The University's mission is to create a community dedicated to achieving national and international levels of excellence in teaching, research and scholarship, one that makes significant contributions to the intellectual, cultural, social and economic life of Queensland and the Australian and international communities.
Communication objectives

This Annual Report reviews The University of Queensland’s performance in 2007, compares it with previous years, and flags future intentions. It answers the interests of our diverse stakeholders by documenting our progress against the aims, aspirations and commitments stated in our five-year Strategic Plan 2007-2011.

The report outlines our operational and business framework, and describes the teaching and research highlights of the year. It reflects the strength of our community partnerships and demonstrates our efficient stewardship of public and other resources.

We have structured this information to serve a variety of readership styles, ranging from the casual to the more exacting. The index adds to the Report’s usefulness as a reference document.

Users of this report include members of State Parliament, members of the public, the University community (academics, administrators, graduates and students), business and media communities, benefactors and others, such as Australian and international visitors, and prospective staff and students.

They will find the report describes a range of initiatives, achievements and future plans – a sound basis for measuring our performance in 2007 and our prospects as a continuing leader among Australia’s 39 universities.

Report of the Senate of The University of Queensland

For the period January 1, 2007, to December 31, 2007

In pursuance of the provisions of Section 46J(1) of the Financial Administration and Audit Act 1977, Senate has the honour to transmit to the Minister for Education and Training and the Minister for the Arts a report on the proceedings of The University of Queensland for the year ended December 31, 2007.

Sir Llewellyn Edwards AC
Chancellor
Our mission

The University’s mission is to create a community dedicated to achieving national and international levels of excellence in teaching, research and scholarship, one that makes significant contributions to the intellectual, cultural, social and economic life of Queensland and the Australian and international communities.

Our standing

The University of Queensland was founded in 1910 as the first university in Queensland and the fifth in Australia. It is now known internationally as a leader among Australia’s 39 universities.

The University ranks in the nation’s top two or three institutions by most performance measures. We are a founding member of the Group of Eight – a national coalition of leading research-intensive universities. Internationally, UQ is one of only three Australian founding members of Universitas 21, an international consortium of research-intensive universities dedicated to world’s best practice.

Our aims and commitments

We seek to honour our responsibilities to our community and the wider communities with which we interact. The University strives to:

– identify and develop new, appropriate strategic priorities in teaching and research;
– develop, manage and diversify our resource base;
– incorporate new technologies in leading-edge infrastructure;
– leverage new funding via our Strategic Initiatives Fund;
– establish new, world-class research institutes and centres; and
– develop innovative programs, courses and pedagogies with an abiding commitment to quality assurance and accountability.

Our operational priorities

The University’s critical operational priorities, backed by our Strategic Initiatives Fund, are to:

1. attract and retain the most able undergraduate and postgraduate students, in the context of achieving equity and diversity in the student population and, in particular, to address under-representation of students from disadvantaged groups;
2. enhance all aspects of students’ learning experience with close attention to use of new technologies and enhancing levels of student/staff contact;
3. support research-rich teaching and learning culture and practices;
4. achieve a graduate student proportion of 25 percent, with increasing emphasis on research students;
5. internationalise all facets of the University’s endeavours;
6. improve research productivity and quality, focusing on areas of strategic priority;
7. maintain leadership in the transfer and commercialisation of intellectual property;
8. develop close faculty-based links with all UQ graduates, within Australia and internationally;
9. increase and diversify the University’s income base, especially from non-government sources;
10. implement best practice in managing people, resources and systems, ensuring equality of opportunity for all staff; and
11. enhance the physical environment and facilities of the University, particularly teaching and learning and research facilities.

Strategic Initiative funds will be applied preferentially in support of these priorities.

The official launches of the Queensland Brain Institute (QBI) and the Centre for Clinical Research (UQCCR) augmented our series of internationally significant research facilities, made possible by support from The Atlantic Philanthropies and the Queensland Government. Queensland Premier Anna Bligh added to the moment of the opening of the $63 million QBI, at St Lucia, by pledging operational funds of $25 million over five years. UQCCR, beside the Royal Brisbane and Women’s Hospital at Herston, will convert laboratory breakthroughs into better treatments and results for patients.

This medical research momentum will continue to build, thanks significantly to a 2007 guarantee of more than $100 million for the planned Translational Research Institute. This Commonwealth commitment matches an earlier undertaking from the Queensland Government and enables advances in planning for this monumental facility, which will be one of only a handful of its kind in the world.

The opening of stage one of the $33 million Centre for Advanced Animal Science at UQ’s Gatton campus was another of many notable events.

Significant achievements beyond the sciences included the inaugural $40,000 UQ National Artists’ Self-Portrait Prize, sponsored by the Margaret Hannah Olley Foundation. This, Australia’s only self-portrait prize, complements the UQ Art Museum’s National Collection of Artists’ Self-Portraits – another Australian first.

Our Way, Contemporary Aboriginal Art from Lockhart River, opened at the UQ Art Museum in May and then toured to Singapore and the United States. As well as introducing a youthful art movement to new international audiences, it assisted reconciliation between a New York State university and the First Nation people of its region.

Our Way was a feature of UQ’s year of focus on Indigenous issues, which was proclaimed to mark the 40th anniversary of the 1967 referenda and intended to stimulate stronger, ongoing attention towards these vital issues.

The tradition of building on established strengths in research, teaching and learning, and commercialisation also continued apace in 2007.

Demonstrating the potential of UQ research, global mass vaccinations against cervical cancer proceeded using Gardasil, the discovery of Professor Ian Frazer and the late Dr Jian Zhou.

Nationally, UQ researchers dominated Australian Research Council Linkage Projects funds, and were awarded the only two National Health and Medical Research Council 2008 Australia Fellowships.

UQ again prevailed in the Carrick Awards, and garnered national and international attention for our next generation learning spaces.

The year had particular resonance for me because it completed my 12 years as Vice-Chancellor. It has been immensely gratifying to witness dramatic increases in UQ’s competitive research grants, unrivalled results from national teaching awards, and the creation of globally acknowledged research institutes and teaching and learning spaces. I will cherish the experiences of working with Sir Llew Edwards and Senators, alongside the strongest university senior executive in Australia, and with the unflagging support of my office staff and, above all, my wife, Barbara, and my family.

I am delighted to acknowledge Professor Paul Greenfield as my successor, and I wish Paul and all who are associated with UQ the very best for the future.
Teaching and learning

– A new Teaching and Learning Enhancement Plan 2008-2010 was launched in 2007.
– To keep up with a changing work environment and new student expectations, several new courses were launched.
– UQ scholarships, bursaries and prizes increased in 2007, with more than 2000 students receiving financial aid.
– The University participated in a range of activities to address access and retention for students from equity groups.
– UQ again topped the nation in the prestigious 2007 Carrick Awards.

Research and research training

– UQ maintained a portfolio of world-class infrastructure, hosting seven state-of-the-art research institutes.
– UQ continued to perform well above other Queensland and many interstate institutions in the allocation of Federal Government research funding.
– UQ and associated institutes engaged with Australian and overseas organisations identified as strategic partners for its research endeavours. In 2007, UQ established several new partnerships.
– Director of UQ’s Diamantina Institute, Professor Ian Frazer, who led the team that developed the world’s first cervical cancer vaccine, received five major awards in 2007.
– UQ’s main research commercialisation company, UniQuest, is the largest of its type in Australia and one of the world’s most highly regarded university technology-transfer groups.
– UQ continued to attract a growing number of PhD students. In 2007, a total of 3593 PhD students enrolled at UQ, up from 3587 in 2006 and 3036 in 2005.

Community partnerships

– An extensive range of activities and open days for school students and potential undergraduates saw overall attendances at the events rise from 18,411 in 2006 to 19,816 in 2007.
– The University celebrated 2007 as a year of special focus on Aboriginal and Torres Strait Islander issues. It established the Faculty of Health Sciences Centre for Indigenous Health to foster external relationships and partnerships.
– The Library worked closely with other universities, cultural and heritage organisations and research agencies in 2007.
– The Customs House was a high-demand venue for University, corporate and private meetings, seminars, cultural events and catered functions.
– The Boilerhouse Community Engagement Centre worked at local, national and international levels on innovative higher education community engagement projects.
– Outreach activities with the UQ alumni community saw more than 14,000 people participate in 37 alumni networks.

