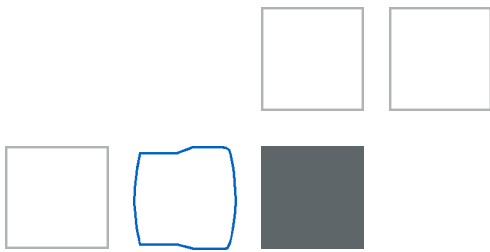




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## Communication Objectives



## Report of the Council

Presented to Parliament by Command to the Hon. Anna Bligh, MP, Minister for Education.

I have the honour to present to you on behalf of the Council of Griffith University, the Annual Report for the University for 2000.

April, 2001

**Ms Leneen Forde, AC**  
**Chancellor**

Griffith University's Annual Report for 2000 aims to fulfil a number of important communication objectives, including:

- meeting the University's statutory reporting requirements to the State Government
- highlighting the University's performance in line with the goals and objectives detailed in its five-year Strategic Plan 1999-2003
- underscoring the diversity and relevance of Griffith's achievements in the key areas of teaching and learning, research and research training, and community service
- demonstrating the University's effective management of significant public funds.

It is aimed at government, business and industry, the tertiary education sector, media, supporters and benefactors, along with the broader community.

The 2000 Annual Report is available from Griffith University, Office of External Relations – telephone (07) 3875 5477, or at: [www.gu.edu.au/er/news/frameset3](http://www.gu.edu.au/er/news/frameset3)



# Highlights of the Year

- Queensland's first female Governor, Ms Leneen Forde AC, was appointed Chancellor and Chair of the University Council following the retirement of the Honourable John Macrossan AC, who served the University Council for 17 years. Ms Forde was named Queenslander of the Year in 1991, and in 1992 was recognised for her contribution to the community with an Honorary Doctorate from Griffith University.

- An independent review strongly recommended the Gold Coast Campus continue as an integral part of Griffith, rather than become a separate university. The comprehensive review, held 10 years after amalgamation, was part of a formal agreement between Griffith University and the former Gold Coast College of Advanced Education. The review committee found that the educational interests of the region were best served by the campus being part of a multi-campus Griffith University.

- Griffith University's reputation as the State's leading education exporter was reinforced by its winning the Premier of Queensland's Award for Export Excellence (Education category) for the second consecutive year.

- Based on continued growth in external research funding and quality outcomes during 2000, Griffith University is poised to become one of the 10 most research-active universities in Australia. Research income grew 15 percent between 1998 and 1999, and a similar annual increase was recorded in 2000. As well, Griffith was ranked ninth nationally in the value of research dollars earned from industry.

- Griffith's research excellence was further highlighted by its academics winning Australia's top research awards. Professor Dick Drew won the Clunies Ross Award for his work to reduce damage caused by fruit flies. Director of the Key Centre for Ethics, Law, Justice and Governance, Professor Charles Sampford, received a Fulbright Senior Harvard Fellowship. Professor Ian Lowe received the Premier's Millennium Award for Excellence for his contribution to science.



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1 Chancellor Leneen Forde  
2 Olympic torch

- Professor Mark von Itzstein, Griffith graduate and winner of the 1996 Australia Prize for his work in developing the world's first anti-flu drug, took up the position of Director of Griffith's new Centre for Biomolecular Science and Drug Discovery. Construction of the \$13 million Centre (the only one in Australia based on the chemistry of carbohydrates) started mid-year.

- Two new Dean positions were created as part of the University's senior management structure to underscore the importance of postgraduate and international activities. Associate Professor Beverley Sparks was appointed Dean, International, and Professor Mark Finnane was appointed Dean, Post-graduate Education.

- Construction of the new Queensland College of Art began at South Bank. The purpose-built, multi-million dollar building will be one of Australia's most technologically advanced facilities for student artists. Construction was completed of the \$1.8 million EcoCentre, Australia's most innovative environmental education centre, sited adjacent to Toohey Forest at Nathan Campus.

- A \$10 million teaching and research building to house the School of Applied Psychology, opened at Mt Gravatt Campus.

- Several students and Sports Scholarship recipients represented Australia at the Sydney Olympic Games. They were Jenny Morris (gold medal, women's hockey); Naomi Castle (gold medal, women's water polo); Josh Watson (silver medal, swimming); Katrina Borchert (bronze medal, women's K500 kayak); Robert Newbery and Dean Pullar (bronze medals, diving); Robert van der Zant (swimming); and Duncan Free (rowing).

- Griffith's proposed Multi-Faith Centre moved closer to reality with a \$1 million contribution from the Amitabha Buddhist Society. The \$3 million Centre will promote understanding of different cultures and religions. Construction is expected to start in 2001.

- Administration processes across all campuses were streamlined with the rollout of the New Age Business Services (NABS) system, which integrates finance, human resources and payroll functions to provide faster information, less paperwork and substantial time and cost efficiencies.

- One of the most extensive university scholarship programs in Australia, the \$2 million Griffith 2000 Scholarships, was introduced to provide financial assistance and study incentives to selected students.

- For the second consecutive year, significant growth in undergraduate first preferences was recorded. Following an 8.9 percent increase in 1999, a further 3 percent increase was recorded in 2000. At the Gold Coast Campus, there was an 11 percent increase in undergraduate first preferences. In the postgraduate area, course enrolments for 2000 were up 9.5 percent over the previous year. In non-award courses, enrolments continued to soar – up from 200 in 1998 to 1100 in 2000.



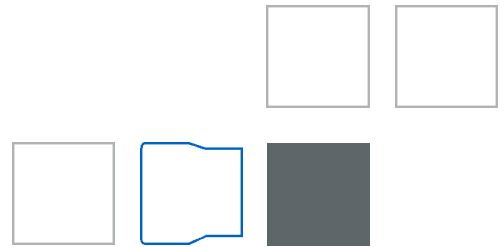
# At a Glance

Operating revenue ('000)	2000	1999
Total	285,034	269,309
Federal Government Grants	127,687	124,080
HECS	62,549	59,986
State Government	3,350	4,427
Other Grants	14,331	11,910
Non-Government	22,529	22,009
Fees and Charges	54,588	46,897

Funded places	2000	1999
Federal fully-subsidised places	16,539	15,989
Domestic fee-paying (PG and non-award)	945	786
International fee-paying	2,251	2,029

Student Numbers	2000	1999
Female	12,923	13,682
Male	9,805	10,278
Undergraduates	18,956	19,584
Higher degree – research	987	1,092
Higher degree – coursework	1,646	1,766
Other postgraduate	473	589
Other (ie non-award)	666	929
Total student load (EFTSU)	18,805	19,736
Total	22,728	23,960

Staff Numbers	2000	1999
Academic	1,086	1,211
Non-academic	1,536	1,649
Total	2,621	2,870



## Academic Groups

- Arts
- Business
- Health
- Science

## Campus Locations

### Gold Coast:

Parklands Drive, Southport Qld 9726

Tel: (07) 5592 8811

### Mt Gravatt:

Messines Ridge Road, Mt Gravatt Qld 4122

Tel: (07) 3875 7700

### Queensland College of Art:

Clearview Terrace, Morningside Qld 4170

Tel: (07) 3875 3112

### Logan:

University Drive, Meadowbrook Qld 4131

Tel: (07) 3875 7700

### Nathan (Administrative Centre):

Kessels Road, Nathan Qld 4111

Tel: (07) 3875 7700

### Queensland Conservatorium:

16 Russell Street, South Bank Qld 4101

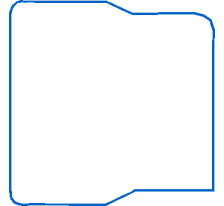
Tel: (07) 3875 6287



# Vice-Chancellor's Review



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The year 2000 was one of intense activity for Griffith University staff, students and community supporters. The regular demands on our staff for high quality teaching and research continued, and were met with high levels of dedication and performance. I will return to these matters.

Dominating the year for many, however, were the special demands associated with the 10-year review of the status of the Gold Coast Campus. This review was foreshadowed in the amalgamation agreement of 1990. Many staff and students, and a strong band of community supporters, went far beyond the call of duty in contributing time and effort to the review process. Under the distinguished leadership of Sir Anthony Mason, the review committee recommended "that the educational interests of the Gold Coast region are best served by the Gold Coast Campus continuing as an integral part of the multi-campus Griffith University".

The University Council is proceeding with the implementation of the other recommendations of the Mason review, which in general call on the University to further enhance its internal and external communication processes, and to achieve full realisation of the potential of the multi-campus University.

1 Vice Chancellor Professor L.Roy Webb  
2 Sir Theodore Bray  
3 The Honourable John Macrossan AC



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Thus Griffith University has, in a relatively short space of time, established itself as an active and valued contributor to State and regional development, and is making great strides towards achieving its vision of being a multi-campus, student-centred, research institution and the University of choice for the 21st century.

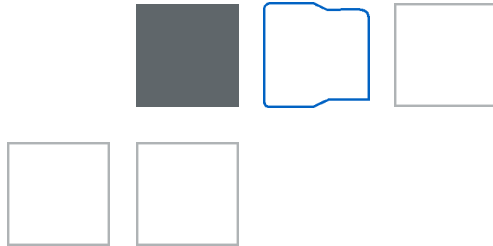
It will continue to press the case for Queensland, and in particular the Gold Coast, to receive a more equitable allocation of Federal resources for higher education. The campaign for 3,000 additional funded places, needed to bring the provision of places at the Gold Coast up to the national average, was actively supported by the Gold Coast City Council, community leaders and members of both State and Federal parliaments.

During 2000, Griffith University was highly ranked in competitions dealing with the quality of our teaching. Individual teachers won national awards and the University's outstanding progress with the implementation of flexible learning won national recognition. Its reputation continues to attract international students who now constitute nearly 15 percent of the University's student body. It is the largest international student population in Queensland. The University's international activities resulted in it winning, for the second consecutive year, the education category of the Premier of Queensland's Award for Export Excellence.

As a research institution, Griffith continues to attract high-calibre staff and students from overseas and Australia. Its research higher degree (RHD) enrolments have more than doubled since 1992, while international RHD student enrolments have increased by 50 percent since 1996. Its strong performance in the latest Australian Research Council and National Health and Medical Research Council grant rounds, and in other research competitions, place the University eleventh among the nation's 38 public universities.

These achievements are a source of satisfaction and pride to all researchers at Griffith recalling, appropriately, that in the early 1990s many staff were absorbed into the University from College of Advanced Education backgrounds in which there was virtually no research activity or research training. Griffith is now poised to establish itself among the top 10 research universities in Australia.

Griffith's standing as a leading higher education institution has been achieved in less than 30 years. The University is ideally positioned to continue to be a vital contributor to the development of the Brisbane-Gold Coast region. In this context the University welcomes the emerging national consensus about the importance of education in meeting the needs of contemporary Australia. Whether expressed in terms of the "Smart State" or "Backing Australia's Ability" or the "Knowledge Economy", the message for all Australians is the same: investment in the human capital of our citizens is the best investment the nation can make.



After 12 years' distinguished service as Chancellor and 17 as a member of Council, the University's second Chancellor, the Honourable John Macrossan AC, retired in May. His successor the former Queensland Governor, Ms Leneen Forde AC, was elected in June 2000.

In August the University community was saddened by the death of its foundation Chancellor, Sir Theodor Bray, aged 95. The University community joined with Sir Theodor's family and many admirers to celebrate his remarkable contribution to journalism, the arts and to Griffith University.

**Roy Webb**  
Vice-Chancellor



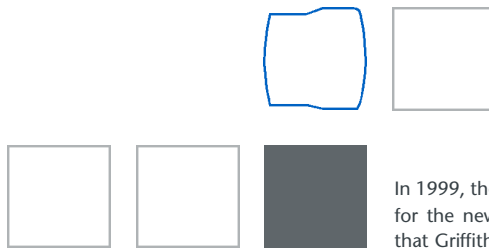
# Strategic Plan

## Mission

In the pursuit of excellence in teaching, research and community service, Griffith University is committed to:

- Innovation
- Bringing disciplines together
- Internationalisation
- Equity and social justice
- Lifelong learning

for the enrichment of Queensland, Australia and the international community.



In 1999, the University adopted a Strategic Plan for the new millennium. This plan will ensure that Griffith University continues to build on its achievements and established reputation as one of the most creative and influential universities in the Asia-Pacific region.

## Vision

Griffith University, a multi-campus learning-centred research university, will be acknowledged as an outstanding university that combines the best university traditions and values with the innovation necessary for success. Ideally positioned for the 21st century in the fastest growing region in Australia, the University will build on its established reputation for responding creatively to local, national and global change by embracing diversity and nurturing innovation.

## Values

In pursuit of our mission, the University values:

- rigorous standards of scholarship
- continuous quality improvement and accountability
- commitment to individual rights, ethical standards and social justice
- participatory decision making and problem solving
- lifelong learning and personal development
- contributing to a robust, equitable and environmentally sustainable Australia
- tolerance and understanding of diversity in society.





# Senior Management Structure



*Vice-Chancellor*



Griffith University International Centre



Griffith Asia Pacific Council



*Deputy Vice-Chancellor*



Academic Policy and Planning  
Griffith Institute for Higher Learning  
Quality, Teaching and Learning  
Centre for Business Education and Development  
Logan

*Deputy Vice-Chancellor (Research)*



Office for Research  
Office for Postgraduate Education  
Office of Technical Services



*Pro Vice-Chancellor (Arts, Mount Gravatt, Nathan)*

Faculty of Arts  
Faculty of Education  
Queensland College of Art  
Queensland Conservatorium  
Centre for Applied Languages and Linguistics

*Pro Vice-Chancellor (Business)*

Faculty of Commerce and Management  
Faculty of International Business and Politics  
Faculty of Law  
Graduate School of Management

*Pro Vice-Chancellor (Health, Science, Gold Coast)*

Faculty of Engineering and Information Technology  
Faculty of Environmental Science  
Faculty of Health Science  
Faculty of Nursing and Health  
Faculty of Science

*Pro Vice-Chancellor (Information Services, Equity)*

Griffith Flexible Learning Services  
Information Technology Services  
Library and Information Literacy Services

*Pro Vice-Chancellor (Administration)*

Academic Administration  
Campus Life  
Legal Services  
Office of External Relations  
Office of Facilities Management  
Office of Finance and Business Services  
Office of Human Resource Management



# Principal Officers

as at December 31, 2000



## **Chancellor**

Ms Leneen Forde AC  
LLB Q'ld, DipMedTech Ottawa, DUniv Griff, DUniv  
QUT, Hon. DUniv ACU, DUniv USC

## **Deputy Chancellor**

Henry Smerdon, BCom BEcon Q'ld, FCPA

## **Vice-Chancellor**

Professor L.Roy Webb  
OMRI, BCom Melb, PhD Lond, FASSA, FAIM, FACE

## **Deputy Vice-Chancellor**

Professor William Lovegrove  
BA PhD Q'ld, FAPsS

## **Deputy Vice-Chancellor (Research)**

Professor Dennis Lincoln  
BSc Nott, MA PhD Camb, DSc Brist, FRSE

## **Pro Vice-Chancellor (Arts, Mt Gravatt, Nathan)**

Professor James Walter  
MA LaT, BA PhD Melb, FASSA, FRSA

## **Pro Vice-Chancellor (Business)**

Professor Drew Nesdale  
BA NE, TeachCert Bathurst, MA PhD Alberta

## **Pro Vice-Chancellor (Health, Science, Gold Coast)**

Professor Max Standage  
BSc PhD Otago, FAIP

## **Pro Vice-Chancellor (Administration)**

A.Colin McAndrew  
MA St And

## **Pro Vice-Chancellor (Information Services, Equity)**

Janice Rickards  
BSc Q'ld, DiplLibrarianship NSW

## **Dean, International**

Associate Professor Beverley Sparks  
BA Ballarat, GradDipBus VUT, PhD Q'ld

## **Dean, Postgraduate Education**

Professor Mark Finnane  
BA NSW, PhD ANU

## **Dean, Faculty of Arts**

Professor David Moss  
MA Oxon, PhD Kent

## **Dean, Faculty of Commerce and Management**

Professor Allan Hodgson  
MEc ANE, BEc PhD ANU, FCPA

## **Dean, Faculty of Education**

Professor Marilyn McMeniman AM  
BA DipED PhD Q'ld, MA Lond

## **Dean, Faculty of Engineering and Information Technology**

Professor H. Barry Harrison  
DipElecEng Vic, DipEd BE Melb,  
GradDipCommEng Nuffic, FIE Aust, FIREE Aust

## **Dean, Faculty of Environmental Sciences**

Professor William Hogarth  
BSc NSW, PhD N'cle (NSW), FIMA

## **Dean, Faculty of Health Sciences**

Professor Roger Willis  
MSc PhD Q'ld

## **Dean, Faculty of International Business and Politics**

Professor David Lim  
BSocSci Birm, MA PhD Sussex

## **Dean, Faculty of Law**

Professor John Dewar  
BCL MA Oxon, PhD Griff

## **Dean, Faculty of Nursing and Health**

Professor Debra Creedy  
RPN BA Q'ld, GradDipEd, MED La T, PhD Griff

## **Dean, Faculty of Science**

Professor William MacGillivray  
BSc PhD Q'ld, FAIP

## **Provost and Director, Queensland College of Art**

Professor Mostyn Bramley-Moore  
BA Syd, MFA Pratt Institute (USA)

## **Provost and Director, Queensland Conservatorium**

Professor Simone de Haan  
MMus WAust

## **Director, Graduate School of Management**

Professor Greg Bamber  
BSc Manc, PhD Heriot-Watt(Edin), CMAHRI, FAIM,  
FANZAM, FIMgt, FIPD



# Awards for Service



## University Council

as at December 31, 2000

In 2000, the Council of Griffith University held 10 meetings.

### Chancellor

Leneen Forde AC

### Deputy Chancellor

Henry Smerdon

### Vice-Chancellor

Professor L. Roy Webb

### Members appointed by the Governor in Council

Rachel Hunter  
Henry Smerdon  
Professor Nancy Viviani  
Adrienne Ward  
Her Honour Chief Judge Patricia Wolfe

### The Director-General of Education or Nominee

Debbie Best

### Three members who are members of the senior academic staff of the University, elected by senior academic staff

Margaret Buckridge  
Dr Ian Holland  
Professor George Kearney, AM

### One member who is a member of the junior academic staff of the University, elected by junior academic staff.

Deborah Heck

### One postgraduate student of the University, elected by postgraduate students

Lorna Collingridge

### One full-time undergraduate student of the University, elected by full-time undergraduate students

Vacant

### One part-time undergraduate student of the University, elected by part-time undergraduate students

Vacant

### Two members of the general staff of the University, elected by general staff

John Swinton  
Vacant

### Three members of Convocation, elected by members of the Convocation Roll

Richard Howard  
Bernadette Roberts  
Helen Taylor

### Two members of the Advisory Council of the Gold Coast College, elected by the Advisory Council

Bruce Cook  
John Kearney, QC DUniv



**Mr John Kearney, QC**  
Chairperson, Gold Coast Advisory Council, Griffith University.  
*Community Service*



**The Reverend Professor James Haire**  
Principal, Trinity Theological College; President-Elect, National Assembly, Uniting Church of Australia.  
*Theology*



**Mr Chang Yu-huei**  
Minister of the State, Executive Yuan, Republic of China.  
*International Relations*



**Dr Michael Keating**  
Distinguished Public Servant.  
*Community Service*



**Mr James Strong**  
Chief Executive and Managing Director, Qantas Airways Limited.  
*Community Service*



Doctor of Letters  
**Professor Patrick Weller**, School of Politics and Public Policy, received the rare award of Doctor of Letters.



# Teaching and Learning

## Goal:

As Australia's leading university in student-centred learning, committed to multi-disciplinary education and equity, Griffith will produce graduates with specific course-related expertise and high levels of generic skills to be leaders in the development of their communities.

## Objectives:

- to achieve excellence in student-centred learning as measured by international standards, and to be known as leading innovators in teaching and learning
- to offer high quality, innovative, work-related courses
- to provide a learning environment that caters for all students needs
- to produce highly sought-after graduates with globally applicable skills for the international market.

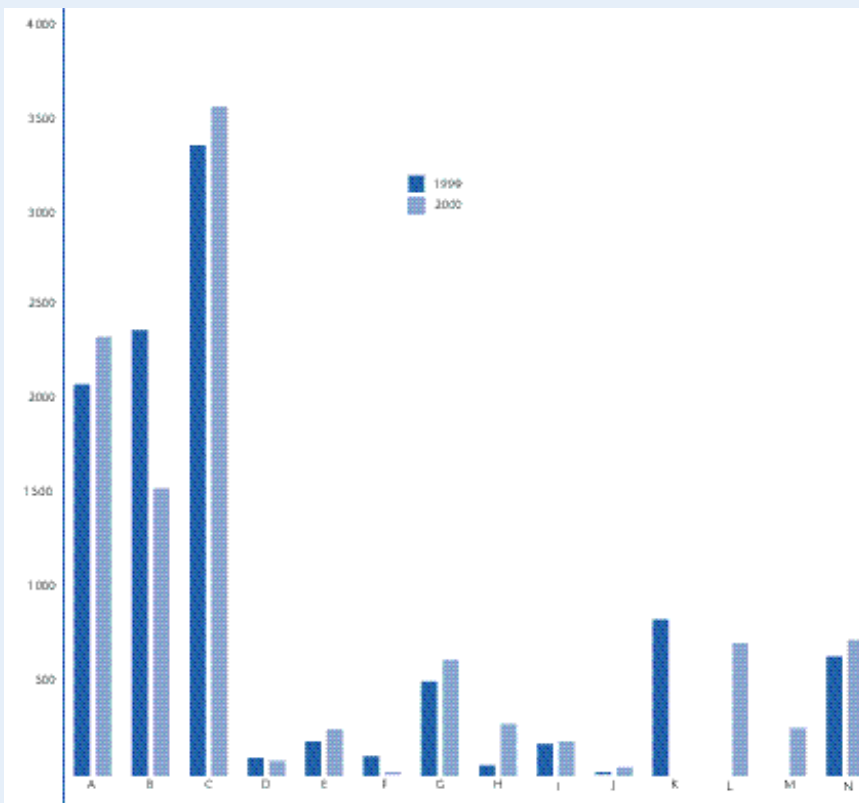


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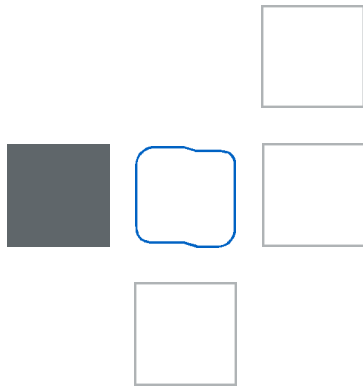
2000 Course Enrolments by Admission Category



Key to Course Enrolment by admission Category

A	Completed Higher Education Course
B	Incomplete Higher Education Course
C	Complete or incomplete TAFE award course other than Secondary
D	Completion of Final Year of Secondary at School
E	Completion of Final Year of Secondary at TAFE
F	Mature Age
G	Special Entry Other Than Mature Age
H	Examination
I	Employment Experience
J	Professional Qualification
K	Open Learning
L	Other

Not a Commencing Student	13,184
Total Commencing Students	10,895
Total	24,079



3

1 Greg Chappell

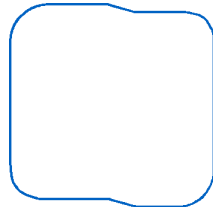


4

2 Professor Ian Lowe

3 Professor Patrick Weller

4 Dr Mike Davidson and Associate Professor Bev Sparks



The new millennium began with a landmark year for Griffith University, with unprecedented achievements in teaching and the introduction of further initiatives to strengthen its international reputation as one of Australia's leading tertiary educators.

The year marked the 25th anniversary of two of Griffith's pioneer schools, the 10th anniversary of the Gold Coast Campus and a new Faculty of Engineering and Information Technology.

The University's position as the State's top education exporter was cemented when Griffith won the Premier of Queensland's Award for Export Excellence (Education category) for the second consecutive year.

The Award is judged on outstanding export achievement in the areas of services, facilities, expertise and curriculum. Since 1995, international student numbers at Griffith have more than trebled to 3,500, or about 15 percent of total students. In 2000, international enrolments increased by 12 percent to exceed both State and national averages.

In 2000, Griffith University was first in Queensland and seventh in Australia for international student enrolments.

Building on this success, the Griffith University International Institute of Sport was launched to attract international students seeking to combine studies and elite sport. Coaches include Australian sporting icons such as cricketers Greg Chappell and Carl Rackeman.

In a key move to increase the international experience of Australian students, Griffith established the \$300,000 International Experiences Incentive Fund. The scholarships contribute travel and living expenses for students who undertake overseas study, research or work experience.

In 2000, some 7426 new students enrolled in undergraduate courses. By the year's end, the latest figures showed an increase of 3 percent in preferences for Griffith's 2001 courses.

## Australian Students by Domicile, 2000

<b>Brisbane/GoldCoast Region</b>	
Southern Suburbs	5,480
Eastern Suburbs	2,325
Western Suburbs	2,192
Northern Suburbs	1,053
South Coast	<u>5,762</u>
	16,812

<b>Regional Queensland</b>	
North Coast	1,346
West Moreton	609
West Queensland	362
North Queensland	334
Central Queensland	<u>262</u>
	2,913

<b>Subtotal Queensland</b>	19,725
----------------------------	--------

New South Wales	917
Victoria	101
South Australia	40
Australian Capital Territory	40
Tasmania	51
Northern Territory	35
Western Australia	20

<b>Subtotal other states</b>	1,204
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<b>Unknown</b>	19
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<b>Subtotal Australia</b>	<u>20,948</u>
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## Accolades

Griffith staff and students received a record number of awards for excellence in 2000:

- Griffith was a finalist in the University of the Year Award.
- Professor Ian Lowe, School of Science, was one of 15 Queenslanders to receive the Premier's Millennium Award for Excellence.
- Professor Patrick Weller, School of Politics and Public Policy, was awarded a Doctor of Letters in recognition of his distinguished publication achievements and contribution to scholarship. He is only the second person to receive this honour.
- Professor Thomas Muller, School of Marketing and Management, was the only Australian acknowledged for outstanding teaching by the international Academy of Marketing Science.
- The School of Tourism and Hotel Management celebrated the 10th anniversary of the Gold Coast Campus with two major awards for its timeshare resort management CD-Rom. The initiative won the Gold Coast Tourism Training Awards (Course Development and Recognition category) and the first Circle of Excellence Award for Innovation presented to a university by the American Resort Development Association (ARDA).



