial statements are presented fairly, in accordance with the prescribed requirements, including any mandatory financial reporting requirements as approved by the Treasurer for application in Queensland.

Audit procedures included -

- examining information on a test/sample basis to provide evidence supporting the amounts and disclosures in the financial statements,
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the University,
- obtaining written confirmation regarding the material representations made in conjunction with the audit, and
- reviewing the overall presentation of information in the financial statements.

Independence

The *Financial Administration and Audit Act 1977* promotes the independence of the Auditor-General and QAO authorised auditors.

The Auditor-General is the auditor of all public sector entities and can only be removed by Parliament.

The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which powers are to be exercised.

The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

Audit Opinion

In accordance with section 46G of the *Financial Administration and Audit Act 1977* -

- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion -

(i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects; and

(ii) the statements have been drawn up so as to present a true and fair view, in accordance with the prescribed accounting standards of the transactions of Queensland University of Technology and the consolidated entity for the financial year 1 January 2003 to 31 December 2003 and of the financial position as at the end of that year.

Controlled entities

Controlled entities – functions and financial reporting arrangements

> **Brisbane Business School Pty Ltd**

The Brisbane Business School Pty Ltd was established in 1999 in order to establish the business name "Brisbane Business School".

The company did not trade in 2003. As a controlled entity of QUT, Brisbane Business School Pty Ltd is audited by the Queensland Audit Office.

> **Creative Industries Precinct Pty Ltd**

Creative Industries Precinct Pty Ltd was established in December 2001 to manage and operate the Creative Industries Enterprise Centre in the Kelvin Grove Urban Village.

The company commenced trading in 2003. The company accounts are independently prepared and consolidated into the accounts of QUT Enterprise Holdings Trust. The Creative Industries Precinct Pty Ltd is audited by Queensland Audit Office.

> **GeneCo Pty Ltd**

GeneCo Pty Ltd was established to undertake research into gene probe technology.

The company did not trade in 2003. The accounts are presented to QUT and consolidated with QUT accounts. GeneCo accounts are audited by Queensland Audit Office.

> **QUT Enterprise Holdings Pty Ltd**

QUT Enterprise Holdings Pty Ltd was established in 2001 as a holding company for QUT.

The company did not trade in 2003. The accounts are presented to QUT and consolidated with QUT accounts. QUT Enterprise Holdings Pty Ltd is audited by Queensland Office.

> **QUT Enterprise Holdings Trust**

QUT Enterprise Holdings Trust was established in 2001 for the benefit of QUT to undertake or to initiate, promote, facilitate and oversee research and development projects, and education and training programmes in relation to any university discipline.

Creative Industries Precinct Pty Ltd is a subsidiary of QUT Enterprise Holdings Trust. The Trust did not trade in 2003. The accounts are presented to QUT and consolidated with QUT accounts. QUT Enterprise Holdings Trust accounts are audited by Queensland Audit Office.

Functions and powers of the University

Queensland University of Technology Act 1998

Part 2 – The University and its Council

Division 1 – University establishment and general functions and powers

Division 2 – Council establishment and general functions and powers

Division 1 – University establishment and general functions and powers

> **Establishment of the University**

4. (1) The Queensland University of Technology is established.
- (2) The University –
 - (a) is a body corporate
 - (b) has a seal; and
 - (c) may sue and be sued in its corporate name

> **Functions of the University**

5. The University's functions are –
 - (a) to provide education at university standard; and
 - (b) to provide facilities for, and encourage, study and research; and
 - (c) to encourage the advancement and development of knowledge, and its application to government, industry, commerce and the community; and
 - (d) to provide courses of study or instruction (at the level of achievement the Council considers appropriate) to meet the needs of the community; and
 - (e) to confer higher education awards; and
 - (f) to disseminate knowledge and promote scholarship; and
 - (g) to provide facilities and resources for the wellbeing of the University's staff, students and other persons undertaking courses at the University; and

- (h) to exploit commercially, for the University's benefit, a facility or resource of the University, including, for example, study, research or knowledge, or the practical application of study, research or knowledge, belonging to the University, whether alone or with someone else; and
- (i) to perform the functions given to the University under this or another Act.

> **General powers of the University**

6. (1) The University has all the powers of an individual, and may, for example –
 - (a) enter into contract; and
 - (b) acquire, hold, dispose of and deal with property; and
 - (c) appoint agents and attorneys; and
 - (d) engage consultants; and
 - (e) fix charges, and other terms, for services and other facilities it supplies; and
 - (f) do anything else necessary or convenient to be done for, or in connection with, its functions.
- (2) Without limiting sub-section (1), the University has the powers given to it under this or another Act.
- (3) The University may exercise its powers inside or outside Queensland.
- (4) Without limiting sub-section (3), the University may exercise its powers outside Australia.

Division 2 – Council establishment and general functions and powers

> **Establishment of Council**

7. There is a Council of the University.

> **Functions of Council**

8. (1) The Council is the University's governing body.
(2) The Council has the functions conferred on it under this or another Act.

> **Powers of Council**

9. (1) The Council may do anything necessary or convenient to be done for, or in connection with, its functions.
(2) Without limiting sub-section (1), the Council has the powers given to it under this or another Act and, in particular –
(a) to appoint the University's staff; and
(b) to manage and control the University's affairs and property; and
(c) to manage and control the University's finances.

> **Council to promote the University's interests**

10. The Council must act in a way that appears to it most likely to promote the University's interests.

> **Delegation**

11. (1) The Council may delegate its powers under this Act to –
(a) an appropriately qualified member of Council; or
(b) an appropriately qualified committee that includes one or more members of the Council; or
(c) an appropriately qualified member of the University's staff
(2) However, the Council may not delegate its power to –
(a) make the University's statutes or rules; or
(b) adopt the University's annual budget; or
(c) approve spending of funds available to the University by way of bequest, donation or special grant.

Staff overseas travel

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
J Aaskov	Science	Vietnam, Malaysia, Thailand	Dengue research	21-Jan	16-Feb	\$8,350
J Aaskov	Science	UK, Switzerland	Participate in W.H.O. Dengue Vaccine Steering Committee meeting; WELLCOME Trust (Partially funded)	25-Mar	4-Apr	\$1,000
J Aaskov	Science	Austria	Conference (Externally funded)	23-Jun	9-Jul	External funding
J Aaskov	Science	Malaysia	Conference	5-Dec	12-Dec	\$2,566
D Abel	Business	Hong Kong	Teaching Project in Hong Kong	13-Sep	28-Sep	\$4,619
B Adamson	Education	Hong Kong	Promotion of HKPTT Courses 2004. Visits to Hong Kong Partners (HKU, HKBU, CUHK, HKIED) to discuss further collaboration and research and to conduct briefings for upcoming programs	25-Sep	3-Oct	\$2,555
V Agronovski	Science	Madrid, Spain	Conference presentation	28-Aug	18-Sep	\$2,903
J Alford	Education	New Zealand	Presenting a paper at the International Conference on Language, Education and Diversity	25-Nov	4-Dec	\$1,244
G Allen	Health	Vietnam	Professional Academic	25-Apr	11-May	\$6,920
J Allen	Research & Advancement	India	IDP Exhibition	29-Mar	16-Apr	\$3,882
J Allen	Research & Advancement	Korea	Student Interviews/Recruitment	14-May	21-May	\$1,750
J Allen	Research & Advancement	Singapore	IDP Exhibition	29-May	3-Jun	\$1,405
J Allen	Research & Advancement	Thailand	Thailand IDP recruitment mission	10-Jun	21-Jun	\$1,940
J Allen	Research & Advancement	Hong Kong	Hong Kong Agent visits	4-Jul	7-Jul	\$2,241
J Allen	Research & Advancement	Hong Kong	Austrade HKG & Agent Interviews	10-Aug	19-Aug	\$1,633
J Allen	Research & Advancement	Thailand & India	IDP Exhibitions/ Student Interviews	28-Aug	20-Sep	\$4,212
J Allen	Research & Advancement	Thailand	EdNET Exhibition	2-Oct	8-Oct	\$1,837
A Anderson	Information Technology	China	Austrade Exhibition & Visit Beijing Normal University	5-Mar	17-Mar	\$7,317
B Anderson	Science	Singapore	Presenting paper at Conference on IGFSin Disease & Physiology (Externally funded)	18-Apr	28-Apr	External funding
B Anderson	Science	New Zealand	Clinical Visits – PA75 Students	15-Nov	20-Nov	\$2,420
V Anh	Science	California, USA	Research collaboration at Dept of Statistics, University of California	3-Feb	21-Feb	\$6,468
V Anh	Science	Cardiff, UK	Research Collaboration at Cardiff University	8-Nov	30-Nov	\$6,000
K A Armstrong	Health	USA	Conference	17-Nov	6-Dec	\$2,062
A Arthurs	Creative Industries	Hong Kong	External Examiner	22-May	29-May	External funding
A Arthurs	Creative Industries	Germany, Sweden, UK	Supervise PG students, Consult with staff at Malmo University re exchange project (Partially funded)	20-Jul	12-Aug	\$500
A Arthurs	Creative Industries	Hong Kong, UK	External examiner, Keynote Speaker	22-Oct	5-Nov	External funding
T Aspland	Education	New Zealand	Attendance at HERDSA Conference	5-Jul	10-Jul	\$1,919
T Aspland	Education	Auckland, New Zealand	Attendance at the AARE Conference	29-Nov	3-Dec	\$2,358
D Atchison	Health	USA	Overseas Conference	12-Feb	18-Feb	\$5,719
D Atchison	Health	South Africa	Conference	31-Jul	7-Aug	\$4,831
W Atweh	Education	Philippines, Vietnam, Cuba, Mexico, Colombia, Korea	Research Project Travel	3-Jan	1-Apr	\$10,537
W Atweh	Education	New Zealand	Present a paper at the NZARE/AARE Joint Conference	28-Nov	5-Dec	\$1,025
W Au	Information Technology	Spain	International Conference on Web Engineering	11-Jul	20-Jul	\$5,296
G Austen	Info & Technology & Learning Support Services	Turkey	IATUL Conference (Partially funded)	30-May	11-Jul	\$2,000
G Ayoko	Science	Spain	European Aerosol Conference	29-Aug	7-Jun	\$3,300
G Baguley	Admin Services	Port Vila	PDP Leave	22-Apr	26-Jun	\$3,326
D Bailey	Built Environment & Engineering	Arizona, USA	IKS 2003 Conference – present paper	16-Nov	20-Nov	\$5,000
R Ballantyne	Education	USA	Attend Visitor Studies Association Conference, Columbus Ohio; Visit Smithsonian Institute; and meet with Institute for Learning Innovation to organise research links with the Centre for Innovation in Education	8-Jul	22-Jul	\$8,255
R Ballantyne	Education	Singapore, London, Capetown, Johannesburg	Supervising Students doing overseas practicum	23-Nov	14-Dec	\$8,461

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
P Bancroft	Information Technology	New Zealand	HERDSA 2003 Conference	2-Jul	10-Jul	\$2,381
A Banning	Research & Advancement	Malaysia	IDP & Austrade Exhibitions	2-Oct	14-Oct	\$1,706
T Barker	Built Environment & Engineering	New Zealand	Attend International Society of Biomechanics XIXth Congress	05-Jul	12-Jul	\$2,644
M Barnes	Health	Hong Kong	Conference	24-Nov	29-Nov	\$2,882
J Bartley	Science	Canada	Attend American Society for Spectrometry Conference	5-Jun	12-Jun	\$5,214
J Bartley	Science	Edinburgh, Scotland	16th International MS Conference	21-Aug	7-Sep	\$5,800
A Basiran	Research & Advancement	Singapore	Austrade Exhibition	20-Mar	25-Mar	\$1,356
A Basiran	Research & Advancement	Malaysia	IDP Exhibition	22-May	26-May	\$1,502
D Battistutta	Health	Vietnam	Professional Academic	2-May	11-May	\$2,954
D Battistutta	Health	Vietnam	Research	28-Nov	14-Dec	\$4,856
A Batur	Education	Vietnam	To participate in HUE University's Master of Education Program.	12-Feb	1-Mar	\$2,962
A Batur	Education	Penang, Kuala Lumpur	Attend the ICASE 2003 World Conference	6-Apr	12-Apr	\$2,594
A Batur	Education	Honolulu	Attend Psychology of Mathematics Education Conference (PME27 Conference)	11-Jul	23-Jul	\$4,658
R Becker	Business	Norway,Sweden,	ESEM Conference	10-Aug	26-Aug	\$6,256
J Bell	Built Environment & Engineering	Japan	Conference and meeting	23-Jul	30-Jul	\$3,244
J Bell	Built Environment & Engineering	Malaysia	QUT profiling and recruitment	19-Oct	24-Oct	\$2,882
P Bennett	Health	New Zealand	Professional Academic	25-Jan	8-Feb	\$1,540
P Bennett	Health	New Zealand	Professional Academic (Partially funded)	23-Mar	29-Mar	\$540
P Bennett	Health	New Zealand	Professional Academic	4-May	10-May	\$1,260
P Bennett	Health	France	Conference	24-Aug	29-Aug	\$4,852
P Bennett	Health	New Zealand	Exchange or Secondment (Partially funded)	1-Oct	4-Oct	\$274
P Bennett	Health	New Zealand	Exchange or Secondment	6-Nov	21-Dec	\$1,760
H Bentley	Information Technology	Singapore	Careers Expo	5-Mar	10-Mar	\$2,572
H Bentley	Information Technology	Singapore	PSB – Offshore Teaching	29-Aug	4-Sep	\$2,399
H Bentley	Information Technology	Singapore	PSB – Offshore Teaching	19-Sep	25-Sep	\$2,725
D Berthelsen	Education	Singapore	Kinderland Teaching	6-Mar	16-Mar	\$4,995
D Berthelsen	Education	Singapore	Teaching ED10 Singapore Masters Program	12-Jun	22-Jun	\$4,873
D Berthelsen	Education	Singapore	Kinderland Teaching	25-Sep	4-Oct	\$3,584
D Berthelsen	Education	Singapore	Teaching ED10 Program at AEC Singapore	30-Oct	10-Nov	\$4,418
M Betts	Built Environment & Engineering	China	Meetings at various universities	13-Sep	19-Sep	\$5,534
M Betts	Built Environment & Engineering	Singapore/Malaysia	Graduation ceremonies	16-Oct	23-Oct	\$5,057
H Biggs	Health	New Zealand	Conference	29-Aug	4-Sep	\$1,965
H Biggs	Health	Singapore	Industry Visit	2-Nov	6-Nov-06	\$2,640
A Bish	Business	Seattle, USA	AOM Conference	26-Jul	19-Aug	\$4,594
B Boashash	Built Environment & Engineering	United Arab Emirates	ICECS 2003 Conference	12-Dec	24-Dec	\$6,135
W Boles	Built Environment & Engineering	Singapore	ABET workshop	6-Dec	14-Dec	\$2,149
S Bottle	Science	Japan	Invited lecture and visit to industrial partners	2-Dec	10-Dec	\$3,450
G Boulton-Lewis	Education	Kiev, Ukraine	Attend the International Conference on Innovation in Higher Education as an invited participant	12-May	24-May	Self-funded
G Boulton-Lewis	Education	London, Hong Kong, Padova, Italy, United Kingdom.	Attend EARLI Conference in Padova and present three papers; work at Durham University, United Kingdom; and be a Visiting Professor in the Department of Educational Psychology, Counselling at Learning Needs at the Institute of Education, Hong Kong.	19-Aug	20-Oct	\$5,109
G Boyce	Business	Wellington, Christchurch, New Zealand	Interview's Public Service Investment	3-May	17-May	External funding
G Boyce	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov	12-Nov	\$2,989
C Boyd	Information Technology	UK	ISC'03 Conference/Visit HP Labs	29-Sep	11-Oct	\$4,428
L Bradley	Business	Seattle	AOM Conference	31-Jul	8-Aug	\$4,955
L Bright	Research & Advancement	NZ, Mexico	International Programs Fair Mexico	19-Feb	9-Mar	\$3,521