Management and resources

– The University recorded an operating revenue of $1049.79 million in 2007. Its financial operations produced a surplus of $81 million.
– During 2007, $22.5 million was received from the Queensland Government Smart State Research Facilities Fund.
– Throughout 2007, philanthropic support to UQ from individuals and organisations totalled nearly $25 million.
– The high volume of recruitment activity for 2007 will continue. A web-based e-recruitment module will be launched in 2008.
– Implementation began in 2007 of a revised UQ Equity and Diversity Plan 2007-2009, with key priorities including increasing the number of Indigenous Australian staff and the number of female staff at senior levels.
– The UQ Occupational Health & Safety Council continued to review and approve a range of new and updated OH&S policies, procedures and guidelines.
– Improvements were made to facilities at all campuses throughout the year. Milestones included completing the $62.5 million Queensland Brain Institute building at UQ St Lucia and starting work on the $32.9 million Centre for Animal Studies at UQ Gatton.
Where we stand

The University of Queensland is one of only three founding Australian members of Universitas 21, an international network of 21 leading research-intensive universities in 13 countries.

Collectively, members enrol more than 650,000 students, employ more than 130,000 staff and have more than two million alumni. Their collective budgets amount to more than US$13 billion. The network’s purpose is to facilitate collaboration and cooperation between member universities and create opportunities for them on a scale none would achieve operating independently or through traditional bilateral alliances. Members are:

– The University of Queensland,
– University of New South Wales,
– University of Melbourne (Australia);
– University of British Columbia,
– McGill University (Canada);
– Fudan University,
– Shanghai Jiao Tong University (China);
– University of Hong Kong;
– Delhi University (India);
– University College Dublin (Ireland);
– Waseda University (Japan);
– Technológico de Monterrey (Mexico);
– University of Auckland (New Zealand);
– National University of Singapore;
– Korea University (South Korea);
– Lund University (Sweden);
– University of Birmingham,
– University of Edinburgh,
– University of Glasgow;
– University of Nottingham (UK); and
– University of Virginia (USA).

Good Universities Guide

The University of Queensland has been independently ranked as one of Australia’s best universities and the best in Queensland for the 11th consecutive year.

The 2008 edition of The Good Universities Guide awarded UQ the maximum five-star rating for five key performance indicators. They were getting a job, staff qualifications, research grants, research intensity and toughness to get in (St Lucia campus).

In 2006, UQ was the only Queensland university included in the top 50 universities in the world in another ranking list, the annual world top 200 ranking, produced by the UK’s Times Higher Education Supplement. UQ advanced two places from 47th to 45th spot.

In 2007, the respected Academic Ranking of World Universities, undertaken by the Institute of Higher Education at Shanghai Jiao Tong University, ranked UQ as the top university in Queensland and third nationally.

In academic rankings of world universities by broad subject fields, UQ was in the top 100 universities in the world in life and agricultural sciences; clinical medicine and pharmacy; and social sciences.

UQ also features in the Newsweek ranking of the world’s top 100 universities.

The Good Universities Guide is an independent consumer guide that provides ratings, rankings, comment and information about Australian higher education institutions.

UQ was the only Queensland university to receive the highest rating for research grants and research intensity.

Teaching profile

UQ continues to attract a dominant share of the most able Queensland Year 12 students to its undergraduate programs and is the Australian university that has won the most national teaching awards.

Professor Deborah Terry was appointed as the University’s first Pro–Vice–Chancellor (Teaching & Learning). This position strengthens the leadership and guidance provided to UQ’s teachers and heightens our focus on improving student learning.

UQ introduced teaching–focused appointments so staff can choose to focus their energies on teaching practice and scholarship. A new Teaching and Learning Enhancement Plan that covers 2008 to 2010 was launched in 2007.

Research profile

UQ ranks consistently among Australia’s top universities for research funding.

<table>
<thead>
<tr>
<th>Total research income ($ million)</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>UQ</td>
<td>156.7</td>
<td>188.9</td>
<td>215</td>
</tr>
</tbody>
</table>

2007 snapshots
How we rate

UQ is one of the Group of Eight, which comprises Australia's leading universities. The Go8 works to ensure a consistent, sustainable policy environment that maximises the wide-ranging economic, social and cultural benefits to the Australian community of higher education and ensures Australian universities are recognised as among the best in the world.

Note: Due to changes by DEST in the methodology and timing of collecting nationwide university data, DEST-generated statistics for 2007 were not available at the time of printing. Go8 comparisons on these pages represent the most recent statistics available.

Our students

In 2007, projected graduations were 8725.

International enrolments from 113 countries made up 18.4 percent of the student population.

Projected 2007 awards

<table>
<thead>
<tr>
<th>Award level</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher doctorate</td>
<td>4</td>
</tr>
<tr>
<td>Doctorate by research</td>
<td>489</td>
</tr>
<tr>
<td>Doctorate by coursework</td>
<td>16</td>
</tr>
<tr>
<td>Masters by research</td>
<td>68</td>
</tr>
<tr>
<td>Masters by coursework</td>
<td>1699</td>
</tr>
<tr>
<td>Postgraduate/graduate diploma</td>
<td>379</td>
</tr>
<tr>
<td>Graduate certificate</td>
<td>363</td>
</tr>
<tr>
<td>Bachelors honours</td>
<td>1328</td>
</tr>
<tr>
<td>Bachelors</td>
<td>4331</td>
</tr>
<tr>
<td>Diploma/associate diploma</td>
<td>48</td>
</tr>
<tr>
<td>Total</td>
<td>8725</td>
</tr>
</tbody>
</table>

Total enrolments

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time internal</td>
<td>29,208</td>
<td>29,587</td>
</tr>
<tr>
<td>Part-time internal</td>
<td>6674</td>
<td>6851</td>
</tr>
<tr>
<td>External</td>
<td>1636</td>
<td>1514</td>
</tr>
<tr>
<td>Total</td>
<td>37,518</td>
<td>37,952</td>
</tr>
<tr>
<td>Female</td>
<td>55.1%</td>
<td>55.0%</td>
</tr>
<tr>
<td>Male</td>
<td>44.9%</td>
<td>45.0%</td>
</tr>
</tbody>
</table>

Yearly enrolment history

<table>
<thead>
<tr>
<th>YEAR</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>35,952</td>
<td>35,352</td>
</tr>
<tr>
<td>2002</td>
<td>37,514</td>
<td>38,161</td>
</tr>
<tr>
<td>2003</td>
<td>38,139</td>
<td>38,611</td>
</tr>
<tr>
<td>2004</td>
<td>38,139</td>
<td>38,611</td>
</tr>
<tr>
<td>2005</td>
<td>37,777</td>
<td>38,139</td>
</tr>
<tr>
<td>2006</td>
<td>37,587</td>
<td>38,139</td>
</tr>
<tr>
<td>2007</td>
<td>37,952</td>
<td>38,139</td>
</tr>
<tr>
<td>2008</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2009</td>
<td>38,334</td>
<td>38,139</td>
</tr>
<tr>
<td>2010</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2011</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2012</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2013</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2014</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2015</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2016</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2017</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2018</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2019</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2020</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2021</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2022</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2023</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2024</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2025</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2026</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2027</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2028</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2029</td>
<td>38,139</td>
<td>38,139</td>
</tr>
<tr>
<td>2030</td>
<td>38,139</td>
<td>38,139</td>
</tr>
</tbody>
</table>

Enrolment levels

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate by research</td>
<td>3096</td>
<td>3165</td>
</tr>
<tr>
<td>Doctorate by coursework</td>
<td>96</td>
<td>111</td>
</tr>
<tr>
<td>Masters by research</td>
<td>492</td>
<td>501</td>
</tr>
<tr>
<td>Masters by coursework</td>
<td>4625</td>
<td>4687</td>
</tr>
<tr>
<td>Postgraduate/graduate diploma</td>
<td>802</td>
<td>746</td>
</tr>
<tr>
<td>Graduate certificate</td>
<td>719</td>
<td>723</td>
</tr>
<tr>
<td>Bachelors</td>
<td>26,578</td>
<td>26,938</td>
</tr>
<tr>
<td>Diploma/associate diploma</td>
<td>279</td>
<td>242</td>
</tr>
<tr>
<td>Non-award course</td>
<td>831</td>
<td>839</td>
</tr>
<tr>
<td>Total</td>
<td>37,518</td>
<td>37,952</td>
</tr>
</tbody>
</table>

International enrolments

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate by research</td>
<td>585</td>
<td>645</td>
</tr>
<tr>
<td>Doctorate by coursework</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Masters by research</td>
<td>80</td>
<td>87</td>
</tr>
<tr>
<td>Masters by coursework</td>
<td>1873</td>
<td>1982</td>
</tr>
<tr>
<td>Postgraduate/graduate diploma</td>
<td>82</td>
<td>105</td>
</tr>
<tr>
<td>Graduate Certificate</td>
<td>51</td>
<td>33</td>
</tr>
<tr>
<td>Bachelors</td>
<td>3177</td>
<td>3422</td>
</tr>
<tr>
<td>Diploma/associate diploma</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Non-award course</td>
<td>749</td>
<td>702</td>
</tr>
<tr>
<td>Total</td>
<td>6607</td>
<td>6984</td>
</tr>
</tbody>
</table>
### Five years key statistics