# Teaching and Learning (cont.)



International Student Enrolments by Domicile, 2000

	Male	Female	Total		Male	Female	Total		Male	Female	Total
<b>Asia</b>				<b>Americas</b>				<b>Pacific Ocean Countries</b>			
Bangladesh	5	16	21	Argentina	2	3	5	Fiji	9	12	21
Brunei Darussalam	4	6	10	Brazil	7	2	9	Nauru	2	-	2
Burma (Myanmar)	-	1	1	Canada	52	40	92	New Caledonia	4	7	11
China (excl. SARs and Taiwan Province)	85	71	156	Colombia	2	1	3	New Zealand	2	2	4
Hong Kong (SAR of China)	84	98	182	Mexico	-	1	1	Papua New Guinea	15	13	28
India	33	178	211	Peru	1	-	1	Philippines	7	9	16
Indonesia	66	60	126	Other South American Countries	-	1	1	Samoa	-	1	1
Japan	89	67	156	United States of America	25	16	41	Solomon Islands	-	1	1
Korea, Dem. People's Rep. of (North)	1	1	2	<b>Americas Total</b>	<b>89</b>	<b>64</b>	<b>153</b>	Tonga	-	1	1
Korea, Republic of (South)	97	112	209	<b>Europe</b>				Vanuatu	1	-	1
Macau	2	3	5	Bulgaria	-	1	1	Other Pacific Ocean Countries	1	3	4
Malaysia	72	67	139	Czech Republic	1	-	1	<b>Pacific Ocean Countries Total</b>	<b>41</b>	<b>49</b>	<b>90</b>
Pakistan	3	27	30	Greece	1	1	2	<b>Atlantic and Indian Ocean Countries</b>			
Singapore	42	37	79	Italy	1	5	6	<b>Caribbean</b>	<b>1</b>	<b>-</b>	<b>1</b>
Sri Lanka	2	11	13	Romania	1	-	1	<b>Not Listed</b>	<b>1</b>	<b>4</b>	<b>5</b>
Taiwan (Province of China)	180	142	322	Other Eastern European countries	6	-	6	<b>No Information</b>			
Thailand	50	54	104	Denmark	1	-	1	<b>Total</b>	<b>1,371</b>	<b>1,517</b>	<b>2,888</b>
Vietnam	4	12	16	Finland	-	1	1				
<b>Asia Total</b>	<b>819</b>	<b>963</b>	<b>1,782</b>	Netherlands	4	3	7				
<b>Middle East</b>				Norway	225	214	439				
Cyprus	2	1	3	Sweden	105	118	223				
Iran	-	1	1	Switzerland	3	4	7				
Turkey	-	4	4	France	3	5	8				
United Arab Emirates	-	2	2	Germany	6	11	17				
Other Middle Eastern Countries	2	5	7	Ireland	1	-	1				
<b>Middle East Total</b>	<b>4</b>	<b>13</b>	<b>17</b>	Portugal	1	-	1				
<b>Africa</b>				Spain	1	1	2				
Kenya	13	12	25	United Kingdom	7	12	19				
Mauritania	-	1	1	Other Western European Countries	2	1	3				
South Africa	5	7	12	<b>European Total</b>	<b>369</b>	<b>377</b>	<b>746</b>				
Tanzania	2	-	2								
Other Central and W. African Countries	9	8	17								
<b>Africa Total</b>	<b>29</b>	<b>28</b>	<b>57</b>								

## Milestones

- Griffith University pioneered Asian Studies in Australia, and in 2000 the School of Asian and International Studies (formerly the School of Modern Asian Studies) marked its 25th anniversary. It was one of the University's four original schools when Griffith opened to just 450 students in 1975.
- The Australian School of Environmental Studies also marked 25 years. Griffith was the first Australian university to introduce an environmental science program (in 1975) and is a recognised leader in this field of education.
- Griffith increased its strength in information technology (IT) teaching and research with a new Faculty of Engineering and Information Technology. The initiative combined resources from the former faculties of Engineering and Information and Communication Technology.

- The second Griffith Awards for Excellence in Teaching were presented to the following staff for their commitment and high teaching standards. Recipients were nominated by students, colleagues, industry partners and employers of graduates:

### Individual Teacher Award

Professor Colin MacKerras (School of Asian and International Studies, Foundation Professor of Griffith)

### Beginning Teacher Award

Kenneth Bennett (School of International Business, Foundation Director of the Small Enterprise Export Centre)

### Team Teaching Award

Professor John Fien and Ms Debbie Heck (Australian School of Environmental Studies – both were responsible for the Masters of Environmental Education degree, an Australian first and the largest mid-career professional development degree in its field)

*Honours and Postgraduate Supervision Award*  
Professor Peter Eklund (School of Information Technology).

- Professor Colin MacKerras (Humanities and the Arts), Dr Michele Don (Biological Sciences, Health and Related Studies) and Mr Rod Learmonth (Physical Sciences and Related Studies) were nominated for the prestigious Australian Teaching Awards.
- Nursing student Beth Matarasso won the prized *Stan Alchin Award* for best clinical paper at the Australian and New Zealand College of Mental Health Nursing Conference.
- Logan students Pam Fitzgerald (Nursing), Amanda Margerison (Human Services), Daphne Mole and Amanda Parker (Business Management) teamed to win Best New International Entrant at the Students in Free Enterprise (SIFE) International Exposition in the United States. The team was the first to represent Australia at the expo and was among 125 teams from throughout the world showcasing their universities' teaching innovations.



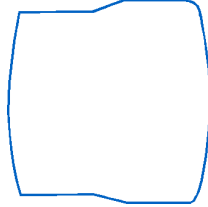
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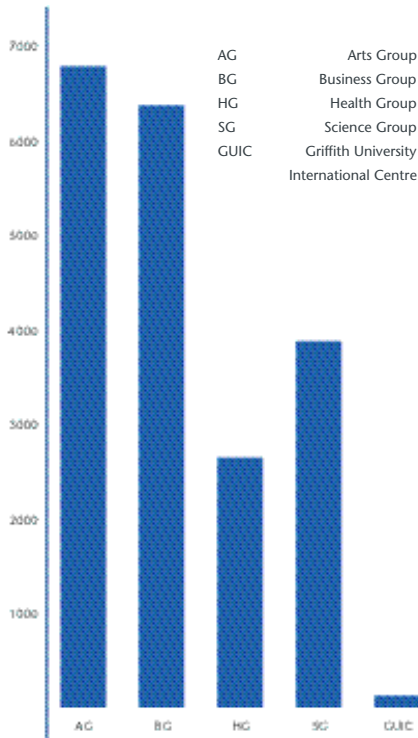
- 1 Professor Colin MacKerras, Foundation Professor
- 2 Nursing Student Beth Matarasso
- 3 QCA design students Annette Linnett and Joel Booij
- 4 Prize-winning QCA student Damien Nguyen
- 5 The winning students in Free Enterprise team for Logan Campus
- 6 Top photographer Tian Jun Ying (left)

## New in 2000

- The Digital Arts Education Studio opened at Mt Gravatt campus to provide students with a state-of-the-art facility for composing, rearranging and designing music. All work stations are fitted with personal computers, keyboards and latest software.
- New Learning Centres were established at Nathan, Mt Gravatt and Logan campuses.
- Griffith announced the world's first accredited professional development courses in electoral management, developed by the Key Centre for Ethics, Law, Justice and Governance and endorsed by the Australian Electoral Commission.
- The School of International Business and Griffith's Small Enterprise Export Centre implemented an international business internship program.
- The Queensland Conservatorium graduated its first two PhDs, John Varney and Donna Weston.
- A new Master of eCommerce was launched to significant international interest at the World Education Market in Vancouver. The course, available via the web, is designed to meet the growing demand for electronic business expertise.
- The School of Arts at the Gold Coast campus offered new postgraduate degrees in media and public relations. A Bachelor of Engineering in Coastal Engineering was also introduced at the Gold Coast.
- Griffith's new Bachelor of Arts in Applied Theatre, believed to be the only course of its type in Australia, opened in 2000 to strong demand.

- The SIFE (Students in Free Enterprise) team's mentor, School of Management lecturer Dr Campbell Fraser, won the inaugural SIFE Woolworths Leadership Award for his contribution to community leadership.
- Griffith was one of only eight Australian universities to win a Cassamarca Lecture-ship in Italian Studies, funded by the Cassamarca Foundation (Italy), and held by School of Languages and Linguistics lecturer Claire Kennedy.
- Queensland College of Art students recorded significant achievements in 2000. Annette Linnett won a major competition run by the State Government to design a logo for its \$110 million Queensland Heritage Trails Network. Joel Booij was runner-up. Damien Nguyen won Australia's most prestigious student drawing award, the Eddie Hopkins Memorial Drawing Prize (Artistcare Student Drawing Competition), while Fiona Fraser received a Highly Commended award.
- Queensland College of Art graduate Tian Jun Ying won first prize in the Photographic Imaging Education Association's international competition from a field of more than 1,000 photographers from 91 schools. Fellow graduates Wang Chuan and Lin Tong received third prize and an honourable mention. All three students completed a Queensland College of Art Master of Visual Arts – Photography in 1999 through the Central Academy of Fine Art in Beijing, the first educational joint venture of its type in China.
- A team of QCA photography students worked with Reuters at the Sydney Olympics. They created such an impression that Reuters has invited them to Athens in 2004. Creative arts graduate – Nicole Bourke, now a PhD candidate – won the 2000 Queensland Premier's Award for an emerging writer.

Student Load by Academic Group, 1999





# Teaching and Learning (cont.)



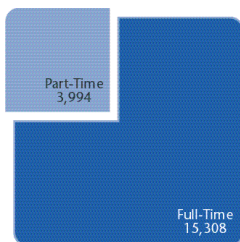
## Also significant

- Griffith sponsored the third Brisbane International Animation Festival featuring Queensland College of Art student talent.
- In 2000, 139 Japanese students graduated with a Bachelor of Nursing at the Gold Coast, taking the total number of graduates of the program to 309. Griffith was the first university to deliver a Japanese-language nursing course in Japan. The program was introduced in 1997.
- More than 60 students and 300 guests attended Griffith's second graduation ceremony in Taiwan. Students received undergraduate and postgraduate awards in Arts, Commerce and Management, Engineering, Information and Communication Technology, International Business and Politics, Business Administration, and Music.
- Griffith Law School, founded in 1992 with advice from former Governor-General Sir Zelman Cowen, was recognised as one of Australia's most successful with 100 percent of graduates gaining employment. The achievement coincided with the launch of the School's full five-year law degree at the Gold Coast campus.
- As the first Australian institution to offer an on-line aviation degree, Griffith had aviation students on every continent studying for their Bachelor of Aviation qualifications via the internet.
- While Griffith developed a new strategy for improving graduate employment from 2001, the Graduate Destination Survey showed employment rates for Griffith graduates were higher than the national average.

## Endorsements

- David Moss, Dean of Arts, was appointed the inaugural Chair of the Australasian Centre for Italian Studies, established in 2000.
- Griffith and James Cook University jointly won a major contract to provide Queensland Health with executive management education programs, initially for two years.
- One of Australia's key tourism industry figures, Tourism Queensland Chief Executive Stephen Gregg, was appointed Adjunct Professor in the School of Tourism and Hotel Management.
- The School of Science's Professor Ian Lowe and School of Environmental Planning Head Professor Lex Brown, were guest speakers at Solar 2000, the annual conference of the Australian and New Zealand Solar Energy Society held at Nathan campus.
- Environmental Studies lecturer Debbie Heck was appointed to the National Environmental Education Council to assist the Federal Government on environmental education issues.
- Gumurrii Centre Director Boni Robertson was appointed to the Australian Vice-Chancellors Committee Sub-committee on Indigenous Higher Education and the Multi Cultural Council of Australia.
- International expert on campylobacter Dr Victoria Korolik, School of Health Sciences, was appointed advisor to a World Health Organisation convention examining the effects of the world's most common cause of food-borne disease.
- Griffith Artworks Director Beth Jackson was appointed a community representative to the Australia Council to advise the Federal Government on arts issues.

Enrolments by Bachelor's Degree Program 2000



- 1 Sir Zelman Cowen
- 2 Adjunct Professor Stephen Gregg
- 3 Beth Jackson
- 4 Nigel Krauth
- 5 Trent Stuart
- 6 Jeff Giddings at the Ethics Conference
- 7 Environmental Studies lecturer Debbie Heck



## Scholarships and Funding

One of the most extensive university scholarship programs in Australia, the \$2 million Griffith 2000 Scholarships, was introduced to provide financial assistance and study incentives to selected students.

Under the program, 15 students received Academic Scholarships and 13 received Sports Scholarships (valued between \$10,000 and \$25,000 each). Fourteen equity scholarships worth \$2,500 were also awarded to socio-disadvantaged students. These included two Neville Bonner Indigenous Scholarships, presented for the first time in honour of Australia's first Aboriginal senator, the late Neville Bonner AO. Two Excellence Expo scholarships were also awarded.

- Thirty-two senior high school students from Brisbane and the Gold Coast participated in the Griffith University Early Start to Tertiary Studies (GUESTS) Program. The program offers outstanding students the chance to study a subject at Griffith in the first semester of their final year of high school, with results credited to their future degree.
- The Griffith University International Centre won a Quality Enhancement Grant of \$19,830 to increase the number of outgoing exchange students to Europe.
- Griffith students Daina Adam, Leigh Ellen Potter and Katherine Allen won three of the five categories of the Women in Technology (WIT) Scholarships awarded to encourage more women into IT fields.
- Bachelor of International Business graduates Julia Tu, Judith Vico and Owen Caterer, won three of six places offered under the Queensland Government's International Business Cadetship Scheme. The scheme places graduates in overseas trade offices to work on projects that increase trade and investment opportunities for Queensland industry.
- Trent Stewart, who is studying a Bachelor of Aviation degree via the internet, won a \$2,500 Brisbane RAAF Memorial Trust-Griffith University Scholarship for academic excellence. Trent will research the performance of twin-engine piston aircraft and ways to increase aviation safety.



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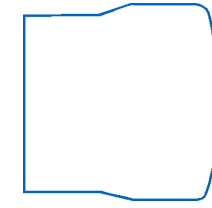
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- Seven first-year students studying micro-electronic engineering, IT and software engineering each received a \$5,500 scholarship from Software Engineering Australia (Queensland) to help them start their university studies. Recipients were Nathan MacDonald, Zubair Hasan, Daniel Dahl, Elahn Ientile, Adam Secomb, Claire Hyland and Blair McKenzie.
- Aerospace company Boeing pledged \$10,000 in scholarships from 2001 to the Schools of Microelectronic Engineering, and Computer and Information Technology, because of the high level of graduate skills in systems and software engineering.
- \$330,000 in Teaching Grants were allocated to each faculty, while Strategic Improvement Grants (Teaching and Learning) totalled \$500,000.
- Queensland Rail contributed \$37,500 towards the School of Accounting, Banking and Finance's first postgraduate scholarship for a Masters of Banking and Finance.

## Conferences

- The Key Centre for Ethics, Law, Justice and Governance and the Griffith Asia Pacific Council hosted Asia Pacific Governance 2000, a major international conference attended by government leaders from the Asia Pacific region.
- The School of Marketing and Management hosted the annual Australia New Zealand Academy of Marketing Conference, attended by more than 300 international marketing experts. The School of Management hosted the second annual conference of the International Association of Insight and Action.
- Delegates from more than 40 universities attended the Association of Australian Writing Programs' Writing 2000 Conference, staged at the Gold Coast Campus and convened by Head of Griffith's School of Arts, Associate Professor Nigel Krauth.
- The School of Vocational, Technology and Arts Education held the 8th Annual International Conference on Post-Compulsory Education and Training.

# Research and Research Training

## Goal:

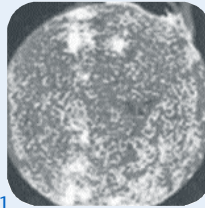
To be a university where research underpins and informs the education of its students, where research training is of the highest quality, and where research outputs significantly impact upon Australia and the international community.

## Objectives:

- to encourage the achievement of nationally recognised research excellence across all sectors of the University
- to increase the number of internationally recognised centres of research excellence
- to increase the University's impact in research higher degree training
- to increase the impact of research outputs for the benefit of the external community and the University.



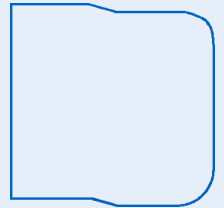
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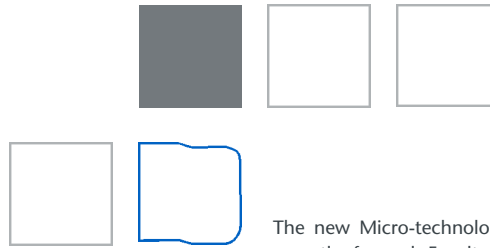
Based on continued growth in external research funding and quality outcomes during 2000, Griffith University is poised to become one of the 10 most research-active universities in Australia.

Research income grew 15 percent between 1998 and 1999, and a similar annual increase was recorded in 2000. Griffith won 21 Australian Research Council large grants, ranking the University eleventh across the sector in terms of new ARC large grants funded to start in 2001 – further evidence of its research strength in science, health and the humanities.

As well, Griffith was ranked eighth nationally in the value of research dollars earned from industry.

Griffith's research excellence was further highlighted by its academics winning Australia's top research awards. Professor Dick Drew won the Clunies Ross Award for his work to reduce damage caused by fruit flies. Director of the Key Centre for Ethics, Law, Justice and Governance, Professor Charles Sampford, received a Fulbright Senior Harvard Fellowship. Professor Ian Lowe received the Premier's Millennium Award for Excellence.

1 Solar Flares  
 2 Professor Charles Sampford  
 3 Associate Professor Marianne Wallis  
 4 Professor Dick Drew with fruit fly specimens  
 5 Professor Mark von Itzstein



The new Micro-technology Centre within the recently formed Faculty of Engineering and worth \$110m over seven years, Information Technology is both innovative and unique in Australia. Research at this CRC is focused on technology capable of producing ultra small devices and machines for use in aerospace, food, medicine and defence industries.

A new purpose-built VLSE design facility at Toowong opened in 2000. Funded by State Development, the facility houses GU's VLSE design lab.

In 2000, 57.7 percent of Griffith academic staff held PhDs, with a further 21.3 percent undertaking PhD qualifications. This wealth of expertise was highlighted when two Griffith academics won Australia's premier research awards (see above).

Growth in research training is central to the strategic development of the University. Research Higher Degree student numbers have increased from 292 in 1992 to almost 700 in 2000. Plans are for this number of increase to almost 900 in the next three years.

### Also significant

- Australia's only Socio-Legal Research Centre opened to tackle contemporary legal challenges such as Native Title and cyber-law. The Centre complements the Griffith Law School, which has one of the highest concentrations of socio-legal researchers of any law school in Australia.
- Chief Justice Alastair Nicholson launched Dean of Law Professor John Dewar's research into litigants in person in the Family Court. The study showed the growing number of people unable to afford a lawyer was leading to increased injustice and case backlogs. It made a number of recommendations on how the Court could improve its handling of unrepresented litigants.
- Also opened in 2000 was a \$10 million teaching and research complex for the School of Applied Psychology, while Australia's most innovative environmental education centre, the \$1.8 million EcoCentre, took shape in the bushland of Nathan campus. Thanks to funding support from CS Energy, research into cutting edge developments in the sustainable energy sector will be a key activity of the EcoCentre after it opens in 2001. Education Queensland and the Brisbane City Council also provided considerable funding towards the centre.
- A new position of Dean of Postgraduate Education was established.
- Griffith and the Gold Coast Health District announced Queensland's first Chair in Clinical Nursing to lead collaborative research and training projects. Associate Professor Marianne Wallis was appointed to the position.



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The Key Centre for Ethics, Law, Justice and Governance is one of two that Griffith hosts from 16 Key Centres for Teaching and Research around the nation. The other is the Centre for Cultural and Media Policy.

Distinguished Griffith graduate, Professor Mark von Itzstein, returned to the university in 2000. The winner of the 1996 Australia Prize for his work in developing the world's first anti-flu drug, Professor Itzstein took up the position of Director of Griffith's new Centre for Biomolecular Science and Drug Discovery. Construction of the \$13 million Centre started mid-year.

### Building research strength

On this solid foundation of research funding, Griffith provides national research leadership in ethics, law and governance, public and cultural policy, humanities, asian studies, environmental sciences, biomedical sciences, drug discovery, information technology, microelectronics, and laser and atomic physics. Emerging areas of research strength include literacy and language education, tourism, exercise physiology, public and family health, nursing, marketing and management and the visual, performing and creative arts.

### Playing a key role

As one of Australia's leading research organisations, Griffith University plays a key role in developing Queensland's 'Smart State' image.

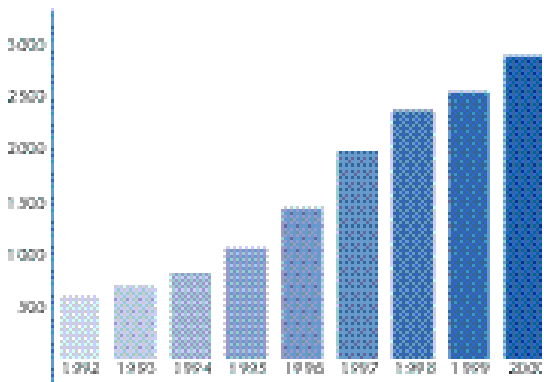
The Centre for Biomolecular Science and Drug Discovery will add to the competitiveness of both Griffith and Queensland in the rapidly expanding biotechnology industry. It is the only one in Australia based on glycotchnology to find drugs to treat some of the world's most prevalent diseases, including cancer.

The Centre is one of six groups within Griffith's newly created Medical Research Institute, all contributing to Australia's wealth of scientific research in health-related fields. Other facilities are the Centre for Cardiovascular Research, the Genomics Research Centre, Astrazeneca R&D Griffith University, the Centre for Molecular Neurobiology, and the Centre for Molecular Development Biology.

Griffith is also involved in 11 cooperative research centres (CRCs), linking its research staff to a national network of universities and end users. The new Cooperative Research Centre for Coastal Zone, Estuary and Waterways Management is a seven-year, \$65 million collaboration involving four universities, the CSIRO, Departments of Natural Resources and Primary Industries, Environmental Protection Authority and Brisbane City Council.

# Research and Research Training (cont.)

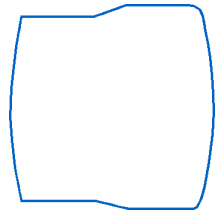
Fee-Paying Overseas Students 1992-2000



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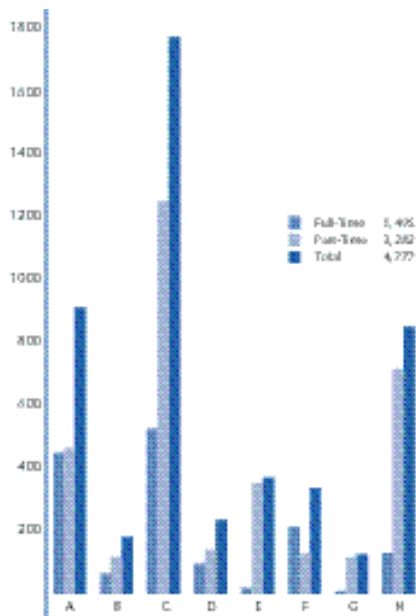


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Enrolments by Course Level and Attendance Other Than Bachelor 1999



Course Level

- A
- B
- C
- D
- E
- F
- G
- H
- I
- J
- K

Course Level

- PhD
- Dr Coursework
- Master Research
- Master Coursework
- Graduate Diploma
- Graduate Certificate
- Honours
- Diploma
- Other Award
- Cross Institution
- Nonaward



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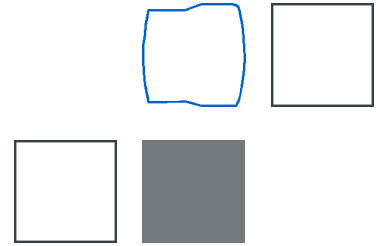


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- 1 Honours student Sarah Purchase
- 2 Professor Ian Hunter
- 3 Dr David Shum
- 4 Liz Fredline on Indy track
- 5 The endangered Glossy-Black Cockatoo

- Associate Professor David Young from the School of Science won the Organometallic Medal, presented annually by the Royal Australian Chemical Institute to an outstanding young Australian chemist. Director of the Centre for Advanced Studies in the Humanities, Professor Ian Hunter, secured his second ARC fellowship, which will allow him to research and write two books on Authoritarian Liberalism.
- The Key Centre for Ethics, Law, Justice and Governance led a key national research project to address the causes of juvenile crime, substance use and school dropout rates among youths. The School of Cognition, Language and Special Education, Mission Australia and several State Government departments are partners in the research.
- The Genomics Research Centre undertook the world's first study to examine a possible genetic link for suicide. Researchers collected 1,500 blood samples from consenting suicide survivors and their relatives.

- ARC-supported research into the microbial composition of Queensland oil fields identified micro-organisms living in temperatures of up to 80 degrees Celsius, with the potential to extract sulphur from crude oil, thereby reducing toxic fuel emissions.
- Associate Professor Birgit Lohmann, together with PhD student Matthew Haynes, designed an electron spectrometer to assist researchers in Australia, USA and Europe studying the atomic physics processes that occur in phenomena such as solar flares. The project was supported by a \$218,000 ARC grant.
- International inquiries were received for a new visual memory test developed by Dr David Shum from the School of Applied Psychology. The test will be distributed on CD-Rom to help neuropsychologists assess the recovery of brain-injured patients.
- Scientists from the School of Health Sciences worked with staff at the Royal Children's Hospital to find ways to prevent visual impairment and blindness in premature babies. The project is supported by a \$48,000 grant from the Royal Children's Hospital Research Foundation.
- Bachelor of Business (Honours) student Sarah Purchase was one of four recipients of an International Olympic Committee grant to investigate the post-Games legacies to Olympic host cities, particularly relating to tourism development.
- Researchers from the School of Nursing received a \$25,000 grant from the Queensland Nursing Council to study the transition to parenthood by Australian men. Findings will help design pre- and post-natal educational programs.