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
L Bright	Research & Advancement	Japan	Austrade Seminars	27-Mar	3-Apr	\$2,049
L Bright	Research & Advancement	USA	NAFSA Exhibition	21-May	4-Jun	\$3,000
L Bright	Research & Advancement	USA & Mexico	Institution Visits & Study Abroad Fairs	14-Sep	29-Sep	\$5,722
M Bromley	Creative Industries	San Diego	IC Conference	2-May	9-May	\$4,000
M Bromley	Creative Industries	USA	Conference	23-Jul	2-Aug	\$3,800
B Broughton	Education	Singapore	Kinderland Teaching	24-Mar	5-Apr	\$5,605
B Broughton	Education	Singapore	Kinderland Teaching	1-Sep	14-Sep	\$4,366
A Brown	Creative Industries	India	Attend symposium	1-Dec	13-Dec	External funding
K Brown	Business	Berlin	Berlin International Industry Relations	6-Sep	15-Sep	\$4,243
R Brown	Information Technology	USA	Presentation of paper	24-May	5-Jun	\$5,768
R Brown	Built Environment & Engineering	Japan, Germany and UK	Attend TED 2003 Conference in UK, visit Honda – Japan and Ivam Chem Risks – Frankfurt	26-Aug	12-Sep	\$8,889
J Brownlee	Education	Singapore	Teaching in Singapore	4-Feb	15-Feb	\$4,003
J Brownlee	Education	New Zealand	Presentation at the Australasian Human Development Conference 2003	6-Jul	13-Jul	\$1,997
J Brownlee	Education	Singapore	Teaching DipEDCE and Orientation for ED46	21-Jul	31-Jul	\$3,623
C Bruce	Information Technology	Malaysia, Singapore, Hong Kong	Graduation Ceremonies	7-Mar	20-Mar	\$7,372
C Bruce	Information Technology	USA	Harvard Grad School	12-Jun	30-Jun	\$13,098
C Bruce	Information Technology	Dubai, UAE	Guest Speaker Higher Colleges of Tech Annual Conference (Partially funded)	25-Aug	1-Sep	\$588
C Bruce	Information Technology	Prague	Information Literacy Mtg of Experb	17-Sep	26-Sep	\$3,508
A Bruns	Creative Industries	Canada & USA	Conference attendance Toronto, Guest lectures USA	14-Oct	24-Oct	\$1,000
L Buckingham	Information Technology	Australia (from Hong kong)	Planning and Meetings	6-Dec	19-Dec	\$1,913
W Bucklar	Business	India	IDP Interview Program	31-Mar	8-Apr	\$2,679
W Bucklar	Business	Asia	World MBA Forum	21-Nov	30-Nov	\$3,793
P Bundesen	Science	USA	Attend BIO2003 and meetings	20-Jun	29-Jun	\$7,245
J Bunker	Built Environment & Engineering	USA – Reno, Nevada, Portland	8th Int'l Conf on Low volume roads, mtg industry	21-Jun	2-Jul	\$6,507
T Burton	Education	USA	Consultancy for Fujitsu	16-Nov	25-Nov	External funding
N Byrne	Health	UK & Finland	Professional Academic	6-Jan	30-Jan	\$3,106
N Byrne	Health	Thailand	Research & Scholarship	11-Dec	16-Dec	External funding
W Caelli	Information Technology	USA	Conferences	29-May	21-Jun	\$14,385
W Caelli	Information Technology	New Zealand	NetSafe Conference (Partially funded)	6-Jul	13-Jul	\$672
W Caelli	Information Technology	USA	CRA Grand Research Challenges	14-Nov	23-Nov	\$9,800
W Caelli	Information Technology	Thailand	CISCO Networking Academy Conference (Partially funded)	8-Dec	16-Dec	\$3,337
A Carkeet	Health	Singapore	Research	1-Nov	14-Nov	External funding
A Carmichael	Science	Fiji	Development meeting for collaborative ACIAR project	8-Jul	12-Jul	\$2,159
L Carney	Health	Mallorca, Spain	Conference	5-Sep	14-Sep	\$5,311
D Carol	Admin Services	Singapore/Malaysia	Graduations; Profiling	17-Oct	21-Oct	\$7,500
J Carr	Education	USA, England, Scotland, France	PDL – Long	16-Mar	3-Jul	\$7,149
J Carr	Education	Kuala Lumpur, Malaysia	Consortium Meeting at IPBA	16-Nov	22-Nov	\$2,894
W Chai	Business	Hong Kong	Teach Ayzzzo in QUT/VTC Bach of Bus	8-Nov	23-Nov	\$4,902
A Chan	Business	Singapore	Conversion Interviews	10-Jan	15-Jan	\$4,568
A Chan	Business	Hong Kong	IDP-Interview Program	14-Mar	23-Mar	\$4,691
A Chan	Business	Singapore	IDP Open Day	29-May	3-Jun	\$3,031
A Chan	Business	Hong Kong	Austrade Exhibition	10-Aug	22-Aug	\$5,595
A Chan	Business	Singapore	IDP Interview Program	28-Aug	2-Sep	\$2,984
A Chan	Business	Hong Kong	IDP Open Day	2-Oct	10-Oct	\$4,960
A Chan	Business	Singapore	IDP Open Day	16-Oct	21-Oct	\$2,687

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
A Chan	Business	Taiwan Hong Kong	Conference and Interviews	30-Nov	10-Dec	\$6,376
T Chan	Information Technology	Hawaii	Conference	6-Jan	9-Jan	\$5,323
T Chan	Information Technology	USA	Enterprise Systems Success	13-Dec	18-Dec	\$5,489
A Chang	Business	Seattle	AOM Conference	1-Aug	11-Aug	\$6,017
S Chapman	Business	UK/Europe	IMC Confernece	17-Sep	23-Sep	\$4,341
L Chappell	Research & Advancement	Taiwan	IDP Exhibition	21-Mar	25-Mar	\$2,333
L Chappell	Research & Advancement	Singapore	IDP Singapore	16-Oct	21-Oct	\$1,557
G Chattopadhyay	Built Environment & Engineering	Singapore & Calcutta	Presentations and Lecturers in Crossfields (Singapore) and Indian Rail (Calcutta)	3-Oct	26-Oct	\$6,545
P Chen	Information Technology	Taipei	1-MEI Conference fees only (Partially funded)	5-Jan	11-Jan	\$568
R Chhabra	Info & Technology & Learning Support Services	Japan	Global Grid Forum 7	3-Mar	8-Mar	\$2,500
G Chittick	Business	India	Study Tour	19-Jan	30-Jan	\$2,670
G Chittick	Business	Thailand	IDP & IDNET Interview Program	4-Mar	17-Mar	\$3,180
G Chittick	Business	India	IDP Open Day	10-Sep	19-Sep	\$2,670
G Chittick	Business	Thailand	Ednet Exhibition	2-Oct	7-Oct	\$1,670
G Chittick	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov	12-Nov	\$2,301
M Christie	Business	Switzerland, America	PriceBabson Entrepreneurship	6-Jan	14-Jan	\$4,081
M Christie	Business	Seattle	AOM Conference	31-Jul	10-Aug	\$4,200
A Clarke	Science	Papua New Guinea	ACIAR project	2-Feb	9-Feb	\$1,609
A Clarke	Science	Papua New Guinea	ACIAR Orbius Project	16-Jun	20-Jun	\$2,836
A Clarke	Science	Fiji	Development meeting for collaborative ACIAR project	8-Jul	12-Jul	\$2,159
A Clarke	Science	Port Moresby, Papua New Guinea	Oribius Project Meeting	19-Nov	21-Nov	\$2,237
J Clayden	Admin Services	Singapore, Kuala Lumpur, HK	Graduation Ceremonies	6-Mar	17-Mar	\$6,897
J Clayden	Admin Services	Singapore	Graduation Ceremonies	15-Oct	20-Oct	\$2,935
J Clements	Science	USA, Canada	Visit four laboratories and attend AACR Conference	1-Apr	11-Apr	\$5,784
M Clowes	Education	New Zealand	Attendance at the Australian Research Management Society Inc. 2003 Conference	10-Oct	17-Oct	\$1,561
P Coaldrake	Chancellery	UK	External meetings	11-Feb	21-Feb	\$15,665
P Coaldrake	Chancellery	New Zealand	Cloud 9	2-Apr	6-Apr	\$4,233
P Coaldrake	Chancellery	Singapore	Creative Industries visits	30-Aug	3-Sep	\$4,562
P Coaldrake	Chancellery	Singapore/Malaysia	Graduations & Profiling	16-Oct	22-Oct	\$7,847
T Cochrane	Info & Technology & Learning Support Services	Germany, UK	IFLA 2003 Conference	1-Aug	16-Aug	\$12,500
T Cochrane	Info & Technology & Learning Support Services	Sweden, Finland	University visits, Seminars, DigiLib Conference	31-Aug	13-Sep	\$10,500
R Coller	Built Environment & Engineering	Auckland, New Zealand	Learning a DIC microscopy technique	29-Nov	6-Dec	\$1,428
C Collet	Science	Singapore	Courses & Careers Expo 2003	5-Mar	10-Mar	\$1,893
C Collet	Science	Malaysia, Spain, France, UK	Conference, industry visits and International Marketing event	15-Jun	5-Jul	\$3,910
C Collet	Science	Malaysia	QUT Profiling Event and Tertiary visits	18-Oct	23-Oct	\$2,301
M Collins	Health	USA	Conference (Partially funded)	27-Apr	11-May	\$1,400
J Connelly	Education	United Kingdom	Attend and present papers at two conferences: 1. United Kingdom Reading Association, Cambridge; 2. LEARN Conference, London Institute of Education, London University (partially funded)	22-Jun	22-Jul	\$1,325
H Cook	Research & Advancement	Hong Kong	IDP Diploma – Degree Program	14-Mar	18-Mar	\$1,769
H Cook	Research & Advancement	Germany/Austria/France	EAIE Conference	7-Sep	21-Sep	\$2,907
T Cooper	Education	Malaysia, Kuala Lumpur	Professional Development – IPBA College and Building on Existing Contract at MOEM	4-Jan	11-Jan	\$2,117
T Cooper	Education	Vietnam	Lecturing in HUE University's Master of Education Program	15-Feb	3-Mar	\$2,962
T Cooper	Education	Penang, Kuala Lumpur	Attend the ICASE 2003 World Conference	6-Apr	12-Apr	\$2,594
T Cooper	Education	Honolulu	Attend Psychology of Mathematics Education Conference (PME27 Conference)	11-Jul	23-Jul	\$5,111
M Cope	Law	Singapore, KL, Kuching, China	International Links	15-Oct	7-Nov	\$12,980