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of students</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>38,161</td>
<td>38,139</td>
<td>37,177</td>
<td>37,518</td>
<td>37,952</td>
<td>1.2%</td>
</tr>
<tr>
<td>% Female</td>
<td>54.7%</td>
<td>54.7%</td>
<td>55.1%</td>
<td>55.1%</td>
<td>55.0%</td>
<td></td>
</tr>
<tr>
<td>Commencing</td>
<td>13,605</td>
<td>13,236</td>
<td>12,858</td>
<td>13,457</td>
<td>13,658</td>
<td>1.5%</td>
</tr>
<tr>
<td>% Female</td>
<td>56.4%</td>
<td>56.1%</td>
<td>56.9%</td>
<td>55.6%</td>
<td>56.7%</td>
<td></td>
</tr>
<tr>
<td><strong>Student load</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>29,391</td>
<td>29,329</td>
<td>29,066</td>
<td>29,066</td>
<td>29,344</td>
<td>0.9%</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>23,463</td>
<td>23,061</td>
<td>22,863</td>
<td>22,863</td>
<td>23,104</td>
<td>1.1%</td>
</tr>
<tr>
<td>Postgraduate</td>
<td>5,927</td>
<td>6,205</td>
<td>6,203</td>
<td>6,203</td>
<td>6,230</td>
<td>0.4%</td>
</tr>
<tr>
<td><strong>Funding for places</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commonwealth fully subsidised coursework places</td>
<td>19,290</td>
<td>19,400</td>
<td>19,020</td>
<td>20,079</td>
<td>20,285</td>
<td>1.0%</td>
</tr>
<tr>
<td>Commonwealth Research Training Scheme</td>
<td>2,033</td>
<td>2,058</td>
<td>1,937</td>
<td>1,887</td>
<td>1,836</td>
<td>-2.7%</td>
</tr>
<tr>
<td>Domestic full-fee paying (award and non-award)</td>
<td>2,227</td>
<td>2,320</td>
<td>2,138</td>
<td>2,123</td>
<td>1,968</td>
<td>-7.3%</td>
</tr>
<tr>
<td>International full-fee paying</td>
<td>4,596</td>
<td>4,950</td>
<td>5,047</td>
<td>5,216</td>
<td>5,539</td>
<td>6.2%</td>
</tr>
<tr>
<td>Marginally funded, other sources and shortfall (-)</td>
<td>1,245</td>
<td>601</td>
<td>239</td>
<td>294</td>
<td>230.0%</td>
<td></td>
</tr>
<tr>
<td><strong>Award completions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>8,644</td>
<td>9,010</td>
<td>8,483</td>
<td>8,747</td>
<td>8,725</td>
<td>-0.3%</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>5,963</td>
<td>5,971</td>
<td>5,766</td>
<td>5,759</td>
<td>5,707</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Postgraduate</td>
<td>2,681</td>
<td>3,039</td>
<td>3,077</td>
<td>2,988</td>
<td>3,018</td>
<td>1.0%</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>4,865</td>
<td>5,081</td>
<td>5,251</td>
<td>5,474</td>
<td>5,661</td>
<td>3.4%</td>
</tr>
<tr>
<td>Academic</td>
<td>1,979</td>
<td>2,078</td>
<td>2,206</td>
<td>2,283</td>
<td>2,400</td>
<td>5.1%</td>
</tr>
<tr>
<td>Teaching and research</td>
<td>1,263</td>
<td>1,273</td>
<td>1,550</td>
<td>1,509</td>
<td>1,482</td>
<td>-1.8%</td>
</tr>
<tr>
<td>Teaching focused</td>
<td>34</td>
<td>34</td>
<td>34</td>
<td>34</td>
<td>34</td>
<td></td>
</tr>
<tr>
<td>Research only</td>
<td>716</td>
<td>805</td>
<td>656</td>
<td>774</td>
<td>884</td>
<td>14.2%</td>
</tr>
<tr>
<td>Non-academic</td>
<td>2,886</td>
<td>3,003</td>
<td>3,045</td>
<td>3,191</td>
<td>3,261</td>
<td>2.2%</td>
</tr>
<tr>
<td>Research only</td>
<td>436</td>
<td>455</td>
<td>473</td>
<td>498</td>
<td>446</td>
<td>-10.4%</td>
</tr>
<tr>
<td>Other</td>
<td>2,450</td>
<td>2,548</td>
<td>2,572</td>
<td>2,693</td>
<td>2,815</td>
<td>4.5%</td>
</tr>
<tr>
<td><strong>Operating revenue ($'000):</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>732,266</td>
<td>739,121</td>
<td>820,551</td>
<td>957,789</td>
<td>1,049,795</td>
<td>9.6%</td>
</tr>
<tr>
<td>Commonwealth Government</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating purposes excluding HECS-HELP &amp; FEE-HELP</td>
<td>225,544</td>
<td>212,282</td>
<td>250,741</td>
<td>266,612</td>
<td>275,681</td>
<td>3.4%</td>
</tr>
<tr>
<td>HECS-HELP</td>
<td>97,045</td>
<td>92,241</td>
<td>108,210</td>
<td>111,160</td>
<td>118,713</td>
<td>6.8%</td>
</tr>
<tr>
<td>Special research assistance</td>
<td>55,416</td>
<td>65,821</td>
<td>59,948</td>
<td>91,693</td>
<td>99,346</td>
<td>8.3%</td>
</tr>
<tr>
<td>NHMRC</td>
<td>23,419</td>
<td>25,360</td>
<td>21,734</td>
<td>26,571</td>
<td>40,171</td>
<td>40.6%</td>
</tr>
<tr>
<td>Other Commonwealth Grants (including CDP)</td>
<td>11,956</td>
<td>16,522</td>
<td>3,376</td>
<td>21,348</td>
<td>42,903</td>
<td>101.0%</td>
</tr>
<tr>
<td>Consultancy and contract research</td>
<td>42,433</td>
<td>41,325</td>
<td>52,700</td>
<td>65,333</td>
<td>66,398</td>
<td>1.6%</td>
</tr>
<tr>
<td>Tuition fees (including FEE HELP)</td>
<td>93,092</td>
<td>111,457</td>
<td>133,810</td>
<td>138,607</td>
<td>156,983</td>
<td>13.3%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>183,361</td>
<td>170,103</td>
<td>190,032</td>
<td>234,465</td>
<td>249,600</td>
<td>6.5%</td>
</tr>
<tr>
<td><strong>Institutional Grants Scheme (IGS) income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amount</td>
<td>26,337</td>
<td>28,947</td>
<td>29,052</td>
<td>28,731</td>
<td>28,900</td>
<td>0.6%</td>
</tr>
<tr>
<td>as % of national total</td>
<td>10.2%</td>
<td>10.2%</td>
<td>10.0%</td>
<td>9.7%</td>
<td>9.6%</td>
<td></td>
</tr>
<tr>
<td>national rank order</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Property plant &amp; equipment ($'000)</td>
<td>1,114,810</td>
<td>1,128,600</td>
<td>1,481,900</td>
<td>1,635,221</td>
<td>2,073,953</td>
<td>26.8%</td>
</tr>
<tr>
<td><strong>Total net assets ($'000)</strong></td>
<td>1,297,287</td>
<td>1,288,600</td>
<td>1,824,856</td>
<td>1,971,021</td>
<td>2,481,839</td>
<td>25.9%</td>
</tr>
</tbody>
</table>

Notes: Number of students is an unduplicated count of students enrolling in any semester of the enrolment year, excluding cross-institutional students. Figures for 2007 are provisional. Student load is the sum of the load for each semester, as recorded at the official census date in each semester, expressed in equivalent full-time students load units (EFTSL). Figures for 2007 are provisional. Award completions is the number of completed degrees, diplomas and certificates. Figures for 2007 are provisional. Staff shows the number of full-time equivalent positions occupied by full-time and part-time staff members as at March 31. Operating revenue and total assets figures are taken from the University’s annual financial statements and refer only to the University itself, not controlled entities. The apparent decrease in government income in 2004 results from a change in accounting practice. Institutional Grants Scheme funding, provided by the Commonwealth to support institutional research and research training activities, is distributed annually among universities under a formula that represents a measure of overall research performance.
From left: Vice-Chancellor Professor John Hay AC, Mrs Barbara Hay, Governor of Queensland, Her Excellency Ms Quentin Bryce AC, Lady Jane Edwards, and Chancellor Sir Llew Edwards AC.

Basis of Authority

The University is governed by the University of Queensland Act 1998, which replaced a 1965 Act. The Act was amended in 2005 because of the Commonwealth Higher Education Support Act 2003. In 2007, the Act was administered by the Honourable Rod Welford MLA, as Minister for Education and Training and Minister for the Arts.