- A \$120,000 ARC grant brought together high school students in Australia, Canada and France to publish an on-line bilingual magazine. The project provides opportunities for students to interact with other native speakers.
- Queensland College of Art lecturer Nick Oughton researched and published a manual on workplace reform to help reduce the high rate of illness among Australian visual and performing arts workers.
- Community-based research included a study on the impact of the Gold Coast Indy on local residents and a survey of farmers' attitudes to water allocation and trading in the Fitzroy and Goulburn-Murray River catchment areas.
- Director of the Gumurrii Centre Boni Robertson chaired a taskforce to examine violence in Aboriginal and Torres Strait Islander communities and present positive strategies to help Indigenous people become socially and culturally sustainable. Ms Robertson also participated in the United Nations International Indigenous Women's Caucus in the USA.
- A major project supported by the Federal Government provided parent-training skills to more than 100 methadone-maintained families. The program examines the impact of training in reducing anxiety in families and curbing behavioural problems among children.
- The School of Physiotherapy and Exercise Science used a simulated heatwave environment to study the body's ability to control temperature as it ages.
- Gold Coast City Council awarded a grant to the School of Environmental and Applied Science to study the endangered Glossy-Black Cockatoo, in a bid to ensure the species survives in the Gold Coast region.



# Community Service

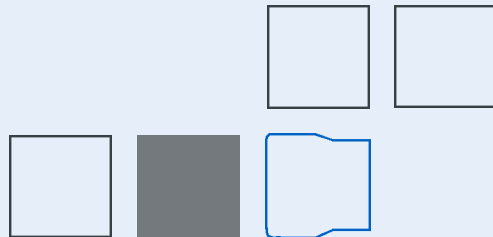
## Goal:

To develop further the strong sense of commitment in the University to our communities, through sustained levels of interaction, and to be recognised as an integral part of those communities through contributions to their cultural, social and business development.

- to support and promote the social, cultural and economic development of the University's communities
- to contribute to the activities and development of professional associations linked to the University's profile.

## Objectives:

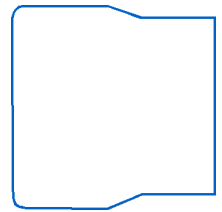
- to demonstrate commitment to the diverse communities with which the University interacts by recognising and responding to their needs
- to enhance the University's performance as a community reference centre of expertise, advice and informed opinion
- to contribute actively to public debate and policy development



1 HRH Princess Anne  
2 Olympians Duncan Free and Josh Watson  
3 Signing of MOU with British Olympic team  
4 Andrew McNee – Olympic torch bearer  
5 Dr David Suzuki



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Griffith University has a long history of service to the community, and this strong commitment continued in 2000 with a wide range of projects offering practical and educational benefits.

A new centre at the School of Applied Psychology at Mt Gravatt campus, offers a publicly available psychology clinic and free therapy to sexually abused adolescents and children suffering Obsessive Compulsive Disorder.

Free public lectures held during the year included Griffith's 2000 Professorial Lecture Series. Prominent speakers included world renowned environmental scientist and Griffith University Honorary Doctorate holder, Dr David Suzuki; international expert on the impacts of air pollution on health, Professor Douglas Dockery; and Director of the Australian Institute for Suicide Research and Prevention, Professor Diego De Leo.

Griffith was also proud to be associated with some of the world's best athletes through its support of elite sportspeople studying at the University, and as the Gold Coast training venue for the British Olympic Team to the Sydney Olympic Games.

- Through an exclusive agreement with the British Olympic Association, some 200 Griffith students played key support roles during the British Olympic Team's pre-Games camps. The Student Volunteer Program agreement was the first of its type.
- The Gold Coast Campus hosted the one-day Queensland session of the Australian Olympic Academy in the lead-up to the Sydney Games. Olympians, officials, sports administrators and media attended the session.
- Her Royal Highness, Princess Anne, inspected the international athletics track at the Gold Coast campus in her capacity as President of the British Olympic Association. Visual Arts student Caroline Pearson presented Princess Anne with a sterling silver pendant she designed to commemorate the 2000 Olympic Games.

### Sharing expertise

- Professor Ian Lowe, School of Science, chaired a free public forum on the use of renewable energy as part of the Solar 2000 Conference.
- The Asia Pacific Council hosted a public lecture by the Chief of Army, Lieutenant General Peter J. Cosgrove AC MC, to outline lessons learned from Australia's military role in East Timor. A breakfast hosted by the Council in conjunction with the Australia Indonesia Business Council and Indonesian Students' Association focused on the challenges facing the 'new' Indonesia.
- Guests of Griffith's EcoCentre and Canadian educators, Darlene Clover and Bud Hall, held two workshops on how to make positive social changes through adult environmental education.
- The Multi-Faith Centre held a free professional development program on ways to apply spirituality.



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### Olympic connection

- The following students and Sports Scholarship recipients represented Australia at the Sydney Olympic Games – Jenny Morris (gold medal, women's hockey); Naomi Castle (gold medal, women's water polo); Josh Watson (silver medal, swimming); Katrina Borchert (bronze medal, women's K500 kayak); Robert Newbery and Dean Pullar (bronze medals, diving); Robert van der Zant (swimming); and Duncan Free (rowing)
- Sports Scholarship recipients and Winter Olympics speed skaters, Andrew McNee and Steven Bradbury, were among those to carry the Olympic torch. Bachelor of Aviation student, Dean Coutts, flew the flame across the South Pacific Ocean.



# Community Service (cont.)



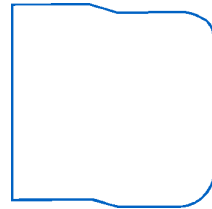
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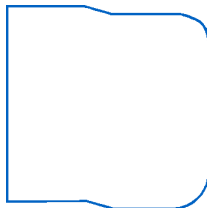
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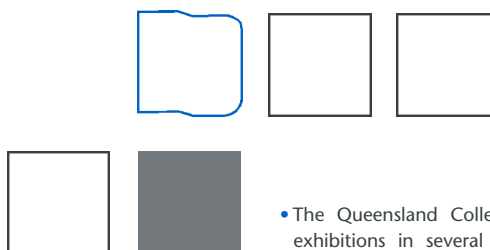
• The Alumni Association launched its inaugural Professional Development Day featuring several prominent speakers to advise on leadership and success. The Association's Tourism and Hotel Management Chapter hosted its first event, a forum examining Queensland tourism.

• Postgraduate students held a forum to discuss the controversial and growing use of psychological testing in recruitment and career planning. Psychologists and representatives of the Queensland Police Service, CSIRO, the Office of the Premier, and recruitment companies attended.

• An Exercise and Rehabilitation Clinic opened at the Gold Coast Campus to provide a comprehensive fitness testing and exercise prescription service to local residents. A partnership with Brisbane Catholic Education also established the region's first student and family support centre.

- 1 Open day
- 2 Lt Gen. Peter J. Cosgrove AC MC
- 3 Italian Entertainers
- 4 Mona Ryder and Logan art work
- 5 Fire Officer Howard Wattz fighting a fire
- 6 Alumni Scholarship winners





- Three staff of the School of Nursing received Ministerial appointments to Hospital/Health District Boards.
- Griffith's Fire Officer Howard Wattz advised community groups on effective fire management strategies.
- Law students prepared the sixth edition of the Caxton Law Handbook through links with the Caxton Street Legal Centre.
- The Gold Coast Campus staged a full day business seminar for Years 11 and 12 students to introduce them to university life and provide the latest tourism, marketing and economic information.

### Funding assistance

- Griffith's annual Great Debate raised \$1,000 towards the Alumni Scholarship and \$2,000 for Gold Coast community group StreetCo, which aids homeless youth.
- \$100,000 was allocated to community service projects such as an Interactive CD-Rom for the Kombumerri People and a Community Journalism Project.

### Other initiatives

- A relationship education program to help couples handle the stress of Christmas was held at two campuses.
- More than 600 primary and secondary students demonstrated their talents at Griffith's 2000 Excellence Expo. Two students received Excellence Expo Scholarships worth \$3,300 per annum for their outstanding academic and personal achievements.
- The Griffith University Chapter of the Golden Key National Honour Society hosted Christmas in July for 100 foster children and their carers. Members also joined Griffith's Facilities Management, other Brisbane university chapters and Greening Australia to host the third annual Plant a Tree Day in which more than 1,000 native trees were planted at Logan campus. The Society also won a Brisbane City Council Community Service Grant of \$2,000 for a Refugee Tutoring Project.
- Positive feedback and strong attendance by employers recruiting final-year students resulted from Careers Fairs held at Nathan and Gold Coast campuses. It was the first time the Fair was held at the Gold Coast.
- Griffith hosted Health Week 2000 on all campuses to focus public attention on the benefits of healthy lifestyle, work and study practices.
- Almost 13,500 people attended Griffith's annual Open Day, held at all campuses. This event showcases the University's research and achievements and encourages school leavers to explore educational opportunities.
- The Queensland College of Art presented exhibitions in several Brisbane galleries to highlight the high calibre of student talent in animation, contemporary Indigenous art, fine art, design, photography, illustration, film and television, and gold and silversmithing. The first students to graduate with a Bachelor of Visual Arts in Fine Art from the Queensland College of Art at the Gold Coast Campus also exhibited at the Gold Coast City Art Gallery.
- Competitions for school students included a two- and three-dimensional design competition hosted by Queensland College of Art; the 18th Chinese and Indonesian Language Speech Contest; the Griffith University Gold Coast Science Competition (which attracted more than 800 exhibits); and the Gold Coast Schools' Legal Essay Competition.
- Artists Rick Roser, Mona Ryder and Nola Farman worked with Griffith Artworks to create three innovative pieces of public art for Logan Campus. The Australia Council, State and local governments and sponsorships assisted with funding.
- Civic, business, industry, education and community leaders attended the first Griffith University Council meeting to be held at Logan Campus.
- The School Liaison Program was extended with activities such as a Winter School for secondary students and the Tournament of Minds.
- Students worked with many community groups including Zonta, Epilepsy Queensland and Hockey Australia to produce posters, book covers and designs.
- A photographic exhibition, China Revisited, featured works by postgraduate students from the Central Academy of Fine Art in Beijing, and highlighted the cultural exchange program between the Academy and the Queensland College of Art.



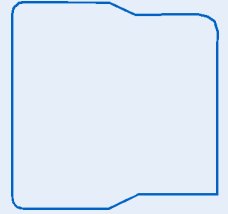
# Staff

## Goal:

To provide a positive and rewarding work environment that assists individual staff members to develop their careers while enhancing the growth and prosperity of the University.

## Objectives:

- to maintain and enhance a rewarding work environment
- to attract, develop and retain highly qualified staff who are able to contribute to the goals of the University
- to provide all staff with a healthy and safe workplace.



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- 1 Professor Thomas Muller
- 2 Adjunct Professor Jan Delpratt
- 3 Professor Royce Sadler

Griffith University continued to attract and retain high quality academic and administrative staff in 2000, and implemented several professional and personal development initiatives.

Following major consultation with staff, Griffith developed the People Support and Development Plan. The Plan provides goals for improving communication, recognition and rewards, leadership, development and collaborative planning.

By expanding its Staff Counselling Program, the University gave employees access to a range of external counsellors as well as internal services. Under the initiative, the University funds the first three sessions conducted by an external provider.

To support general staff in reaching their career goals, Griffith announced a Mentoring Program and introduced career management workshops for general staff. A website with useful links to career management resources was also produced.



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Free mammograms for female staff were provided through an arrangement with the QE11 Hospital and a special medical benefits plan was developed with MBF for continuing and fixed-term staff.

Additional health-related measures for staff included the development of a Rehabilitation Policy, establishment of a Rehabilitation Network and Prevention Program, and introduction of a web-based incident and hazard system to improve inspections and prevent workplace incidents.

### *Other initiatives*

- To improve levels of customer service, the University-wide Focus on Service project provided a framework of practical ideas and tools to assist administrative support staff.
- A New Age Business Service (NABS) Human Resource Management System was developed to hold all workforce data. The system will be implemented in 2001.

- A best-practice induction program was introduced.
- A Staff Attitude Survey completed by almost 900 general staff showed improved satisfaction with workplace conditions and helped to identify further measures to enhance the University's working environment. Staff who left were also surveyed to assess trends and identify areas to be improved.
- The University and general staff unions finalised negotiations for the four-year General Staff Enterprise Agreement. The University and the NTEU negotiated an Academic Staff Enterprise Agreement.

### *Awards and Appointments*

The high calibre of Griffith University staff is highlighted by the many awards and appointments announced in 2000, many of which are highlighted elsewhere in this report. Other notable achievements included:

- Professor Royce Sadler was appointed Director of the Griffith Institute for Higher Education.
- Associate Professor David Young, School of Science, won the Royal Australian Chemical Institute's Organometallic Medal.

- Professor Thomas Muller, School of Marketing and Management, was the only Australian teacher honoured at the Academy of Marketing Science's conference in Canada.
- Chief Executive of Tourism Queensland, Stephen Gregg, was appointed Adjunct Professor in the School of Tourism and Hotel Management. Mr Gregg is a Griffith graduate and recipient of a Graduate School of Management commendation for academic excellence.
- Long-time staff member at the Queensland Conservatorium, Jan Delpratt, retired as Professor of Voice to continue teaching as Adjunct Professor. An exclusive dinner to celebrate her achievements launched the Jan Delpratt Opera Fund to support the Conservatorium's major opera in 2001.
- Environmental Studies lecturer and President of the Australian Association of Environmental Education, Debbie Heck, was appointed to the Federal Government's new National Environmental Education Council.
- Griffith Artworks Director Beth Jackson was the youngest appointment to the Australia Council.
- Dr Victoria Korolik, School of Health Sciences, was appointed Advisor to the World Health Organisation convention dealing with campylobacter, the most common cause of food-borne disease.
- Senior Lecturer in the School of Physiotherapy and Exercise Science, Dr Elizabeth Gass, received a Doctor of Philosophy Degree to become the School's first PhD by publication. Dr Gass is internationally known for her research on the physiological characteristics of trained Australian paraplegics and quadriplegics.





# Equity

## Goal:

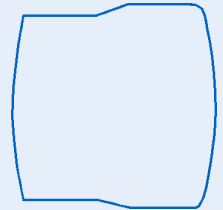
To secure equity and social justice through providing a university environment that encourages excellence through diversity.

## Objectives:

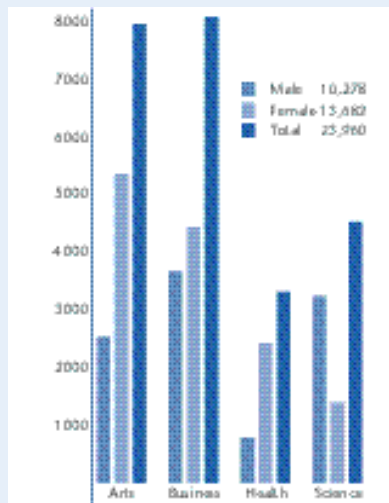
- to ensure that the profile and involvement of staff and students reflect the diversity of the Australian community
- to provide a learning and work environment that is free from discrimination and harassment and sensitive to cultural difference
- to encourage development of research, curricula, policy and practice that positively supports equity and diversity.



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Enrolments by Gender 2000



Academic Staff (FTE) by Classification and Gender, 1998 to 2000

Classification	1998			1999			2000		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Vice-Chancellor	-	1	1	-	1	1	-	1	1
Deputy Vice-Chancellor	-	1	1	-	2	2	-	2	2
Pro Vice-Chancellor	1	3	4	1	2	3	1	2	3
Professor	8	66	74	9	60	69	10	69	79
Assoc. Professor	13	61	74	14	56	70	21	61	82
Snr Lecturer	59	139	198	80	162	242	71	151	223
Lecturer	177	257	434	166	243	409	236	268	504
Below Lecturer	142	117	259	166	124	290	174	153	327
<b>Total</b>	<b>400</b>	<b>645</b>	<b>1,045</b>	<b>436</b>	<b>650</b>	<b>1,086</b>	<b>513</b>	<b>708</b>	<b>1,221</b>

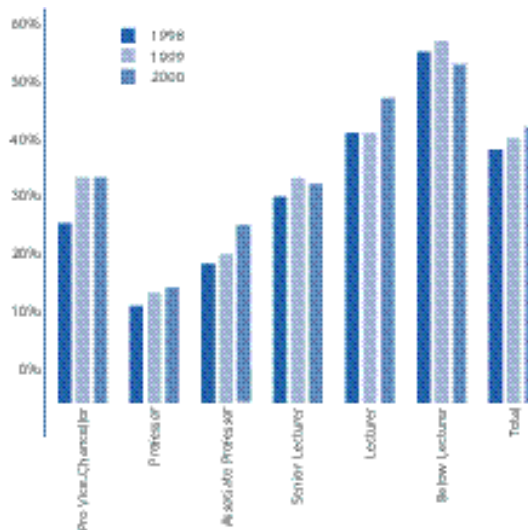


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- 1 South African Women Academics
- 2 Marilyn McMenimen
- 3 Boni Robertson



*Non-Academic Staff (FTE) by Classification and Gender, 2000*

Level	Female	Male	Total
<i>Academic</i>			
Vice-Chancellor	-	1	1
Deputy Vice-Chancellor	-	2	2
Pro-Vice Chancellor	1	2	3
Professor	10	69	79
Assoc. Professor	21	61	82
Snr Lecturer	71	151	223
Lecturer	236	268	504
Below Lecturer	174	153	327
<b>Academic Total</b>	<b>513</b>	<b>7081</b>	<b>221</b>
<i>Non-Academic</i>			
Above HEW Level 10	4	12	16
HEW Level 10	15	17	32
HEW Level 9	15	23	38
HEW Level 8	46	43	89
HEW Level 7	66	59	125
HEW Level 6	112	93	206
HEW Level 5	175	125	300
HEW Level 4	202	54	256
HEW Level 3	170	73	243
HEW Level 2	25	22	47
HEW Level 1	8	2	9
Below HEW Level 1	14	-	14
Other	179	95	273
<b>Non-Academic Total</b>	<b>1,031</b>	<b>618</b>	<b>1,649</b>
<b>Total sum of FTE</b>	<b>1,544</b>	<b>1,326</b>	<b>2,870</b>

Griffith University's significant achievements in ensuring equitable access to education and employment opportunities were supported in 2000 by the adoption of the Equity Strategy for Griffith University 2001-2005.

This document aims to guide the strategic approach to staff and student equity across the University. It combines and builds on the previous five-year Staff Equal Employment Opportunities Plan 1996-2001 and annual Student Equity Plan.

As the first Queensland university to introduce an Indigenous employment strategy several years ago, Griffith has more Indigenous staff members than any other Brisbane university. The proportions of female general staff and staff from non-English speaking backgrounds also exceeded the University's targets in 2000.

Gumurrii Centre Director Boni Robertson was appointed to the Australian Vice-Chancellors Committee Sub-committee on Indigenous Higher Education and the Multi Cultural Council of Australia.

Twelve equity scholarships worth \$2,500 each were awarded to socio-disadvantaged students under the Griffith 2000 Scholarships, one of the most extensive university scholarship programs in Australia. These included two Neville Bonner Indigenous Scholarships, presented for the first time in honour of Australia's first Aboriginal senator, the late Neville Bonner AO.



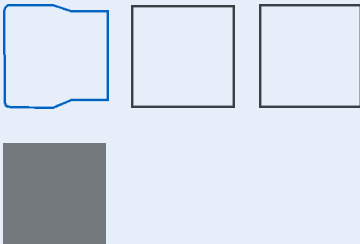
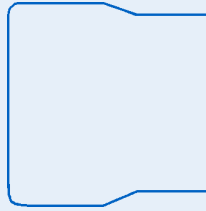
*Other initiatives*

- Adjunct Professor of Education Ortrun Zuber-Skerritt, Faculty of Education Dean Marilyn McMenimen, and Asian and International Studies Associate Professor Mary Farquhar joined a two-year international project to enhance career opportunities for female academics. With \$154,100 from the Agency of International Development (AusAID), the Leadership Development of Academic Women through Action Learning and Action Research also involves the Southern Cross University and six South African universities. The project grew out of a paper presented by Professor Zuber-Skerritt in South Africa in 1997.
- Policies and procedures relating to harassment and discrimination were posted on the Equity website for the information of all staff and students.
- The proposed Multi-Faith Centre received \$1 million from the Amitabha Buddhist Society. Construction of the centre is expected to begin in 2001.
- Griffith took part in several events to mark Aboriginal and Islander Day Observance Committee Week and to celebrate the culture of Indigenous people. Activities included a Flag Raising Ceremony and a National Aborigines Day display.

# Resources

## Goal:

To maximise resources available for teaching and research, the University seeks to increase income from sources other than the DETYA operating grant and to focus on the most efficient and effective delivery of services.



Construction of the new Queensland College of Art and implementation of an integrated, computerised administration system were among major milestones in the ongoing development of Griffith University, along with sizeable growth in research funding.

When it opens in late 2001, the new Queensland College of Art will be one of Australia's most technologically advanced educational facilities for student artists. Joining the Queensland Conservatorium in the cultural precinct of South Bank, the 14,500sq.m. facility will incorporate state-of-the-art teaching and research space, specialist workshops, an art gallery and the Liveworm design studio.

Also taking shape in 2000 were the \$13 million Centre for Biomolecular Science and Drug Discovery at the Gold Coast, a \$6 million privately funded student accommodation complex and a \$4 million academic centre at Logan Campus, and a \$1.8 million EcoCentre at Nathan Campus.

Research income grew 15 percent between, 1998 and 1999, with a similar increase in 2000. Griffith now ranks eighth nationally in the value of research dollars earned from industry. As well, many of the university's scholarships are funded by industry, business and community groups.

## Milestones

- A \$10 million complex for the School of Applied Psychology was opened at Mt Gravatt campus to expand opportunities for teaching, research and community services in the area of psychological health. It also houses the Australian Institute of Suicide Research and Prevention.
- A leading edge Digital Arts Education Studio, also at Mt Gravatt, set new standards in musical educational facilities. It features 21 computerised work stations with the latest software for composing, rearranging and designing music and education tools.
- Additional Learning Centres were established at Nathan (two centres each with 90 computers), Mt Gravatt (one centre with 62 computers) and Logan (one centre with 35 computers).
- Construction of a \$10 million Multimedia Building at the Gold Coast campus was completed. The building includes a student learning centre with 90 computers, an 'incubator' for external businesses, teaching and research laboratories, a multimedia production room, electronic journalism facilities, recording and practice studios for live rehearsals and productions, and an isolated recording studio and control room.
- Griffith implemented its NABS (New Age Business Services) system to integrate the University's finance, human resources and payroll systems and streamline administrative operations across all campuses. The system will produce faster information flow, less paperwork, more efficient tracking facilities and greater use of electronic interfaces for activities such as annual leave requests and receiving goods.
- Griffith increased its strength in information technology education by creating a new Faculty of Engineering and Information Technology, which combined resources from the former faculties of Engineering and Information and Communications Technology, including new labs at Toowoong and the Logan Campus.

1 Premier Beattie and Vice-Chancellor Roy Webb at the launch of QCA construction work  
 2 Opening of the Digital Art Education studio

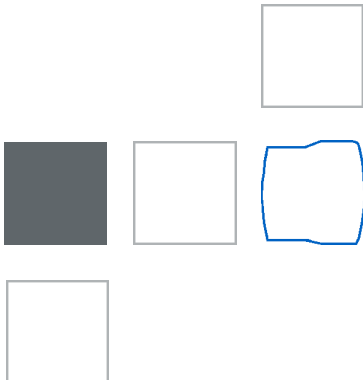


# Promoting and Marketing

the University

## Goal:

- A key element of the successful achievement of the Strategic Plan will be effective promotion and marketing of the expertise and other resources of the University, emphasising the strengths of each campus and the University as a whole.
- The University's international focus, its ability to deliver across a range of on-shore and off-shore campuses in a variety of modes, and its ability to attract corporate funds, will form the basis of promotional activities.
- Marketing will be directed to prospective students in Australia and overseas, to prospective staff, to the professions and employers, and to the University's local communities in Brisbane, Gold Coast and Logan cities. The marketing plan will be kept under constant review and adjusted to take account of local national and international trends and developments.



Considerable progress was made in 2000 in the promotion and marketing of Griffith University.

Activities concentrated on the University's quality and professionalism, its progressive and innovative courses, research expertise and industry funding, and its multi-campus and community-focused nature.

A variety of marketing methods, including new branding of all advertising; a series of new corporate television ads; billboards; print, television, radio and direct mail support of Open Day; school and workplace visits; and an increased news media presence, were exploited.

For the second consecutive year, the outcomes were significant. Following an 8.9 percent increase in first preferences for undergraduate courses in 1999, a further 3 percent increase was recorded in 2000.

Based on enrolments and OPs, Griffith was established as the market leader in nursing, education, criminology and multimedia, with excellent progress in arts, science, law, commerce, engineering and business.

At the Gold Coast, Griffith was clearly the 'first-choice' in most courses, despite increased competition. The campus recorded an 11 percent increase in first preferences in 2000.

In the postgraduate area, inquiries were almost triple those in 1998 and enrolments for 2000 were up 9.5 percent over the previous year.

In non-award courses, enrolments continued to soar – up from 200 in 1998 to 1100 in 2000.

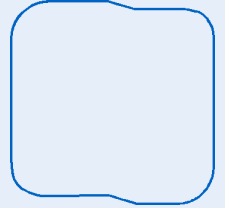
### Other key achievements included:

- Increased profile and awareness of Griffith University, based on news media locally and nationally.
- Griffith won two national Serif awards for excellence and innovation in communication. The Focus on Service project took gold in the Employee/Member Communication category; and the Get Set to Study competition for enrolling students in 2000 won silver in the Electronic Communication and Websites category.