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
D Corney	Information Technology	Austria, London	JMIc 2003 Conference, Visit PhD student and microsoft	23-Aug	31-Aug	\$5,639
B Cornish	Science	Germany	19th International Congress on Lymphology Bioimpedance	30-Aug	18-Sep	\$5,000
G Costin	Health	South Africa	Conference	21-Sep	28-Sep	\$3,339
M Courtney	Health	Canada	Conference	30-Oct	6-Nov	\$4,819
M Courtney	Health	Taiwan	Professional Academic	23-Nov	29-Nov	External funding
M Cox	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov	12-Nov	\$2,304
M Cox	Business	Papua New Guinea	Consultancy	2-Dec	14-Dec	External funding
F Coyer	Health	UK, Netherlands	Conference	25-Sep	12-Oct	\$3,265
S Coyne	Science	New Zealand	IEA TASK 31 Expert meeting	13-Apr	17-Apr	\$2,504
M Craig	Law	Singapore	Teaching	16-Jan	24-Jan	\$3,568
M Craig	Law	Singapore (+ Bangkok)	Teaching	8-Jun	21-Jun	\$2,692
M Craig	Law	Rio de Janiero	Conference: International Chinese Organised Crime	8-Aug	18-Aug	\$2,500
M Craig	Law	Singapore	Teaching	11-Sep	20-Sep	\$1,593
M Craig	Law	Singapore, Dubai, Bahrain	Singapore Police Graduation, Teaching & Police symposium	7-Oct	21-Oct	\$3,421
N Cranston	Education	Singapore	Teaching Master of Education Unit	24-Jan	2-Feb	\$4,818
N Cranston	Education	Auckland, New Zealand	Undertake roles of the External Monitor for the Postgraduate Diploma in School Management – UNITEC Institute of Technology	15-Oct	19-Oct	External funding
N Cranston	Education	New Zealand	Attend and present two refereed papers at the 2003 NZARE-AARE Conference	29-Nov	15-Dec	\$2,157
M Crawford	Business	China	Study Tour	4-Feb	19-Feb	\$5,542
M Crawford	Business	Hong Kong	Teaching HK Project	28-Dec	22-Jan-04	\$5,042
P Cregan	Research & Advancement	Minneapolis, USA	NACUA Conference	20-Jun	27-Jun	\$7,159
T Cronk	Business	Hong Kong	Teaching Project in Hong Kong	28-Aug	13-Sep	\$3,360
A Crowe	Research & Advancement	Orlando, USA	AUTM Conference	3-Feb	11-Feb	\$5,474
T Cuddihy	Health	USA	Research & Scholarship	18-Dec	20-Jan-04	\$5,167
S Cunningham	Creative Industries	Taipei, Taiwan	Keynote speaker	6-Mar	11-Mar	External funding
S Cunningham	Creative Industries	Taipei, Taiwan	Keynote speaker	25-Mar	28-Mar	External funding
S Cunningham	Creative Industries	Auckland, New Zealand	Attend Waikate Inst. of Tech for launch of Research Centre	3-May	6-May	External funding
S Cunningham	Creative Industries	Canada	Attend Cultural Citizenship Conference	12-Nov	21-Nov	External funding
P Cussens	Admin Services	Belfast	ACU Conference	27-Aug	16-Sep	\$2,878
J Dale	Science	New Zealand	International Congress of Plant Pathology	31-Jan	7-Feb	\$1,046
J Dale	Science	USA, UK, Spain	BIO 2003 Conference and International Congress of Plant Molecular Biology	20-Jun	4-Jul	\$8,583
J Dale	Science	Uganda, Africa	Workshop on research strategies for transgenic East African highland bananas	16-Aug	24-Aug	\$3,122
J Dale	Science	Brazil	2nd International Symposium on Fusarium Wilt on Banana	19-Sep	29-Sep	\$4,814
J Dale	Science	Malaysia	QUT Profiling event	18-Oct	22-Oct	\$1,951
C Dalglish	Business	Ireland & Salzburg	ICSB Conference & EDINEB Conference	13-Jun	18-Jul	\$6,859
C Dalglish	Business	South America	MBA Forum	3-Sep	19-Sep	\$17,434
R Daniel	Info & Technology & Learning Support Services	USA	Attend EDUCAUSE 2003 Conf in Anaheim	1-Nov	10-Nov	\$7,883
J Dascoli	Info & Technology & Learning Support Services	New Zealand	Auckland Uni of Tech visit	20-Jan	23-Jan	External funding
J Davey	Health	Canada, Bangkok	Conference	13-Oct	26-Oct	\$12,024
P Davidson	Business	Ireland	HRM Conference, ICSB Conference	29-May	20-Jun	\$6,753
R Davidson-Irwin	Education	Singapore	Teaching at Kinderland in Visual and Performing Arts	18-Aug	3-Sep	\$4,885
J Davies	Business	Blatimore & Boston USA	Conference and Data Collection	8-Nov	16-Nov	\$5,670
B Davis	Health	USA	Conference	27-Apr	11-May	External funding
J Davis	Education	Singapore	Teaching ED46 program	30-Nov	14-Dec	\$5,403
P Davison	Business	UK/Europe	World MBA Tour	4-Oct	26-Oct	\$2,824
E Dawson	Information Technology	USA, Prague, Spain	Attending Crypto 2003 Conference, Dexa 2003 Conference & University of Malaga visit (Partially funded)	15-Aug	17-Sep	\$8,018
E Dawson	Information Technology	Taiwan	Asiacrypt 2003	30-Nov	5-Dec	\$3,176

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
G Dean	Law	Singapore	Teaching	16-Jan	24-Jan	\$3,568
G Dean	Law	Singapore	Teaching	12-Jun	21-Jun	\$2,250
G Dean	Law	Singapore	Teaching	11-Sep	20-Sep	\$1,593
G Dean	Law	Singapore	Singapore Police Graduation	17-Oct	21-Oct	\$1,991
M Dee	QUT Carseldine	Dunedin, New Zealand	Presentation at Otago University in Dunedin	21-Jun	28-Jun	\$1,154
B Delahaye	Education	Christchurch, New Zealand	Presentation of paper at the HERDSA 2003 Conference	5-Jul	10-Jul	\$2,520
N Di Venuto	Business	Frankfurt	Hessen International	27-Jun	28-Jul	\$2,489
C Dickenson	Admin Services	Singapore, Kuala Lumpur, HK	Graduation Ceremonies; alumni events	6-Mar	17-Mar	\$11,561
C Diezmann	Education	New Zealand	Attendance at the Mathematics Education Research Group of Australasia Editor's meeting and attending LOGOS invited Seminar.	4-Dec	12-Dec	\$1,933
Z Ding	Science	Guangzhou, China	Visit Guangzhou Institute of Geochemistry to set up collaboration for 2004-06	21-Dec	31-Dec	\$3,110
S Donald	Creative Industries	Hong Kong, China	ARC Discovery grants	28-Aug	30-Sep	External funding
N Donohue	Chancellery	New Zealand	Conference	15-Nov	22-Nov	\$3,557
K Dooley	Education	Taipei, Taiwan	National Taiwan Normal University Exchange	16-Nov	17-Dec	\$1,472
E Douglas	Business	USA	Babson Research Conference	4-Jun	10-Jun	\$4,205
E Douglas	Business	Seattle	AOM Conference	1-Aug	8-Aug	\$3,674
E Douglas	Business	South America	MBA Forums	3-Sep	19-Sep	\$14,720
G Dowding	Admin Services	New Zealand	Australasian Syllabus Plus Reference Group	8-Jul	13-Jul	\$2,049
M Drew	Business	Ireland	FMA European Conference	2-Jun	12-Jun	\$8,071
M Drew	Business	Frankfurt	Hessen International	27-Jun	26-Jul	\$2,489
R Du	Information Technology	China	Invited to Poverty Alleviation through Info & Com Tech Conf	14-Feb	24-Jan	External funding
L Duffield	Creative Industries	France, Germany, Belgium, Singapore	Accompanying Students on field trip/Research Activity	18-Jun	20-Jul	\$5,500
M Dumas	Information Technology	Hungary	WWW2003 Conference	17-May	27-May	\$5,857
M Dumas	Information Technology	USA	ER 2003	11-Oct	19-Oct	\$4,216
T Dunn	Information Technology	Singapore	PSB Offshore Teaching	3-Apr	10-Apr	\$2,931
T Dunn	Information Technology	Singapore	PSB Offshore Teaching	26-Jun	3-Jul	\$2,980
M Dunne	Health	Vietnam	Professional Academic	26-Feb	29-Mar	\$9,877
M Dunne	Health	Vietnam	Professional Academic	25-Apr	11-May	\$4,947
MI Dunne	Health	Vietnam	Research	8-Aug	24-Aug	\$3,925
M Dunne	Health	China	Conference	19-Oct	1-Nov	\$5,100
M Dunne	Health	Vietnam	Research	23-Nov	7-Dec	\$4,318
D Edmond	Information Technology	USA	CEC'03 Conference	22-Jun	27-Jun	\$4,274
I Edmonds	Science	New Zealand	IEA TASK 31 Expert meeting	14-Apr	24-Apr	\$1,182
G Edmondson	Research & Advancement	China	Austrade China	2-Mar	17-Mar	\$2,119
G Edmondson	Research & Advancement	Malaysia	Market Development	5-May	11-May	\$1,664
G Edmondson	Research & Advancement	Malaysia	Malaysia Development Visit	20-Jun	25-Jun	\$1,736
G Edmondson	Research & Advancement	China	China Market development and agent visits	8-Jul	16-Jul	\$6,116
G Edmondson	Research & Advancement	Taiwan/ China	IDP Taiwan & Austrade China	7-Aug	22-Aug	\$2,891
G Edmondson	Research & Advancement	China	Market Development	25-Oct	6-Nov	\$2,881
G Edmondson	Research & Advancement	Vietnam	Market development including visit to QETI	21-Nov	30-Nov	\$1,843
H Edwards	Health	Taiwan	Professional Academic	25-Oct	2-Nov	\$4,582
J Edwards	Built Environment & Engineering	Christchurch	AUPEC	25-Sep	2-Oct	\$3,150
K Edwards	Health	UK, France, Belgium	Research & Scholarship	21-Sep	7-Oct	\$9,725
K Edwards	Health	New Zealand	Conference	28-Nov	4-Dec	\$2,121
S Edwards	Information Technology	Italy	EARLI Conference	26-Aug	30-Aug	\$5,226
L Ehrich	Education	Singapore	Teaching in Master of Education (Early Childhood) offshore program	10-Jul	21-Jul	\$4,284

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
L Ehrich	Education	Harrogate, England; Endinburgh	Presenting papers at the British Educational Research Association Conference in Edinburgh and present paper at the British Academy of Management Conference, Harrogate	7-Sep	25-Sep	\$7,974
R Elliott	Education	Singapore and Malaysia	Attend business meetings in Singapore with AEC and KLC. Attend business meetings in Kuala Lumpur with MOEM and KLC	2-Jan	11-Jan	\$5,948
R Elliott	Education	China, Hong Kong	Business meetings in China and Hong Kong	2-Mar	15-Mar	\$6,006
R Elliott	Education	Chicago	Delivery of 2 papers at the AERA 2003 Annual Meeting	18-Apr	27-Apr	\$7,422
R Elliott	Education	Papua New Guinea	AusAid Consultancy in Papua New Guinea	30-Jul	3-Aug	External funding
R Elliott	Education	Vietnam	Teach at Hue University and project discussions at Hanoi	20-Aug	1-Sep	\$4,866
R Elliott	Education	Hong Kong and China	Participate in VC Delegation to JIT in Nanjing and to visit partners in Nanjing, Shanghai and Hong Kong	11-Oct	22-Oct	\$5,559
R Elliott	Education	Malaysia, Singapore, China	Management meeting of MOEM program in Kuala Lumpur. Meet with Clients in PRC	16-Nov	5-Dec	\$9,015
W Enderle	Built Environment & Engineering	Germany	JaeSat	19-Nov	13-Jan-04	\$5,221
W Enders	Business	USA-Australia-USA	Adjunct Professor	15-May	16-Jun	\$7,050
L English	Education	USA	Invited presenter at research pre-session (NCTM), San Antonio, TX; Working with ARC Linkage Collaborators	6-Apr	20-Apr	\$3,891
L English	Education	Honolulu, USA (Syracuse, and Milwaukee)	Attend Psychology of Mathematics Education Conference (PME27 Conference) and meetings with US Research colleagues; working with Research Colleague at Syracuse University; ICTMA Conference, Milwaukee	13-Jul	2-Aug	\$7,493
J Everett	Business	Hawaii	International Conference on Social Sciences	11-Jun	17-Jun	\$5,518
J Everett	Business	Singapore	Austrade Exhibition	6-Oct	14-Oct	\$3,343
B Ewers	Info & Technology & Learning Support Services	Turkey	IATUL Conference	30-May	2-Jul	\$2,400
S Farraway	Research & Advancement	Hong Kong	Austrade Hong Kong	14-Aug	19-Aug	\$1,672
S Farraway	Research & Advancement	Norway & Sweden	IEC/CIS Study Abroad Fairs	13-Sep	26-Sep	\$4,389
A Farrell	Education	United Kingdom	PDL Program – Manchester Metropolitan University and University of London	1-Jul	30-Nov	\$8,088
Y Feng	Built Environment & Engineering	China	Project meeting and attend Space 2003 – NatSat 2003 Conference	20-Nov	3-Dec	\$4,000
D Field	Chancellery	Singapore/Hong Kong	Offshore Audit	19-Mar	26-Mar	\$5,012
D Field	Chancellery	China	International linkage mission with Chinese	11-Oct	19-Oct	\$3,310
R Fielding-Barnsley	Education	United Kingdom and Italy	Professional Development Leave (Short)	19-Jul	1-Sep	\$4,868
E Firth	Business	Hong Kong	Hong Kong Project	20-Jul	30-Jul	\$3,433
S Firth	Health	China	Conference	19-Oct	26-Oct	\$4,287
D Fisher	Law	Shanghai	Conference	2-Nov	11-Nov	\$3,295
D Fisher	Law	Auckland, NZ	Conference	14-Dec	18-Dec	\$2,378
B Fitzgerald	Law	India and Nepal	Conference	15-Jan	31-Jan	\$5,892
B Fitzgerald	Law	Canada	Participation in Panel	7-Feb	16-Feb	\$6,143
B Fitzgerald	Law	Malaysia and Geneva	International Links, WIPO Workshop in Geneva	20-Jun	30-Jun	\$7,103
B Fitzgerald	Law	Tokyo, Japan	LAWASIA Conference	1-Sep	6-Sep	\$1,488
T Flew	Creative Industries	New Zealand	Attend Waikato Inst. of Tech for launch of Research Centre	3-May	7-May	External funding
E Foo	Information Technology	Singapore	PSB Offshore Teaching	17-Jul	24-Jul	\$2,895
E Foo	Information Technology	Singapore	PSB Offshore Teaching	31-Jul	7-Aug	\$2,741
Y Foong	Built Environment & Engineering	Malaysia	Austrade Exhibitions – recruitment trip	8-Oct	13-Oct	\$2,650
Y Foong	Built Environment & Engineering	Singapore/Malaysia	Meeting with lecturers	20-Nov	9-Dec	\$2,250
R Franklin	Health	USA	Conference	27-Apr	11-May	External funding
P Fredericks	Science	Thailand	1st Australasian Biospectroscopy Conf	2-Feb	8-Feb	\$2,600
P Fredericks	Science	France, UK, USA	Visit to companies selling Raman spectrometers	4-Apr	18-Apr	\$5,000
P Fredericks	Science	UK	International Conference on Advanced Vibrational Spectroscopy	22-Aug	4-Sep	\$4,201
N French	Health	Singapore, UK, Scotland, Canada	Conference/Visits Research, Professional Experience	2-Jul	23-Jul	\$10,770
L Frossard	Built Environment & Engineering	New Zealand	Attend International Society of Biomechanics XIXth Congress	30-Jun	14-Jul	\$3,012