Under sections 4-6 of the Act, the University is constituted as a body corporate with the usual powers of a body corporate. It has a seal, and it may sue and be sued in its corporate name.

Our functions

The University’s functions are to:
- disseminate knowledge and promote scholarship;
- provide education at university standard;
- provide facilities for and encourage study and research;
- encourage the advancement and development of knowledge and its application;
- provide courses of study or instruction (at levels of achievement Senate considers appropriate) to meet community needs;
- confer higher education awards;
- provide for the wellbeing of staff, students and others taking courses;
- exploit commercially, for the University’s benefit, University facilities and resources such as study, research or knowledge belonging to the University (or their practical applications), whether alone or with someone else; and
- perform other functions given to the University under this or another Act.

Our powers

The University has all the powers of an individual and they may be exercised inside or outside Queensland and Australia. For example, the University may:
- enter contracts;
- acquire, hold, dispose of and deal with property;
- appoint agents and attorneys;
- engage consultants;
- fix charges and other terms for services supplied; and
- do anything else necessary to or in connection with its functions.

The University’s powers are elaborated on by other parts of the Act. The Statutory Bodies Financial Arrangements Act 1982 sets out how its powers are affected by its status as a statutory authority in Queensland.

Our governing body

Under sections 7-10 of the Act, the University Senate is the governing body responsible for managing and controlling University affairs, property and finances. The Act defines financial responsibilities and specifies matters on which statutes can be made.
COMMERCIALISATION OF INTELLECTUAL PROPERTY, VIA MYRIAD INDEPENDENT OPERATIONS ESTABLISHED UNDER THE CORPORATIONS LAW, ADVANCES UQ’S STRONG RESEARCH TRADITION.

Under its constituting legislation, UQ has authority to establish companies that may further the University’s educational and research aims.

The activities of such limited liability companies can include fundraising for and commercialisation of intellectual property (IP) developed by the University.

Financial statements are prepared by each company and audited by the Queensland Audit Office. They are then consolidated with those of the University (see Appendix A).

During 2007, UQ operated the following controlled entities:

**Subsidiaries of UQ Holdings**

**CITR Group**
- CITR Pty Ltd
- CITR Incorporated
CITR companies specialise in products and services in advanced information and communications technology. CITR Pty Ltd was spun out of the University’s Centre for Information Technology Research in 1994. CITR Incorporated is a wholly owned US subsidiary.

**SARV Pty Ltd**
SARV holds an investment in land held for resale on behalf of the University.

**JKTech Pty Ltd**
JKTech is the technology transfer company of the University’s Julius Krutttschnitt Mineral Research Centre.

**IMBcom Group**
- IMBcom Pty Ltd
- Kalthera Pty Ltd
- Cyclagen Pty Ltd
- CCA Therapeutics Pty Ltd (registered October 24, 2007)
IMBcom Group companies help develop and commercialise research and IP generated by the Institute for Molecular Bioscience.

**UniQuest Group**
UniQuest Pty Ltd, The University of Queensland’s main commercialisation company, is Australia’s largest, and one of the most highly regarded, university technology transfer groups. Since 1984, UniQuest has built, commercialised and managed an extensive IP and asset portfolio, including more than 1000 patents and 50 companies resulting from UQ discoveries and expertise.

Members of the UniQuest Group in 2007 were:
- UniQuest Pty Ltd
- Activetorque Pty Ltd
- Antepod Technologies Pty Ltd (deregistered June 30, 2007)
- Aussie Colours Pty Ltd (registered June 12, 2007)
- Bireme Pty Ltd
- CITR Pty Ltd (registered November 22, 2007)
- Dendright Pty Ltd
- Diabax Pty Ltd (deregistered 2007)
- First Investor Pty Ltd (registered 2007)
- Fluoro Therapies Pty Ltd
- Herdvac Pty Ltd
- Hydrexia Pty Ltd
- AON 122 134 105 Pty Ltd (formerly Imprezzeo Pty Ltd)
- Imprezzeo Pty Ltd (deregistered October 7, 2007)
- Leximancer Pty Ltd
- Lucia Publishing Systems Pty Ltd
- Neutrodyne Pty Ltd
- Pepfactants Pty Ltd
- Polyyacc Pty Ltd
- Thrombostat Pty Ltd (deregistered in 2007)
- UILC Pty Ltd (registered June 30, 2007)
- UVAT Pty Ltd (registered June 30, 2007)
- Vascam Pty Ltd
- Vacquel Pty Ltd
- Wave Instruments Pty Ltd

**UniQuest Asset Trust**
(Established 2007) – Subsidiary of The University of Queensland
- Annotex Pty Ltd (registered November 22, 2007)
- Bilexys Pty Ltd (registered November 22, 2007)
- Dendrimed Pty Ltd (registered October 11, 2007)
- Dendrimed Pty Ltd (registered October 11, 2007)
- LanguageMap Pty Ltd (registered 2007)
- Tenasitech Pty Ltd (registered 2007)
- Xenimet Pty Ltd (registered 2007)

**UQ Holdings Group**

**UQ Holdings Pty Ltd**
The group consists of companies involved in commercialising University research and other activities.

UQ Holdings manages UQ’s interests in companies established to capitalise on IP and other University assets. It is the administrative entity and trustee of The University of Queensland Foundation Trust.

**Med-E-Serv Group**
- Med-E-Serv Pty Ltd
- Health Institute Pty Ltd

**UQ Holdings Group**

**UQ Holdings Pty Ltd**
The group consists of companies involved in commercialising University research and other activities.

UQ Holdings manages UQ’s interests in companies established to capitalise on IP and other University assets. It is the administrative entity and trustee of The University of Queensland Foundation Trust.

During 2007, UQ operated the following controlled entities:

**UniQuest Group**
UniQuest Pty Ltd, The University of Queensland’s main commercialisation company, is Australia’s largest, and one of the most highly regarded, university technology transfer groups. Since 1984, UniQuest has built, commercialised and managed an extensive IP and asset portfolio, including more than 1000 patents and 50 companies resulting from UQ discoveries and expertise.

Members of the UniQuest Group in 2007 were:
- UniQuest Pty Ltd
- Activetorque Pty Ltd
- Antepod Technologies Pty Ltd (deregistered June 30, 2007)
- Aussie Colours Pty Ltd (registered June 12, 2007)
- Bireme Pty Ltd
- CITR Pty Ltd (registered November 22, 2007)
- Dendright Pty Ltd
- Diabax Pty Ltd (deregistered 2007)
- First Investor Pty Ltd (registered 2007)
- Fluoro Therapies Pty Ltd
- Herdvac Pty Ltd
- Hydrexia Pty Ltd
- AON 122 134 105 Pty Ltd (formerly Imprezzeo Pty Ltd)
- Imprezzeo Pty Ltd (deregistered October 7, 2007)
- Leximancer Pty Ltd
- Lucia Publishing Systems Pty Ltd
- Neutrodyne Pty Ltd
- Pepfactants Pty Ltd
- Polyyacc Pty Ltd
- Thrombostat Pty Ltd (deregistered in 2007)
- UILC Pty Ltd (registered June 30, 2007)
- UVAT Pty Ltd (registered June 30, 2007)
- Vascam Pty Ltd
- Vacquel Pty Ltd
- Wave Instruments Pty Ltd

**UniQuest Asset Trust**
(Established 2007) – Subsidiary of The University of Queensland
- Annotex Pty Ltd (registered November 22, 2007)
- Bilexys Pty Ltd (registered November 22, 2007)
- Dendrimed Pty Ltd (registered October 11, 2007)
- Dendrimed Pty Ltd (registered October 11, 2007)
- LanguageMap Pty Ltd (registered 2007)
- Tenasitech Pty Ltd (registered 2007)
- Xenimet Pty Ltd (registered 2007)

**University of Queensland Foundation Trust**
The Trust provides seed funding for UQ research projects and promotes and encourages excellence through grants for annual UQ Foundation Research Excellence Awards.

**UQ Investment Trust**
(settled on August 21, 2007)
- JKTech Pty Ltd (Controlled by UQH not the trust. The trust holds a minority interest in JKTC)
CORPORATE GOVERNANCE

Outgoing Vice-Chancellor Professor John Hay AC (left) and the incoming Vice-Chancellor Professor Paul Greenfield AO.
In 2007, the University submitted to the Commonwealth Department of Education, Science and Training (DEST) a statement of certification demonstrating compliance with the National Governance Protocols and continued to qualify for additional funding.