# Strategic Alliances

## & Partnerships



### Goal:

The University will continue to enhance the quality and range of its work by building strong networks, both on-shore and off-shore.



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Griffith University has 107 exchange agreements with overseas universities, reflecting its long-standing commitment to international research collaboration and student and staff exchanges.

New formal relationships were forged during the year with 52 Australian and international universities, and the China Marketing Centre was established in cooperation with the Shanghai University of Finance and Economics to foster the study of marketing in China.

In 2000, Griffith further strengthened its substantial links with government and private enterprise in Australia.

In the first Queensland partnership of its type, the University signed a Memorandum of Understanding with the State Government to work in alliance with a network of 12 Sunshine Coast cyberschools. The initiative provides electronic educational opportunities to high-achieving secondary students and allows teachers to tap into the extensive resources of Griffith's Faculty of Education.

Another Memorandum of Understanding with the State Government established the Toohey Forest Environmental Education Centre, based at the new EcoCentre. This agreement will provide a hands-on approach to environmental education via library and Internet resources, public seminars, workshops and training events. It complements the partnership approach of the EcoCentre project, which involves CS Energy, Brisbane City Council, the Pratt Foundation and Visy Industries.

Griffith's new Socio-Legal Research Centre, the only one of its type in Australia, began working with government, the courts and private enterprise to address a range of important legal issues. A major project was to examine the impact of the growing number of unrepresented litigants on the Family Court of Australia and recommend ways to respond.

Also of national significance was an anti-crime project involving the Key Centre for Ethics, Law, Justice and Governance, the School of Cognition, Language and Special Education, Mission Australia and several State Government departments. Launched in a school in one of Queensland's poorest urban areas, the Pathways to Prevention project aims to address the causes of juvenile crime.

Griffith continued to build mutually beneficial links with the business community in 2000.

About 175 students were matched with businesses under Griffith's successful Mentoring Program, while the School of International Business conducted its first international business internship program in which final year students were placed with companies seeking to expand their export markets.

- 1 One of GU's mentors, Tony Bartlett and students
- 2 Denny Surjaatmadja and Alan Atwell in Indonesia
- 3 Mayor Jim Soorley and DVC Bill Lovegrove





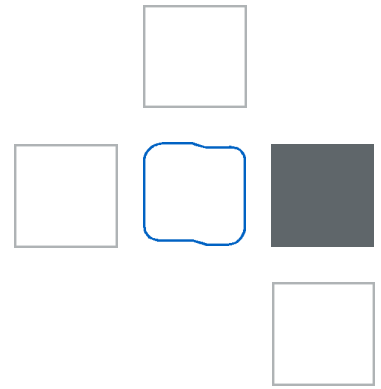
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## Building partnerships

- Research contracts, partnerships and consultancies increased, with Griffith now ranked eighth nationally in the value of research dollars earned from industry.
- Griffith is one of seven Australian universities linked via the Utrecht network that facilitates research links and helps source research funding.
- Griffith joined with three other universities, the CSIRO, Department of Natural Resources, Environmental Protection Authority, Department of Primary Industries and Brisbane City Council to establish a \$65 million, seven-year Cooperative Research Centre for Coastal Zone, Estuary and Waterways Management.
- A partnership with James Cook University won Griffith a major two-year contract to provide Queensland Health with executive management education programs.
- Griffith was joint sponsor with the Horticultural Research and Development Corporation, the Department of Primary Industries and Queensland Fruit and Vegetable Growers to host the first International Symposium on Tropical and Subtropical Fruits to be held in Australia.

- The continuing alliance between Griffith and international pharmaceutical company, AstraZeneca, was showcased by the Australian Research Council in its National Science Week display. The partnership in natural product drug discovery is widely recognised as one of Australia's most successful collaborations between academia and private enterprise. Griffith also has research links with a second top five pharmaceutical company, Glaxo-Smith Kline.
- Griffith received \$65,000 a year over three years from the Italian-based Cassamarca Foundation to promote the study of Italian language and culture in Australia. The grant will fund a lectureship and support Griffith's new Unit for Italian Education Studies (UNITES) in the Faculty of Arts, the first unit in Australia dedicated to the research and development of Italian teaching.
- An agreement with the British Olympic Team gave practical experience to 200 students studying human resource, sport, leisure and event management.
- The Centre for Applied Languages and Linguistics set up an innovative, community-based language teaching program. The program matches students studying Japanese, Chinese, Indonesian, Italian, Korean and Spanish with volunteer native speakers.
- The Centre for Human Services worked with international researchers to establish an information network to share solutions to many global health issues. These include developing post-hospital support programs for stroke patients, self-management programs for arthritis sufferers and community-based support for disabled people living in remote areas.

- Aerospace company Boeing announced \$10,000 in scholarships for the Schools of Microelectronic Engineering, and Computer and Information Technology.
- Computer company Dell contributed \$24,000 towards the art gallery in the new Queensland College of Art at South Bank.
- Acting Director of Griffith's International Centre, President of the Australia Indonesia Business Council in Queensland and Alumni member, Alan Atwell, was part of a government-led business mission to Indonesia to strengthen trade links, especially in education and technology. Also assisting the mission were fellow Alumni members, Robert Wardrobe (Deputy Trade Commissioner and Queensland representative to Central Java), Denny Surjaatmadja (Queensland Liaison Officer for the State Government's office in Java) and Andi Soesmono (son of former Vice-Governor of Central Java).
- A partnership with the Christchurch College of Education in New Zealand was reviewed after its first two years. Areas of cooperation such as the development and delivery of academic programs, research, and staff and student exchange were found to be working extremely well, especially in relation to the Bachelor of Management and Doctor of Education programs.
- The School of Applied Psychology assisted Brisbane Catholic Education to set up the Gold Coast's first student and family support centre.
- Griffith's Asia Pacific Council, the Australian Indonesia Business Council (Queensland Branch) and the State Library presented an unusual display featuring the creativity of Australian and Indonesian artists, Arthur Boyd and Indra Deigan.





# Financial Summary



## Overall Result

Griffith University continues to hold a good financial position in the context of static government funding and increasing cost pressures, while growth in federally funded student load has reached a plateau. The financial results still reflect the effects of recent growth, particularly with respect to an increased investment in capital assets.

The University achieved a net surplus before abnormal items, income tax and extraordinary items of \$431,000 in 2000 (\$15.67m in 1999) from a revenue base of \$285m (\$269.3m in 1999).

Net Assets increased by approximately \$19m from \$616.9m in 1999 to \$635.8m in 2000. This is attributed to a net increase in assets of \$32.1m offset by a net increase in liabilities of \$13.1m. The net increase in assets is largely due to the increase in Non-current Assets comprising land, buildings, infrastructure, plant and equipment (\$51.5m), somewhat offset by a decrease in Current Assets (\$19.4m) due to a sharp decline in Investments (\$23.2m). The decline in Investments is due to the use of liquid balances as internal capital for accelerated capital development at the Gold Coast, Mt Gravatt, Nathan and South Bank campuses and investment in electronic infrastructure. The net increase in liabilities is largely due to an increase in Provisions (\$6.7m) and Payables (\$4.8m).

The current ratio of assets to liabilities has declined in 2000 to be 1.34 (2.52 in 1999) largely due to a decline in Current Assets (\$19.4m). This resulted from a sharp decline in liquid investments, which have been used as internal loans for capital projects, and an increase in Current Liabilities (\$10.4m) due to increases in Payables and Provisions for employee-related expenses.

Overall the University has continued to maintain a sound liquidity position and a good financial position. This will assist the University to manage in an environment of tight federal funding and increased pressure on financial resources due to increases in operating costs.

## Sources of Operating Revenue

The Federal Government continued to provide the majority of the University's operating revenue. Direct grants of \$127.7m (\$124.0m in 1999) and payments through the Higher Education Contribution Scheme of \$62.5m (\$60.0m in 1999) accounted for 66.7% (68% in 1999) of total operating revenue. Of the direct federal grants \$110.7m (\$109.0m in 1999) was received for core operating purposes.

Consistent with previous years' performances, the University has reported an increase in overall revenue derived from non-government sources. A total of \$86.25m (\$76.8m in 1999) was earned from non-government sources in 2000 with the most significant growth relating to income from fee-paying students (\$40.2m in 2000, \$34.4m in 1999).

Fee income is the largest single source of non-government revenue for the University and it has achieved consistent and significant growth in this area. Revenue from Other Grants, particularly research grants and contracts, is also providing an increasing proportion of total operating revenue. A breakdown of the sources of operating revenue follows:

## Capital Funding

The University continued to invest significant resources in the capital development program, under which \$142m has been committed to the expansion of buildings and infrastructure in the period 2000 to 2003. Of this, \$40m will be expended on the Gold Coast Campus, \$7.5m on the Logan Campus, \$41m on the MtGravatt and Nathan Campuses, and \$35m on the Queensland College of Art at South Bank. A further \$19m will be spent on University-wide projects such as upgrading the PABX and other electronic infrastructure.

The University received \$9.1m in 2000 as Federal Government capital roll-in funding, \$3.0m from the State Government for capital purposes, and allocated \$3.7m from overseas student fee income for capital purposes. Also, \$7.1m was received from the Federal Capital Development Pool in 2000.

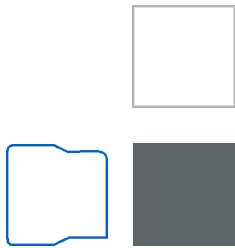
A total of \$42.8m was expended in 2000 on capital projects. Major capital works and upgrading of infrastructure including electronic infrastructure are continuing on all campuses.

## Investments

The University's investment portfolio declined sharply (\$23.2m) in the latter half of the year, as planned. Nevertheless, interest income increased slightly to be \$3.5m (\$3.0m in 1999) due to a period of increasing interest rates and better returns. The University has continued with its accelerated capital program. As a result, it is anticipated that funds available for investment will decrease substantially in 2001 as more financial resources are devoted to capital works.

## Student Load by Funding Source (EFTSU) 1998 to 2000

	1998	1999	2000
Federal Government	15354	15989	16539
Overseas Fee Paying Students	1829	2029	2251
Other	668	786	945
<b>Total</b>	<b>17851</b>	<b>18805</b>	<b>19735</b>



### Sources of Operating Revenue 1999 to 2000

	2000		1999	
	m\$	%	m\$	%
Federal Government	190.2	66.7	184.0	68.3
State Government	3.35	1.2	4.4	1.6
Other Grants:				
Govt	5.2	1.8	4.1	1.5
Non-Gov	9.1	3.2	7.8	2.9
Total	14.3	5.0	11.9	4.4
Non-Government	77.15	27.1	69.0	25.7
<b>Total</b>	<b>285.0</b>	<b>100.0</b>	<b>269.3</b>	<b>100.0</b>

## New Developments

The University resumed its normal triennial budget planning cycle and revised business plans for the 2001-2003 triennium were submitted to the Vice-Chancellor's Planning Advisory Group for consideration. Considerable budget modelling work was undertaken in response to the significant changes emanating from the Research White Paper and other cost pressures resulting from enterprise bargaining agreements and increased rates and taxes.

The University will continue with an accelerated capital development program over the triennium, with the focus on the Gold Coast, Logan, Mt.Gravatt and Queensland College of Art campuses.

## Future Directions

As mentioned earlier, the growth in federally funded student load has reached a plateau. Indeed, given the requirement to trade "gap" (Research Higher Degree) places under the new Research Training Scheme (RTS) arising from the Research White Paper, the University's funded load would decrease over the triennium and stabilise in 2004. However, the University has made numerous representations to the Federal Government and is hopeful of obtaining additional funded places for the Gold Coast.

There is still considerable uncertainty about the ultimate effects of the Research White Paper on research and research training in the University. The cessation of growth coupled with uncertainties resulting from Federal Government policy on higher education presents a major challenge for the University after more than a decade of rapid and significant growth. Together with the intensification of other budget pressures such as unfunded salary increases through successive enterprise bargaining agreements, increases in rates and taxes, building operating costs, corporate information systems and electronic infrastructure, major readjustments in the University's operations will be required.

At the same time, the Prime Minister's Innovation Action Plan for the future including the Postgraduate Education Loan Scheme (PELS), offers considerable challenges and opportunities. The growth in research, particularly industry-funded research, and Griffith's participation in a number of Cooperative Research Centres (CRCs) augurs well for the future and the University's prospects for capitalising on these opportunities.

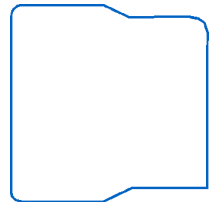
The implementation of Australian Tax Office (ATO) compliant processes and systems to accommodate a New Tax System (Goods and Services Tax – GST) as of 1 July 2000 was a major challenge. Considerable changes to systems and processes were effected in 2000, including user awareness training to cope with this change.

These changes were undertaken at the same time as implementing the New Age Business Services (NABS) project, which involves the replacement of all of the University's corporate information systems (Student, Finance, HR and Payroll). In the first instance, Release 1 of Finance comprising PeopleSoft's Purchasing, Payables and the General Ledger were implemented in July 1, 2000, coinciding with the implementation of the Goods and Services Tax. In October 2000, the Assets module was implemented with HR/Payroll due to go live in April 2001 and the Students system progressively in 2001. Release 2 of Finance, comprising Revenue Management, is scheduled for implementation in October 2001. One of the main attributes of this new system is the innovative use of Web and Workflow technology, enhancing the quality of services to end-users. The University cannot escape significant costs in this area if it is to have good quality information systems underpinning its operations.

The further development of flexible delivery products has heightened the need for the continued establishment of Learning Centres and increased investment in electronic infrastructure. In 2000, a modest expansion to the Capital Development Plan was made to encompass expenditure plans for electronic infrastructure. Such a plan will consider requirements in flexible learning, investment in corporate information systems and communication technology and other equipment in addition to land and buildings.

As indicated previously, the implementation of an expanded Capital Development Program including electronic infrastructure, utilising cash reserves and liquid cash balances as internal sources of loan capital, will lead to more limited levels of working capital being available for daily operations in 2001. This will necessitate the development of daily treasury management functions to minimise disruption to operations and if necessary, consider external loans to substitute internal loans in order to improve liquidity.

All of this undoubtedly will require the University to carefully assess its resource allocation priorities and manage finances with even greater care and professionalism.



# Whistleblowers

## Functions & Constitution

## Structure & Organisation



### Whistleblowers

The Whistleblowers Protection Act 1994 was proclaimed on 16 December 1994. The Act requires the University to report annually, as an inclusion in the Annual Report, on the number of disclosures made in accordance with the Act and the number of disclosures verified.

There were no disclosures made in accordance with the Whistleblowers Protection Act 1994 during the reporting period.

### Functions & Constitution

Enabling Legislation Griffith University is constituted under the GRIFFITH UNIVERSITY ACT 1998 as a body corporate, and as such has perpetual succession and a common seal.

### Powers and Functions

The Act provides for a broad range of powers and functions, including the following specific provisions.

### 5. Functions of the University

1 The functions of the University shall, within the limits of its resources, include the following:

- a to encourage and provide facilities for study and research generally
- b to provide educational facilities at university standard for people seeking the benefits of such facilities who, being eligible, are permitted by the University to use such facilities
- c to provide facilities for the welfare of staff and students
- d to establish such facilities as the University deems desirable for providing courses of study or instruction at such levels of attainment as the Council deems proper to meet the special needs of the community
- e to disseminate knowledge and to promote scholarship otherwise than as elsewhere in the subsection provided
- f subject to the Statutes, to award and confer degrees, diplomas and other awards
- g to aid by research and other appropriate means the advancement and development of knowledge and the practical application of knowledge to government, industry, commerce and the community
- h to exploit commercially, for the benefit of the University, any facility or resource of the University including any study, research or knowledge, or the practical application thereof, developed by or belonging, whether alone or in conjunction with any other person or body, to the University.

### 17. Powers of Council

Subject to this Act and the Statutes, the Council:

- a shall have full power and authority to appoint and dismiss members of the faculty or general staff and other officers and employees of the University
- b subject to paragraph (c) of this section shall have the entire management and control of the affairs, concerns and property of the University in such manner as appears to it best calculated to promote the interests and purposes of the University
- c shall have the entire management and control of the finances of the University.

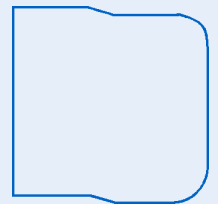
The Griffith University Act also makes provision for the establishment of University Colleges and, to date, three Colleges have been established as part of the University: the Gold Coast University College, the Queensland Conservatorium and the Queensland College of Art. An Advisory Council is constituted for each College which may, subject to the Act (s.25):

- a exercise and perform such powers, authorities, duties and functions as may be prescribed by Statute;
- b exercise and perform such of the powers, authorities, duties and functions conferred or imposed on the Council by Section 24 of this Act as are delegated from time to time to the Advisory Council by the Council.

### Structure & Organisation

#### Membership and Appointment Criteria

The names, appointment criteria and terms of the appointment of the University's governing body, the Council, are outlined in the section on the Council (see page 11).



## Controlled Entities

### Griffith Medical Research Institute

The Griffith Medical Research Institute (GMRI) is a registered public company, limited by guarantee, unlisted on the Stock Exchange, incorporated 30.10.1990. It does not have share capital and the company has been dormant since incorporation.

At a University Council meeting on 5.11.1990, it was resolved to ratify the executive action taken by the Vice-Chancellor to establish the GMRI. The Vice-Chancellor had authorised establishment of the GMRI in order to submit a timely application to the Commonwealth Government for funding under a new initiative.

The Articles of Association S69 to S74 state that at least annually, the company accounts must be audited by at least one qualified auditor. The auditor shall have access to the books and be able to examine the directors.

The Memorandum of Association objectives state that the company was established to develop and operate a centre to conduct and develop medical research and associated activities, and also to undertake the commercial realisation of such research and to apply the proceeds towards the centre's objectives.

The Articles of Association S66 to S68 state that the board shall cause proper books of accounts to be kept and be available for inspection by directors and members. At the annual general meeting, the profit and loss and the balance sheet must be tabled.

### Student Load (EFTSU) by Host Element, 2000

Host Element	Total	Host Element	Total
<b>Arts Group</b>		<b>Health Group</b>	
Faculty of Arts	792	School of Applied Psychology (Health)	470
School of Arts	500	School of Physiotherapy & Exercise Science	446
School of Film, Media & Cultural Studies	302	School of Health Sciences	312
School of Humanities	70	School of Human Services	272
School of Criminology & Criminal Justice	51	School of Nursing	1,022
School of Languages & Linguistics	240	School of Public Health	121
School of Theology	12	Centre for Biomolecular Science and Drug Discovery	2
Centre for Applied Linguistics & Languages	4		
Faculty of Education	2,735	<b>Health Group Total</b>	<b>2,647</b>
Griffith Institute of Higher Education	24	<b>Science Group</b>	
School of Cognition, Language & Special Education	45	School of Engineering	248
School of Curriculum, Teaching & Learning	9	School of Microelectronic Engineering	384
School of Education & Professional Studies	38	Australian School of Environmental Studies	463
School of Vocational, Technology & Arts Education	22	School of Environmental & Applied Science	290
Queensland College of Art	913	School of Environmental Engineering	210
Queensland Conservatorium	597	School of Environmental Planning	139
Key Centre for Ethics, Law, Justice & Governance	8	School of Computing & Information Technology	840
		School of Information Technology	505
<b>Arts Group Total</b>	<b>6,762</b>	Faculty of Science	263
		School of Aviation	116
<b>Business Group</b>		School of Biomolecular & Biomedical Science	298
Faculty of Commerce & Management	2,384	School of Applied Mathematics & Statistics	13
School of Accounting & Finance	87	School of Science	80
School of Accounting, Banking & Finance	163	<b>Science Group Total</b>	<b>3,850</b>
School of Applied Psychology (Business)	329		
School of Industrial Relations	11	University Administration	
School of Information Systems and Management Science	47	Griffith University International Centre	111
School of Leisure Studies	375		
School of Management	329	<b>Business Group Total</b>	<b>6,365</b>
School of Marketing	140	<b>Total</b>	<b>19,735</b>
School of Marketing & Management	106		
School of Organisational Behaviour & HRM	26		
School of Tourism & Hotel Management	478		
Graduate School of Management	183		
School of Law	630		
School of Economics	18		
School of International Business	713		
School of Asian & International Studies	246		
School of Politics & Public Policy	102		



# Report on Overseas Travel



## Academic Administration

Name	Main Destination	Days	Purpose of Trip	Funding
Stewart Mrs M	Europe	5	Conference	GU
Sexton Ms L	Taiwan	7	Conference	GU



## Accounting and Finance

Name	Main Destination	Days	Purpose of Trip	Funding
Alagiah Dr A	Singapore/Spain	10	Conference	GU/Own
Naughton Prof. T	Asia	6	Conference	GU
Veeraraghavan Mr M	Europe	7	Conference	GU
Hovey Mr M	China/US	18	Conference	GU/Own
Alagiah Mr R	Spain	7	Conference	GU
Subramaniam Dr N	Malayasia/US	80	OSPRO	GU/Own
Li Mr Q	Asia	12	Marketing	GU
Hoque Dr A	Asia/Eur	23	Conf/Interviews	GU
Mia Prof. L	Europe/US	78	Conf/OSPRO/Rsrch	GU
Guilding Assoc. Prof. C	Japan	6	Conference	GU
Lamminmaki Ms D	Japan	6	Conference	GU
Guest Dr R	Europe	8	Conference	GU



## Accounting, Banking and Finance

Name	Main Destination	Days	Purpose of Trip	Funding
Lambert Ms C	Japan	24	Research	GU
Dagwell Mr R	Asia	11	Presentations	GU
Sharma Mr D	US	23	Conference	GU/Own
Windsor Dr C	Asia/US	98	Conf/OSPRO	GU/Own
Huang Dr A	Asia	14	Special Duties	GU
Glen Dr B	US	13	Research	GU
Iselin Prof. E	US	8	Conference	GU
Ma Prof. R	Asia	6	Book Launch	GU
Stevenson-Clarke Ms P	Asia/Europe	13	Conference	GU
Hodgson Prof. A	Asia/Europe	57	Conf/Research	GU



## Applied Psychology (Business)

Name	Main Destination	Days	Purpose of Trip	Funding
Glendon Assoc. Prof. I	China	9	Conf/OSPRO/Rrch	GU
Hartmann Ms P	US	5	Conference	GU
Garnett Ms M	US	18	Conference	GU
Kelly Dr A	Europe	28	Conf/Research	GU
Bradley Mr G	Europe	23	Conf/Research	GU
Roberts Mr R	US	17	Conf/Research	GU
Nesdale Prof. D	Europe	19	Conf/Research	GU
Conlon Dr E	Asia	12	Conf/Research	GU
Callaghan Dr F	Asia	13	Conference	GU
Cutmore Dr T	US	7	Conference	GU
Creed Dr P	Europe	13	Conference	GU
Muller Ms J	Asia	11	Conference	GU
Barrett Dr P	US	119	OSPRO/Conf	GU



## Applied Psychology (Health)

Name	Main Destination	Days	Purpose of Trip	Funding
Davis Dr P	US	140	OSPRO	GU
Halford Prof. K	US	6	Conf/Meetings	GU
Shum Dr D	Europe	12	Conf/Research	GU
Wilson Dr K	Europe	30	OSPRO	GU
Harnett Ms P	US	19	Research	GU
Lizzo Mr A	Europe	19	Conf/Research	GU
Dawe Dr S	US	19	Conf/Research	GU
Shochet Dr I	US	13	Rsrch/Special Duties	GU
Robertson Mr D	Asia	39	Conference	GU/Own
Dadds Prof. M	US	9	OSPRO	GU



## Arts

Name	Main Destination	Days	Purpose of Trip	Funding
Vogler Mr C	NZ	10	Guest Speaker	GU
Moorhouse Mr F	Europe	27	Guest Speaker	GU
Keane Mr J	US	35	Research	GU
Gutkind Prof. L	US	12	Conference	GU
Jones Dr L	Asia	14	Conf/Research	GU
Krauth Assoc. Prof. N	UK	0	OSPRO	GU
Hodgins Prof. J	US	33	Conf/Workshop	GU



### Asian and International Studies

Name	Main Destination	Days	Purpose of Trip	Funding
Beeson Dr M	China	6	Conference	GU
Howell Dr	Asia	43	Conf/Research	GU
Crissman Assoc. Prof. L	Asia	20	Research	Other
Mackerras Prof. C	Japan	9	Special Duties	GU
Schak Dr D	Hong Kong	34	Conf/Research	GU
Howell Dr J	South East Asia	8	Research	GU
Crissman Assoc. Prof. L	Asia	22	Meetings/Rsrch	GU
Farquhar Assoc. Prof. M	Asia	17	Research	GU
Elson Prof. R	Asia/Europe	23	Conf/Rsrch/Spec D	GU
Schak Dr D	Asia	65	Conf/OSPRO	GU
Beeson Dr M	Asia	22	Research	GU
Wei Mr Z	Japan	30	Research	GU
Knight Prof. N	Asia	16	Conference	GU
Trood Assoc. Prof. R	US	19	Speaker	GU
Jin Mr T	Asia	217	Fieldwork	GU
Mackerras Prof. C	Asia/US	38	Conf/Research	GU



### Australian Institute for Suicide Research and Prevention

Name	Main Destination	Days	Purpose of Trip	Funding
De Leo Prof. D	Europe	34	Conf/Meetings/Rsrch	GU/Own