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
L Frossard	Built Environment & Engineering	Ottawa, Orleans, London and Fotherburg	Visit Lab and Data Collection	20-Dec	23-Jan-04	\$6,032
R Frost	Science	United Kingdom, Belgium	Attending conferences	22-Aug	6-Sep	\$6,310
S Frost	Creative Industries	PNG	Community Service Video Project	19-Nov	29-Nov	External funding
A Frowd	Admin Services	New Zealand	AAPPA Board meeting and Workshop on Space & Benchmarking	25-Jun	3-Jul	\$2,903
G Gable	Information Technology	USA, Canada	Icis	7-Dec	20-Dec	\$5,325
D Gahan	Education	Singapore	Kinderland Teaching	27-Jul	3-Aug	\$3,287
D Gahan	Education	New Zealand	Presentation of paper at 8th Early Childhood Convention	22-Sep	26-Sep	\$800
C Gardener	Business	Ireland	HRM Conference	6-Jun	6-Jun	\$5,063
D Gardiner	Chancellery	USA	Accompanying Premier of Queensland on business trip, then attending the Bio2003 Conference in Washington DC	16-Jun	27-Jun	\$17,777
G Gardner	Health	Singapore	Conference	3-Oct	5-Oct	External funding
I Gardner	Science	Baltimore, USA	Attend ASM Biodefense Research Meeting	7-Mar	19-Mar	\$5,784
I Gardner	Science	New Zealand	MicroNZ 2003 Conference	26-Sep	5-Oct	\$2,481
D Gary	Health	Vietnam	Research	19-Nov	30-Nov	\$3,441
P Gatbonton	Admin Services	Singapore, Kuala Lumpur	QUT Predeparture Briefings	24-Jan	31-Jan	\$3,222
K Gavin	QUT Carseldine	London, Paris, Copenhagen	PDL	15-Sep	13-Nov	\$5,000
G George	Science	Japan	Presentation of seminars at JAIST	10-Mar	15-Mar	\$2,742
G George	Science	USA	Attend BIO2003 conference	20-Jun	27-Jun	\$7,524
G George	Science	UK,France,Greece, Germany, Batislava	Attended conferences,workshops, meetings	30-Aug	26-Sep	\$6,574
G George	Science	Thailand	PPC-8 Conference	22-Nov	2-Dec	\$3,799
A Gesche	QUT Carseldine	Singapore/Frankfurt/Geneva	Participation re WHO draft document	3-Jun	11-Jun	\$3,100
S Geva	Information Technology	Italy & Germany	WISE 2003 & INEX 2003 Conferences	8-Dec	27-Dec	\$6,383
D Gibson	Chancellery	Singapore	Graduations	10-Feb	14-Feb	\$11,350
D Gibson	Chancellery	Singapore/UK	Graduations, series of meetings organised by the Development Office	6-Mar	26-Mar	\$21,384
D Gibson	Chancellery	UK	Mathematics research	13-May	12-Jun	\$11,648
D Gibson	Chancellery	UK	Mathematics research	18-Dec	2-Feb	\$9,636
E Gibson	Admin Services	Singapore, Kuala Lumpur, HK	Graduation Ceremonies	5-Mar	19-Mar	\$4,982
E Gibson	Admin Services	Hong Kong/Singapore	Employer contact re work placements; Speak to Austcham Comm	13-Jul	24-Jul	\$3,331
E Gibson	Admin Services	Malaysia	Employer contact re work placements	14-Oct	25-Oct	\$3,496
P Giffard	Science	Switzerland	Conference presentation	25-Aug	4-Sep	\$4,100
P Giffard	Science	Auckland, New Zealand	Attendance and Presentation at Conference	26-Sep	3-Oct	\$2,643
I Ginns	Education	Chicago, USA	Attendance at the AERA 2003 International Conference to be held in Chicago, IL from 21 to 25 April 2003	17-Apr	28-Apr	\$3,128
I Ginns	Education	London	Attendance at PATT13; CRIPT and DATA Conferences	18-Jun	13-Jul	\$3,766
G Giuliani	Research & Advancement	USA	Bio Conference	18-Jun	27-Jun	\$7,362
M Godat	Business	Austria	EDiNEB	16-Jun	25-Jun	\$5,263
C Goldstein	Information Technology	Singapore	PSB Offshore Teaching	20-Feb	27-Feb	\$3,015
C Goldstein	Information Technology	Singapore	PSB Offshore Teaching	13-Mar	20-Mar	\$3,010
J Gonzalez-Nieto	Information Technology	USA	PKC'03 Conference/Visit Florida State Univ	4-Jan	18-Jan	\$8,377
J Gonzalez-Nieto	Information Technology	Prague, Spain	Attending Dexa 2003 Conference & University of Malaga visit	12-Aug	15-Sep	\$6,391
J Gonzalez-Nieto	Information Technology	India	Indocrypt Conference	5-Dec	11-Dec	\$5,924
C Goodwin	Admin Services	Singapore, Kuala Lumpur, HK	Graduation Ceremonies	6-Mar	17-Mar	\$6,592
C Goodwin	Admin Services	Singapore	Graduation Ceremonies	15-Oct	23-Oct	\$2,679
A Goonetilleke	Built Environment & Engineering	South Africa	Trip with Anthony Maeder	13-Nov	19-Nov	\$3,675
K J Gough	Information Technology	USA	M'soft & IFIP Working Group 2 Mtg	26-Jul	10-Aug	\$4,708
K J Gough	Information Technology	USA	IFIP Working Group	2-Aug	10-Aug	\$3,635
K J Gough	Information Technology	Austria	JMLC 2003 Conference	23-Aug	30-Aug	\$5,104

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
K Gow	Health	Vietnam	Industry/professional experience, Research, Other	28-Mar	16-Apr	\$4,000
K Gow	Health	UK	Research	5-May	3-Jun	\$4,350
D Gramotnev	Science	Tucson, USA	OSA Annual meeting – presentation	5-Oct	11-Oct	\$4,159
N Graves	Health	USA	Overseas Conference	14-Jun	21-Jun	\$4,984
J H Greenslade	Health	Japan	Research & Scholarship	18-May	25-May	\$4,881
J Greenslade	Health	Canada	Research & Scholarship	6-Jun	11-Jun	\$2,914
S Grieshaber	Education	Tempe, Arizona, USA	Conference presentation and writing with a colleague	3-Jan	15-Jan	External funding
S Grieshaber	Education	Chicago, USA	To attend and present 2 papers at the American Educational Research Association Annual Meeting, Chicago 21–25 April 2003	19-Apr	1-May	\$2,027
A Gudmundsson	Business	Christchurch, New Zealand	HERDSA Conference	1-Jul	10-Jul	\$2,947
H Gustafson	Science	UK and Greece	Two Conferences	13-Jun	13-Jul	\$10,313
G Hallam	Information Technology	Chaing Mai	Conference	15-Mar	23-Mar	\$2,610
G Hallam	Information Technology	Finland	Informing Science Conference	24-Jun	3-Jul	\$3,883
G Hallam	Information Technology	Germany	Presenting Paper at Euclid Conference & IFLA	29-Jul	13-Aug	\$3,659
K Halton	Health	Vietnam	Professional Academic	26-Apr	17-May	\$4,488
K Halton	Health	Vietnam	Research	27-Nov	14-Dec	\$4,987
A Hammond	Research & Advancement	Hong Kong & China	IDP Exhibition & Agent Interviews	6-Jan	11-Jan	\$2,280
A Hammond	Research & Advancement	Thailand	EdNET & IDP Exhibitions	4-Mar	17-Mar	\$1,496
M Hanrahan	Education	Philadelphia (USA)	Presenting paper at NARST – Science Education Conference	22-Mar	5-Apr	Self-funded
R Harding	Science	New Zealand	Attend International Congress of Plant Pathology	31-Jan	7-Feb	\$2,044
R Harding	Science	Fiji	Attend 3rd International Taro Symposium	18-May	23-May	\$1,341
R Harding	Science	Fiji	Conduct workshop – ACIAR project	29-Aug	5-Sep	\$2,154
S Harding	Business	Florida	Dean's Conference	8-Feb	15-Feb	\$11,567
S Harding	Business	Singapore/Hong Kong	Graduations, Visit's to Institution's	7-Mar	18-Mar	\$7,297
S Harding	Business	Atlanta	ASSM Annual Meeting	15-Aug	26-Aug	\$9,839
S Harding	Business	USA	Alumni Awards	24-Oct	5-Nov	\$10,617
D Hargreaves	Built Environment & Engineering	Manipal, India	Attend International Workshop – Recent Trends in Lubrication Engineering	20-Nov	2-Dec	External funding
W Harper	Info & Technology & Learning Support Services	Canada, USA	PDP & Educause CONFERENCE	20-Oct	10-Nov	\$10,147
J Hartley	Creative Industries	USA, UK	Speak at Conferences	20-Jun	2-Jul	\$10,500
B Haseman	Creative Industries	Canada	Teach at Victoria University BC and visit theatre company in Quebec	26-Jun	20-Jul	External funding
C Hatcher	Business	Stockholme	World Communication Conference	16-Jul	27-Jul	\$4,869
C Hatcher	Business	Asia	World MBA Forum	6-Nov	14-Nov	\$3,230
D Hawke	Creative Industries	Japan	Art and Design Education Fair	5-Oct	9-Oct	\$3,733
A Hawkes	Health	USA	Overseas Conference	13-Mar	26-Mar	\$6,934
R A Hayes	Science	Corvallis, OR, USA	"Chemical Signals in Vertebrates 10" Conference	27-Jul	4-Aug	\$3,163
C He	Science	Singapore	Conference	5-Dec	12-Dec	\$2,995
B Head	Business	Hong Kong	Joint paper presentation	28-Sep	6-Oct	\$2,398
M Healy	Business	Dunedin, New Zealand	Research Retreat	6-Nov	12-Nov	\$2,304
P Hedley	Built Environment & Engineering	Singapore/Malaysia	Student recruitment	17-Jan	12-Feb	\$5,660
A Heirdsfield	Education	Honolulu	Attend Psychology of Mathematics Education Conference (PME27 Conference)	13-Jul	21-Jul	\$2,850
D Henderson	Education	Seoul, Korea	Participate in Asian Education Foundation's Korean Studies Workshop Program (Partially funded)	22-Jun	10-Jul	\$1,200
A Hibbard	Research & Advancement	Hong Kong & China	IDP Exhibitions/ Student Interviews	2-Oct	19-Oct	\$2,802
A Hills	Health	Finland	Research & Scholarship	17-Jan	30-Jan	\$4,489
A Hills	Health	Finland	Conference	23-May	4-Jun	\$1,810
A Hills	Health	Malaysia	Conference	6-Sep	11-Sep	External funding
A Hills	Health	Thailand	Research & Scholarship	11-Dec	16-Dec	External funding
J Ho	Information Technology	Hong Kong	IDP Diploma to Degree Mission	14-Mar	18-Mar	\$2,871

Name	Org Area	Destination(s)	Purpose of Travel	Duration	Estimated Cost at Time of Approval
J Ho	Information Technology	Singapore	IDP Diploma to Degree Open days & interviews	28-Aug 1-Sep	\$2,508
H Hobbs	Info & Technology & Learning Support Services	United Kingdom	eLit 2003 Conference	8-Jun 13-Jul	\$1,800
B Hocking	Law	Europe and United Kingdom	Conference related to External Grant	4-Jun 11-Jul	\$11,000
J Hockings	Built Environment & Engineering	Malaysia	Course reaccreditation	3-Mar 8-Mar	\$1,738
J Hogan	Information Technology	USA	Collaborative Research	16-Nov 28-Nov	\$6,609
B Hosegood	Research & Advancement	Hong Kong	IDP Hong Kong Study in Australia Interview Program and agent visits	2-Oct 10-Oct	\$5,096
R Hubbard	Science	Czech Republic	Conference (Partially funded)	3-Aug 23-Sep	\$1,250
A Hudson	Education	USA	To attend annual conference of the Comparative and International Education Society – North America; Chairing of meetings of the World Council of Comparative Education	5-Mar 18-Mar	\$2,952
A Hudson	Education	Paris and Barbados	To present invited papers at 2 conferences: at UNESCO Seminar in Paris; and at the University of the West Indies Conference in Barbados	16-Jun 10-Jul	External funding
A Hudson	Education	Beijing, China	Present a keynote paper at the International Education Seminar	12-Sep 17-Sep	External funding
G Huftile	Science	New Zealand	Attend Pacific Conference on Earthquake Engineering	11-Feb 17-Feb	\$1,750
G Huftile	Science	Los Angeles, USA	Research project	15-Oct 11-Nov	\$2,500
A Humphreys	Creative Industries	England, Canada, USA	Study Tour, Field Work	19-Jul 24-Dec	\$5,200
K Hutchings	Business	Milan, Ireland	Euram Conference, IHRM Conference	30-Mar 11-Jun	\$11,158
K Hutchings	Business	China	Interviews Research project	3-Oct 9-Nov	\$4,546
G Ianziti	QUT Carseldine	Japan, Italy, Tokyo	Attend conference and carry out research	9-Sep 17-Oct	\$7,000
M Ilahee	Built Environment & Engineering	Japan	IUGG 2003 conference	7/5/03 7/12/03	\$3,210
C Irons	Education	San Antonio, Texas, USA.	Present paper at the National Council of Teachers of Mathematics Conference; and attending pre-conferences associated with the main conference	3-Apr 14-Apr	Self-funded
C Irons	Education	Salt Lake City, Utah, USA	Attend and speak at the National Council of Teachers of Mathematics Conference	19-Sep 6-Oct	Self-funded
R Irons	Education	Indianapolis, USA	Attending National Council of Teachers Meeting	13-Jan 27-Jan	Self-funded
R Irons	Education	San Antonio, Texas, USA	Presenting a seminar at the National Council of Teachers of Mathematics Annual Meeting. Also attending Supervisors of Mathematics Annual meeting	3-Apr 14-Apr	Self-funded
R Irwin	Education	Singapore	Kinderland Teaching	14-Jun 26-Jun	\$4,548
P Isaacs	QUT Carseldine	USA	Keynote speaker Covenant Health – Tennessee	28-Nov 21-Dec	External funding
L Isenring	Health	France	Conference	17-Sep 27-Sep	\$2,509
R Iskander	Health	South Africa	Conference	31-Jul 8-Jul	\$3,827
P Jackson	Business	China	Study Tour	4-Feb 19-Feb	\$5,542
P Jackson	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov 8-Nov	\$1,534
J Jacobs	Business	Bangkok	IDP Conference	29-Aug 4-Sep	\$1,830
M Jamriska	Science	France, Austria, Czech Republic	Conferences/workshops	23-Jun 30-Jul	\$3,474
M Jamriska	Science	Singapore	Particle collection efficiency of Sorbent tubes	5-Dec 23-Dec	\$3,500
M Janda	Health	Sweden	Conference	15-Sep 10-Oct	\$2,928
A Jenkins	Admin Services	UK/USA	Visits to overseas University Facilities (Partially funded)	21-Jul 24-Aug	\$618
G Jennaway	Research & Advancement	East Timor, Bali	Conduct ethnographic research	17-Aug 1-Oct	\$6,830
A Jewels	Information Technology	Vienna, Finland, Naples	Conferences	19-Jun 2-Jul	\$5,493
G Johnson	Science	Madrid, Spain	Conference presentation	28-Aug 23-Sep	\$4,286
B Johnson	Science	Vietnam	8th Asian Food Conference	6-Oct 10-Oct	\$5,550
C Jolliffe	Research & Advancement	Singapore	Careers Expo	4-Mar 9-Mar	\$950
C Jolliffe	Research & Advancement	India	IDP Exhibitions/ Student Interviews	4-Sep 20-Sep	\$1,619
J Jones	Creative Industries	New Zealand	Meet with Ray Thompson of Cloud 9 and Qld Premier Peter Beattie	7-Apr 9-Apr	\$2,430
J Jones	Creative Industries	Malaysia	Profiling event	16-Oct 23-Oct	\$3,346
R Jones	Business	France	HRM Conference	17-May 25-May	\$3,151