The composition of the 31st Senate complies with requirements specified in the protocols. The 22-member Senate comprises three official members, eight appointed by the Governor-in-Council, eight elected members and three appointed by Senate. Members serve four-year terms, with elected students serving two-year terms. The Chancellor has been elected for three years, with a term ending on December 31, 2008.

Defining responsibilities
As part of its compliance with the protocols, Senate formally adopted a statement of duties and responsibilities. Senate, as the University’s governing body:

- appoints the Vice-Chancellor and monitors performance;
- approves the mission and strategic direction, annual budget and business plan;
- oversees and reviews overall management and performance;
- establishes policy and procedural principles, consistent with legal requirements and community expectations;
- approves and monitors systems of control and accountability, including a general overview of any controlled entities, as defined by the test of control in s50AA of the Corporations Act;
- oversees and monitors the assessment and management of risk University-wide, including commercial undertakings;
- oversees and monitors academic activities in light of advice from the Vice-Chancellor and the Academic Board; and
- approves significant commercial activities undertaken by the University.

Senators formally adopted the following statement of their duties and responsibilities to:

- act in the University’s best interests;
- act honestly and in good faith;
- disclose relevant third-party interests and avoid conflicts of interest;
- exercise duty of care, skill, diligence and confidence;
- develop familiarity with Standing Orders and understand operating protocols for conducting business;
- understand the University’s work;
- observe confidentiality;
- develop linkages and use networks to assist in achieving University goals; and
- be able and willing to participate in the work of the Senate and its boards and committees through regular attendance at meetings.

Assessment of performance
The National Governance Protocols require University governing bodies to assess their performance at regular intervals. The 30th Senate resolved that Senate should conduct a mid-term review of its performance in 2007. In 2007, Senate undertook a self-assessment based on Senate’s specified functions, duties and responsibilities. The self-assessment questionnaire covered topics such as involvement in meetings; strategic planning; effective management of University affairs, property and finances; risk management; oversight of commercial affairs and controlled entities; induction and development; and contribution to University functioning.

In 2008, the Senate Membership and Nominations Advisory Committee, augmented by other representatives from Senate, will consider the review responses and make recommendations on actions Senate should take as a result of the review.

Election of student members
Student members of the Senate serve two-year terms. In 2007, the University implemented, for the first time, an electronic system for electing one undergraduate student and one postgraduate student to Senate for 2008–2009. The system, designed in-house by the University’s Information Technology Services section, was developed to meet requirements specified by the University of Queensland Act, Statute No. 1 and the University Rule – Counting Votes.
Our leaders

The University is governed by a 22-member Senate representing University and community interests and is led by the Chancellor and Deputy Chancellor.

The year 2007 was the second of the term of the 31st Senate, which began on January 1, 2006.

The University of Queensland Act 1998 grants Senate wide powers to:

- appoint University staff;
- manage and control University affairs and property; and
- manage and control finances to promote University interests.

Senate may delegate power to a Senator, a University staff member, or a committee, including one or more Senators. Senate can nominate members and the chair of any committee and determine a quorum.

Senate may not delegate its power to make University statutes or rules, adopt the University’s annual budget, or approve spending of bequests, donations or special grants.

The Vice-Chancellor is the University’s Chief Executive Officer and responsible to the Senate for the overall direction of strategic planning, finance and external affairs.

The Vice-Chancellor is supported by an Executive, comprising a:

- Senior Deputy Vice-Chancellor;
- Deputy Vice-Chancellor (Academic);
- Deputy Vice-Chancellor (International and Development);
- Deputy Vice-Chancellor (Research);
- Pro-Vice-Chancellor Ipswich;
- Secretary and Registrar; and
- President, Academic Board.

The term of the current Vice-Chancellor, Professor John Hay, AC, ended on December 31, 2007. During 2007, Senate undertook a selection process for the appointment of the University’s sixth Vice-Chancellor. Following an international search, Senate appointed Professor Paul Greenfield, AO, the University’s Senior Deputy Vice-Chancellor, as the sixth Vice-Chancellor of the University, from January 1, 2008.

Professor Paul Greenfield AO, who becomes UQ’s seventh Vice-Chancellor in 2008.

Key governance and management bodies

<table>
<thead>
<tr>
<th>Body</th>
<th>Composition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senate (governing body)</td>
<td>22 members</td>
</tr>
<tr>
<td>official members</td>
<td>3</td>
</tr>
<tr>
<td>appointed members</td>
<td>8</td>
</tr>
<tr>
<td>elected members</td>
<td>8</td>
</tr>
<tr>
<td>additional members</td>
<td>3</td>
</tr>
<tr>
<td>Vice-Chancellor &amp; executive</td>
<td>8</td>
</tr>
<tr>
<td>Academic Board</td>
<td>125+</td>
</tr>
<tr>
<td>Faculties</td>
<td>7</td>
</tr>
<tr>
<td>Research institutes</td>
<td>6</td>
</tr>
<tr>
<td>Schools</td>
<td>32</td>
</tr>
<tr>
<td>Central services and divisions</td>
<td>10</td>
</tr>
</tbody>
</table>

+ may include individuals in dual roles and some vacancies
Ethical standards

The university’s Code of Conduct (www.uq.edu.au/hupp/codeofconduct), launched in 1997, remains unchanged, but will be reviewed in 2008. It is required reading on the new staff induction checklist, discussed at all staff induction seminars and an integral part of the University’s mandatory management training for academic and general staff supervisors.

The University’s Animal Ethics Committee and its peripheral committees advise on animal welfare policy and procedures and consider applications requesting use of animals for scientific (research and teaching) purposes. All relevant activities must have animal ethics clearance from the Animal Ethics Committee and comply with all state and federal Acts and guidelines governing such activities.

The Animal Welfare Unit administers these requirements. The University is registered under the Animal Care and Protection Act 2001 as a scientific user of animals (user number 0020).

The Human Experimental Ethical Review Committee (a registered Human Research Ethics Committee) and its sub-committees advise on University policy on research and teaching involving human subjects or human-related materials. The policies are based on the National Statement on Ethical Conduct in Research Involving Humans (1997) and administered by the University’s Ethics Office.

Our Institutional Biosafety Committee reviews research involving genetically modified organisms, as prescribed by the Gene Technology Act 2000. It is also responsible for regulating:

- use of high-risk biological material that is not genetically modified;
- importation of quarantine material (regulated by the Australian Quarantine Inspection Service);
- export of high-risk material (regulated by the Department of Defence); and
- transport of biological material by air, post and road.

The committee secretary is a member of UQ’s Occupational Health and Safety Unit.

University committees

<table>
<thead>
<tr>
<th>Senate</th>
<th>Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit*</td>
<td>Adjunct Professor Robert Wensley, QC</td>
</tr>
<tr>
<td>Buildings and grounds*</td>
<td>Dr Mary Mahoney AO</td>
</tr>
<tr>
<td>Finance*</td>
<td>Dr Norbury Rogers AO</td>
</tr>
<tr>
<td>Honorary degrees</td>
<td>Chancellor</td>
</tr>
<tr>
<td>Legislative*</td>
<td>University General Counsel</td>
</tr>
<tr>
<td>Membership and Nominations</td>
<td>Chancellor Advisory Committee</td>
</tr>
<tr>
<td>Occupational Health &amp; Safety</td>
<td>Dr John Desmarchelier, AM, ED</td>
</tr>
<tr>
<td>Professorial Promotions</td>
<td>Vice-Chancellor</td>
</tr>
<tr>
<td>Risk Management*</td>
<td>Vice-Chancellor</td>
</tr>
<tr>
<td>Standing Committee of Equity, Diversity and the Status of Women</td>
<td>Dr Mary Mahoney AO</td>
</tr>
<tr>
<td>Student Appeals</td>
<td>Deputy Vice-Chancellor (Academic)</td>
</tr>
</tbody>
</table>

*key Senate committees

www.uq.edu.au/senate

Academic Board

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Board Standing Committee</td>
<td>President, Academic Board</td>
</tr>
<tr>
<td>Committee for Academic Programs Policy</td>
<td>President, Academic Board</td>
</tr>
<tr>
<td>Programs sub-committee</td>
<td>President, Academic Board</td>
</tr>
<tr>
<td>Library Committee</td>
<td>Deputy President, Academic Board</td>
</tr>
<tr>
<td>Research Higher Degrees</td>
<td>Director, Graduate School</td>
</tr>
<tr>
<td>Research</td>
<td>Deputy Vice-Chancellor (Research)</td>
</tr>
<tr>
<td>Teaching and Learning</td>
<td>Pro- Vice-Chancellor (Teaching and Learning)</td>
</tr>
<tr>
<td>Appointments and Promotions</td>
<td>President, Academic Board</td>
</tr>
</tbody>
</table>

UG Gatton
Whistleblowers

Four complaints were received under the Whistleblowers Act in 2007. All are being dealt with according to UQ policy, procedure and the law. Reports on outcomes will be completed during 2008.