### Australian School of Environmental Studies

Name	Main Destination	Days	Purpose of Trip	Funding
Hogarth Prof. B	US	13	Research	GU
Drew Assoc. Prof. R	Asia/Korea/Malay	16	Rsrch/Special Duties	GU
Jones Dr D	NZ	6	Conf/Research	GU
Chaseling Prof. J	Malaysia/US	16	Conf/Special Duties	GU
Mathers Ms N	Europe/NZ	39	Proff Dvlpmnt/Rsrch	GU
Romig Ms M	Asia	15	Rsrch/Special Duties	GU
Warne Ms R	NZ	9	Conf/Research	GU
Nealson Mr T	NZ	8	Conf/Research	GU
Wardell-Johnson Dr G	South Africa	15	Conference	GU
Ryan Ms L	US	10	Special Duties	GU
Vickerman Mr G	Asia/Fiji	123	Research	GU
Rout Mr T	US	6	Conference	GU
McTainsh Assoc. Prof. G	Germany	5	Conference	GU
Anorov Mrs J	Canada	9	Research	GU/O-seas Uni
Chase Prof. A	NZ/South Africa	17	Conf/Special Duties	GU
Heck Ms D	Asia/Korea/NZ	19	Conference	GU
Blumfield Mr T	Middle East	17	Conference	GU
Fien Assoc. Prof. J	France	58	Conference	GU
Fletcher Mr B	Asia	37	Research	GU
Mosisch Dr T	US	7	Conference	GU
Whelan Mr J	NZ	2	Conference	GU
Ferreira Ms J	NZ	2	Conference	GU
Tisdell Dr J	Europe	10	Conference	GU
Kitching Prof. R	Asia/PNG	21	Special Duties	GU
Xu Dr Z	Mid. East/NZ	16	Conf/Meetings	GU
Ghadiri Dr H	NZ	5	Conference	GU
Clarke Dr A	Asia/PNG	41	Conf/Rsrch/Spec D	GU
Dayananda Dr D	US	85	OSPRO	GU
Clifford Mr C	NZ	10	Conference	GU
Gabric Dr A	US	8	Conference	GU
Laidlaw Ms M	PNG	13	Research	GU
Battley Mr P	Germany	59	Special Duties	Other
Stock Dr E	US	31	Research	GU
Shillcock Dr J	PNG	20	Research	GU
Dale Dr P	US	13	Conference	GU
Chan Dr A	Taiwan	10	Conference	GU
Rickson Prof. R	Asia/Indo/USA	33	Conf/Research	GU
Rollison Mr D	NZ	9	Conference	GU



### Astra Zeneca R D Griffith University

Name	Main Destination	Days	Purpose of Trip	Funding
Buchanan Dr M	Germany	16	Conf/Special Duties	GU
Carroll Dr A	Europe/US	25	Conf/Special Duties	GU/Other
Jenkins Prof. I	Europe	24	Conf/Special Duties	GU
Pariset Dr J	Europe	17	Conf/Special Duties	GU
De Almeida Leone Dr P	US	30	Conf/Special Duties	GU
King Dr G	UK	10	Conf/Special Duties	GU
Walve Mr P	Europe	13	Conf/Special Duties	GU
Redburn Dr J	Asia/US	17	Conf/Guest Speaker	GU
Tranter Ms C	US	4	Special Duties	GU/Other
Scott Ms N	US	5	Special Duties	GU
Quinn Prof. R	Eur/UK/US	43	Conf/Special Duties	GU/Other
Pierens Dr G	UK/US	10	Special Duties	GU/Other
Neve Dr J	UK	21	Conf/Special Duties	GU
Venables Dr D	UK/US	24	Conf/Special Duties	GU



### Australian Key Centre for Cultural and Media Policy

Name	Main Destination	Days	Purpose of Trip	Funding
Iwabuchi Dr K	Japan	10	Conference	GU
Shen Prof. H	Japan	7	Conference	GU
Gibson Dr L	Europe	23	Conf/Research	GU
Morris Ms C	NZ	64	Research	GU
Goldsmith Dr B	Canada/Europe	42	Conf/Research	GU
O'Regan Prof. T	Asia/Europe	18	Conf/Guest Speaker	GU
Keane Dr M	Asia	12	Research	GU
Layton Dr S	Fiji/PNG/Vanuatu	45	Consultancy/Rsrch	GU
Trotter Dr R	Korea	4	Presentation	Other
Santos Ms J	Asia	6	Conference	GU
Sherman Assoc. Prof. B	Asia	8	Guest Speaker	GU



### Australian Software Quality Institute

Name	Main Destination	Days	Purpose of Trip	Funding
Rout Mr T	US	10	Conference	GU



### Aviation

Name	Main Destination	Days	Purpose of Trip	Funding
Newlands Mr J	US	17	Research	GU
Bates Dr P	US	26	Conf/Spec Duties	GU



### Biomolecular and Biomedical Science

Name	Main Destination	Days	Purpose of Trip	Funding
Bates Dr P	Middle East	22	Special Duties	GU
Tomissen Dr K	NZ	5	Conference	GU
Kromberg Dr J	Canada/NZ	23	Conference	GU
Maguire Dr D	Ireland	150	OSPRO	GU
Kiefel Dr M	UK	13	Conference	GU/Own
Clarke Assoc. Prof. F	Asia/Mid. East/NZ	18	Conf/Spec Duties	GU
Patel Assoc. Prof. B	Japan/Korea/NZ	36	Conf/Research	GU
Paul Prof. R	Australia	20	Conf/Meetings	GU
Drew Assoc. Prof. R	Asia	7	Conference	GU



### Centre for Applied Linguistics and Language

Name	Main Destination	Days	Purpose of Trip	Funding
Hepple Ms E	Asia	7	Program Development	GU
Casey Ms M	Europe	9	Conference	GU
Inghram Prof. D	Asia/Japan/NZ	22	Conf/Mrktng/Spec D	GU/Other
Wylie Ms E	Canada	7	Conference	Own
Collyer Mrs J	Asia	11	Conference	GU
Casey Mr M	Asia	17	Exhb/Conf	GU
Van Lathum Mrs J	Asia	5	Conference	GU
Steinhausen Mr P	Asia	7	Conference	GU



### Centre for Biomolecular Science and Drug Discovery

Name	Main Destination	Days	Purpose of Trip	Funding
Von Itzstein Prof. M	UK/US	26	Conf/Research	GU
Wilson Ms J	Germany	16	Conference	GU



### Centre for Catchment and Instream Research

Name	Main Destination	Days	Purpose of Trip	Funding
Bunn Prof. S	Asia/US	16	Meetings	GU
Arthington Prof. A	Europe	17	Special Duties	GU
Davies Prof. P	US	8	Conference	GU



### Centre for Leadership and Management in Education

Name	Main Destination	Days	Purpose of Trip	Funding
Freakley Mr M	NZ	5	Conference	GU
Dempster Prof. N	China/NZ/US	48	Conf/Rsrch/Spec D	GU



### Centre for Tourism and Hotel Management

Name	Main Destination	Days	Purpose of Trip	Funding
Fairley Ms S	US	24	Conf/Research	GU



### Cognition, Language and Special Education

Name	Main Destination	Days	Purpose of Trip	Funding
Power Prof. D	Europe	20	Special Duties	GU
Freebody Prof. P	Europe	28	Conf/Research	GU
Elias Dr G	Europe	23	Conf/Research	GU
Cumming Assoc. Prof. J	Europe/US	51	Conf/Research	GU
Palmer Dr Palmer	Asia	5	Conference	GU
Wilson Dr J	Asia/US	225	Conf/OSPRO	GU
Meadows Mr D	Europe	25	Conf/Research	GU
McMeniman Prof. M	Thailand	5	Conference	GU
Loke Dr K	Asia	2	Conference	GU
Milne Mr H	NZ	14	Conference	GU





### Computing and Information Technology

Name	Main Destination	Days	Purpose of Trip	Funding
Modave Dr F	Europe	26	Research/Spec Duties	GU
Halloran Mr P	Asia	9	Conference	GU
Trauth Prof. E	NZ	23	Conference	GU
Maher Assoc. Prof. M	Sing/UK/US	134	Conf/OSPRO	GU
Sitte Dr R	Europe	24	Conference	GU
Greenhill Ms A	Asia	6	Conference	GU
Arieff Mr M	US	25	Special Duties	GU
Cole Mr R	Europe	16	Conference	GU
Antoniou Assoc. Prof. G	Eur/US	134	Conf/Research	GU
You Dr J	Asia	85	Conf/Research	GU
Deer Dr P	US	8	Present Paper	GU
Rankin Ms S	Asia	5	Conf/Meetings	GU
Sun Prof. C	Asia	137	Conf/OSPRO	GU
Wong Mr R	Asia	18	Conference	GU/Own
Abel Mr D	Singapore/US	18	Conf/Special Duties	GU
Eklund Prof. P	Asia	123	OSPRO	Research
Cranitch Mr G	Asia/Europe	31	Conf/Marketing	GU
Morice Ms J	NZ	4	Conference	GU
Sattar Prof. A	Canada	13	Research	GU
Jo Dr J	Japan	8	Special Duties	GU
Tuffley Mr D	US	9	Conference	GU
Shen Prof. H	Asia/Japan/US	23	Conference	GU
Dromey Prof. G	Singapore	5	Conference	GU
Groh Mr B	Europe	151	Conf/Other	GU
Rout Mr T	Asia/Europe/UK	71	Conf/Research	GU
Tuffley Ms A	Europe	10	Conference	GU
Buckley Prof. R	Canada	12	Research	GU
Bilington Dr D	US	46	Conf/Research	GU
Von Hellens Dr L	US	9	Conf/Research	GU
Bernus Assoc. Prof. P	Europe	34	Conf/Spec Duties	GU
Clark Ms J	Asia	9	Conference	GU
Harwood Mr A	Asia	5	Conference	GU
Pringle Prof. R	US	25	Guest Speaker	GU
Salmon Dr R	Australia	1	Interviews	GU
Chen Mr D	US	4	Conference	GU
Topor Prof. R	Asia	14	Special Duties	GU
Drew Dr S	Malayasia	5	Special Duties	GU
Whitehead Mr D	US	9	Conf/Special Duties	GU
Wang Dr J	Asia	8	Conference	GU
Suraweera Dr F	US	241	OSPRO	GU
Sherwood Ms C	Asia/US	10	Conf/Special Duties	GU



### Criminology and Criminal Justice

Name	Main Destination	Days	Purpose of Trip	Funding
Bates Ms M	US	18	Conf/Workshop	GU
Daly Assoc. Prof. K	UK	25	Conference	GU
Hemel Prof. R	US	8	Conference	GU



### Curriculum, Teaching and Learning

Name	Main Destination	Days	Purpose of Trip	Funding
Parry Mr L	US	26	Conf/Meet/Recrmtnt	GU/Own
Watson Dr G	Vancouver	250	OSPRO	GU
Bain Prof. J	US	33	OSPRO	Own
Shearer Ms H	UK	72	Research	GU/Own
Muller Mr W	Canada	13	Conference	GU



### Division of Information Services

Name	Main Destination	Days	Purpose of Trip	Funding
Barram Mr L	US	15	Conf/Special Duties	GU
Lewis Mr A	US	11	Conf/Research	GU/Other
Redgold Ms S	Europe	18	Conf/Research	GU
Crock Dr M	Asia/US	40	Conf/Exhb/Spec Duties	GU
Dengate Mr G	US	19	Conferences	GU
Jong Mr R	US	5	Conference	GU
Callow Mr B	US	8	Conference	GU
Peach Ms D	NZ	7	Conf/Presentations	GU
Williams Ms J	NZ	4	Special Duties	GU
Campbell Dr M	Japan	11	Special Duties	GU
Salmon Ms D	US	10	Conference	GU
McNicol Ms A	Europe	12	Meetings	GU
Smith Ms G	US	10	Conf/Special Duties	GU



### Economics

Name	Main Destination	Days	Purpose of Trip	Funding
Nguyen Prof. T	Asia	9	Research	GU
Forster Dr J	US	9	Conf/Meetings	GU
Brown Dr A	Asia/Canada	11	Conference	GU
Malbon Mr J	Asia	3	Conference	GU
Le Ms N	Asia	4	Workshop	GU
Soonthonsiripong Dr N	Asia	6	Workshop	GU
Johari Dr J	Asia	4	Workshop	GU
Cybinski Dr P	US	13	Conference	GU
Meyer-Boehm Ms G	US	12	Research	GU
Wu Dr Y	Asia	7	Workshop	GU



### Environmental and Applied Science

Name	Main Destination	Days	Purpose of Trip	Funding
Hero Dr M	Europe	48	Conf/Research	GU
Lemckert Dr C	US	16	Conf/Research	GU
Zhao Dr H	Korea	24	Meetings	Other
Connolly Dr R	US	74	OSPRO	GU
Buckley Prof. R	India	5	Conference	Other
Buckley Prof. R	Africa	35	Conf/Special Duties	GU
Jiang Mr D	China	17	Research	GU
Warnken Dr J	UK	6	Conf/Research	GU/Own
Melih Mrs K	US	6	Presentation	GU
Nuruddin Mr A	Asia	22	Research	GU
Lee Ms Y	Africa	10	Con/Meetings	GU
Lee Dr Y	Asia	32	Rsrch/Special Duties	GU
Teasdale Dr P	UK	18	Research	GU



### Education

Name	Main Destination	Days	Purpose of Trip	Funding
Wilson Ms J	NZ	4	Meetings	GU
Margetson Dr D	Europe	18	Guest Speaker	Other



### Education and Professional Studies

Name	Main Destination	Days	Purpose of Trip	Funding
Hyde Assoc. Prof. M	Asia/Indonesia	14	Consiltny/Spec Duties	GU
Guade Mr D	US	8	Conf/Meetings	GU
Stillman Ms G	Japan	5	Conference	GU
Zevenbergen Dr R	Eur/Jap/US	174	Conf/OSPRO	GU
Blance Mrs B	US	12	Conference	GU



### Environmental Engineering

Name	Main Destination	Days	Purpose of Trip	Funding
Herat Dr S	India	10	Special Duties	GU
Scott Prof. A	US	17	Conference	GU
Braddock Dr R	Japan	14	Research	GU
Greenway Dr M	India/US	37	Conf/Rsrch/Spec D	GU
Brown Ms L	Asia	5	Conference	GU
Yu Dr B	Manilla	8	Research	GU
Agranovski Mr I	Europe	180	Conf/OSPRO	GU



### Engineering

Name	Main Destination	Days	Purpose of Trip	Funding
Nataatmadja Dr A	Asia	113	OSPRO	GU
Unahabhokha Mr P	Hong Kong	15	Meetings	GU
Stewart Mr R	Asia	4	Conference	GU/Own
Loo Prof. Y	Asia/Eur/Sth Amer	87	Conf/Meet/Spec D	GU
Hunt Ms S	NZ	9	Conf/Research	GU
Davey Mr N	Canada	23	Research	GU
Lemckert Dr C	NZ	8	Conf/Research	GU
Mohamed Dr S	Asia	26	Guest Speaker	GU
Jeng Dr D	US	7	Conference	GU
Guan Dr H	China	11	Marketing	GU
Zigic Mr S	NZ	8	Research	GU



### Environmental Planning

Name	Main Destination	Days	Purpose of Trip	Funding
Sipe Dr N	US	28	Conf/Research	GU
Coiacetto Dr E	Germany	7	Conference	GU
Zhang Mr S	US	10	Conference	Own
Nitz Ms T	Asia	16	Conference	GU
Lynes Ms J	US	22	Research	GU/Own
Brown Prof. L	Europe/US	31	Conference	GU
Murray Mr D	Hong Kong	33	Exchange Program	GU



### Exercise Science

Name	Main Destination	Days	Purpose of Trip	Funding
Barrett Mr R	Asia	8	Conference	GU/Own
Treffner Dr P	Asia/NZ	16	Conf/Research	GU
Gass Prof. G	NZ	3	Meeting	GU



### External Relations

Name	Main Destination	Days	Purpose of Trip	Funding
Marchioro Ms N	Asia	3	Marketing	GU



### Facilities Management

Name	Main Destination	Days	Purpose of Trip	Funding
Ragusa Mr S	NZ	6	Workshop	GU



### Film, Media and Cultural Studies

Name	Main Destination	Days	Purpose of Trip	Funding
Case Dr W	Thailand	21	Research	GU
Flynn Ms B	Japan/US	198	Conf/OSPRO	GU
Craik Assoc. Prof. J	Europe	12	Conference	GU
Thomas Dr A	India	15	Research	Other
Moran Dr A	Asia/Europe	16	Conf/Research	GU
Ivanitz Dr M	US	33	Conf/Research	GU
Saunders Prof. D	US	54	OSPRO	GU
Redmond Ms M	NZ	4	Conference	GU
May Dr A	Europe	11	Conference	GU
Keane Dr M	Asia	21	Rsrch/Field work	GU
Cox Mr D	US	50	Research	GU/Own
Forde Dr S	Europe	31	Research	GU
Felton Ms E	Europe	16	Conf/Research	GU
Roscoe Dr J	Asia	21	Conf/Research	GU/Own
Crisp Dr J	Europe	27	Conf/Research	GU
Ewart Mrs J	US	4	Research	GU
Cullen Ms J	Asia	28	Interviews/Spec Duties	GU
Joyce Ms H	NZ	2	Interviews	GU



### Graduate School of Management

Name	Main Destination	Days	Purpose of Trip	Funding
Stephens Ms R	Asia	17	Special Duties	GU
Yong Mr K	Asia	44	Lecturing	GU
Cammock Ms P	NZ	6	Meetings	GU
Bennett Ms R	Singapore	4	Conference	GU
Bamber Prof. G	Asia/Can/Eur/US	49	Conf/Rsrch/Spec D	GU/Own
Phelan Assoc. Prof. S	US	9	Interviews	GU
Fausnaugh Dr C	Asia	12	Special Duties	GU
Varley Dr I	Canada	9	Conference	GU
Whiteoak Mr J	US	9	Conference	GU
Blackman Mr A	Asia	9	Consult/Special Duties	GU
Abbott Dr J	Asia	30	Conf/Teaching	GU
Reid Mrs M	Asia	4	Lecturing	GU
Chadee Dr D	NZ	3	Interview	GU
Yong Mr C	Asia	3	Interviews	GU
Learmonth Mr R	Asia	5	Conference	GU
Sheil Mr T	India	13	Exhib/Interviews	GU
Fitzsimons Prof. P	Asia	7	Lecturing	GU/Own



### Griffith Institute for Higher Education

Name	Main Destination	Days	Purpose of Trip	Funding
Conrad Dr L	UK/US	4	OSPRO	GU
Lietzow Ms E	US	9	Conference	GU



### Griffith University International Centre

Name	Main Destination	Days	Purpose of Trip	Funding
Savige Mr A	Asia	97	Exhb/Mrktng/Spec D	GU
Macleod Mr H	Fiji	20	Project	GU
Sadler Prof. R	Fiji	25	Meetings/Project	GU
Krishnamohan Mr K	US	12	Conference	GU
Annice Prof. C	Fiji	34	Workshops	GU
Throphile Dr M	Fiji	30	Projects	GU
Campbell Mr R	Asia/Japan	69	Marketing	GU
Mosley Dr P	Fiji	8	Special Duties	GU
Mankad Mr R	India	164	Exhb/Intvws/Spec D	GU
Soalheira Mr J	Asia/Europe	21	Marketing	GU
Zumaeta Mrs E	US	19	Con/Meetings	GU
Dempster Prof. N	Fiji	7	Special Duties	GU
Tagivakatini Ms S	Fiji	14	Projects	GU



### Griffith University International Centre (cont)

Name	Main Destination	Days	Purpose of Trip	Funding
Coulter Prof. F	Fiji/Sth E Asia/Vanu	116	Consultancy/Rsrch	GU
Wilkinson Ms A	Fiji	13	Project	GU
Irianti Ms S	Asia	2	Student Recruitment	GU
Donaldson Mr P	South Pacific	32	Marketing/Project	GU
Krebs Ms F	Asia	5	Marketing	GU
Allen Ms N	Asia	16	Conf/Project	GU
Arua Mr A	PNG	11	Project	GU
Walker Mr B	Germany	23	Conference/Other	GU
Neil Ms L	Asia	6	Mrkting/Special Duties	GU
Heednaceram Mr	Thailand	1	Returning Home	GU
Kemp Ms E	Asia/Fiji	35	Meetings/Project	GU
Dunn Mr W	Thailand	7	Meetings	GU
Hindson Dr C	Fiji	163	Consultancy	GU
Goldsworthy Mr M	Asia	6	Marketing	GU
Baker Ms C	Europe	353	Exhibit/Mrkting/Smnr	GU
Page Ms C	Asia	8	Conference	GU
Varley Mr P	Fiji	9	Consultancy	GU
Tagivakatini Ms I	Fiji	22	Consultancy/Project	GU
Attwell Mr A	Asia/Fiji/PNG	53	Mrkting/Proj Dvlpmnt	GU
Sparks Assoc. Prof. B	Asia/Europe	18	Project/Special Duties	GU
Toh Mr T	Asia	130	Exhb/Mrkting/Spec D	GU
Fletcher Ms M	South Pacific	26	Marketing	GU
Tang Ms P	Asia/Eur/US	60	Conf/Mrkting/Spec D	GU



### Human Resource Management

Name	Main Destination	Days	Purpose of Trip	Funding
Watson Ms C	US	10	Conference	GU



### Human Services

Name	Main Destination	Days	Purpose of Trip	Funding
Kuipers Dr W	India	21	Research	GU
O'Neil Ms V	Europe	5	Research	GU
Burnsall Ms S	US	8	Conf/Research	GU
Murphy Ms P	US	8	Conf/Research	GU
Kendall Dr E	Europe	15	Conf/Research	GU



### Gumurrii Centre

Name	Main Destination	Days	Purpose of Trip	Funding
Rota Judge J	NZ	3	Workshop	GU
Robertson Ms B	Can/NZ/US	25	Guest Speaker	GU
Reedy Ms T	NZ	4	Workshop	GU
Atkinson Ms L	Tokyo	7	Conference	GU



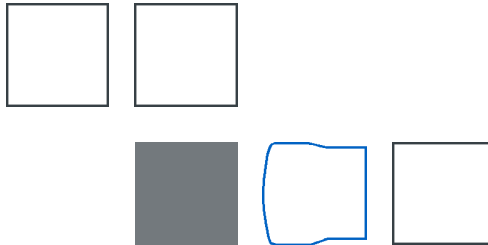
### Humanities

Name	Main Destination	Days	Purpose of Trip	Funding
Moss Prof. D	UK	10	Research	GU/Own
Hudson Prof. W	UK	21	Conference	GU
Murray Dr G	NZ	24	Research	GU/Own
Wiseman Ms L	Asia	11	Conference	GU
Buckridge Assoc. Prof. P	Canada	11	Con/Research	GU
Fitzgerald Prof. R	Europe	12	Research	GU/Own
Hunter Assoc. Prof. I	US	20	Conf/Seminar	GU
Van Fossen Dr T	Asia	131	Conf/OSPRO	GU/Own
Collingridge Ms L	US	8	Special Duties	GU
Mohr Ms A	Europe	9	Conference	GU/Own
Rickson Dr S	Asia/US	31	Con/Research	GU
Finnane Prof. M	Asia	9	Conf/Spec Duties	GU
Misztal Dr B	Europe	25	OSPRO	GU
Prachayanuporn Dr P	NZ	5	Conference	GU
Carter Assoc. Prof. D	Asia/Europe	38	Conf/Spl Duties	GU
Alexander Mr M	Europe	194	OSPRO	GU
Yeo Assoc. Prof. R	Canada/UK	24	Con/Research	GU
Travers Dr M	UK	30	OSPRO	GU
Whitlock Prof. G	Canada/Eur	58	Conf/Rsrch/Spec D	GU
Hope Ms A	NZ	12	Conference	GU



### Health Sciences

Name	Main Destination	Days	Purpose of Trip	Funding
Rogers Ms K	US	12	Conference	GU
Morrison Dr N	Europe	23	Marketing	GU
Browning Dr J	US	11	Conference	GU
Nang Ms H	US	11	Conference	GU
Headrick Assoc. Prof. J	Europe/US	56	Conf/Research	GU
Korilik Dr V	Europe	6	Consultancy	Other
Willis Prof. R	Asia	8	Special Duties	GU
Lea Mr R	Asia/NZ	27	Conf/Research	GU
Griffiths Assoc. Prof. L	Europe/US	71	Conf/OSPRO	GU/Own
Spencer Dr A	UK	10	Conference	GU
Johnson Mr M	Asia	9	Special Duties	GU
Von Itzstein Prof. M	Europe	8	Research	GU
Somerset Dr S	Europe	50	Conf/Research	GU



### Industrial Relations

Name	Main Destination	Days	Purpose of Trip	Funding
Ollett Mr N	Japan	25	Research	GU
Lyons Dr M	Asia	8	Conf/Research	GU
Peetz Assoc. Prof. D	Japan	20	Conf/Research	GU
Macdonald Mr R	NZ	4	Conference	GU



### Key Centre for Ethics, Law, Justice and Governance

Name	Main Destination	Days	Purpose of Trip	Funding
Xia Prof. Y	Asia	8	Guest Speaker	GU
Eccleston Mr R	US	10	Conference	GU
Nolan Dr M	Singapore	50	Visiting Fellow	GU
Aziz Mr T	Asia	17	Guest Speaker	GU
Vatikiotis Mr M	Asia	6	Conf Speaker	GU
Vandall Ms J	Canada	11	Meetings	GU
Grainger Mr B	Canada	11	Meetings	GU
Adair Ms D	Asia	18	Meetings	GU
Patterson Ms M	Fiji	7	Guest Speaker	GU
Witton Mr H	Europe	8	Meetings	GU
Sampford Prof. C	Can/Eur/US	354	Conf/Prsntrn/Spec D	GU/Other
Hudson Prof. W	Japan	11	Conference	GU
Xu Prof. Y	Asia	10	Conference	GU
Johnstone Ms B	Canada	17	Research/Spec D	GU



### Information Technology

Name	Main Destination	Days	Purpose of Trip	Funding
Gonzalez Dr R	US	6	Conference	Own
Verma Dr B	India	6	Conference	GU
Sitte Dr R	China	5	Presentation	GU