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
R Jones	Business	Seattle	AOM	1-Sep	9-Sep	\$3,743
B Judith	QUT Carseldine	New Zealand	PDL	10-Sep	10-Oct	\$3,957
B Kabanoff	Business	Seattle, Berlin, Delhi, Singapore	AOM	30-Jul	21-Aug	\$7,966
B Kabanoff	Business	Singapore	Graduation Ceremony	16-Oct	22-Oct	\$2,743
P Kae	Information Technology	Thailand	Ednet Interview Program	6-Mar	11-Mar	\$2,478
N Katter	Business	Italy	Applied Business Research Conference	6-Jun	21-Jun	\$3,550
M Kavoos	Business	Taiwan	Knowledge Management in SMES	2-Dec	9-Dec	\$3,353
M Keane	Creative Industries	New Zealand	Conference	12-Feb	15-Feb	\$1,750
M Keane	Creative Industries	China	Research	8-Oct	27-Oct	External funding
G Kerr	Health	New Zealand	Conference	28-Aug	2-Sep	\$1,697
E Kerr	Research & Advancement	New Zealand	ARMS Conference	28-Nov	1-Dec	\$2,500
H Khanna	Science	Spain, France	Presenting paper at conference	20-Jun	4-Jul	\$4,745
G Kidman	Education	Brunei, Darussalam	Attendance at the – Eighth Annual International Conference of the Department of Science and Mathematics Education – Sultan Hassanal Bolkiah Institute of Education on Resposibilites on Science, Mathematics and Technical Education (Partially funded)	17-May	24-May	\$1,341
G Kidman	Education	Amsterdam, Holland	ESERA Conference	16-Aug	2-Sep	\$4,402
B Kitching	Business	India/China	Paper-Female Entrepreneurship	25-Sep	17-Dec	\$9,515
M Kleidon	Health	NZ	Conference	29-Nov	4-Dec	\$2,121
J Kloprogge	Science	USA	Conference and workshop	5-Jun	28-Jun	\$5,503
N Knight-Turvey	Business	Seattle	AOM Conference	31-Jul	9-Aug	\$4,200
S Kokot	Science	Singapore	International marketing at Suntec Singapore	5-Mar	9-Mar	\$2,441
E Kozan	Science	Turkey	Conference	2-Jul	13-Jul	\$6,450
V Lao	Information Technology	Singapore	Careers Expo	5-Mar	11-Mar	\$2,811
V Lao	Information Technology	Singapore	Austrade Exhibition & Interviews	20-Mar	30-Mar	\$2,889
V Lao	Information Technology	Hong Kong	Austrade Exhibition	14-Aug	28-Aug	\$3,704
V Lao	Information Technology	Singapore	Student Interviews & CMS Fair	3-Dec	9-Dec	\$3,035
R Lau	Information Technology	USA	Conferences	21-Jun	29-Jun	\$5,252
R Lau	Information Technology	Canada	IEEE Conference	12-Oct	19-Oct	\$4,087
A Laurenceson	Research & Advancement	Taiwan and Hong Kong	Conversion Interviews	1-Dec	7-Dec	\$2,117
P Lavery	Creative Industries	Malaysia	Graduation ceremonies	7-Mar	14-Mar	\$4,775
P Lavery	Creative Industries	New Zealand	Meetings with Cloud Nine Personnel	2-Jun	5-Jun	\$2,955
P Lavery	Creative Industries	Singapore/Malaysia	To participate in promotional activities in Singapore and partnership development in Kuala Lumpur	31-Aug	3-Sep	\$1,880
P Lavery	Creative Industries	Malaysia	Graduation ceremony, profiling event	16-Oct	22-Oct	\$3,341
A Layton	Business	Mexico	23rd International Symposium	13-Jun	21-Jun	\$5,759
A Layton	Business	Hawaii	Presenting paper at Annual Hawaii Inter Conf	19-Jun	24-Jun	\$6,479
A Layton	Business	Stockholm, Sweden	ESEM Conference	15-Aug	26-Aug	\$6,685
D Leavesley	Science	Singapore	Conference	2-Dec	7-Dec	\$1,398
G Ledwich	Built Environment & Engineering	Christchurch	AUPEC	28-Sep	2-Oct	\$2,004
G Ledwich	Built Environment & Engineering	Hong Kong	APSOM 2003 Conference	11-Nov	14-Nov	\$3,103
G Ledwich	Built Environment & Engineering	Singapore	IPEC 2003 Conference	26-Nov	30-Nov	\$3,068
B Lee	Information Technology	Korea	ICISC 2003 Conference	24-Nov	3-Dec	External funding
J Lee	Built Environment & Engineering	Bali	Attend and present paper at 9th EASEC conference	14-Dec	19-Dec	\$2,457
S Lehmann	Built Environment & Engineering	Shanghai, Hong Kong	Student field trip	11-Sep	24-Sep	\$4,737
S Leisten	Information Technology	USA	Digital Rights Mgnt Conference	26-Feb	7-Feb	\$5,653
S Leisten	Information Technology	USA	Conference/Visit Berkman Centre	3-Dec	16-Dec	\$7,959
J Lennie	Business	SA	Alarpm Conference	20-Sep	27-Sep	\$3,796

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
S Lennox	Education	Singapore	Teaching AEC-Singapore – EAZ536	6-Mar	18-Mar	\$4,108
D Lewis	Business	UK	Conference & Research Teaching	5-Apr	2-Jul	\$9,891
M Lewis	Business	Ireland	IHRM Conference	21-May	14-Jun	\$7,858
Y Li	Information Technology	Canada & China	IEEE/WIC Conf, Canada; RSFDGrC Conf, China	11-Oct	26-Oct	\$8,059
Y Li	Information Technology	USA	IEEE	18-Nov	25-Nov	\$4,641
J Lidstone	Education	Hong Kong	Visiting Professor at the Chinese University of Hong Kong. Presenting one lecture and one seminar	21-Sep	27-Sep	External funding
J Lidstone	Education	Ping Tong, Taiwan	Collaborative Research with National Taiwan University	4-Dec	14-Dec	\$1,523
K Ling	Information Technology	Apia, New Zealand	PDP Leave	18-Jan	17-Mar	\$12,460
E Lipowitz	Information Technology	New Zealand	Australasian Research Management Conference	12-Oct	16-Oct	\$2,226
M Lloyd	Education	Vietnam	Teaching Masters unit "Using ICT in Teaching and Learning" at HUE University	6-Feb	17-Feb	\$2,420
M Lloyd	Education	Auckland, New Zealand	Attendance and presentation at the AARE/NZARE 2003 Conference	28-Nov	4-Dec	\$2,915
B Lonne	QUT Carseldine	Canada	Present papers at 2 conf's & consult with colleagues	18-May	12-Jun	\$4,000
J Lovie-Kitchin	Health	Canada, USA	Conference	28-Nov	9-Dec	\$5,472
E Luck	Business	Chicago	Consumers search	15-Aug	24-Aug	\$5,551
J Lyall	Built Environment & Engineering	Kuala Lumpur	CIGRE & to promote PESTC Courses	23-Feb	1-Mar	\$2,467
S Ma	Business	Asia	World MBA Tour	1-Nov	22-Nov	\$2,845
P Maccoll	Research & Advancement	Papua New Guinea	PASTEP & PATTAF Projects	16-Feb	28-Feb	External funding
P Maccoll	Research & Advancement	Papua New Guinea	PASTEP & PATTAF Project	13-Mar	21-Mar	External funding
P Maccoll	Research & Advancement	Manila, Philippines	PASTEP Project	30-Mar	3-Apr	External funding
P Maccoll	Research & Advancement	Papua New Guinea	PASTEP & PATTAF Project	13-Apr	17-Apr	External funding
P Maccoll	Research & Advancement	Papua New Guinea	PATTAF Project	5-May	9-May	External funding
P Maccoll	Research & Advancement	Papua New Guinea	PASTEP/PATTAF	13-Jul	18-Jul	External funding
P Maccoll	Research & Advancement	Papua New Guinea	Project Director Role for PASTEP	15-Oct	25-Oct	External funding
P Maccoll	Research & Advancement	Papua New Guinea	Project Director Role for PASTEP	30-Nov	10-Dec	External funding
L Macdonald	Business	Frankfurt	Hessen International	27-Jun	28-Jul	\$2,489
R Macdonald	Law	Vanuatu	Pan Pacific Moot	28-Sep	2-Oct	\$1,185
H MacGillivray	Science	Queenstown, NZ	Attend DELTA'03 conference	21-Nov	28-Nov	\$3,214
J Mack	Business	Hong Kong	Hong Kong Project	30-Sep	5-Oct	\$3,619
T MacNaughton	Science	Auckland, New Zealand	Attend annual meeting of Australian Society of Microbiologists	27-Sep	3-Oct	\$2,751
G Maconachie	Business	Ireland	HRM Conference	29-May	10-Jun	\$3,910
I Macpherson	Education	Chicago, USA	Attendance at the AERA Annual Meeting in 2003 (partially funded)	18-Apr	28-Apr	\$1,850
I Macpherson	Education	Papua New Guinea	Consultancy at University of Goroka (by Invitation from PASTEP Program)	17-Aug	23-Aug	External funding
A Maeder	Built Environment & Engineering	KL, HK, Singapore/Jakarta	O'seas graduation ceremonies	7-Mar	15-Mar	\$4,083
A Maeder	Built Environment & Engineering	Spain	ICIP 2003 & VLBV03	12-Sep	29-Sep	\$8,498
A Maeder	Built Environment & Engineering	South Africa	Visits to collaborators in SA and Lesotho	13-Nov	30-Nov	\$5,254
A Magub	Built Environment & Engineering	UK, USA, Europe	PhD research	22-Sep	2-Oct	\$6,000
D Mahar	Health	Italy	Conference (Partially funded)	5-Jan	16-Jan	\$550
F Maire	Information Technology	Spain, France, Austria	AIA 2003, Visit Uni Pierre et M Curie, FIRAWM03	6-Sep	7-Oct	\$9,415
F Maire	Information Technology	Germany	ICDM '03 Conference Fees Only	29-Nov	1-Mar-04	\$646
N Malhotra	Business	Canada,Europe	Research	14-Jun	11-Jul	\$4,282
N Malhotra	Business	Seattle	AOM Conference	31-Jul	15-Aug	\$4,200
K Mallan	Education	Madrid, Spain	Attend conference in Madrid – 4th International Utopian Studies Conference	23-Jun	2-Jul	\$3,961

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
K Mallan	Education	Norway, Canada	To attend a conference in Norway (16th Biennial IRSCCL Conference); and research work in Canada	6-Aug	13-Sep	\$4,950
J Mannion	Research & Advancement	Singapore, Malaysia, Hong Kong, Taiwan	Alumni Liaison and overseas graduations	15-Oct	25-Oct	\$5,046
J Marko	Built Environment & Engineering	Netherlands	9th Int'l Conf in Civil & Structural Engineering	31-Aug	6-Sep	\$3,500
F Martin	Law	Singapore, KL, Kuching, China	International Links	15-Oct	3-Nov	\$11,753
K Martin	Built Environment & Engineering	Singapore	Education Fair	5-Mar	11-Mar	\$2,737
K Martin	Built Environment & Engineering	Singapore	Open day and interviews	28-Aug	1-Sep	\$1,721
K Martin	Built Environment & Engineering	Singapore	Recruitment and student interviews	3-Dec	9-Dec	\$2,168
P Martinez	Information Technology	Thailand	IDP Interviews & Exhibition	25-Aug	7-Sep	\$3,180
P Martinez	Research & Advancement	Thailand	IDP Thailand	9-Nov	14-Nov	\$1,944
C Mason	Business	USA	AOM Conference	2-Aug	30-Aug	\$3,530
R Mason	Finance & Resource Planning	Australia (travelled from London)	On-line Teaching Review – Corporate Performance	25-Mar	7-May	\$9,140
J Masters	Education	Hong Kong	Attending ICCE Conference and work with Nicola Yelland on DEST Project	28-Nov	6-Dec	\$5,072
P Mather	Science	Bangladesh	QUT representative at INGA Steering Committee meeting	2-Aug	8-Aug	\$2,949
P Mather	Science	India	Attending International Symposium on Freshwater Prawns	17-Aug	25-Aug	\$4,369
P Mather	Science	Sri Lanka	Collection of samples for project	8-Nov	18-Nov	\$2,985
J Mathew	Built Environment & Engineering	Paris, France	Attend ISO TC108/SC5 Meeting	16-May	26-May	\$6,074
J Mathew	Built Environment & Engineering	Paris, France	Attend ISO TC 108/SC5 Meeting as Chairman	11-Sep	19-Sep	\$2,341
S Mathews	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov	9-Nov	\$2,099
N Maxwell	Science	Malaysia	QUT Profiling event and Tertiary visits	18-Oct	23-Oct	\$1,892
M McArdle	Research & Advancement	New Zealand	ARMS Conference	28-Nov	1-Dec	\$2,500
H McCallum	Law - Partner of staff member	UK, Sweden, Italy, France	Travelling with B Hocking (partner) on ARC Grant	4-Jun	11-Jul	\$4,500
E McCann	Business	India	IDP Interviews	2-Sep	14-Sep	\$4,642
P McCarthy	Creative Industries	Sweden, United Kingdom	Attend World Communication Assoc Conference in Stockholm and meet with Speech consultant in London	16-Jul	27-Jul	\$5,979
E McDade	Research & Advancement	Hong Kong and China	Agent Visits in Hong Kong, Visit to Jinling Institute of Technology, Nanjing, China and Austrade Exhibition in China	2-Mar	17-Mar	\$9,546
E McDade	Research & Advancement	Hong Kong	IDP Secondary and Foundation Interview Program and agent visits	2-Jul	7-Jul	\$3,892
E McDade	Research & Advancement	Brunei and Malaysia	Australian Education Exhibition and agent visits in Kota Kinabalu and Kuching in Malaysia	16-Aug	24-Aug	\$4,551
E McDade	Research & Advancement	Japan and Korea	Queensland Education and Training – Japan and Korea Roadshow	10-Sep	24-Sep	\$5,364
D McDiarmid	Research & Advancement	Singapore & UK	Fundraising and Alumni Development	13-Mar	27-Mar	\$11,690
D McDiarmid	Research & Advancement	New York, USA	Attend CFRE Conference. Funded by CFRE. 1 Day of QUT work to meet with US Fundraising Consultant	13-Aug	19-Aug	External funding
D McDiarmid	Research & Advancement	UK, Cardiff	Attend CASE Conference	2-Sep	14-Sep	\$14,650
D McDiarmid	Research & Advancement	Washington, USA via Melbourne and Perth.	Melbourne for QUT, the Perth paid by FIA, then Washington for CASE conference, paid by CASE	20-Oct	30-Oct	\$6,280
R McEllister	Business	China	Study Tour	1-Feb	19-Feb	\$5,542
R McEllister	Business	Shanghai & Suzhou	China Study Tour	11-Jul	26-Jul	\$4,970
M McGovern	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov	11-Nov	\$3,374
I McGregor	Research & Advancement	China	Visit to Jinling Institute of Technology	11-Oct	19-Oct	\$4,593
M McGregor Lowndes	Business	Hong Kong	Seminar Hong Kong University	23-Oct	30-Oct	\$2,524
M McGregor Lowndes	Business	Phillipines	Conference on Governance	4-Sep	9-Sep	\$2,124
Z Mchugh	Business	Norway, Sweden, UK	Conferences	1-Aug	7-Sep	\$6,176
C McInnes	Health	USA	Professional academic/meetings	1-Feb	7-Feb	\$4,835
C McInnes	Health	Spain & France	Conference	17-Sep	1-Oct	\$5,480
C McInnes	Health	China	Conference	19-Oct	26-Oct	\$4,287
P McKay	Education	Hong Kong	External Examiner Visit, Hong Kong Institute of Education	15-Feb	22-Feb	External funding