Assurance and Risk Management Services

The major role of Assurance and Risk Management Services (ARMS) is to provide assurance to executive management and ultimately to Senate that University operations are being managed as per established policies and procedures and good management practice and that identified risks are adequately managed and controlled. The 2007 annual work plan was framed to be consistent with this role and to support ARMS’ basic objectives. They are to:

- support good corporate governance;
- promote the integrity of financial and operational management;
- promote proper management of significant business risk;
- positively influence the culture within the University;
- encourage self-review of systems and procedures; and
- encourage the provision of quality service.

In conducting its work, ARMS is committed to adding value to individual organisational units and the University as a whole. It does that by making constructive recommendations on issues of corporate governance and systems and practices; facilitating enterprise risk management; being available for advice; facilitating change; and encouraging innovation, particularly in IT initiatives.

ARMS’ broad strategy involves more than just conducting audits – it is designed to provide awareness and advice to University management on policy, procedure, good practice and proper conduct.

The annual planning approach, or selection of areas to be reviewed, is responsive to the outcomes of UQ’s risk management planning, to ensure resources are directed to areas of greatest need. ARMS’ self-assessment questionnaire program is used as an educational tool and to ensure the broadest coverage across the University as possible is achieved.

ARMS staff completed 59 reports on audits of faculties, schools, centres, IT systems and University-wide areas; and four investigation reports. Complex reviews included:

- 21 reports covering 88 data centres at various UQ locations;
- Code of Conduct compliance;
- GST compliance;
- tax-deductible gifts compliance;
- UQ Press and Bookshop;
- Peoplesoft version 8.9 implementation;
- eBusiness system security;
- insurance process;
- UQ Art Museum catalogue system;
- Centre for Companion Animal Health;
- Aurion payroll system controls; and
- investments.

ARMS is also responsible for supporting the Audit Committee of Senate and liaising with UQ’s external auditors, the Queensland Audit Office, to ensure a properly coordinated overall audit is performed.

“ARMS’ broad strategy involves more than just conducting audits – it is designed to provide awareness and advice to University management on policy, procedure, good practice and proper conduct.”
Crisis management

In 2005, the University reviewed its disaster management plan and, as a result, the plan was revised and expanded to become a complete crisis management and recovery plan. The plan has since been revised several times to take into account latest thinking on the topic.

A crisis management response team was formed. In 2007, team members took part in hypothetical exercises and helped the University coordinate its response to several real major incidents, including the Heron Island Research Station fire and the equine influenza outbreak at Gatton.

During 2008, further training exercises will be conducted at the St Lucia, Ipswich and Gatton campuses. The exercises will be held under the direction of an external consultant and conducted either with key University staff or the full University crisis management and recovery team, led by the University’s Secretary and Registrar, Douglas Porter.

Staff will be given an impromptu scenario, such as a potential avian flu outbreak, a fire or a terrorist attack, and be asked to develop a coordinated response in real time, to test the effectiveness of the University’s crisis management and recovery planning.

The desktop exercises will be followed later in 2008 with a live crisis management and recovery exercise, also involving Emergency Services.

The University is examining mass communication systems and has completed mass evacuation plans for all major campuses.

Freedom of Information

Twenty-two applications (nine by present or former staff, 11 by students or former students whose queries focused on their time as students, and two by members of the public) were assessed under the Queensland Freedom of Information Act 1992. That compared with 69 applications in 2006 and echoed a trend for staff and students to seek personal information and external applicants to seek non-personal information.

The University gave access to many documents (usually personal to the applicant) as part of routine administrative processes not subject to formal Freedom of Information procedures.

Enterprise risk management

The year 2007 saw a great deal of progress in embedding an enterprise risk management (ERM) structure and process University-wide and conducting significant risk assessments.

Developing an effective ERM culture was greatly enhanced by the appointment of a Manager, ERM Services. Growth was characterised by:

- broadening the ERM framework to include centres and major functions and events, in addition to faculties and administrative divisions;
- the Risk Management Committee of Senate becoming operational;
- a review of the corporate risk management plan;
- a review of operational risk management plans;
- the internal audit plan becoming more fully risk-based; and
- completing development of an in-house risk management software package.

Acceptance of a risk management culture across the University and the effectiveness of ERM are greatly influenced at UQ’s executive level.

The Risk Management Committee of Senate comprises the Vice-Chancellor’s Executive and an internationally acclaimed external risk management consultant, Kevin Knight, AM. Mr Knight is one of the founding influences behind and a director of the Risk Management Institution of Australasia and its predecessor organisations and is one of the original developers of the Australian and New Zealand risk management standard, AS/NZS 4360. He is the convenor of the International Standards Organisation Working Group on Risk Management, which is developing ISO 31000, an international standard on risk management.

In addition to the above activities, the Manager, ERM Services:

- provided risk management advice and guidance to numerous areas of the University;
- facilitated risk assessment processes at various organisational units; and
- produced 13 reports on major risk assessments.

Other activities included:

- conducting a review of the effectiveness of UQ’s crisis management and recovery plan; and
- liaising with the University’s insurers in relation to loss reduction and risk minimisation.

The ERM framework involves coordination of risk management by the Manager, ERM Services, and reporting on its implementation and effectiveness through the Director, ARMS, to the Risk Management Committee. The committee can then provide assurance to Senate on the status of ERM and the effectiveness of management of significant business risk.

During 2007, the University’s Enterprise Risk Register was reviewed and major risks facing the University at a corporate level were re-assessed by senior management and the Risk Management Committee. The resulting revised Enterprise Risk Management Report was considered and approved by Senate. In addition, each major operating unit of the University was required to identify and assess its top five risks and embed within its operational plan for 2008 a risk management plan addressing each of those risks. A web-based risk management system was implemented and, when fully, operational should ensure risk assessment and management across the University is recorded and monitored in a consistent manner.
THE CHANCELLOR AND DEPUTY CHANCELLOR LEAD THE UNIVERSITY SENATE. THE VICE-CHANCELLOR IS THE UNIVERSITY’S CHIEF EXECUTIVE OFFICER. HE IS SUPPORTED BY AN EXECUTIVE, AS DETAILED ON THESE PAGES.

The Honourable
Sir Llewellyn Edwards AC
MBBS Qld, Hon LLD Qld, Hon DUniv QUT, Hon DUniv Griff, FRACMA, FAIM

Chancellor
Leads the University Senate and presides at Senate meetings.

The Honourable Justice
Dr Margaret J White
LLB Adel, Hon LLD Qld

Deputy Chancellor
Acts as Chancellor in the absence of the Chancellor or when the office of Chancellor is vacant.

Professor John Hay AC
BA (Hons) W Aust and Camb, MA Camb, PhD W Aust, Hon LittD Deakin, Hon LittD W Aust, Hon DUniv QUT, Hon LLD Qld, FAHA, FACE, FAIM, FQA

Vice-Chancellor
CEO, responsible to Senate for overall direction of strategic planning, finance and external affairs.
### Senior Deputy Vice-Chancellor

Responsible for strategic planning and overall management of faculties, IMB and Queensland Brain Institute.

Appointed Senior Deputy Vice-Chancellor in 2002. Previously Deputy Vice-Chancellor 2001; Deputy Vice-Chancellor (Research) 1997–2000; Executive Dean of the Faculty of Engineering, Physical Sciences and Architecture (est 1997); and Pro-Vice-Chancellor (Physical Sciences and Engineering) 1993–1996. Chair of the Scientific Advisory Group to the Moreton Bay and Waterways Partnership; and Hazardous Waste Technical Working Group (Basel Convention). Directorships: Symbiosis Ltd; NICTA Ltd; ANSTO Ltd; several University companies, including UniQuest Pty Ltd, IMBcom Pty Ltd and UQ Holdings Ltd.

**Professor Paul Greenfield AO**  
BE (Hons), PhD NSW, BEcon Qld, CEng, CPEng, CSci, FTSE, FChemE, FIEAust, FAICD

### Deputy Vice-Chancellor (Research)

Responsible for enhancement of the University’s research and research training profile and development of research collaborations.

Appointed Deputy Vice-Chancellor (Research) in 2002. Previously University of Queensland Pro Vice-Chancellor (Research) 2001; University of Sydney Pro Vice-Chancellor (Research) 1997–2001; and University of Queensland Dean, Postgraduate Studies 1993–97. Former chair ARC Social Sciences and Humanities Panel 1993–94 and deputy chair ARC Research Grants Committee 1994. He chaired the National Committee of DVCs/PVCs (Research) in 2001 and was convener of the Go8 (DVCs[P]) until December 2007. Directorships: Australian Synchrotron Company; Australian Synchrotron Holding Company; AHURI Queensland Research Centre Ltd; and CRC Mining.