### International Business

Name	Main Destination	Days	Purpose of Trip	Funding
Zarkada-Fraser Dr A	Europe	15	Conference	Other
Wu Mr H	Asia	4	Research	GU
Case Dr W	Asia	8	Research	GU
Case Dr W	Asia	11	Special Duties	GU
Lim Prof. D	Sth East Asia	24	Conf/Research	GU
Shepherd Assoc. Prof. B	US	8	Special Duties	GU
Bennett Mr K	Japan	13	Study Course	GU
Liew Assoc. Prof. L	Asia	6	Research	GU
Ivanitz Dr M	US	28	Conf/Research	GU
Bishop Dr B	Asia	13	Conference	GU
Ross Mr P	NZ	5	Conf/Research	GU
Crump Mr L	US	16	Conf/Research	GU
Su Mr N	NZ	2	Conference	GU
Liew Assoc. Prof. L	Asia	9	Exhibition	GU
Hossain Dr M	Asia	7	Conference	GU
Kwon Prof. Y	Japan	21	Marketing	GU
Ross Mr P	Asia	18	Conf/Special Duties	GU



### Languages and Linguistics

Name	Main Destination	Days	Purpose of Trip	Funding
Seo Ms K	Japan	10	OSPRO	GU
Cao Dr D	China	17	Research	GU
Wang Mr Y	Asia	8	Conference	GU
Kim Mr C	US	8	Conference	GU
Sneddon Assoc. Prof. J	Asia	23	Conf/Proj/Rsrch	GU
Thompson Ms S	Asia	26	Meetings	GU
Kennedy Ms C	Europe	17	Conf/Reserch	GU/Own
Anderson Ms S	Japan	194	OSPRO	GU



### Law

Name	Main Destination	Days	Purpose of Trip	Funding
Dewar Prof. J	Asia/Eur/Jap	34	Conf/G Spkr/Spec D	GU
Godden Ms L	Europe	21	Conf/Reserch	GU
Whincop Assoc. Prof. M	US	66	OSPRO	GU/Own
Dorset Ms S	Europe	18	Conf/Special Duties	GU
Orr Mr G	Europe	48	REDPRO	GU
Qu Mr C	Asia	10	Special Duties	GU
Airo-Farulla Mr G	US	9	Conference	GU
Keyes Ms M	Europe	30	OSPRO	GU
Kochi Mr T	Europe	18	Moot Competition	GU
Gibson Dr A	Europe	110	Research	GU
Berns Prof. S	US	45	OSPRO	GU
Giddings Assoc. Prof. J	Asia	107	OSPRO	GU
England Dr P	UK	180	OSPRO	GU
Hunter Prof. R	US	11	Conference	GU



### Marketing

Name	Main Destination	Days	Purpose of Trip	Funding
Brown Ms U	Asia	12	Conference	GU
Gatfield Dr T	Asia	27	Conf/Special Duties	GU
Lyons Ms B	Asia/US	34	Conference	GU
Yang Ms C	Asia	45	Conf/Rsrch/Spec D	GU
Dann Dr S	US	9	Conference	GU
Neale Mr L	Asia/US	11	Conf/Research	GU
Tam Mr T	Asia	7	Special Duties	GU
Frazer Dr L	Japan/US	23	Conference	GU/Own
Yip Ms J	Asia	9	Conference	GU
Love Ms A	Asia	13	Conf/Research	GU
Hodgson Ms V	Asia	8	Conference	GU
Healy Mr M	Asia/US	19	Conference	GU
Voges Dr K	Europe	60	OSPRO Marketing	GU



### Leisure Studies

Name	Main Destination	Days	Purpose of Trip	Funding
Belanger Prof. P	US	10	Keynote Speaker	GU
Burden Dr J	Europe	124	Conference	GU
Cuskelly Assoc. Prof. G	Europe/US	29	Conf/Meetings	GU
Harrington Dr M	Europe	10	Guest Speaker	GU
Patterson Dr I	Europe	18	Conf/Special Duties	GU
Auld Dr C	Europe	15	Conference	GU
Hibbins Mr R	Asia	7	Conference	GU
Coleman Mr D	NZ/US	15	Conf/Research	GU
Watkins Dr M	Asia	6	Conference	GU
Tsai Ms E	US	11	Conference	GU
Polistina Mrs K	Europe	14	Conference	GU



### Marketing and Management

Name	Main Destination	Days	Purpose of Trip	Funding
O'Brien Mr D	UK	9	Research	GU
Fraser Dr C	Europe	19	Conferences	GU
Brosnan Prof. P	Canada	11	Conference	GU
Muller Prof. T	Europe/US	24	Conference	GU/Own
Campbell Ms F	US	8	Free Enterprise Comp	Own
Martin Ms A	Canada	32	Guest Speaker	GU/Own
Young Mr J	China	11	Conference	GU
Julian Dr C	Asia/Japan	9	Conference	GU
Timo Dr N	Europe	16	Conf/Research	GU
Harrison-Hill Ms T	Europe	11	Conference	GU
Baskin Mr C	NZ	4	Special Duties	GU
Fulop Prof. L	Europe/US	25	Conf/Research	GU
Fairley Ms S	NZ	4	Conference	GU
Wolfe Mr W	NZ/US	25	Conf/Research	GU
Chalip Assoc. Prof. L	NZ/Spain	38	Conf/Meetings	GU/Other
Green Dr C	NZ	6	Conference	GU
O'Cass Dr A	Asia	4	Conference	GU
Hort Dr L	US	12	Conference	GU
Thomas Dr A	Asia/NZ	26	Conf/Research	GU/Own
Jordan Mr P	Canada	10	Conference	GU



### Management

Name	Main Destination	Days	Purpose of Trip	Funding
Martin Ms A	US	33	Guest Speaker	GU/Own
Sheehan Dr M	US	15	Conference	GU
Fraser Dr C	Eur/NZ	13	Conf/Meetings	GU
Barker Assoc. Prof. M	Europe	15	Special Duties	GU
Brosnan Prof. P	Asia	4	Conference	GU
Sandhu Mr K	India	16	Special Duties	GU
Campbell Dr J	US	12	Conference	GU
Bryant Ms K	US	77	Conf/OSPRO	GU
Thite Dr M	India	8	Conference	GU
Campbell Dr J	US	9	Guest Speaker	GU
Poropat Mr A	Europe	15	Guest Speaker	GU
Brown Dr M	US	7	Conference	GU



### Microelectronic Engineering

Name	Main Destination	Days	Purpose of Trip	Funding
Harrison Prof. B	Asia/Eur/Japan	30	Rsrch/Special Duties	GU
Lu Dr J	Japan	115	OSPRO	GU
Alam Dr K	Asia/US	69	Conf/OSPRO	GU/Own
Vlacic Dr L	Asia/US	30	Conf/Meet/Spec Duties	GU
O'Keefe Dr S	UK	26	Research	GU
Paliwal Prof. K	Europe	24	Conf/Research	GU
Kolodko Mr J	Asia	63	Prof. Development	GU
Jamet Mr P	US	54	Training	GU
Dimitrijevic Assoc. Prof. S	Asia/Europe/US	18	Conference	GU
Lu Dr J	Japan/US	267	OSPRO/Special Duties	GU
Wang Dr C	Taiwan	6	Special Duties	GU
Fang Mr Z	Korea	10	Conf/Research	GU
Engwirda Mr A	India	7	Research	GU
Jamet Mr P	Germany	12	Conference	GU



### Office for Research

Name	Main Destination	Days	Purpose of Trip	Funding
Chambers Mr S	US	8	Conference	GU



### Politics and Public Policy

Name	Main Destination	Days	Purpose of Trip	Funding
Holland Mr I	Canada	20	Conf/Research	GU
Fleming Dr J	Canada	8	Conference	GU
O'Fairchellaigh Prof. C	Canada	28	Conf/Research	GU
Chalmers Mr J	Europe	11	Conference	GU
Weller Prof. P	Asia/Europe	30	Conf/Meetings	GU
Van Acker Dr E	Europe	68	OSPRO	GU
Hollander Mr R	Europe	34	OSPRO	GU
Wanna Prof. J	Europe	20	Conf/Research	GU
Bishop Dr P	US	16	Conf/Research	GU
Curran Dr G	Europe	10	Conf/Research	GU



### Nursing

Name	Main Destination	Days	Purpose of Trip	Funding
Zhao Dr H	Japan	34	Seminar/Meetings	GU
Johnson Ms J	Europe	21	Conf/Research	GU
McMurray Prof. A	Europe	11	Conference	GU
Leslie Dr H	Asia	7	Rsrch/Special Duties	GU
McVeigh Dr C	Canada	30	Research	Other
Moyle Dr W	England	12	Conf/Special Duties	GU
Grice Dr O	US	11	Conference	GU
Mooney Ms D	Japan	14	Special Duties	GU/Own
Chaboyer Dr W	Eur/Japan	30	Meet/Special Duties	GU
Goopy Ms S	Europe	270	OSPRO	GU/Own
Stockhausen Dr L	Asia/Japan	14	Conf/Special Duties	GU
Don Dr M	Asia	12	Conference	GU
Hughes Dr H	Europe	34	Special Duties	GU
Lea Mr R	NZ	16	Conference	GU



### Public Health

Name	Main Destination	Days	Purpose of Trip	Funding
Petroeshevsky Ms A	Europe	7	Meetings	GU
Murray Ms Z	Japan	10	Conference	GU
Beck Dr B	US	9	Conference	GU
Chapman Dr H	NZ	12	Research	GU
Connell Prof D	India	5	Guest Speaker	Other
Diprose Ms B	Sth East Asia	8	Conference	GU
Simpson Assoc. Prof. R	Europe/US	43	Conf/Research	GU
Davey Mr P	Europe/Japan	21	Conf/Presentation	GU
Shaw Mr G	NZ	9	Meetings	GU
Chu Dr C	Sth East Asia/US	32	Conf/Mrktng/Rsrch	GU/Own
Thalib Dr L	Europe/US	14	Conf/Research	GU



### Queensland College of Art

Name	Main Destination	Days	Purpose of Trip	Funding
Page Mr C	Asia/US	78	OSPRO	GU
Manietta Mr S	Asia	36	Exhibit/Wrkshop	Own
Smallwood Ms A	South Pacific	17	Presentation	GU
Craig Mr R	Vanuatu	8	Research	GU
Di Mauro Mr S	Thailand	40	Special Duties	GU
Hoffie Assoc. Prof. P	Asia/Japan	50	Arts Festl/Research	Resources
Thomas Mr D	US	45	Research	GU
Bradbury Mr K	Europe	43	OSPRO	GU/Own
Lang Mr I	Europe	11	Conference	GU/Own
Marcus Ms D	Europe	0	Research	GU/Own
McDowall Dr J	US	11	OSPRO	GU
Younger Ms J	US	24	Conf/Research	GU/Own
Ostling Ms S	Asia	37	OSPRO	GU
Bramley-Moore Prof. M	Europe	19	Special Duties	GU
Jackson Ms B	Asia	20	Conf/Special Duties	GU
Tierney Ms J	South Pacific	5	Research	GU
Saario Mr S	US	97	Conference	Own
Jolly Mr P	US	33	Special Duties	GU
Pitt Mr H	South Pacific	5	Research	GU
Latham Ms G	Sth East Asia	6	Research	GU



### Science

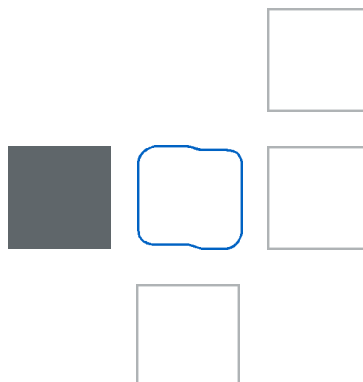
Name	Main Destination	Days	Purpose of Trip	Funding
Burch Assoc. Prof. D	Europe	11	Conference	GU
Young Assoc. Prof. D	Asia	47	Conf/Research	GU
Sang Dr R	Europe	11	Conference	GU
Berners-Price Assoc. Prof. S	NZ	5	Research	GU
Bernhardt Dr D	Europe	30	Conf/Research	GU
Young Assoc. Prof. D	Singapore	11	Research	GU
Lohmann Assoc. Prof. B	Europe/US	12	Conference	GU
Dobson Assoc. Prof. J	Europe	12	Conference	GU
Braddock Dr R	Ireland	20	Conf/Research	GU
Swan Ms T	US	6	Conference	GU/Own
Myhra Dr S	Europe	48	Research	GU
Lowe Prof. I	UK	26	Conf/Research	Research
Hope Assoc. Prof. G	Canada/US	33	Conference	GU
Standage Prof. M	NZ	30	Conf/Projects	GU
Wiseman Dr H	Europe	18	Conf/Research	GU
Berners-Price Assoc. Prof. S	Europe	27	Conference	GU
Busfield Assoc. Prof. K	UK	22	Research	GU
Busfield Assoc. Prof. K	South East Asia	11	Lecturing/Research	GU
MacGillivray Prof. W	NZ	3	Special Duties	GU
Potter Mr L	US	7	Conference	GU
Gray Assoc. Prof. E	Europe/US	27	Research	GU
Pitt Mr P	Europe	17	Research	GU
McLennan Mr K	Eur/Japan	15	Conf/Research	GU
Laurent Dr J	UK	33	Research	GU
Knight Assoc. Prof. A	US	45	OSPRO	GU
Blach Mr T	Eur/Japan/US	34	Conf/Research	GU
Pegg Prof. D	Eur/Ireland/UK	42	Conf/Rsrch/Spec D	GU



### Queensland Conservatorium

Name	Main Destination	Days	Purpose of Trip	Funding
De Haan Prof. S	Asia/Europe	39	Conf/Grad/Meetings	GU
Delpratt Prof. J	Japan	10	Exhib/Official Business	GU/Own
Davis Mr P	Asia	7	Projects	GU
Byzantine Mr J	Asia	18	Interviews/Spec Duties	GU
Clem Ms S	Asia	6	Meetings	GU
Roennfeldt Dr P	Asia	6	Teaching	GU
Smallwood Ms A	Fiji	20	Conf/Research	GU
Savage Mr S	Asia	11	Auditions/Exam/Meet	GU
Emmerson Dr S	Asia	6	Meetings	GU





#### Tourism and Hotel Management

Name	Main Destination	Days	Purpose of Trip	Funding
Monaghan Mr L	US	8	Conference	GU
Smith Ms J	US	12	Conference	GU
Weaver Assoc. Prof. D	Canada	10	Conf/Special Duties	GU
Digance Dr J	US	20	Conference	GU
Callan Mr D	US	8	Conference	GU
Lawton Ms L	US	8	Conference	GU
Sparks Assoc. Prof. B	Europe/US	31	Conferences	GU
Lim Dr C	Ireland	7	Presentation	GU
Patiar Mr A	India	19	Research	GU
Davidson Mr M	US	9	Conference	GU
Lim Mrs M	Japan	13	Project	GU
Lee Ms Y	Japan	17	Conf/Research	GU
Wilkins Mr H	Asia/Eur/UK	49	Conf/Mrktng/Rsrch	GU
Fredline Ms E	UK	12	Conference	GU/Own



#### Vocational, Technology and Arts Education

Name	Main Destination	Days	Purpose of Trip	Funding
McKavanagh Dr C	Europe	7	Conference	GU
Billett Dr S	Europe	9	Conference	GU
Plunkett Ms A	Asia	8	Conference	GU
Custer Prof. R	Australia	5	Special Duties	GU
Taylor Dr P	US	36	Conf/Rsrch/Spec D	GU
Burton Dr B	Asia	8	Conference	GU
Middleton Dr H	NZ/US	17	Guest Speaker/Rsrch	GU
Bagnall Assoc. Prof. R	Asia/NZ	28	Research	GU
Lowe Prof. I	Asia	15	Conference	GU
Wheeler Mr B	US	8	Conference	GU
Stevenson Prof. J	Europe	6	Conference	GU
Chester Mr I	US	11	Special Duties	GU



#### Vice-Chancellor's Office

Name	Main Destination	Days	Purpose of Trip	Funding
Lovegrove Prof. W	NZ	8	Meetings	GU
Standage Prof. M	Asia/NZ	13	Meetings/Spec Duties	GU
Lincoln Prof. D	US	19	Conference	GU
Lawler Mrs H	Asia	5	Conference	GU

# Financial Statements

For the year ended 31 December 2000

*Statement of Financial Performance  
for the Year Ended 31 December 2000*

	Note	2000 \$'000	1999 \$'000
<b>Operating Result</b>	2	<b>431</b>	<b>15,670</b>
Income Tax	4	395	-
<b>Operating Result - after Abnormal Items, Income Tax and Extraordinary Items</b>		<b>36</b>	<b>15,670</b>
<b>Accumulated Funds at the Beginning of the Financial Year</b>		<b>366,975</b>	<b>353,583</b>
<b>Transfers</b>			
Transfers from Reserves	17	4,832	7,911
Transfers from Restricted Funds	24	80,674	22,727
<b>Total Transfers from Reserves</b>		<b>85,506</b>	<b>30,638</b>
Transfers to Reserves	17	(4,026)	(11,129)
Transfers to Restricted Funds	24	(80,648)	(21,787)
<b>Total Transfers to Reserves</b>		<b>(84,674)</b>	<b>(32,916)</b>
<b>Accumulated Funds at the End of the Financial Year</b>		<b>367,843</b>	<b>366,975</b>

The above statement should be read in conjunction with the accompanying notes.

*Statement of Financial Position  
as at 31 December 2000*

	Note	2000 \$'000	1999 \$'000
<b>Current Assets</b>			
Cash		684	3,854
Inventories	7	816	595
Receivables	8	10,556	6,249
Investments	9	35,775	59,030
Other	10	3,902	1,404
<b>Total Current Assets</b>		<b>51,733</b>	<b>71,132</b>
<b>Non-Current Assets</b>			
Non-Current Investments	9	667	666
Property, Plant & Equipment	11	635,675	591,613
Premium on Leased Property	12	7,465	-
<b>Total Non-Current Assets</b>		<b>643,807</b>	<b>592,279</b>
<b>Total Assets</b>		<b>695,540</b>	<b>663,411</b>
<b>Current Liabilities</b>			
Accounts Payable	13	15,886	11,055
Borrowings	14	852	742
Provisions	15	15,643	12,196
Other	16	6,312	4,255
<b>Total Current Liabilities</b>		<b>38,693</b>	<b>28,248</b>
<b>Non-Current Liabilities</b>			
Borrowings	14	3,596	4,168
Provisions	15	17,423	14,133
<b>Total Non-Current Liabilities</b>		<b>21,019</b>	<b>18,301</b>
<b>Total Liabilities</b>		<b>59,712</b>	<b>46,549</b>
<b>Net Assets</b>		<b>635,828</b>	<b>616,862</b>
<b>Equity</b>			
General Reserves	17	19,407	20,213
Asset Revaluation Reserve	17	237,016	218,086
Restricted Funds	24	11,562	11,588
<b>Accumulated Funds</b>		<b>367,843</b>	<b>366,975</b>
<b>Total Equity</b>		<b>635,828</b>	<b>616,862</b>

The above statement should be read in conjunction with the accompanying notes.

*Statement of Cash Flows  
for the Year Ended 31 December 2000*

	2000		1999	
	Inflows (Outflows) \$000	Inflows (Outflows) \$000	Inflows (Outflows) \$000	Inflows (Outflows) \$000
<b>Cash Flows from Operating Activities</b>				
Grant Revenue				
Commonwealth Government	127,740		124,235	
QLD State Government	3,350		4,428	
Other	14,856		11,910	
Higher Education Contribution Scheme				
Higher Education Trust Fund	54,678		52,411	
Student payments	7,871		7,575	
Other University revenues	70,119		64,593	
Payments to suppliers, employees and other Creditors	(237,037)		(219,161)	
Goods and Services Tax Paid	(2,080)		-	
Goods and Services Tax Received	427		-	
Interest received	3,949		2,954	
Interest and other costs of finance paid	(583)		(417)	
<b>Net Cash Flows provided by Operating Activities (Note 20)</b>		<b>43,290</b>		<b>48,528</b>
<b>Cash Flows from Investing Activities</b>				
Payment for property, plant and equipment	(71,046)		(46,543)	
Proceeds from disposal of property, plant and equipment	1,314		1,625	
Increase in Investments	(4,940)		(100)	
<b>Net Cash Flows used in Investing Activities</b>		<b>(74,672)</b>		<b>(45,018)</b>
<b>Cash flows from Financing Activities</b>				
Increase (decrease) in funds held on behalf of other bodies	520		(95)	
Increase in borrowing	1,132		1,100	
Repayment of Principal	(1,634)		(558)	
<b>Net cash flows provided by Financing Activities</b>		<b>18</b>		<b>447</b>
Net increase/(decrease) in cash held		(31,364)		3,957
Cash held at the beginning of the financial year		62,884		58,927
<b>Cash held at the end of the financial year (Note 19)</b>		<b>31,520</b>		<b>62,884</b>

The above statement should be read in conjunction with the accompanying notes.

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

**NOTE 1**

**Summary of Significant Accounting Policies**

**(a) Financial Reporting Framework**

Griffith University is constituted under the Griffith University Act 1998 and is a statutory body within the meaning given in the Financial Administration and Audit Act 1977.

The financial statements have been prepared in accordance with the requirements prescribed by –

- the Griffith University Act 1998
- the Financial Administration and Audit Act 1977, including amendments up to Act No. 29 of 1999
- the Financial Management Standard 1997.

These statements have been prepared to account for the management and custody of monies and other resources made available to the University and to provide full disclosure of the University's financial operations during the year and general state of affairs at the end of the year.

**(b) Statement of Accounting Policies**

The accounts have been prepared in accordance with the Australian Accounting Standards, the Financial Management Standard issued under Section 46L of the *Financial Administration and Audit Act*, 1977 and the Department of Education, Training and Youth Affairs Guidelines for the Preparation of Annual Financial Reports by Australian Higher Education Institutions.

**(c) Basis of Accounting**

The accounts have been prepared in accordance with the historical cost convention, except for certain assets which, as noted, are at valuation. The accounting policies adopted are consistent with those of the previous year unless otherwise noted.

**Significant Accounting Policies**

**(a) Comparative Figures**

Where applicable the 1999 comparative figures have been restated to reflect the current year's accounting policies.

**(b) Investments**

Investments are included in the accounts at cost.

The University's interests in unlisted securities are brought to account at cost, and dividend income and other distributions are recognised in the Statement of Financial Performance when receivable.

**(c) Acquisition of Non-Current Assets**

All assets acquired during the accounting period, except those subject to revaluation have been recognised at cost. Cost is the value of assets given as consideration plus costs incidental to acquisition including architect fees, engineering design fees and other costs incurred in getting the assets ready for use. Where control of such assets has been acquired other than by an exchange transaction they have been recognised at their fair value.

Expenditure on existing infrastructure and buildings has been added to the value of the existing assets where the expenditure is deemed to increase the value of the asset as opposed to expenditure, which maintains the value of the asset.

Items or components which form an integral part of an asset are recognised as a single asset (functional asset). The recognition threshold is applied to the aggregate cost of each functional asset.

All items of property, plant and equipment with a cost, or other value, of \$2,000 or greater have been capitalised in the year of acquisition. All other such items with a cost, or other value, less than \$2,000 have been expensed. The threshold was increased in 1998 in view of the rising costs of such items, cost of administration within the current operational environment and taking into consideration other factors such as materiality.

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

**NOTE 1 - continued**

**(d) Depreciation of Property, Plant and Equipment**

Depreciation, excluding art collections and land, is calculated on a straight-line basis to write off the net cost or revalued amount of each depreciable asset over its expected useful life. For each class of depreciable asset the following depreciation rates were used:

Buildings	1.4% to 20%
Infrastructure	1.0% to 10%
Library Collection	6.7%
Plant & Equipment	10.0%
Software	20.0%
Motor Vehicles	20.0%
Computing Equipment	33.3%
Photocopiers	33.3%

**(e) Revaluation of Non-Current Assets**

Non-current physical assets having a gross value greater than the relevant revaluation threshold and an estimated useful life of more than three years are required to be revalued. The revaluation threshold has been set at \$1,000,000 for all asset classes. Artworks, Land and Library are comprehensively revalued at five year intervals. Progressive revaluations are performed on Buildings every three years and on Infrastructure every five years.

During interim periods the revaluations of Buildings and Infrastructure use annual indices while the Library revaluation is based on average replacement cost. Artworks are revalued independently every fifth year, while expert opinion is obtained during the interim periods.

Plant and Equipment, Software, Motor Vehicles, Computing Equipment, Photocopiers, Buildings Under Construction and Infrastructure Under Construction are stated at cost.

Revaluations do not result in the carrying value of non-current assets exceeding their recoverable amount.

Revaluation increments are credited directly to the Asset Revaluation Reserve, unless they are reversing a previous decrement charged to the Operating Statement, in which case the increment is credited to the Statement of Financial Performance.

**(i) Buildings and Infrastructure**

During the financial year, Building and Infrastructure assets have been revalued on a progressive basis in accordance with AAS10, by independent consultant Richard Kerr B.App.Sc (Q.S.), A.A.I.Q.S. of Cost Management Services Pty Ltd, qualified quantity surveyors. Valuation is on the "deprival" basis in accordance with the Financial Management Standard and the Treasurer's Guidelines "Recording and Valuation of Non-Current Physical Assets". Under this concept, assets are valued at an amount that represents the entire loss that might be expected to be incurred if the economic entity was deprived of the future economic benefits of these assets at the reporting date. In determining the deprival value, the current replacement cost method has been used.

Buildings and Infrastructure not comprehensively revalued in 2000, are revalued in the interim using a Building Cost Index provided by Cost Management Services Pty Ltd.

**(ii) Library Collection**

The interim valuation of the Library Collection has been determined by using the current replacement costs and valuing all items less than 15 years of age. Items over 15 years have not been valued as it has been determined that their useful life has come to an end.

**(iii) Land**

Land has been revalued for December 1999 at market value by Herron Todd White Valuers (Brisbane) Pty Ltd. The value of land holdings was not increased in 2000.

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

**NOTE 1 - continued**

**(iv) Art Collection (Queensland College of Art)**

Artworks not subject to the above discussions were revalued during 1999 to their replacement value by independent consultants, Peter Bellas of Bellas Gallery, an approved valuer with the Commonwealth Cultural Gifts Program, and Victor Mace of Fine Art Gallery. The collection was adjusted in 2000 using Directors' Valuation and a corresponding adjustment was made to the Asset Revaluation Reserve. Subsequent additions are stated at cost.