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
V McLean	Education	Singapore and Malaysia	KLC Meeting in Singapore and meetings at the Ministry of Education in Malaysia regarding joint degree	2-Jan	8-Jan	\$4,552
V McLean	Education	Singapore, Malaysia	Attending Graduation Ceremonies in Singapore and Kuala Lumpur and Alumni Dinner. Also attending other meetings with offshore partners	7-Mar	14-Mar	\$3,990
V McLean	Education	Singapore and Vietnam	AUQA Audit Visit to Vietnam RMIT Campus and Singapore partner institutions	21-Jun	27-Jun	External funding
V McLean	Education	Papua New Guinea	Consultancy at University of Goroka (by Invitation from PASTEP Program)	17-Aug	23-Aug	External funding
S McLoughlin	Science	Sweden	Research projects (externally funded)	4-Jun	24-Jun	External funding
A McNamara	Creative Industries	UK & Germany	Conference and Art Fair	23-Sep	3-Oct	\$3,600
C McRobbie	Education	Netherlands, Padova, London	To attend ESERA Conference (Netherlands); attend EARLI Conference (Padova); and Research consultation in London	14-Aug	2-Oct	\$9,506
E McWilliam	Education	Christchurch, New Zealand	Conference: Keynote address to New Zealand Deputy Principals Conference (by invitation)	5-Aug	16-Aug	\$767
E McWilliam	Education	Auckland, New Zealand	Attendance and presentation of paper at the NZ ARE/AARE 2003 Conference	30-Nov	4-Dec	\$1,304
B Meiklejohn	Health	Spain	Conference	22-Sep	29-Sep	\$5,237
C Melvin	Research & Advancement	Orlando, USA	AUTM Conference	3-Feb	11-Feb	\$5,389
C Melvin	Research & Advancement	Papua New Guinea	PASTEP Project	13-Apr	17-Apr	External funding
L Menzies	Admin Services	New Zealand	Australasian Syllabus Plus Reference Group	8-Jul	13-Jul	\$1,835
L Mete	Research & Advancement	USA	NAFSA Exhibition/Conference	23-May	4-Jun	\$3,000
R Meuter	Health	USA, Canada	Professional Development, Conference Visits	27-Apr	21-May	\$5,822
G Michael	Science	New Zealand	Visit to UCOL, deliver lectures, tutorials	14-Jun	26-Jun	\$1,647
M Middleton	Information Technology	Kuala Lumpur	Asian Digital Libraries Conference	7-Dec	13-Dec	\$3,244
M Milford	Information Technology	Thailand	CISCO Networking Academy Conference	9-Dec	14-Dec	\$1,779
W Millan	Information Technology	Sweden	FSE'03 Conference	21-Feb	28-Jan	\$4,182
J Minnery	Built Environment & Engineering	Belgium	Joint conference (AESOP) & (ACSP)	6-Jul	15-Jul	\$5,354
K Mohannak	Business	Taiwan	Framework for Research	2-Dec	9-Dec	\$3,353
G Mohay	Information Technology	USA	ACSAC Conference	7-Dec	14-Dec	\$2,157
L Morawska	Science	Switzerland	Conference (Externally funded)	15-Mar	21-Mar	External funding
L Morawska	Science	Singapore and China	Attending conferences and seminars	5-Dec	16-Dec	\$3,884
P Morris	Science	Auckland, New Zealand	Conference presentation	27-Sep	3-Oct	\$3,621
B Murchison	Research & Advancement	USA	Attend CASE Conference to access key representatives of foundatons and corporate-based university liaison officers who could fund QUT programs. Visit Boeing Head Office	31-May	10-Jun	\$8,717
B Murdoch	Admin Services	New Zealand	Australasian Syllabus Plus Reference Group	8-Jul	13-Jul	\$2,049
G Murphy	Business	Seattle	AOM	2-Oct	9-Oct	\$1,500
M Nagel	Education	Colorado Springs, USA	Gurian Institute Training – Trainer Certification event (Partially funded)	18-Jul	2-Aug	\$1,027
D Nailon	Education	Singapore	Kinderland Teaching	19-Mar	26-Mar	\$2,971
D Nailon	Education	Singapore	Teaching in Dip ECE and BEd (EC) in Singapore	3-Aug	15-Aug	\$4,521
M Nair	Education	Singapore; Kuala Lumpur, Malaysia	Attendance at QUT Profiling Event in Malaysia and attending Graduation Ceremony in Singapore	15-Oct	27-Oct	\$3,229
R Nash	Health	China	Industry Visit	16-Nov	21-Nov	\$2,617
R Nason	Education	Hong Kong and Auckland, New Zealand.	Attend and present a paper at the NZARE-AARE Conference in New Zealand; and Attend and present a paper at the ICCE 2003 Conference in Hong Kong	22-Nov	6-Dec	\$2,888
J Nayler	Education	Vietnam	To deliver Teaching Strategies module at Hue University, Vietnam, as part of QUT Consultancy	15-Aug	30-Aug	\$2,857
C Ng	Information Technology	Hawaii	International Conference on Systems Sciences	5-Jan	10-Jan	\$2,209
N A Nuyen	Education	Vietnam	To participate in HUE University's Master of Education Program	12-Feb	1-Mar	\$2,962
S Nykvist	Education	Vietnam	Consultancy at the University of HUE	6-Feb	17-Feb	\$2,420
S Nykvist	Education	Hong Kong	Conference Presentation at the International Conference on Computers in Education	29-Nov	7-Dec	\$3,725
T Nysochi	Business	Frankfurt	Hessen International	27-Jun	28-Jul	\$2,489

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
K O'Brien	Research & Advancement	Norway, Sweden, UK	Institutional Visits/Market Development	13-Feb	1-Mar	\$7,703
K O'Brien	Research & Advancement	Europe & USA	Market Development & NAFSA Exhibition	17-May	2-Jun	\$9,014
K O'Brien	Research & Advancement	Singapore	CMS Singapore	31-Aug	8-Sep	\$1,346
K O'Brien	Research & Advancement	China	China Visit, Mys Profiling, Melb IDP Conference	11-Oct	24-Oct	\$4,608
B Oldenburg	Health	USA	Professional academic/meetings	1-Feb	7-Feb	\$5,060
B Oldenburg	Health	Thailand/Malaysia	Conference	29-Jun	7-Jul	\$3,941
B Oldenburg	Health	China	Conference	12-Jul	22-Jul	\$4,272
B Oldenburg	Health	China	Conference	16-Oct	26-Oct-06	\$5,716
K Oloyede	Built Environment & Engineering	Singapore/Thailand/Indonesia	International marketing	10-Mar	19-Mar	\$5,994
K Oloyede	Built Environment & Engineering	Malaysia	International Marketing	14-Jun	27-Jun	\$4,610
K Oloyede	Built Environment & Engineering	New Zealand	PhD External Examiner and Academic Visit	27-Sep	1-Oct	\$1,747
K Oloyede	Built Environment & Engineering	Singapore/Malaysia	QUT profiling and recruitment	13-Oct	26-Oct	\$4,795
J O'Neill	Research & Advancement	Thailand and Taiwan	IDP Australian Education Interview Program in Thailand and IDP Study in Australia Interview Program in Taiwan and agent visits	14-Mar	24-Mar	\$6,634
J O'Neill	Research & Advancement	Hong Kong and Malaysia	IDP Secondary and Foundation Interview Program and IDP Follow-up Interviews in Hong Kong and the Secondary Schools and Foundation Interview Program in Kuala Lumpur, Malaysia and agent visits in Penang and Subang Jaya in Malaysia	3-Jul	14-Jul	\$5,412
J O'Neill	Research & Advancement	Mexico and Brazil	IDP Australia Education Exhibitions in Mexico City, Mexia; and Sao Paulo and Rio de Janeiro in Brazil and student follow-up session at IDP in Sao Paulo, Brazil	6-Sep	26-Sep	\$8,617
J O'Neill	Research & Advancement	Malaysia	IDP Interview Program and Austrade Malaysia Exhibition	2-Oct	13-Oct	\$4,438
J O'Neill	Research & Advancement	Japan and Taiwan	OKC Exhibition and agent visits in Japan and Austrade Exhibitions and agent interviews in Taiwan	16-Oct	1-Nov	\$7,645
H Ong	Built Environment & Engineering	San Diego, USA	SPiE Conference	16-Feb	25-Feb	\$3,816
P O'Shea	Built Environment & Engineering	Singapore	WSEAS 2003 Conference	5-Dec	12-Dec	\$2,774
J Packer	Education	USA	Present paper at Visitor Studies Association Conference, Columbus Ohio; Meet with staff of Centre for Learning Innovation, Annapolis MD to discuss possible joint research	8-Jul	22-Jul	\$7,726
A Paltridge	Business	Malaysia	IDP Roadshow	4-Jan	11-Jan	\$2,259
A Paltridge	Business	Singapore	Careers 2003 Exhibition	5-Mar	10-Mar	\$2,756
A Paltridge	Business	Malaysia	2003 Malaysian Interviews	15-Jun	22-Jun	\$2,099
A Paltridge	Business	Singapore	AACSB Conference	18-Oct	22-Oct	\$1,953
A Paltridge	Business	Singapore	Singapore Convension Interviews/CMS Fair	3-Dec	8-Dec	\$2,559
A Parker	Health	Sheffield, UK	Conference	30-Aug	7-Sep	\$4,554
A Parker	Health	South Africa	Conference	21-Sep	28-Sep	\$3,339
H Partridge	Information Technology	Canada/USA	IRMA Conference	18-May	6-Jun	\$5,685
A Patel	Business	Rome	World PR Festival	16-Jun	2-Jul	\$4,744
C Patterson	Health	Thailand	Conference	19-Jul	26-Jul	\$2,430
C Patterson	Health	Spain	Conference	22-Sep	1-Oct	\$5,279
C Patterson	Health	India	Research	16-Nov	1-Dec	\$2,931
C Patti	Business	Tokyo	AAA Conference	27-May	1-Jun	\$3,588
C Patti	Business	Chicago	AOM Conference	8-Aug	19-Aug	\$6,395
C Patti	Business	United States	ARC Grant Application	10-Oct	20-Oct	\$6,560
C Patti	Business	Singapore/Switzerland	Meetings/Deliverconferec paper/Creative teac	29-Dec	10-Jan-04	\$4,880
B Paul	Health	New Zealand	Exchange or Secondment	23-Jun	1-Jul	\$1,600
V Pavlou	Business	Norway	EEA Annual Conference	12-Aug	26-Aug	\$7,550
J Peacock	Info & Technology & Learning Support Services	Germany	IFLA 2003 Conference	29-Jul	11-Aug	\$5,000
S Pearce	Creative Industries	Norway	Present Paper/Launch of Book	6-Aug	17-Aug	\$5,720