**Professor David Siddle**  
BA (Hons), PhD Qld, FASSA

### Pro-Vice-Chancellor Ipswich

Responsible for overall management and development of the UQ Ipswich campus and its external relationships, and management of the University’s academic employee relations.

Appointed inaugural Pro-Vice-Chancellor Ipswich in 2004. Previously Executive Dean of the Faculty of Arts 1997–2004; Pro-Vice-Chancellor (External Affairs) 1994–1996; Head, Department of Asian Languages and Studies 1985–1994. Directorships: Council of the National Trust of Queensland; Chair, Board of Edmund Rice Flexible Learning Centres; Board of Ipswich Region Chamber of Commerce and Industry; Advisory Board of the Workshops Rail Museum (a branch of the Queensland Museum); Advisory Board of the Currumbin Wildlife Sanctuary Board; and Board of Ipswich Arts Foundation.

**Professor Alan Rix**  
BA (Hons) ANU, PhD ANU

### Pro-Vice-Chancellor (Teaching and Learning)

Responsible for overseeing policies on teaching and learning, student recruitment and retention and quality assurance and preserving the University’s commitment to high-quality teaching and learning. Responsibilities include the Dean of Students Office, the Teaching and Educational Development Institute, Student and Administrative Services (in relation to academic policy issues) and preparation for the 2009 AUQA Audit.


**Professor Deborah Terry**  
BA, PhD ACT, FASSA, FAPS
Deputy Vice-Chancellor (International and Development)
Responsible for international development, policy and strategy, capital asset management and space planning, and special projects.
Appointed Deputy Vice-Chancellor (International and Development) in 2000. Previously University of Queensland Pro Vice-Chancellor (Academic) 1997–1999; Dean of Business, Queensland University of Technology 1995–1997; Head, Graduate School of Management, The University of Queensland 1990–1994. Directorships: Cooperative Research Centre for Sustainable Tourism Pty Ltd (Deputy Chair, Member of the Audit and Finance Committee, Chair of the Governance Committee); Earthcheck Pty Ltd, trading as EC3 Global (formerly Sustainable Tourism Holdings Pty Ltd) and its joint venture with GPM, Stratis Sustainable Tourism Development Pty Ltd; The Queensland Education and Training International Board; Carsgold Pty Ltd. Member: Board of Governors of Sohar University, Sultanate of Oman; Scientific and Technological Park Board of Universidad Catolica del Norte, Antofagasta, Chile; Executive Committee of the University of Da Nang-UQ English Language Institute, Da Nang, Vietnam (an unincorporated joint venture).

Deputy Vice-Chancellor (Academic)
Oversees policies on teaching and learning, information technology, quality assurance and equity. Responsibilities include Dean of Students Office, Library, Office of Marketing and Communications, Office of University Development and Graduate Relations (from July 2006), the Aboriginal and Torres Strait Islander Unit, Customs House, the Equity Office and the Teaching and Educational Development Institute.

Secretary and Registrar
Leads and coordinates the work of central administrative divisions and information technology services; Secretary to the University Senate.
Appointed Secretary and Registrar in 1986. Previously Deputy Registrar, University of Manchester; and University Planning Officer, University of Aston, Birmingham. Directorships: QTAC Board, Unimutual Ltd, Unisend Pty Ltd Board; UniQuest Pty Ltd; Comquest Group Board; SARV Pty Ltd Board; CITR Pty Ltd; and Joint Company Secretary UQ Holdings. Member of the PeopleSoft International Customer Advisory Board (2002–2005); and the Governing Body of Queensland Studies Authority. Chair: QSA Finance Committee; QSA Tertiary Entrance Committee; and St John’s College Council. Secretary to the University Senate and Honorary Secretary to the Queensland Rhodes Scholarship Selection Committee.

President of the Academic Board
Chairs and coordinates the board’s work on policies relating to academic programs, teaching and learning, assessment, research, academic staff promotions, prizes and scholarships. Oversees reviews of academic schools, centres and other organisational units offering teaching and research programs.
Appointed President, Academic Board in 2006. Head of Mathematics 2000–2003, Director of the Centre of Mathematical Physics 1999–2005; and Director of the Australian Graduate School of Mathematics until 2005. Membership: Australian Mathematics Society. Former member of the Postgraduate Committee of the Australian International Centre for Excellence for Education in Mathematics (ICE-EM) and former member of the Governing Board of the Australian Mathematical Sciences Institute and the International Association of Mathematical Physics.

Chancellor
The Honourable Sir Llewellyn Edwards AC, MBBS Qld, Hon LLD Qld, Hon DUniv QUT, Hon DUniv Griff, FRACMA, FAIM

Deputy Chancellor
The Honourable Justice Dr Margaret J White, LLB Adel, Hon LLD Qld

Official members
Chancellor
The Honourable Sir Llewellyn Edwards AC, MBBS Qld, Hon LLD Qld, Hon DUniv QUT, Hon DUniv Griff, FRACMA, FAIM

Vice-Chancellor
Professor John A Hay AC, BA (Hons) W Aust and Camb, MA Camb, PhD W Aust, Hon LittD Deakin, Hon LittD W Aust, Hon DUniv QUT, Hon DUniv Qld, FAHA, FACE, FAIM, FQA

President of the Academic Board
Professor Mark D Gould, BSc (Hons) Adel, PhD Adel

Appointed members
Eight members appointed by the Governor-In-Council:
– Ms Judith Bell, BA Qld, BE (Hons) Qld
– Mr Timothy B Crommelin, BCom Qld, AdvMgmtProg Hawaii, FSIA
– Dr Norbury Rogers AO, BCom, Hon DEcon Qld, AAUQ Qld, FCA, FAICD
– Mr Kenneth J Smith, BSW (Hons) NSW, MSW NSW
– Mr Nicholas W Stump, BAppSc (Hons) S Aust, MAppSc Adel, FAusIMM
– Ms Isabel Tarrago, BA, DipLegSt
– The Honourable Justice Dr Margaret J White, LLB Adel, Hon LLD Qld
– Mr Ross K Rolfe, BA (Hons) Qld

Elected members
One member of the Academic Board
Professor John de Jersey, AM, BSc (Hons) Qld, PhD Qld

One member of the full-time or part-time academic staff of the University
Dr Andrew Bonnell, BA (Hons) Qld, Hon LLD Qld

One postgraduate student
Ms Vera Schlüssel, BSc UMBC, MSc Bonn

One undergraduate student
Ms Meggen Lowry

Three graduates of the University
– Mr Denis J Brosnan, BA (Hons) Qld, MLitSt Qld
– Dr Mary D Mahoney, AO, MBBS Qld, GDipClinEd NSW, Hon MD Qld, FRACGP, RACMA, FAIM, FAMA
– Dr Robert N Wensley, QC, BE (Hons) Qld, MEngSc Qld, LLB (Hons) Qld, Hon LLD Qld

Additional members
Three people appointed by the Senate
– Mr John D Story, BA Qld, LLB Qld, FAICD
– Dr Jane Wilson, MBBS Qld, MBA Harv, FAICD
– Ms Nerolie Withnall, BA Syd, LLB Syd, FAICD

Secretary
Mr Douglas Porter, BA (Hons) Durh, FAIM

In attendance but not members of Senate
Senior Deputy Vice-Chancellor
Professor Paul F Greenfield AO, BE (Hons) NSW, BEcon Qld, PhD NSW, FTSE, FIChemEng, MIEAust

Deputy Vice-Chancellor (Academic)
Professor Michael Keniger, AADip Lond, LFRAIA

Deputy Vice-Chancellor (International and Development)
Professor Trevor J Grigg, BA (Hons) Qld, PhD Qld, FIE Aust, FAIM

Deputy Vice-Chancellor (Research)
Professor David Siddle, BA (Hons) Qld, PhD Qld, FASSA, FAPS

Pro-Vice-Chancellor Ipswich
Professor Alan Fix, BA ANU, PhD ANU

General Counsel
Ms Dorothy Collins, BJuris WAust, LLB WAust

Director, Office of Marketing and Communications
Mr Shaun McDonagh, BBus NE, AssocDegLaw, S Cross, GradCertAdEdTrng, NE, MMktMangt, S Cross, FAMI, CPM

President, UQ Union
Ms Julie-Ann Campbell

University Senate

THE SENATE ROOM

20 ANNUAL REPORT 2007
Premier Anna Bligh and Vice-Chancellor Professor John Hay AC at the official opening of the Queensland Brain Institute by Premier Bligh. She signed a funding agreement for $50 million for the Institute for Molecular Bioscience at the same function in November 2007.
Throughout its history of almost a century, The University of Queensland has shared with the world’s great universities the enduring values of creating and transmitting knowledge, the passionate and disinterested pursuit of truth, maintaining the highest standards of teaching, research and scholarship and enhancing society’s core values.