**(f) Employee Entitlements**

**(i) Long Service Leave**

In accordance with Australian Accounting Standard AAS30 Accounting for Employee Entitlements, Provision for Long Service Leave is measured at the present value of expected future payments to be made by the University, which result from services provided by employees, up to balance date. The discount rate applied is the yield to maturity of The Reserve Bank Bond rates that have similar terms to maturity to the estimated future date of payment. The amount of the provision includes an assessment of likely future salary increases and probability that payment will occur. The current liability was calculated by averaging the Long Service Leave payments made in 1997 to 2000.

**(ii) Recreation Leave**

Recreation leave has been accrued for outstanding leave entitlements for all General Staff at salary rates as at 31 December 2000. Academic Staff leave entitlements are paid annually unless approved to be carried forward to the following year.

**(iii) HECE Award – Severance Entitlement**

Pursuant to Australian Accounting Standard AAS30 Accounting for Employee Entitlements and the HECE Award, a liability for severance payments to employees on a fixed term contract is recognised. Measurement is in accordance with an employee's period of continuous service and is based on staff salary rates as at 31 December 2000.

**(g) Foreign Currency Translations**

Transactions denominated in a foreign currency are converted into Australian currency at the exchange rate at the date of the transaction. Foreign currency receivables and payables at balance date are translated to Australian currency at exchange rates at balance date. Exchange gains and losses are brought to account in determining the operating surplus or loss for the year.

**(h) Contingent Assets/Liabilities**

There are no known contingent assets or liabilities of a significant nature as at 31 December 2000. There are no material amounts expected to be paid by the University in relation to legal claims outstanding as at 31 December 2000.

**(i) Inventories**

The basis of valuation of inventories is average cost.

**(j) Leased Assets**

The University does not have any finance leases. Other leases under which all the risks and benefits incidental to ownership are effectively retained by the lessor are classified as operating leases. Operating lease payments are charged to expense over the period of expected benefit.

The Queensland College of Art is moving to Southbank in the year 2001. The current Southbank House and associated land are the subject of a long-term lease arrangement with the South Bank Corporation (expiring in 2110). The building will be extensively refurbished by the University. The initial lease premium has been apportioned over land and building, in proportion to their fair value at inception of the lease. The premium will be amortised over the period of the lease. Pursuant to the lease agreement the University paid notional rent of \$1.00 for the term of the lease.

**(k) Consolidated Accounts**

Consolidated Financial Statements have not been prepared for interests held by Griffith University in companies other than Griffith University Medical Research Institute, on the basis that the University does not exert control. The University holds a 100% ownership interest in Griffith University Medical Research Institute. The University proposes to hold long term interests in these companies and its investments in these companies have been classified as non-current investments and are stated at cost.

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

**NOTE 1 - continued**

**(l) Income Tax**

Griffith University is an exempt organisation under the Income Tax Assessment Act (1936) and no provision for Income Tax has been made on this basis.

No provision has been made for any taxes on capital gains which could arise in the event of a sale of certain revalued non-current assets for the amounts at which they are stated in the accounts as it is not expected that any such liability will eventuate.

In relation to any foreign operations, Griffith University is subject to income under the income tax acts applicable in the relevant countries. Income tax in respect of these operations is considered immaterial, and brought to account in the year it becomes payable.

**(m) Controlled Entities**

Entities 100% controlled by Griffith University during 2000, and forming part of the Griffith University Economic Reporting Entity are as follows:

- Griffith Medical Research Institute Ltd

No financial transactions have been recorded by Griffith Medical Research Institute Ltd.

**(n) Shares in Unlisted Companies**

Griffith University holds shareholdings of less than 50 per cent in the following companies:

- IELTS Australia Pty Limited
- Open Learning Agency of Australia Pty Ltd
- IDP Education Australia
- QANTM Co-operative Multi-Media Centre
- Co-operative Research Centre for Sustainable Tourism Pty Limited
- Impart Corporation Pty Ltd

**(o) Commonwealth Government Grants/Higher Education Trust Fund Revenue**

Grants are recognised as revenue when the University obtains control over the assets comprising the grants, irrespective of whether conditions are attached to the grants. Control over granted assets would normally be obtained upon their receipt.

Revised 2000 DETYA Guidelines require that revenues which are conditional for use in future reporting periods, be shown in the Statement of Financial Position as a liability "Revenue Received in Advance". Note 27 comprises the adjusted Statements of Financial Performance and Financial Position to comply with this new requirement.

**(p) Presentation**

Amounts shown in the Financial Statements have been rounded to the nearest one thousand dollars, unless otherwise stated. As a result some additions within the notes accompanying the Financial Statements may vary from the Financial Statements.

**(q) Goods and Services Tax**

Legislation contained in the *New Tax System (Goods and Services Tax) Act 1999*, effective from 1 July 2000, requires that amounts payable to Creditors or receivable from Debtors are recorded at the GST inclusive amount. The University records revenue, expenditure and assets net of any recoverable goods and services tax. GST recoverable or payable by the University to the Australian Taxation Office is shown as either asset or liability.

**(r) Significant Research Contract**

The Natural Product Drug Discovery Program is a significant research contract between AstraZeneca and Griffith University, Brisbane, operating through its unit, AstraZeneca R&D Griffith University (AZGU).

It aims to screen Queensland's unique and bio-diverse flora and fauna for the potential to discover and develop new medicines and pharmaceutical products. The scope of the project was expanded in 2000 with the addition of a Medicinal Chemistry section.

An original five (5) year agreement for a sum of \$10 million was signed on 11 June 1993. The parties have extended the original agreement by a further five (5) years until June 2003.



*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

		2000 \$'000	1999 \$'000
<b>2. OPERATING RESULT</b>			
<b>Revenue</b>			
Commonwealth Government Grants	2.1	127,687	124,080
Higher Educations Contribution Scheme			
Student Contributions	22.1	7,871	7,575
Commonwealth Payments	22.1	54,678	52,411
Queensland Government Grant	2.2	3,350	4,427
Other Research Grants	2.3	14,331	11,910
Fees and Charges	2.4	54,588	46,897
Investment Income	2.5	3,558	3,015
Royalties, Trademarks and Licenses	2.6	285	40
Consultancy and contract research	2.7	4,064	5,695
Other revenue	2.8	14,622	13,259
<b>Total operating revenue</b>		<b>285,034</b>	<b>269,309</b>
<b>Expenses</b>			
Employee Benefits	2.9	157,789	146,160
Depreciation and amortisation	2.10	36,735	30,913
Buildings and grounds	2.11	8,576	8,186
Bad and doubtful debts	2.12	134	441
Other	2.13	81,369	67,939
<b>Total Operating expenses</b>		<b>284,603</b>	<b>253,639</b>
<b>Operating Surplus/Loss</b>		<b>431</b>	<b>15,670</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	2000 \$'000	1999 \$'000
<b>2.1 Commonwealth Government grants (excl. HECS)</b>		
Operating purposes excluding HECS	22.1 110,739	109,012
Capital Development Pool	22.2 7,121	5,675
ARC Large Research	22.3 2,301	2,154
Strategic Partnerships with Industry	22.3 1,479	976
Research Fellowships	22.3 202	202
International Researcher Exchange	22.3 19	45
Research Centres	22.3 645	720
Research Infrastructure Equipment & Facilities	22.3 509	295
Indigenous Researchers' Development	22.3 15	-
DETYA Small Research	22.4 741	721
Infrastructure Block	22.4 1,446	1,426
Australian Postgraduate Awards	22.4 1,667	1,651
International Postgraduate Research Scholarships	22.4 194	148
Other		
Child Care Subsidy	207	218
Indigenous Subsidy	38	425
Aboriginal Tutorial Assistance Scheme	305	365
Australian Institute for Suicide Research	60	-
Australia China Council	-	40
Department of Industry Science Tourism	-	15
University Mobility Asian-Pacific Region	-	(8)
	<b>127,687</b>	<b>124,080</b>
<b>2.2 State Government Grants</b>		
Operating Grant	345	342
Capital Grant	3,000	4,000
Other	5	85
	<b>3,350</b>	<b>4,427</b>
<b>2.3 Other Research Grants</b>		
National Competitive Granting Scheme	1,599	1,928
Commonwealth Government	2,295	1,278
State Department and Agencies	1,291	899
Industry and Other	9,146	7,805
	<b>14,331</b>	<b>11,910</b>
<b>2.4 Fees and Charges</b>		
Continuing Education and Non-Award Courses	3,845	3,494
Fee-paying overseas students	31,401	27,095
Fee-paying non-overseas postgraduate students	4,945	3,830
Community Services Fees	1,631	1,390
Conferences and Seminars	1,285	831
Library Fees and Fines	358	269
Parking Fees and Fines	1,804	2,190
Other Fees and Charges	9,319	7,798
	<b>54,588</b>	<b>46,897</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	2000 \$'000	1999 \$'000
<b>2.5 Investment Income</b>		
Dividends	1	-
Interest	3,557	3,015
	<b>3,558</b>	<b>3,015</b>
<b>2.6 Royalties, trademarks and licenses</b>	<b>285</b>	<b>40</b>
<b>2.7 Consultancy and contract research</b>	<b>4,064</b>	<b>5,695</b>
<b>2.8 Other Revenue</b>		
Net foreign exchange gain	6	-
Net Profit on sale of assets	145	(77)
Sale of Goods	4,245	4,736
Donations and Bequests	1,633	1,043
Scholarships and Prizes	348	161
Rent	4,482	4,448
Recovery of Expenditure	1,104	743
Other Grant Income	525	559
Other	2,134	1,646
	<b>14,622</b>	<b>13,259</b>
<b>2.9 Employee Benefits</b>		
Salaries		
Academic	63,945	57,805
Non-academic	62,267	60,158
Contributions to superannuation and pension schemes:	18,898	16,817
Payroll Tax	6,780	6,116
Workers' compensation	290	202
Long service leave expense	1,131	1,503
Annual leave	4,478	3,559
	<b>157,789</b>	<b>146,160</b>
<b>2.10 Depreciation and amortisation</b>	<b>36,735</b>	<b>30,913</b>
<b>2.11 Buildings and Grounds</b>	<b>8,576</b>	<b>8,186</b>
<b>2.12 Bad and Doubtful Debts</b>	<b>134</b>	<b>441</b>
<b>2.13 Other Expenses</b>		
Scholarships, grants & prizes	7,703	6,615
Telecommunications	1,724	1,461
Non-capitalised equipment	5,815	5,681
Travel, staff development and entertainment	10,566	9,380
Inventory used	1,404	1,154
Net transfers to provisions	7,880	2,796
Operating lease rental expenses	491	895
Net foreign exchange loss	-	2
Other expenses	45,786	39,955
	<b>81,369</b>	<b>67,939</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	2000 \$'000	1999 \$'000
<b>3. Sale of Assets</b>	<b>1,298</b>	<b>1,625</b>
<b>4. Income Tax Expense for Japan Operations</b>	<b>395</b>	<b>-</b>
<b>5. Remuneration of Executives</b>		
\$170,000 to \$179,999	5	-
\$180,000 to \$189,999	1	-
\$200,000 to \$209,999	1	-
\$330,000 to \$339,999	1	-
Aggregate Remuneration of Executives	<b>1,599</b>	<b>-</b>
<b>6. Remuneration of Auditors</b>		
Auditing the financial report	134	108
	<b>134</b>	<b>108</b>
<b>7. Inventories</b>		
Current	816	595
	<b>816</b>	<b>595</b>
<b>8. Receivables</b>		
<b>Current</b>		
Debtors	10,656	6,004
Student Loans	205	198
	10,861	6,202
Provision for Doubtful Debts	(721)	(632)
	10,140	5,570
Staff Advances	404	264
Accrued Revenue	12	415
	<b>10,556</b>	<b>6,249</b>
<b>9. Investments</b>		
<b>Current</b>		
Short-term Deposits	-	8,893
Bank Securities	8,975	45,045
Managed Funds at Call	21,861	5,092
Managed Funds	4,939	-
	<b>35,775</b>	<b>59,030</b>
<b>Non-Current</b>		
Property Trust	11	11
Investment in Unlisted Companies	656	655
	<b>667</b>	<b>666</b>
<b>Total Investments</b>	<b>36,442</b>	<b>59,696</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	<b>2000</b>	<b>1999</b>
	\$'000	\$'000
<b>Market Value</b>		
Short-term Deposits	-	8,925
Bank Certificates	8,989	45,445
Managed Funds	26,846	5,456
Property Trust	16	17
Investments in Unlisted Companies (at cost)	656	655
	<b>36,507</b>	<b>60,498</b>
<b>Investments mature as follows</b>		
- not later than one year	35,775	59,030
- later than one year and not later than two years	-	-
- not later than two years and not later than five years	-	-
- later than five years	667	666
	<b>36,442</b>	<b>59,696</b>
<b>10. Other Assets</b>		
<b>Current</b>		
Prepayments and Other	3,902	1,404
	<b>3,902</b>	<b>1,404</b>
<b>11. Land, Buildings, Plant and Equipment</b>		
<b>Freehold Land:</b>		
Independent Valuation 1999	76,550	76,550
	<b>76,550</b>	<b>76,550</b>
<b>Buildings:</b>		
Opening Value	390,109	368,272
Additions	5,909	15,507
Disposals	-	(541)
Revaluation	(1,312)	6,871
	394,706	390,109
Accumulated depreciation	(48)	(1,319)
<b>Total Buildings</b>	<b>394,658</b>	<b>388,790</b>
Represented by:		
At Independent Valuation 1997	-	9,934
Accumulated Depreciation	-	(1,275)
	-	<b>8,659</b>
At Independent Valuation 1998	-	449
Accumulated Depreciation	-	(28)
	-	<b>421</b>
At Independent Valuation 1999	-	379,475
Accumulated Depreciation	-	-
	-	<b>379,475</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	2000 \$'000	1999 \$'000
At Cost	169	251
At Independent Valuation 1999	85,994	-
At University's Valuation 2000	308,543	-
Accumulated Depreciation	(48)	(16)
	<b>394,658</b>	<b>235</b>
<b>Total Buildings</b>	<b>394,658</b>	<b>388,790</b>
<b>Infrastructure:</b>		
Opening Value	34,271	26,340
Additions	1,174	2,698
Disposals	-	-
Revaluation	889	5,233
	36,334	34,271
Accumulated depreciation	(874)	(405)
<b>Total Infrastructure</b>	<b>35,460</b>	<b>33,866</b>
Represented by:		
At Independent Valuation 1999	-	31,687
Accumulated Depreciation	-	-
	-	<b>31,687</b>
At Cost	3,758	2,584
At University's Valuation 2000	32,576	-
Accumulated Depreciation	(874)	(405)
	<b>35,460</b>	<b>2,179</b>
<b>Total Infrastructure</b>	<b>35,460</b>	<b>33,866</b>
<b>Buildings and Infrastructure Under Construction:</b>		
At Cost	10,427	5,753
Additions	38,300	20,883
Transfer to Buildings and Infrastructure	(2,665)	(16,209)
	<b>46,062</b>	<b>10,427</b>
<b>Other Plant and Equipment:</b>		
At Cost	40,334	32,309
Additions	5,742	8,947
Disposals	(816)	(922)
	45,260	40,334
Accumulated Depreciation	(21,308)	(17,657)
	<b>23,952</b>	<b>22,677</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	<b>2000</b>	<b>1999</b>
	\$'000	\$'000
<b>Motor Vehicles:</b>		
At Cost	3,946	3,454
Additions	1,587	2,121
Disposals	(1,283)	(1,629)
	4,250	3,946
Accumulated Depreciation	(1,340)	(1,040)
	<b>2,910</b>	<b>2,906</b>
<b>Computing Equipment:</b>		
At Cost	43,596	39,752
Additions	8,805	9,179
Disposals	(3,156)	(5,335)
	49,245	43,596
Accumulated Depreciation	(35,871)	(29,232)
	<b>13,374</b>	<b>14,364</b>
<b>Library Collections:</b>		
University's Valuation	35,987	35,441
Independent Valuation 1999	553	554
Additions	4,029	4,104
	<b>40,569</b>	<b>40,099</b>
<b>Artworks:</b>		
University's Valuation	78	-
Independent Valuation 1999	1,759	1,777
At Cost	158	-
Additions	154	158
Disposals	(9)	(1)
	<b>2,140</b>	<b>1,934</b>
<b>TOTAL PROPERTY, PLANT AND EQUIPMENT</b>	<b>635,675</b>	<b>591,613</b>
<b>12. Premium on Leased Land and Buildings</b>		
<b>Leasehold Land:</b>		
At Cost	3,500	-
Accumulated Amortisation	(17)	-
	<b>3,483</b>	-
<b>Leasehold Buildings:</b>		
At Cost	4,000	-
Accumulated Amortisation	(19)	-
	<b>3,981</b>	-
<b>TOTAL PREMIUM ON LEASED PROPERTY</b>	<b>7,465</b>	-

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	2000 \$'000	1999 \$'000
Aggregated depreciation allocated, whether recognised as an expense or capitalised as part of the carrying amount of other assets during the year		
Library	3,945	3,602
Furniture	87	82
Motor Vehicles	803	726
Computing	9,072	7,372
General Plant and Equipment	788	648
Office and Communication Equipment	1,353	1,022
Software	564	376
Laboratory/Technical/Scientific Equipment	2,002	1,610
Infrastructure	1,510	1,305
Buildings	16,576	14,170
Leasehold Land	16	-
Leasehold Buildings	19	-
	<b>36,735</b>	<b>30,913</b>

**13. Accounts Payable**

**Current**

Trade Creditors	10,114	6,203
Funds Held on Behalf on Other Bodies	1,694	1,033
Payroll Accruals	4,078	3,819
	<b>15,886</b>	<b>11,055</b>

**14. Borrowings**

**Current**

Queensland Treasury Corporation	712	602
Department of State Development - Queensland Government	140	140
	<b>852</b>	<b>742</b>

**Non-Current**

Queensland Treasury Corporation	3,456	3,888
Department of State Development - Queensland Government	140	280
	<b>3,596</b>	<b>4,168</b>
<b>TOTAL BORROWINGS</b>	<b>4,448</b>	<b>4,910</b>

The Queensland Treasury Corporation and Department of State Development liability is comprised of:

Book Debt	4,115	4,617
Market Value Adjustment	333	293
	<b>4,448</b>	<b>4,910</b>

The Queensland Treasury Corporation loan facility includes an interest free loan of \$848,000 (established in 1993), which is secured by a charge over a Nuclear Resonance Spectrometer held by the entity. The total debt figure includes an interest free loan of \$700,000 (established in 1998), from the Department of State Development for the use in QPRI Capital Costs.



*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	2000 \$'000	1999 \$'000
<b>15. Provisions</b>		
<b>Current</b>		
Long Service Leave	1,144	1,148
Recreation Leave	13,869	10,189
Severance Pay - HECE Award	630	859
	<b>15,643</b>	<b>12,196</b>
<b>Non-Current</b>		
Long Service Leave	17,423	14,133
	<b>17,423</b>	<b>14,133</b>
<b>TOTAL PROVISIONS</b>	<b>33,066</b>	<b>26,329</b>

<b>16. Other Liabilities</b>		
<b>Current</b>		
Revenue Received in Advance	5,960	4,139
Accrued Liabilities	352	116
	<b>6,312</b>	<b>4,255</b>

**17. Reserves**

**(a) General Reserves**

General Reserves represent amounts retained from University funds for future equipment and capital expenditure

**Movements in Reserves**

<b>Balance at beginning of financial year</b>	20,213	16,996
Transfers from Accumulated Funds	4,026	11,129
Transfers to Accumulated Funds	(4,832)	(7,912)
<b>Balance at end of financial year</b>	<b>19,407</b>	<b>20,213</b>

**(b) Asset Revaluation Reserve**

**Movements in Reserves**

<b>Balance at beginning of financial year</b>	218,086	165,287
Revaluation of Land	-	24,671
Revaluation of Buildings	16,535	21,224
Revaluation of Libraries	387	244
Revaluation of Artworks	78	81
Revaluation of Infrastructure	1,930	6,579
<b>Balance at end of financial year</b>	<b>237,016</b>	<b>218,086</b>

**18. Commitments For Expenditure**

**(a) Capital Expenditure Commitments**

**Building Works**

Within 12 months	26,864	13,240
Twelve months or longer and not longer than five years	6,438	200
Longer than 5 years	-	-
	<b>33,302</b>	<b>13,440</b>

*Notes to the Financial Reports  
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	2000 \$'000	1999 \$000
<b>(b) Lease Commitments</b>		
Within 12 months	149	313
Twelve months or longer and not longer than five years	39	101
	<b>188</b>	<b>414</b>
<b>(c) Other Expenditure Commitments</b>		
Within 12 months	8,829	6,097
Twelve months or longer and not longer than five years	34	-
Longer than 5 years	22	-
	<b>8,885</b>	<b>6,097</b>
<b>(d) New Age Business Services (NABS) Project Commitments</b>		
Within 12 months	11,000	5,498
Twelve months or longer and not longer than five years	5,500	-
Longer than 5 years	-	-
	<b>16,500</b>	<b>5,498</b>

#### 19. Reconciliation of Cash

For the purposes of the Statement of Cash Flows, cash includes cash on hand and in banks and investments in government securities, debentures, & short-term deposits. There are no credit standby arrangements. Cash at the end of the financial year as shown in the statement of cashflows is reconciled to the related items in the Statement Of Financial Position as follows:

Cash at Bank and On Hand	684	3,854
Investments at Call	30,836	59,030
	<b>31,520</b>	<b>62,884</b>

#### 20. Reconciliation of Net Cash Flow from Operating Activities to Operating Surplus

Operating Surplus before abnormal items	36	15,670
Depreciation	36,699	30,913
Amortisation	35	-
Provisions for Employee Entitlements	6,736	1,293
Provision for Doubtful Debts	89	410
Profit on Sale of Non-Current Assets	(419)	(616)
Loss on Sale of Non-Current Assets	274	693
Net Exchange differences	(6)	2
QTC Market Value Adjustment	40	(425)
Capital Donations	(266)	(643)
<b>Change in net assets and liabilities</b>		
Decrease/(Increase) in Receivables	(6,765)	(705)
Decrease/(Increase) in Inventories	(221)	216
(Decrease)/Increase in Creditors	7,058	1,720
<b>Net cash flow from Operating Activities</b>	<b>43,290</b>	<b>48,528</b>

*Notes to the Financial Reports  
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## 21. Financial Instruments

### (a) Terms, Conditions and Accounting Policies

The University's accounting policies, including the terms and conditions of each class of financial asset and financial liability, both recognised and unrecognised at the balance date, are as follows:

Recognised Financial Instruments	Financial Position Notes	Accounting Policies	Terms and Conditions
<i>(i) Financial assets</i>			
Receivables	8	Receivables are carried at nominal amounts due less any provision for doubtful debts. A provision for doubtful debts is recognised when collection of the full nominal amount is no longer probable.	Credit sales are on 30-day terms.
Bank Securities	9	Bank Securities are stated at purchase price. Interest is recognised in the profit and loss when earned and accrued as at balance date.	Average maturity is 7 days with effective interest rates of 6.31% to 6.33%.
<i>(ii) Financial Liabilities</i>			
Trade creditors and accruals	13	Liabilities are recognised for amounts to be paid in the future for goods and services received, whether or not billed to the University.	Trade liabilities are normally settled 30 days from statement.
Other Loans	14	Other loans are carried at market value. Interest is expensed to the profit and loss as incurred and accrued as at balance date.	Other loans relates to loans from QTC and State Development. Interest is charged quarterly at the commercial borrowing rate. The Spectrometer and State Development Loans do not incur interest.

*Notes to the Financial Reports  
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**(b) Interest Rate Risk**

The following table details the economic entity's exposure to interest rate risk as at the 31 December 2000:

	Average Interest Rate %	Variable Interest Rate	Fixed Interest Rate Maturity			Non- Interest Bearing	Total
			Less than 1 Year	1 to 5 Years	More than 5 Years		
2000	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>							
Price Risk							
- Interest Rate Risk							
Cash	4.25	684					684
Receivables	-					10,556	10,556
Bank Securities	6.32		8,975				8,975
Managed Funds	6.51	21,861					21,861
Property Trust	-					11	11
Investment Trust	7.00	4,939					4,939
<b>Total</b>		<b>27,484</b>	<b>8,975</b>	<b>-</b>	<b>-</b>	<b>10,567</b>	<b>47,026</b>
<b>Financial Liabilities</b>							
Price Risk							
- Interest Rate Risk							
Accrued Liabilities	-					352	352
Accounts Payable	-					15,886	15,886
Other Loans - QTC	5.72		852	2,396	1,200		4,448
<b>Total</b>			<b>852</b>	<b>2,396</b>	<b>1,200</b>	<b>16,238</b>	<b>20,686</b>

*Notes to the Financial Reports  
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The following table details the economic entity's exposure to interest rate risk as at the 31 December 1999:

	Average Interest Rate %	Variable Interest Rate	Fixed Interest Rate Maturity			Non- Interest Bearing	Total
			Less than 1 Year	1 to 5 Years	More than 5 Years		
1999	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>							
Price Risk							
- Interest Rate Risk							
Cash	4.20	3,854					3,854
Receivables	-					6,249	6,249
Short Term Deposits	5.83		8,893				8,893
Bank Securities	5.69		45,045				45,045
Managed Funds	5.24	92					92
Property Trust	-					11	11
Investment Trust	9.88	5,000					5,000
<b>Total</b>		<b>8,946</b>	<b>53,938</b>	<b>-</b>	<b>-</b>	<b>6,260</b>	<b>69,144</b>
<b>Financial Liabilities</b>							
Price Risk							
- Interest Rate Risk							
Accrued Liabilities	-					116	116
Accounts Payable	-					11,055	11,055
Other Loans - QTC	6.96		743	2,684	1,483		4,910
<b>Total</b>		<b>0</b>	<b>743</b>	<b>2,684</b>	<b>1,483</b>	<b>11,171</b>	<b>16,081</b>

*Notes to the Financial Reports  
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Net Fair Value	Carrying Amount		Net Fair Value	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
<b>Financial Assets</b>				
Cash	684	3,854	684	3,854
Receivables	10,556	6,249	10,556	6,249
Short Term Deposits	-	8,893	-	8,925
Bank Securities	8,975	45,045	8,989	45,445
Managed Funds	26,800	5,092	26,846	5,456
Property Trust	11	11	16	17
<b>Total Financial Assets</b>	<b>47,026</b>	<b>69,144</b>	<b>47,091</b>	<b>69,946</b>
<b>Financial Liabilities</b>				
Accrued Liabilities	352	116	352	116
Accounts Payable	15,886	11,055	15,886	11,055
Other Loans	4,448	4,910	4,448	4,910
<b>Total Financial Liabilities</b>	<b>20,686</b>	<b>16,081</b>	<b>20,686</b>	<b>16,081</b>

### (c) Net Fair Values

The following methods and assumptions are used to determine the net fair values of financial assets and liabilities

#### Recognised Financial Instruments

*Cash, Cash Equivalents and Short-term Investments:* The carrying amount approximates fair value because of their short-term to maturity.