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
R Peard	Education	Brunel	Presenting paper at 8th International Conference of the Department of Science and Mathematics Education on Responsibilities in Science, Mathematics and Technical Education	17-May	24-May	\$1,212
R Peard	Education	New Zealand	Presenting a paper at the DELTA '03 Conference – Fourth Southern Hemisphere Symposium on Undergraduate Mathematics Teaching	24-Nov	4-Dec	\$1,916
A Pelso	Business	New Orleans	2003 Society for Marketing Advances Conference	5-Nov	9-Nov	\$3,060
A Pelso	Business	From USA to Adelaide	2003 ANZMAC Conf in Adelaide	25-Nov	3-Dec	\$3,731
M Pennings	Creative Industries	USA	Student Study Tour	21-Nov	7-Dec	\$3,500
B Pham	Information Technology	Switzerland	SAP Congress (Partially funded)	26-Sep	1-Oct	\$781
H Pillay	Education	Baku, Azerbaijan	Presenting keynote paper at Conference on Education Reform in CIS Countries	6-Jan	14-Jan	External funding
H Pillay	Education	Tashkent and Almaty	Consultancy Work for Office of Commercial Services at ADB	26-Apr	25-May	External funding
H Pillay	Education	Tbilisi, Georgia	Lead presenter at the Caucus and Eastern Europe Regional Conference	18-Jun	3-Jul	External funding
H Pillay	Education	Padua, Italy	Participate in EARLI Conference	21-Aug	3-Sep	\$5,396
S Pincus	Finance & Resource Planning	New Zealand	Tour of Cloud 9 and TVNZ Studios	3-Jun	5-Jun	\$1,974
B Piwi	Business	Perth and Manchester UK	Conference and Research Links	1-Dec	19-Dec	\$8,427
C Pokarier	Business	Dunedin, New Zealand	Research Retreat	6-Nov	10-Nov	\$1,866
N Pokharel	Built Environment & Engineering	Bali	Attend and present paper at 9th EASEC conference	15-Dec	20-Dec	\$2,448
C Polglase	Business	Asia	World MBA Forum	21-Nov	30-Nov	\$3,798
J Pope	Science	Utah, USA	International Conference on Magnetic Resonance Microscopy	20-Sep	28-Sep	\$4,380
V Popovic	Built Environment & Engineering	Berlin	Conference	3-Sep	16-Sep	\$4,539
L Poppy	Health	Canada	Conference	14-Nov	29-Nov	\$4,800
N Purdie	Education	Auckland, New Zealand	Presenting two Refereed Papers at the NZARE/AARE Conference	28-Nov	4-Dec	\$1,329
A M Quanchi	QUT Carseldine	New Caledonia, Noumea	Research	12-Jun	19-Jun	Self-funded
A M Quanchi	QUT Carseldine	Fiji	F'work survey & plan. Student visit Nov 2003	20-Jun	29-Jun	Self-funded
M Quayle	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov	12-Nov	\$2,549
J Radbourne	Business	Singapore	Speaker at La Salle College	19-Mar	27-Mar	External funding
J Radbourne	Business	Austria/Italy	EDINEB & AIMAC Conference	17-Jun	3-Jul	\$5,187
A Rakotonirainy	Health	Czech Republic, France, USA	Conference	28-Aug	21-Sep	\$9,877
W Renforth	Business	China	International Student Recruiting	9-Mar	17-Mar	\$5,577
W Renforth	Business	Taiwan	International Student Recruiting	20-Mar	25-Mar	\$3,954
W Renforth	Business	USA	Attendance at AACSB Annual Meeting	18-Apr	29-Apr	\$3,282
W Renforth	Business	Hong Kong	AACSB Accrediation Trainging Seminar	21-May	28-May	\$1,739
W Renforth	Business	USA	AACSB Accreditation	17-Jun	24-Jun	\$3,080
W Renforth	Business	Taiwan, China	International Student Interviews	7-Aug	16-Aug	\$2,754
W Renforth	Business	China	International Student Recruiting Mission	9-Oct	19-Oct	\$2,862
W Renforth	Business	Taiwan	International Student Recruiting Mission	23-Oct	2-Nov	\$2,392
W Renfroth	Business	Thailand	International Student Interviews	28-Aug	3-Sep	\$1,520
E Rennie	Creative Industries	India	Conference	19-Feb	02-Mar	External funding
P Revill	Science	New Zealand	Attend International Congress of Plant Pathology	31-Jan	9-Feb	\$2,653
P Revill	Science	Fiji	Attend Conference	18-May	23-May	\$1,332
P Revill	Science	Fiji	Conducting workshop on plant virus diagnostics	29-Aug	5-Aug	External funding
T Rhodes	Information Technology	Miami, Florida, USA	2003 Int Conf of Distributed Multimedia Systems	23-Sep	30-Sep	\$5,234
G Ridall	Science	Santa Cruz, USA	Presenting paper at Conference	4-Aug	10-Aug	\$2,844
S Ridge	Business	Berlin	IIRA Conference	8-Sep	7-Oct	\$3,029
S Ridings	Business	India	Study Tour	19-Jan	30-Jan	\$3,000
L Rintoul	Science	Thailand	Attend Australasian Biospectroscopy Conference	31-Jan	12-Feb	\$1,386
C Rivers	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov	12-Nov	\$2,304
A Roberts	Education	New Zealand	Attendance and presentation of paper at the NZ ARE/ AARE 2003 Conference – 'The Team Balancing Act'	28-Nov	5-Dec	\$1,666

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
G Roberts	Info & Technology & Learning Support Services	New Zealand	HERDSA – ACOE	6-Jul	12-Jul	\$2,523
M Robinson	Business	Norway, France	9th Biennial Conference	10-Jun	20-Jun	\$4,000
N Robinson	Health	UK	Conference	1-Sep	12-Sep	\$2,483
M Robinson	Business	Washington	Budgeting Conference	16-Sep	23-Sep	\$4,304
P Roe	Information Technology	France	IPDPS 2003 conference	21-Apr	26-Apr	\$5,232
P Roe	Information Technology	USA	Microsoft Seminar	31-May	6-Jun	\$4,569
P Roe	Information Technology	United States	Attendance at Microsoft faculty summit, presentation of research and visit to Microsoft	27-Jul	1-Aug	\$765
P Roe	Information Technology	Malaysia & Austria	Attending JMCL 2003 Conference & presenting paper on Distributed XML objects	22-Aug	28-Aug	\$4,149
P Roe	Information Technology	USA	Microsoft PDC 2003 (Partially funded)	25-Oct	30-Oct	\$492
P Roe	Information Technology	USA & South Africa	Supercomputing 03 & M'soft W'shop	16-Nov	28-Nov	\$6,900
M Roggenkamp	Information Technology	New Zealand	Visit Waikato Institute of Technology	3-Mar	5-Mar	External funding
M Roggenkamp	Information Technology	Singapore	Austrade Exhibition & Interviews	20-Mar	25-Mar	\$2,441
M Roggenkamp	Information Technology	Malaysia	QUT Profiling Event – Interviews	15-Jun	23-Jun	\$2,653
M Roggenkamp	Information Technology	Singapore & Malaysia	Austrade Exhibition; IDP & Student Interviews	8-Oct	23-Oct	\$5,349
T Rose	Business	Copenhagen	19th EGOS Colloquium	26-Jun	5-Jul	\$4,004
M Rosemann	Information Technology	NZ & USA	Miami USA SAP Congress NZ (Partially funded)	14-Feb	20-Feb	\$140
M Rosemann	Information Technology	Germany	Onological Conference	26-Mar	8-Apr	\$2,996
M Rosemann	Information Technology	Italy/Netherlands	ECIS & BPM	17-Jun	26-Jun	\$5,475
M Rosemann	Information Technology	Netherlands	SAP Congress	18-Sep	7-Oct	\$2,089
M Rosemann	Information Technology	Barcelona	ICIS – Accommodation only	11-Dec	21-Dec	\$1,261
P Rowntree	Science	Nevada, USA	Conference and meetings (ASRT and AERS) (externally funded)	10-Jun	21-Jun	External funding
P Rowntree	Science	Palmerston Nth, New Zealand	Course viist to UCOI for Bachelor Degree in Medical Imaging	8-Oct	16-Oct	\$2,870
P Rowntree	Science	USA	Presenting paper at ISRRT meeting (externally funded)	22-Oct	29-Oct	External funding
P Rowntree	Science	Chicago, USA	Attending annual meeting of Radiological Soc. of Nth. America	27-Nov	10-Dec	\$4,738
A Russell	Education	USA, London, South Africa	Present a paper at the Learning Conference, London, United Kingdom	30-Jun	8-Aug	\$12,388
S Russell	Information Technology	USA	CIIT Conference	14-Nov	21-Nov	\$5,798
A Russo	Creative Industries	Thailand	Conference/Marketing	3-Aug	9-Aug	\$1,500
C Ryan	Business	Hong Kong	International Research	1-Oct	7-Oct	\$3,862
T Sahama	Information Technology	Germany	Inex 2003	15-Dec	20-Dec	\$2,769
N Salangsang	Research & Advancement	Manila, Philippines	PASTT	9-Feb	18-Feb	\$1,238
N Salangsang	Research & Advancement	Vietnam	Meeting Project Clients	14-Jun	24-Jun	\$1,415
N Salangsang	Research & Advancement	Manila, Philippines	ADB Visit and PASTT Projects	12-Sep	28-Sep	\$1,070
E Salleh	Information Technology	USA	CISCO Training Course	1-Jun	26-Jun	\$10,296
E Salleh	Information Technology	Thailand	CISCO Networking Academy Conference	9-Dec	14-Dec	\$2,076
K Sanderson	Health	New Zealand	Conference	3-Dec	5-Dec	\$1,140
M Schallert	Information Technology	Germany	Enterprise Architecture Conference	26-May	30-May	\$4,031
R Schweitzer	Health	Germany & Sth Africa	Conference/Visits	22-Jun	11-Jul	\$5,428

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
D Sedera	Information Technology	USA	AMCIS 2003 Conference	3-Aug	7-Aug	\$3,234
D Sedera	Information Technology	Seattle Usa	ICIS'03	13-Dec	22-Dec	\$3,390
M Shan	Business	Aisa	World MBA Forum	1-Nov	22-Nov	\$2,845
B Shantanu	Business	Dunedin, New Zealand	Reasearch Retreat	6-Nov	9-Nov	\$2,099
M Sheehan	Health	USA	Conference/Visits	1-Jan	16-Jan	\$11,039
M Shirley	Law	Canada, USA, NZ	Research, Conference	24-Dec	12-Jan-04	\$8,900
L Shutter	Built Environment & Engineering	Hong Kong/China	Teaching/project meetings	18-Jan	28-Jan	\$3,632
L Shutter	Built Environment & Engineering	HK	BN32 teaching	10-Jul	16-Jul	\$2,663
L Shutter	Built Environment & Engineering	Shanghai, Hong Kong	Student field trip	11-Sep	24-Sep	\$4,572
P Singh	Education	Sydney, USA, Canada	PDL – Long	1-Jul	30-Nov	\$7,839
J Sitte	Information Technology	Germany	Invited to Lecture at Paderborn Uni	14-Jun	1-Jul	External funding
J Sitte	Information Technology	USA & Switzerland	Professional Development Program	30-Aug	23-Sep	\$4,149
J Sitte	Information Technology	Korea	Invited Lecture Int Robotics Olympiad	5-Nov	12-Nov	External funding
M Skitmore	Built Environment & Engineering	PNG	Advising Lae Uni on research practices (external funding)	26-Apr	4-May	\$1,306
G Smeal	Info & Technology & Learning Support Services	New Zealand	HERDSA	5-Jul	13-Jul	\$2,024
L Smith	Information Technology	USA	PDL	19-Feb	14-Mar	\$11,986
S Smith	Built Environment & Engineering	Singapore	Austrade/interviews	18-Mar	26-Mar	\$3,057
S Smith	Built Environment & Engineering	HK	Teaching at HK City Uni	12-Nov	17-Nov	\$2,417
S Smith	Built Environment & Engineering	Malaysia	IDP and austrade	2-Oct	14-Oct	\$2,693
E Solecka Drew	Built Environment & Engineering	Singapore	Open day IDP Singapore	29-May	3-Jun	\$2,931
E Solecka Drew	Built Environment & Engineering	Thailand	IDP Exhibition	10-Jun	20-Jun	\$3,169
E Solecka Drew	Built Environment & Engineering	Hong Kong	IDP exhibitions and agent visits	2-Oct	8-Oct	\$3,365
E Soleka Drew	Built Environment & Engineering	Singapore/Malaysia	IDP interviews	5-Jan	16-Jan	\$5,151
E Soleka Drew	Built Environment & Engineering	China/Singapore	Austrade exhibitions	8-Mar	23-Mar	\$5,940
G Southey	Business	Europe	Conference	22-May	18-Jun	\$7,858
G Southey	Business	Seattle	AOM Conference	2-Aug	11-Aug	\$6,578
C Spurgeon	Creative Industries	Malaysia	QUT Malaysia Mlssion	15-Jun	22-Jun	\$2,300
L Stark	Health	USA	Research	23-Jun	4-Jul	External funding
B Starkoff	Science	British Columbia, Canada	Attend 'Imaging 2003' Conference	29-Jan	19-Feb	\$2,640
B Starkoff	Science	Palmerston Nth, New Zealand	Visit to UCOL, deliver lectures, tutorials	22-Jun	28-Jun	\$1,402
B Starkoff	Science	Palmerston Nth, New Zealand	Lectures & Tutorials in Module 228, UCOL	23-Oct	2-Nov	\$1,928
P Steffens	Business	Seattle	AOM Conference	1-Aug	8-Aug	\$2,545
A Steiner	Info & Technology & Learning Support Services	New Zealand	Attending ANZIL Symposium	3-Dec	8-Dec	\$1,500
M Stevenson	Science	Belarus, USSR	2003 International Biology Olympiad	3-Jul	21-Jul	\$3,710
D Stewart	Education	Edmonton, Jasper	Attend Education Law Conference at Jasper and visit schools in Edmonton and hold discussions with staff of the Alberta Teachers' Association	18-Apr	6-May	Self-funded
D Stewart	Education	South Africa	Attending and instructing at writing schools at Potchefstroom University for Christian Higher Education, University of Port Elizabeth and University of Western Cape	17-Jul	4-Aug	Self-funded
G Stewart	Information Technology	USA	AMCIS 2003 Conference	3-Aug	7-Aug	\$5,017
C Stock	Creative Industries	Taiwan	Liaise with new staff member Auditions	12-Apr	23-Apr	\$1,700