*Trade Receivables and Payables:* The carrying amount approximates fair value.

*Long-term Borrowings:* The fair values of long-term borrowings are estimated using discounted cash flow analysis, based on current incremental borrowing rates for similar types of borrowing arrangements.

*Non-current Investments/Securities:* For financial instruments traded on organised financial markets, fair value is the current quoted market bid price for an asset or offer price for a liability, adjusted for transaction costs necessary to realise the asset or settle the liability. For investments where there is no quoted market price, a reasonable estimate of the fair value is determined by reference to the current market value of another instrument which is substantially the same or is calculated based on the expected cash flows or the underlying net asset base of the investment/security.

#### (d) Credit Risk Exposures

The University's maximum exposure<sup>1</sup> to credit risk at balance date in relation to each class of recognised financial asset is the carrying amount of those assets as indicated in the balance sheet.

Credit risk in trade receivables is managed in the following ways :

- payment terms are 30 days; and
- a credit approval process is used for all customers over \$50.

<sup>1</sup>The maximum credit risk exposure does not take into account the value of any collateral or other security held, in the event other entities/parties fail to perform their obligations under the financial instruments in question.

*Notes to the Financial Reports  
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**22.1 Acquittal of Commonwealth Government grants  
Amounts received and expended pursuant to the Higher Education Funding Act, 1998 excluding HECS**

<b>Teaching and Learning</b>	<b>Operating grant, excluding HECS</b>		<b>Higher Education Innovation Program</b>		<b>National Priority Reserve Fund</b>		<b>HECS</b>	
	<b>2000 \$'000</b>	<b>1999 \$'000</b>	<b>2000 \$'000</b>	<b>1999 \$'000</b>	<b>2000 \$'000</b>	<b>1999 \$'000</b>	<b>2000 \$'000</b>	<b>1999 \$'000</b>
Grants in advance (paid in the previous reporting period for the current reporting period, including Commonwealth superannuation supplementation)	8,858	8,690	33	-	-	-	4,351	4,208
<i>Plus</i> Grants received during the reporting period (including Commonwealth superannuation supplementation)	110,739	108,677	-	336	-	-	54,678	52,411
<i>Plus</i> contributions actually received from students	-	-	-	-	-	-	7,871	7,575
<i>Less</i> Grants in advance (received in the reporting period for the next reporting period, including Commonwealth superannuation supplementation)	8,946	8,858	-	32	-	-	4,780	4,351
<b>Revenue attributed to the reporting period</b>	<b>110,651</b>	<b>108,509</b>	<b>33</b>	<b>304</b>	<b>-</b>	<b>-</b>	<b>62,120</b>	<b>59,843</b>
Plus Surplus/(Deficit) Prior Year	-	-	310	214	343	373	-	-
<b>Funds available for the reporting period</b>	<b>110,651</b>	<b>108,509</b>	<b>343</b>	<b>518</b>	<b>343</b>	<b>373</b>	<b>62,120</b>	<b>59,843</b>
<i>Less</i> Expenses for current period	110,651	108,509	199	208	3	30	62,120	59,843
<b>Surplus/(Deficit) for reporting period</b>	<b>-</b>	<b>-</b>	<b>144</b>	<b>310</b>	<b>340</b>	<b>343</b>	<b>-</b>	<b>-</b>

*Notes to the Financial Reports  
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**22.2 Acquittal of Commonwealth Government grants**

Amounts received and expended pursuant to the Higher Education Funding Act 1998, excluding HECS.

**Teaching and Learning (Cont'd)**

	Capital Development Pool	
	2000 \$'000	1999 \$'000
Grants in advance <i>(paid in the previous reporting period for the current reporting period)</i>	-	-
Plus Grants received during the reporting period	7,121	5,675
<i>Less</i> Grants in advance (received in reporting period for next reporting period)	-	-
<b>Revenue attributed to the reporting period</b>	<b>7,121</b>	<b>5,675</b>
Plus Surplus/(Deficit) Prior Year	-	-
<b>Funds available for the reporting period</b>	<b>7,121</b>	<b>5,675</b>
<i>Less</i> Expenses for current period	7,121	5,675
<b>Surplus/(Deficit) for reporting period</b>	<b>-</b>	<b>-</b>



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**22.3 Acquittal of Commonwealth Government grants (Cont'd)**  
Amounts received and expended pursuant to the Higher Education Funding Act 1998, excluding HECS

AUSTRALIAN RESEARCH COUNCIL	Large Research		Strategic Partnership with Industry		Research Fellowships		International Researcher Exchange		Research Centres	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
Grants in advance (paid during previous reporting period)	124	121	57	(4)	13	11	1	-	56	26
Plus Grants received during the reporting period	2,301	2,154	1,478	976	202	202	19	45	645	720
Less Grants in advance (received in reporting period for next reporting period)	-	124	-	57	-	13	-	1	-	56
<b>Revenue attributed to the reporting period</b>	<b>2,425</b>	<b>2,151</b>	<b>1,535</b>	<b>915</b>	<b>215</b>	<b>200</b>	<b>20</b>	<b>44</b>	<b>701</b>	<b>690</b>
Plus Surplus/(Deficit) Prior Year	972	1,061	576	148	172	40	21	-	-	-
<b>Funds available for the reporting period</b>	<b>3,397</b>	<b>3,212</b>	<b>2,111</b>	<b>1,063</b>	<b>387</b>	<b>240</b>	<b>41</b>	<b>44</b>	<b>701</b>	<b>690</b>
Less Expenses for current period	1,846	2,240	1,125	488	135	67	30	23	701	690
<b>Surplus/(Deficit) for reporting period</b>	<b>1,551</b>	<b>972</b>	<b>986</b>	<b>575</b>	<b>252</b>	<b>172</b>	<b>11</b>	<b>21</b>	<b>-</b>	<b>-</b>

Notes to the Financial Reports  
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**22.3 Acquittal of Commonwealth Government grants (Cont'd)**  
Amounts received and expended pursuant to the Higher Education Funding Act 1988, excluding HECS

AUSTRALIAN RESEARCH COUNCIL (Cont'd)	Research Infrastructure Equipment and Facilities		Indigenous Researchers' Development		International Research Fellowships		Special Research Initiatives		International Projects	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
Grants in advance (paid during previous reporting period)	-	-	-	-	-	-	-	-	-	-
Plus Grants received during the reporting period	509	295	15	-	-	-	-	-	-	-
Less Grants in advance (received in reporting period for next reporting period)	-	-	-	-	-	-	-	-	-	-
<b>Revenue attributed to the reporting period</b>	<b>509</b>	<b>295</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Plus Surplus/(Deficit) Prior Year	(112)	160	-	-	-	23	21	30	-	4
<b>Funds available for the reporting period</b>	<b>397</b>	<b>455</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>23</b>	<b>21</b>	<b>30</b>	<b>-</b>	<b>4</b>
Less Expenses for current period	163	567	-	-	-	32	21	9	-	4
<b>Surplus/(Deficit) for reporting period</b>	<b>234</b>	<b>(112)</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>(9)</b>	<b>-</b>	<b>21</b>	<b>-</b>	<b>-</b>

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**22.4 Acquittal of Commonwealth Government grants (Cont'd)**  
Amounts received and expended pursuant to the Higher Education Funding Act 1988, excluding HECS

	Small Research		Infrastructure		Australian Postgraduate Awards		International Postgraduate Research Scholarships	
	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000	2000 \$'000	1999 \$'000
Grants in advance (paid during previous reporting period)	-	-	-	124	-	-	-	-
Plus Grants received during the reporting period	741	721	1,446	1,426	1,667	1,651	194	148
Less Grants in advance (received in reporting period for next reporting period)	52	-	100	-	-	-	-	-
<b>Revenue attributed to the reporting period</b>	<b>689</b>	<b>721</b>	<b>1,346</b>	<b>1,550</b>	<b>1,667</b>	<b>1,651</b>	<b>194</b>	<b>148</b>
Plus Surplus/(Deficit) Prior Year	300	274	2,724	3,252	(93)	(159)	-	-
<b>Funds available for the reporting period</b>	<b>989</b>	<b>995</b>	<b>4,070</b>	<b>4,802</b>	<b>1,574</b>	<b>1,493</b>	<b>194</b>	<b>148</b>
Less Expenses for current period	589	695	1,886	2,078	1,648	1,585	194	148
<b>Surplus/(Deficit) for reporting period</b>	<b>400</b>	<b>300</b>	<b>2,184</b>	<b>2,724</b>	<b>(74)</b>	<b>(93)</b>	<b>-</b>	<b>-</b>

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22.5 Summary of Unspent Grants	Amount of unspent grant	Amount of unspent grant that it is more likely will be approved	Amount of unspent grant that it is more likely will be
	as at 31 December 2000	by the Commonwealth for carry forward	recovered by the Commonwealth
Category of Grant	2000 \$'000	2000 \$'000	2000 \$'000
Operating, excluding HECS	-	-	-
Higher Education Innovation Program	144	144	-
National Priority Reserve Fund	340	340	-
HECS	-	-	-
Capital Development Pool	-	-	-
Large Research	1,551	1,551	-
Strategic Partnerships with industry	986	986	-
Research Fellowships	252	252	-
International Researcher Exchange	11	11	-
Research Centres	-	-	-
Research Infrastructure Equipment & Facilities	234	234	-
Indigenous Researchers' Development	15	15	-
Special Research Initiatives	-	-	-
Learned Academics Special Projects	-	-	-
Small Research	400	400	-
Infrastructure	2,184	2,184	-
Australian Postgraduate Awards	(74)	(74)	-
International Postgraduate Research Scholarships	-	-	-
<b>Total</b>	<b>6,043</b>	<b>6,043</b>	<b>-</b>

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<b>23. EXPENSES BY FUNCTION</b>	<b>2000</b>	<b>1999</b>
	\$'000	\$'000
<b>Academic Activities</b>		
Academic Staff Salaries	65,697	61,089
Academic Staff Salary Related Costs	13,828	11,580
General Staff Salaries	15,341	14,153
General Staff Salary Related Costs	2,792	2,436
Depreciation Expenses		
Buildings	3,815	3,261
Motor Vehicles	291	263
Computing Equipment	6,657	5,353
Other Plant and Equipment	3,417	2,717
Infrastructure	348	301
Amortisation Expense		
Leasehold Land	16	-
Leasehold Buildings	19	-
Other Operating Costs	23,461	23,342
	<b>135,682</b>	<b>124,495</b>
<b>Libraries</b>		
Academic Staff Salaries	-	28
Academic Staff Salary Related Costs	-	7
General Staff Salaries	5,253	4,955
General Staff Salary Related Costs	1,087	991
Library Acquisitions	14	12
Depreciation Expenses		
Buildings	1,338	1,144
Library	3,945	3,602
Infrastructure	123	106
Other Operating Costs	2,114	953
	<b>13,874</b>	<b>11,798</b>
Other Academic Support Services		
Academic Staff Salaries	104	106
Academic Staff Salary Related Costs	23	17
General Staff Salaries	20,661	20,374
General Staff Salary Related costs	4,398	3,806
Depreciation Expenses		
Buildings	3,548	3,034
Motor Vehicles	37	33
Computing Equipment	2,273	1,828
Other Plant & Equipment	457	363
Infrastructure	323	279
Other Operating Costs	10,324	6,412
	<b>42,148</b>	<b>36,252</b>

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	2000 \$'000	1999 \$'000
<b>Student Services</b>		
Academic Staff Salaries	36	39
Academic Staff Salary Related Costs	3	3
General Staff Salaries	1,818	1,494
General Staff Salary Related Costs	394	306
Depreciation Expenses		
Buildings	28	24
Infrastructure	3	2
Other Operating Costs	526	414
Scholarships and Prizes	7,703	6,615
	<b>10,511</b>	<b>8,897</b>
<b>Public Services</b>		
Academic Staff Salaries	3,451	2,376
Academic Staff Salary Related Costs	540	356
General Staff Salaries	3,391	3,210
General Staff Salary Related Costs	468	499
Depreciation Expenses		
Computing Equipment	2	1
Other Plant and Equipment	2	2
Other Operating Costs	7,137	7,795
	<b>14,991</b>	<b>14,239</b>
<b>Administration and Other General Institutional Services</b>		
Academic Staff Salaries	163	126
Academic Staff Salary Related Costs	32	82
General Staff Salaries	12,934	9,571
General Staff Salary Related Costs	3,008	1,907
Depreciation Expenses		
Buildings	261	223
Motor Vehicles	285	258
Computing Equipment	514	414
Other Plant and Equipment	80	63
Infrastructure	23	19
Other Operating Costs	8,937	8,637
	<b>26,237</b>	<b>21,300</b>

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	2000	1999
	\$'000	\$'000
<b>Buildings and Grounds</b>		
General Staff Salaries	4,426	4,396
General Staff Salary Related Costs	953	894
Maintenance and Contract Services		
Buildings, Plant and Grounds	4,989	3,429
Alterations and Minor Works	3,587	4,757
Cleaning and Caretaking	2,482	2,476
Depreciation Expenses		
Buildings	5,062	4,328
Motor Vehicles	143	129
Computing Equipment	103	83
Other Plant and Equipment	176	140
Infrastructure	461	398
Other Operating Costs	6,195	5,006
	<b>28,577</b>	<b>26,036</b>
<b>Residences and Community Services</b>		
General Staff Salaries	4,104	3,559
General Staff Salary Related Costs	750	601
Depreciation Expenses		
Buildings	2,523	2,156
Motor Vehicles	47	42
Computing Equipment	88	71
Other Plant and Equipment	97	77
Infrastructure	230	199
Other Operating Costs	4,742	4,610
	<b>12,581</b>	<b>11,315</b>
<b>Total Expenses by Function</b>		
Academic Staff Salaries	69,451	63,764
Academic Staff Salary Related Costs	14,426	12,045
General Staff Salaries	67,928	61,712
General Staff Salary Related Costs	13,850	11,440
Library Acquisitions	14	12
Maintenance and Contract Services	11,058	10,662
Depreciation Expenses		
Buildings	16,575	14,170
Motor Vehicles	803	725
Computing Equipment	9,637	7,750
Other Plant and Equipment	4,229	3,362
Library	3,945	3,602
Infrastructure	1,511	1,304
Amortisation Expenses		
Leasehold Land	16	-
Leasehold Buildings	19	-
Other Operating Costs	63,436	57,169
Scholarships and Prizes	7,703	6,615
	<b>284,601</b>	<b>254,332</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

	<b>2000</b>	<b>1999</b>
	\$'000	\$'000
<b>24. Restricted Funds</b>		
<b>Other Restricted</b>		
Balance at End of Previous Year	2,762	2,575
Transfers from Accumulated Funds	38,544	999
Transfers to Accumulated Funds	(37,625)	(812)
<b>Balance at End of Year</b>	<b>3,681</b>	<b>2,762</b>
<b>Projects</b>		
Balance at End of Previous Year	214	192
Transfers from Accumulated Funds	368	608
Transfers to Accumulated Funds	(542)	(586)
<b>Balance at End of Year</b>	<b>40</b>	<b>214</b>
<b>Prizes and Scholarships</b>		
Balance at End of Previous Year	1,197	1,031
Transfers from Accumulated Funds	980	223
Transfers to Accumulated Funds	(1,189)	(57)
<b>Balance at End of Year</b>	<b>988</b>	<b>1,197</b>
<b>Research</b>		
Balance at End of Previous Year	6,676	8,124
Transfers from Accumulated Funds	37,105	18,381
Transfers to Accumulated Funds	(37,262)	(19,829)
<b>Balance at End of Year</b>	<b>6,519</b>	<b>6,676</b>
<b>Student Loans</b>		
Balance at End of Previous Year	781	679
Transfers from Accumulated Funds	61	102
Transfers to Accumulated Funds	(35)	-
<b>Balance at End of Year</b>	<b>807</b>	<b>781</b>
<b>Community Services</b>		
Balance at end of Previous Year	(42)	(73)
Transfers from Accumulated Funds	3,590	1,474
Transfers to Accumulated Funds	(4,021)	(1,443)
<b>Balance at End of Year</b>	<b>(473)</b>	<b>(42)</b>
<b>Total Restricted Funds</b>		
Balance at End of Previous Year	11,588	12,528
Transfers from Accumulated Funds	80,648	21,787
Transfers to Accumulated Funds	(80,674)	(22,727)
<b>Balance at End of Year</b>	<b>11,562</b>	<b>11,588</b>



*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

Revenue recognised during the reporting period, which was obtained on the condition that it be expended in a particular manner or used over a particular period, is transferred to restricted funds. Restricted funds expended during the year are reflected in transfers from restricted funds. Where conditions attached to revenue recognised in the current year, and revenue recognised in a prior year is undischarged as at 31 December, the amounts are reflected in the closing balance of restricted funds. Note 24 shows movement in various categories of restricted funds during the year. The following is a description of the different types of restricted funds—

Research	includes grants received for specified research projects
Student Loans	includes funds held for the purpose of providing student loans
Community Services Projects	includes Government grants for funding of child care and other activities includes funds provided in the form of a grant or donation for a specified project or activity but not provided as a fee for service
Prizes and Scholarships	include funds donated to provide student prizes
Other	includes any other funds held for purposes specified by the contributor and not classified elsewhere.

## 25. Superannuation Plan

On 1 October 2000, the two superannuation schemes for the tertiary sector, Superannuation Scheme for Australian Universities (SSAU) and Tertiary Education Superannuation Scheme (TESS), merged into one scheme, UniSuper.

The University contributes to UniSuper (formerly SSAU) under which employees, where applicable, are entitled to defined benefits on retirement, disability, or death. Employees contribute to the plan at 7% of their wages and salaries. The University contributes to the plan at the rate of 17% of the employees' salaries and wages.

Actuarial investigation of the plan was completed on 18 May 2000 and was conducted as at 31 December 2000 by Mr Grant Harslett (FIA, FIAA) of Towers Perrin.

The assets of the plan are sufficient to satisfy all benefits that would have vested under the plan in the event of their termination or in the event of the voluntary or compulsory termination of each employee.

The accrued benefits attributable to Griffith University based on the last actuarial assessments and the plan assets at net market value and vested benefits at 31 December 2000 of the superannuation plan sponsored by the University are:

	Accrued Benefits	Net Surplus	Plan Assets	Vested Benefits
	\$'000	\$'000	2000 \$'000	2000 \$'000
UniSuper	96,622	8,875	105,497	96,622

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

**26. Expenditure on External Consultants**

Expenditure was incurred on external consultants in the following categories:

	<b>2000</b>	<b>1999</b>
	\$'000	\$'000
Management	222	326
Human Resource Management	268	274
Information Technology	397	256
Communications	8	83
Finance/Accounting	189	66
Professional/Technical	4,915	4,987
	<u>5,999</u>	<u>5,992</u>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

**27. Statement of Financial Performance in Accordance with DETYA Guidelines**

The 2000 DETYA guidelines require that revenues, which are conditional for use in future reporting periods, be shown in the Statement of Financial Position as a liability "Revenue Received in Advance".

**Statement of Financial Performance  
for the Year Ended 31 December 2000**

	Note	2000 \$'000
<b>Operating Result</b>	28	<b>(13,446)</b>
Income Tax	4	<b>395</b>
<b>Operating Result - after Abnormal Items, Income Tax and Extraordinary Items</b>		<b>(13,841)</b>
<b>Accumulated Funds at the Beginning of the Financial Year</b>		<b>366,975</b>
<b>Transfers</b>		
Transfers from Reserves	17	4,832
Transfers from Restricted Funds	24	80,674
<b>Total Transfers from Reserves</b>		<b>85,506</b>
Transfers to Reserves	17	(4,026)
Transfers to Restricted Funds	24	(80,648)
<b>Total Transfers to Reserves</b>		<b>(84,674)</b>
<b>Accumulated Funds at the End of the Financial Year</b>		<b>353,966</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

**27. Statement of Financial Position in Accordance with DETYA Guidelines**

The 2000 DETYA guidelines require that revenues, which are conditional for use in future reporting periods, be shown in the Statement of Financial Position as a liability "Revenue Received in Advance".

**Statement of Financial Position  
as at 31 December 2000**

	Note	2000 \$'000
<b>Current Assets</b>		
Cash		684
Inventories	7	816
Receivables	8	10,556
Investments	9	35,775
Other	10	3,902
<b>Total Current Assets</b>		<b>51,733</b>
<b>Non-Current Assets</b>		
Non-Current Investments	9	667
Property, Plant and Equipment – Owned	11	635,675
Property, Plant and Equipment	12	7,465
<b>Total Non-Current Assets</b>		<b>643,807</b>
<b>Total Assets</b>		<b>695,540</b>
<b>Current Liabilities</b>		
Accounts Payable	13	15,886
Borrowings	14	852
Provisions	15	15,643
Other	29	20,189
<b>Total Current Liabilities</b>		<b>52,570</b>
<b>Non-Current Liabilities</b>		
Borrowings	14	3,596
Provisions	15	17,423
<b>Total Non-Current Liabilities</b>		<b>21,019</b>
<b>Total Liabilities</b>		<b>73,589</b>
<b>Net Asset</b>		<b>621,951</b>
<b>Equity</b>		
General Reserves	17	19,407
Asset Revaluation Reserve	17	237,016
Restricted Funds	24	11,562
<b>Accumulated Funds</b>		<b>353,966</b>
<b>Total Equity</b>		<b>621,951</b>

*Notes to the Financial Reports  
for the Financial Year Ended 31 December 2000*

**28. Operating Result in Accordance with DETYA Guidelines**

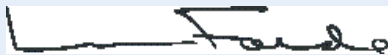
The 2000 DETYA guidelines require that revenues, which are conditional for use in future reporting periods, be shown in the Statement of Financial Position as a liability "Revenue Received in Advance".

		<b>2000</b> \$'000
<b>Revenue</b>		
Commonwealth Government Grants	1(o), 2.1	118,589
Higher Educations Contribution Scheme		
Student Contributions	1(o), 22.1	7,872
Commonwealth Payments	1(o), 22.1	49,898
Queensland Government Grant	2.2	3,350
Other Research Grants	2.3	14,331
Fees and Charges	2.4	54,588
Investment Income	2.5	3,558
Royalties, Trademarks & Licenses	2.6	285
Consultancy and contract research	2.7	4,064
Other revenue	2.8	14,622
<b>Total operating revenue</b>		<b>271,157</b>
<b>Expenses</b>		
Employee Benefits	2.9	157,789
Depreciation and amortisation	2.10	36,735
Buildings & grounds	2.11	8,576
Bad & doubtful debts	2.12	134
Other	2.13	81,369
<b>Total Operating expenses</b>		<b>284,603</b>
<b>Operating Surplus/Loss</b>		<b>(13,446)</b>
<b>29. Other Liabilities</b>		
<b>Current</b>		
Revenue Received in Advance		19,837
Accrued Liabilities		352
		<b>20,189</b>

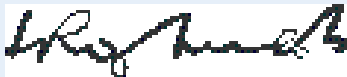
## CERTIFICATE OF GRIFFITH UNIVERSITY

The foregoing annual financial statements have been prepared pursuant to the provisions of the *Financial Administration and Audit Act 1977* and other prescribed requirements and we certify that -

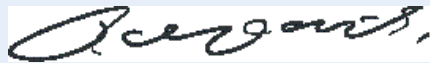
- (a) the foregoing financial statements with other information and notes to and forming part thereof are in agreement with the accounts and records of Griffith University;
- (b) in our opinion -
  - (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects; and
  - (ii) the foregoing annual financial statements have been drawn up so as to present a true and fair view, on a basis consistent with that applied in the financial year last preceding except where detailed in the notes to the accounts, of the transactions of Griffith University for the period 1 January 2000 to 31 December 2000 and of the financial position as at the close of that year.



L FORDE AC  
Chancellor



L R WEBB  
Vice-Chancellor



R V SRINIVASAN  
Director  
Finance and Business Services

## INDEPENDENT AUDIT REPORT

The Council of Griffith University

### Scope

I have audited the general purpose financial statements of Griffith University prepared by the University for the year ended 31 December 2000 in terms of section 46F of the *Financial Administration and Audit Act 1977*. The financial statements comprise the Statement of Financial Performance, the Statement of Financial Position, the Statement of Cash Flows, Notes to and forming part of the Financial Statements and certificates given by the Director of Finance and Business Services, Vice-Chancellor and Chancellor.

The Griffith University is responsible for the preparation and the form of presentation of the financial statements and the information they contain. I have audited the financial statements in order to express an opinion on them.

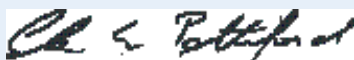
The audit has been conducted in accordance with *QAO Auditing Standards*, which incorporate the Australian Auditing Standards, to provide reasonable assurance as to whether the financial statements are free of material misstatement. Audit procedures included the examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with prescribed requirements which include Australian Accounting Standards so as to present a view which is consistent with my understanding of the University's financial position and the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

### Audit Opinion

In accordance with section 46G of the Financial Administration and Audit Act, I certify that I have received all the information and explanations I have required and, in my opinion -

- the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects; and
- the statements have been drawn up so as to present a true and fair view in accordance with prescribed accounting standards and other prescribed requirements of the transactions of the Griffith University for the financial year ended 31 December 2000 and of the financial position as at the end of that year.



**G E PETTIFORD**  
Acting Assistant Auditor-General  
(as Delegate of the Auditor-General)



**Queensland Audit Office**  
Brisbane



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