Name	Org Area	Destination(s)	Purpose of Travel	Duration	Estimated Cost at Time of Approval
C Stock	Creative Industries	Malaysia	Work on dance modules for new diploma in Perf Arts at Lim Kok Wing. Festival in Kuala Lumpur	20-Sep 28-Sep	\$1,950
J Stokes	Education	Singapore	Teaching ED10 – Masters Program in Singapore (Unit MDZ619)	28-Aug 8-Sep	\$4,285
B Stuckey	Education	Belfast, London, USA (Chicago).	Presentations for research work at CAL '03 and AERA conferences.(Partially funded)	2-Apr 1-May	\$1,461
J Synott	QUT Carseldine	USA	Research – on PDL	23-Sep 19-Oct	\$3,897
J Tacchi	Creative Industries	Singapore/India	DFID and UNESCO projects	28-Nov 5-Dec	External funding
J Tacchi	Creative Industries	Hong Kong, India	Research for DFID funded study for 'Emerging Tech and Poor Communities in the South'	28-Dec 11-Feb	External funding
G Tait	Education	Auckland, New Zealand	Presentation of paper at the AARE Conference: The ADHD Debate and the Philosophy of Truth	29-Nov 3-Dec	\$1,646
A Tan	Built Environment & Engineering	Surabaya and Jakarta	Joint Degree Program	10-Mar 16-Mar	\$3,936
A Tan	Built Environment & Engineering	Indonesia	Joint Degree program 2+2 teaching at UI	23-Apr 3-May	\$3,694
A Tan	Built Environment & Engineering	Korea	Attend International Symposium on Combustion Engine and Marine Engineering	20-Oct 27-Oct	\$8,889
T Tang	Built Environment & Engineering	Singapore	Careers Exhibition	5-Mar 11-Mar	\$3,143
T Tang	Built Environment & Engineering	China	3rd Asia-Pacific Conference on Environment Electromagnetics (CEEM 2003)	25-Oct 09-Nov	\$4,634
R Tay	Health	Japan	Academic Leadership Research & Scholarship	18-May 25-May	\$5,151
C Tayler	Education	Seoul, Korea	OECD Country Review of Korea through OCS Consultancy/ Commercial Research	17-May 29-May	\$1,757
C Tayler	Education	Hong Kong	Staff Development sessions/forum Hong Kong Polytechnic University Consultancy	5-Oct 12-Oct	\$1,530
S Taylor	Education	Auckland, New Zealand	Attendance and presentation of paper at the NZ ARE/ AARE 2003 Conference	29-Nov 9-Dec	\$1,320
A Ter Hofstede	Information Technology	Netherlands	BPM Conference	24-Jun 1-Jul	\$2,369
P Tesvetinov	Information Technology	Canada	PDL – Short (Partially funded)	6-Jun 9-Jun	\$533
P Tesvetinov	Information Technology	USA	Artificial Intelligence Conference	22-Jun 27-Jun	\$5,980
D Thambiratnam	Built Environment & Engineering	Russia/Singapore	7th Baltic Region & 4th Russian Region Seminar/ Recruitment	2-Sep 10-Sep	\$5,700
D Thambiratnam	Built Environment & Engineering	Malaysia	Profiling event in place of Stephen Kajewski	18-Oct 23-Oct	\$2,500
S M Thean	Research & Advancement	Singapore & Malaysia	Conversion Interviews & IDP Exhibition	5-Jan 16-Jan	\$2,105
S M Thean	Research & Advancement	Singapore & Malaysia	Careers Expo & Recruitment Visit	4-Mar 12-Mar	\$1,810
S M Thean	Research & Advancement	Singapore & Malaysia	Austrade Exhibition & Student Recruitment	20-Mar 27-Mar	\$1,699
S M Thean	Research & Advancement	Malaysia	IDP Exhibition	20-May 26-May	\$1,502
S M Thean	Research & Advancement	Malaysia	Malaysia Interview Sessions	15-Jun 23-Jun	\$1,514
S M Thean	Research & Advancement	Malaysia/Brunei	Malaysia/Brunei Recruitment mission	9-Jul 17-Jul	\$2,220
S M Thean	Research & Advancement	Singapore & Malaysia	IDP Exhibitions/Student Interviews	21-Aug 28-Aug	\$1,677
S M Thean	Research & Advancement	Malaysia	Malaysia Profiling & Austrade Taiwan	18-Oct 1-Nov	\$2,675
S M Thean	Research & Advancement	Malaysia	Conversion Interviews	7-Dec 14-Dec	\$2,298
N Thelander	Info & Technology & Learning Support Services	USA	Attend Harvard Business School, Boston	19-Jul 3-Aug	\$3,300
C Thomas	Business	Dunedin, New Zealand	Reasearch Retreat	9-Nov 12-Nov	\$1,806
G Thomas	Creative Industries	New Zealand	Conference	5-Dec 10-Dec	\$1,500
M Thomas	Law	United Kingdom	Conference	19-Jun 1-Jul	\$3,000
R Thomas	Information Technology	Singapore	PSB Offshore Teaching	2-Jan 9-Jan	\$3,215

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
R Thomas	Information Technology	Singapore	PSB Offshore Teaching	23-Jan	29-Jan	\$3,207
R Thomas	Information Technology	USA	ACM OOPSLA Conference	24-Oct	3-Nov	\$5,391
K Thomason	Info & Technology & Learning Support Services	USA, Japan	Study visits	11-Nov	8-Jan-04	\$9,000
M Thompson	Info & Technology & Learning Support Services	New Zealand	Attending ANZIL Symposium	3-Dec	6-Dec	\$1,600
R Thornton	Health	Japan	Overseas Conference	22-Nov	7-Dec	\$12,308
A Tickle	Information Technology	India	IDP India Exhibition	9-Sep	19-Sep	\$5,847
A Tickle	Information Technology	Taiwan	Austrade Exhibition	23-Oct	1-Nov	\$4,597
S Tickle	Creative Industries	Singapore	Represent Faculty at Austrade Exhibition	20-Mar	24-Mar	\$2,000
S Tickle	Creative Industries	Singapore	Attend IDP & Hue & Kuah Student Interviews	29-Aug	2-Sep	\$2,050
S Tickle	Creative Industries	Norway, Sweden	Marketing Mission/Visit Partner Institutions	13-Sep	2-Oct	\$9,750
S Tickle	Creative Industries	Malaysia	IDP & Austrade student recruitment fairs and visit partner institutions	5-Oct	13-Oct	\$2,699
S Tickle	Creative Industries	Hong Kong	Digital News Conference	9-Dec	13-Dec	\$4,345
G Timbrell	Information Technology	Denmark, Germany, USA	PDL	24-Jun	24-Dec	\$5,214
P Timms	Science	Memphis, USA	Attend conference on Cell Signalling in Chlamydia.	5-Mar	15-Mar	\$4,700
P Timms	Science	Washington and Louisville, USA	Attend Workshop – Microarrays	6-Apr	17-Apr	\$5,750
P Timms	Science	USA	Conference	2-Jun	9-Jun	\$4,900
P Timms	Science	Washington, USA	Workshop – Chlamydial Vaccine Development (partially funded)	29-Nov	9-Dec	\$2,556
D Tomaskovic-Devey	Business	USA/Australia	AUSNOS	29-Apr	10-May	\$3,336
Tone	Built Environment & Engineering	Singapore	PhD interviews	7-Aug	14-Sep	\$1,702
S Tong	Health	Spain	Conference	13-Jul	22-Jul	\$5,050
C Trocki	QUT Carseldine	USA (LA, Wash. DC, San Fran)	Attend Meet. Assoc. Asian Stud. & Research	25-Mar	23-Apr	\$8,000
C Trocki	QUT Carseldine	Singapore	Research connected with ARC Project	10-Aug	5-Sep	\$5,130
R Troutbeck	Built Environment & Engineering	USA – Washington DC	TRB Committee	8-Jan	26-Jan	\$7,796
R Troutbeck	Built Environment & Engineering	USA – Atlanta, Georgia	TRB meetings	21-Jul	26-Jul	\$5,508
A Underwood	Information Technology	Singapore	Graduation Ceremonies	10-Mar	14-Mar	\$4,557
A Underwood	Information Technology	Singapore & Malaysia	Graduation & Profiling Event	16-Oct	22-Oct	\$3,007
K Unsworth	Business	Seattle	AOM Conference	1-Aug	9-Aug	\$4,726
Z Upton	Science	USA	Presenting paper at Conference on IGFSin Disease & Physiology	9-Mar	16-Mar	\$1,224
Z Upton	Science	Italy	Conference on Tissue Repair and Regeneration	29-May	7-Jun	\$4,023
Z Upton	Science	Germany, Sweden, UK	Conferences and laboratory visits (partially funded)	31-Jul	19-Aug	\$779
Z Upton	Science	Singapore	Attend conference & visit laboratories	2-Dec	7-Dec	\$2,286
S Urry	Health	England, Germany, Italy	Research & Industry Visit	21-May	24-Jun	\$2,000
V Vegh	Science	Loughsborough, UK	Conference presentation	30-Aug	14-Sep	\$5,550
C Velde	Education	Hamburg	Present a paper at the EERA Conference (Partially funded)	17-Sep	20-Sep	\$585
F von Lohmann	Law	USA-Australia	Visitor: Teaching, Symposium (Partially funded)	22-Nov	10-Dec	\$1,500
E Walker	Science	New Zealand	Conference attendance with oral presentation and research visit	20-Nov	12-Dec	\$2,370
S Walker	Education	Auckland, New Zealand	Presentation at AHDA 2003 Conference	2-Jul	12-Jul	\$1,579
S Walker	Health	Germany	Conference	17-Oct	31-Oct	\$6,791
A Wallace	Law	New Zealand	Conference	19-Mar	23-Mar	\$1,981
P Walsh	Business	Seattle	AOM Conference	1-Aug	10-Aug	\$5,647
T Walsh	Science	Montreal, Canada and London, UK	Conference/meetings (partially funded)	7-Oct	15-Oct	\$1,316
J Wang	Built Environment & Engineering	Singapore	Offshore Student Project Supervision	5-Aug	9-Aug	\$2,341
J Wang	Built Environment & Engineering	China	Collaborative Research Offshore Teaching Program	30-Aug	19-Sep	\$6,753

Name	Org Area	Destination(s)	Purpose of Travel	Duration		Estimated Cost at Time of Approval
P Ward	Education	Singapore; Kuala Lumpur, Malaysia	Workshops and marketing of Adult Organisational and Community Learning Area of Interest in Singapore and Malaysia	15-Oct	23-Oct	\$3,351
J Waterhouse	Business	Berlin, Germany	IIRA Conference	3-Sep	13-Sep	\$4,251
L Watkin	Research & Advancement	Malaysia, Singapore and Hong Kong*	Alumni Functions and Graduations	6-Mar	17-Mar	\$2,747
N Watson	Built Environment & Engineering	UK	RIBA Presentation	28-Nov	5-Dec	\$3,096
J Watters	Education	Penang, Malaysia	ICASE Conference Attendance and presentation of paper	4-Apr	13-Apr	\$2,590
G Webb	Science	Graz, Austria	Conference attendance with oral presentation and research visit	2-Aug	13-Aug	\$2,200
J Wellen	Business	UK/Europe	Conference	9-Sep	22-Sep	\$4,017
E Wentrup-Byrne	Science	Thailand	Attend Australasian Biospectroscopy Conference	31-Jan	12-Feb	\$1,386
E Wentrup-Byrne	Science	Montpellier, France	Research collaboration at University of Montpellier	11-Apr	11-Jul	\$5,983
S White	Business	Glasgow	Phd Research	17-Jul	21-Aug	\$2,665
K Whiteley-de Graaf	Business	Salzburg, Austria	EDINEB	16-Jun	20-Jun	\$4,334
J Williamson	QUT Carseldine	USA	Visiting US Universities for QUT whilst on LSL	15-Oct	27-Oct	\$3,000
A Wilson	Built Environment & Engineering	Hong Kong	Teaching	22-Jan	28-Jan	\$3,352
A Wilson	Built Environment & Engineering	Hong Kong	Teaching	19-Mar	26-Mar	\$2,190
J Wilson	Science	USA, UK, Europe	PDL – Development of a Study Abroad Program (partially funded)	11-Jul	4-Oct	\$6,000
R Wissler	Research & Advancement	Germany/Austria	EAIE Conference	6-Sep	16-Sep	\$9,055
R Wolff	Business	UK/Europe	PhD Thesis (Partially funded)	25-Sep	8-Oct	\$1,117
R Wolff	Business	Christchurch, NZ	Invited Speaker	3-Dec	7-Dec	\$463
R Wolff	Business	Kyushu, Japan	Invited Speaker	14-Dec	20-Dec	\$866
J Wollin	Health	UK, Netherlands	Conference (Partially funded)	29-Oct	12-Nov	\$1,600
Y W Wong	Creative Industries	Hong Kong	Conducting Research for ARC Grant	25-Jul	30-Nov	External funding
J Wood	Health	USA	Conference	12-Jan	26-Jan-02	\$5,322
C Worringham	Health	Japan	Conference	24-Nov	29-Nov	\$4,299
A Worthington	Business	San Francisco, California	Business & Economics Society International	22-Jul	21-Jul	\$5,528
S Wright	Education	Singapore	Kinderland Teaching	12-Jun	29-Jun	\$5,724
Y Xiao	Science	Goteborg, Sweden	81st International Association of Dental Research Conference	23-Jun	4-Jul	\$5,000
Y Xiao	Science	Singapore	Attend NHG Annual Scientific Congress 2003 (externally funded)	3-Oct	7-Oct	External funding
J Xu	Science	Thailand	Attending PPC-8 conference	22-Nov	28-Nov	\$1,983
Y Xu	Information Technology	Canada	IEEE/WIC Conference	11-Oct	23-Oct	\$5,962
Y Xu	Information Technology	Singapore	CIRAS'03	14-Dec	20-Dec	\$4,300
P Yarlagadda	Built Environment & Engineering	Singapore	PDL and Teaching at Crossfields	10-Mar	29-Sep	\$17,509
P Yates	Health	USA	Research	29-Jan	10-Feb	\$3,077
P Yates	Health	Taiwan, New Zealand	Professional Academic	16-Mar	23-Mar	\$2,265
P Yates	Health	Denver, USA	Overseas Conference	25-Apr	6-May	External funding
P Yates	Health	New Zealand, UK, Denmark, USA	Research	1-Sep	4-Oct	\$5,058
P Yates	Health	Taiwan	Professional Academic	16-Nov	21-Nov	\$1,608
R Young	Health	USA	Conference/Visits	16-Jun	6-Jul	\$9,060
R Young	Health	Singapore	Industry Visit	2-Nov	5-Nov	\$2,307
G Zhang	Built Environment & Engineering	Hong Kong	PhD research	25-Sep	29-Sep	\$2,000
Student 1	Law	Vanuatu	Pan Pacific Moot	28-Sep	2-Oct	\$1,185
Student 2	Law	Vanuatu	Pan Pacific Moot	28-Sep	2-Oct	\$1,185
Student 3	Law	Vanuatu	Pan Pacific Moot	28-Sep	2-Oct	\$1,185
Student 4	Law	Vanuatu	Pan Pacific Moot	28-Sep	2-Oct	\$1,185