As Queensland’s first and pre-eminent university, The University of Queensland is one of only three Australian foundation members of the multi-national Universitas 21 group of world-class, research-intensive universities. It offers programs across a wide range of disciplines and is committed to benchmarking its operations against appropriate international standards of best practice and to maintaining a diverse and principled scholarly community of outstandingly able and ethical staff and students.

In a situation of competition, uncertainty and change, The University of Queensland seeks to identify and develop new and appropriate strategic priorities in teaching and research, in the development, management and diversification of our resource base and in use of new technologies to provide leading-edge infrastructure. The University’s Strategic Initiatives Fund plays a crucial role in helping achieve new priorities across a wide range of activities by leveraging significant sources of new funding.

New, world-class research institutes and centres, the continuing development of innovative programs, courses and pedagogies and an abiding commitment to enhanced levels of quality assurance and accountability reflect some of the ways in which The University of Queensland seeks to honour its responsibilities both to its own community and to the wider communities with which it interacts.
Key operational priorities

All actions will be influenced by the pressing need to attract substantially greater amounts of income from sources apart from the base Commonwealth Grant, to overcome prospective funding difficulties, provide adequate remuneration to staff, and remain dynamic and responsive to changing opportunities and demands into the future. The University’s long-term strategic objectives and immediate operational priorities for each of its key areas of activity are set out in full in later sections. However, the University Senate has determined that the most critical operational priorities for the immediate future are to:

1. attract and retain the most able undergraduate and postgraduate students, in the context of achieving equity and diversity in the student population and, in particular, to address under-representation of students from disadvantaged groups;

2. enhance all aspects of students’ learning experiences with close attention to use of new technologies and enhancing levels of student/staff contact;

3. support research-rich teaching and learning culture and practice;

4. achieve a graduate student proportion of 25 percent, with increasing emphasis on research students;

5. internationalise all facets of the University’s endeavours;

6. improve research productivity and quality, focusing on areas of strategic priority;

7. maintain leadership in the transfer and commercialisation of intellectual property;

8. develop close faculty-based links with all UQ graduates, within Australia and internationally;

9. increase and diversify the University’s income base especially from non-government sources;

10. implement best practice in managing people, resources and systems, ensuring equality of opportunity for all staff; and

11. enhance the physical environment and facilities of the University, particularly teaching and learning and research facilities.

Strategic Initiative funds will be applied preferentially in support of these priorities.
Teaching and learning

Strategic objectives
As the preferred university of the majority of Queensland’s most highly qualified students, whether school leavers, mature-age students or graduates returning for higher-level studies, as well as of outstanding international students, The University of Queensland is committed to excellence of learning experiences and outcomes and will:

- provide rewarding educational experiences that develop in graduates capacities for independence and creativity, critical judgement, effective communication and ethical and social understanding as well as in-depth knowledge of a field of study;
- deliver an enhanced and flexible approach to learning that meets curricula and pedagogic objectives by actively engaging students and providing the benefits of small group interactions;
- ensure effective, structured evaluation of teaching and learning quality and outcomes, informed through feedback from students, scholars, professions, industry and community;
- promote and encourage the relationship between excellence in teaching and learning and research and reinforce a commitment to the distinctiveness of a research-based culture for teaching and learning;
- support ways to build effective learning communities that encourage independent learning and peer interactions;
- review and enhance postgraduate coursework programs to renew and increase the postgraduate profile to assist in achieving a student body of which 26 percent is at postgraduate level;
- improve participation rates for students from disadvantaged backgrounds;
- deliver an international focus through curricula and through exposure of students to educational and cultural experiences at this University and overseas;
- recruit, develop and retain staff who have a commitment to encouraging collaborative learning through student-centred, high-quality teaching and learning practice; and
- enhance the teaching and learning environment, particularly in relation to provision of high-quality infrastructure for flexible learning.

Operational priorities
- Increase use of smart technologies to make learning and teaching more effective for both students and teachers;
- Develop more flexible teaching and learning spaces that encourage peer interaction and collaboration;
- Monitor and review the provision of curriculum and assessment to encourage and reinforce improvements in the quality of teaching and learning;
- Build opportunities for undergraduate and coursework postgraduate students to engage with the University’s research environment through learning communities that provide the culture and experiences of research;
- Support initiatives, including recruiting additional staff, to improve the student learning experience;
- Identify examples of best practice in the support for first-year students and provide support to promote the dissemination of such practice throughout the University;
- Support a system of curriculum development and review that focuses strongly on innovative and effective curriculum design;
- Improve guidance and advice to students about program and course selection to assist students to identify potential career paths;
- Seek and respond to student feedback about the quality of teaching and learning and of the teaching and learning environment;
- Develop marketing and recruitment strategies to increase incentives for disadvantaged background students to seek entry to the University, particularly at UQ Ipswich, as it seeks to build enrolment numbers, including strategies to increase higher education study aspirations in communities with low existing participation rates;
- Develop strategies to support internationalisation of programs and courses, including offering at least one program per faculty requiring a component of offshore study in collaboration with overseas university partners;
- Develop strategies to increase the offshore mobility of domestic students to five percent of the student body by 2009;
- Seek opportunities for enhanced collaboration and strategic partnerships in teaching and learning with other institutions in Australia and overseas;
- Ensure that the teaching quality assurance program, the staff promotion process and other incentives, reward and promote school and individual achievement in teaching and learning excellence;
- Provide staff development to support best practice approaches to teaching and learning and to encourage teaching and learning staff to be innovative, effective and reflective; and
- Develop a program to enhance infrastructure to support flexible teaching and learning practices and to extend the development and use of collaborative teaching and learning spaces, including increasing the use of Collaborative Teaching and Learning Centre and Advanced Concept Teaching Space facilities.
Research and research training

Strategic objectives
The University of Queensland is one of Australia’s premier, broad-based research-intensive universities. The University aims to achieve international excellence in all types of research and research training, from fundamental, curiosity-driven work that adds to the stock of knowledge through to applied research resulting in commercial innovation and translation. The University considers that excellence in research underpins both excellence in teaching and the ability to develop depth in its community partnerships. Its commitment to quality research is underpinned by a growing portfolio of world-class infrastructure. The University of Queensland Graduate School has positioned UQ as a graduate destination of the highest standards.

In seeking to develop its international reputation for research excellence, the University will:

- promote the importance and benefits of research to the wider community and champion the leadership role that the University plays in research and research training activities;
- achieve international distinction in a significant number of strategically prioritised areas of research;
- develop major research collaborations with government agencies, industry and the international community;
- increase research funding from state, national and international sources; and
- enhance the University’s role as one of Australia’s major providers of research training by providing innovative and flexible programs at honours, masters and doctoral levels.

Operational priorities
- Improve the University’s research performance by international and national standards;
- Critically assess the amount and quality of research performed by faculties, schools and centres against relevant comparators;
- Identify and create critical mass in strategically important areas of research;
- Identify and direct support to areas of strength;
- Recognise and reward the very best performance in research and research supervision;

- Provide opportunities and encouragement for all staff to develop their research strategies and enhance their performance and supervisory skills, with targeted support for early career researchers;
- Encourage all new staff to develop an active, externally focused research profile and to improve their supervision skills;
- Attract, retain, educate and graduate a growing cohort of higher degree research students;
- Provide appropriate support structures and facilities to foster outstanding performance at both higher degree and postdoctoral levels;
- Improve the training and broaden the educational experiences of all higher degree research students;
- Increase funding from external sources for the support of higher degree research students;
- Develop and maintain an excellent research infrastructure capability to meet the needs of researchers and research students;
- Maximise research collaborations with other universities and public agencies, research users and industry; and
- Identify and support potential opportunities for the commercialisation of University-owned intellectual property through research contracts, licence agreements and spin-off companies.

To enhance the University’s role as one of Australia’s major providers of research training by providing innovative and flexible programs at honours, masters and doctoral levels.
Strategic objectives
Recognising that its activities and resources represent a remarkable state and national resource, the University will:

− develop closer and more numerous links with the wider community of which it is a part;
− establish strategic partnerships and identify priorities that mutually serve the interests of the University and its stakeholders;
− collaborate in strategic activities for community benefit with industry, business and professional groups and with instrumentalities at city, state, national and international levels;
− champion the role of education and research in underpinning the economic health and social well-being of local, state, national and international communities;

Relationship to Queensland Government social and fiscal objectives
The Queensland Government has identified a set of social and fiscal objectives to guide the planning of the state’s statutory authorities. A major focus of the University’s activities involves support for the community outcome Building Queensland’s economy. The University contributes strongly to the priorities for this outcome, particularly Realising the Smart State through education, skills and innovation and Growing a diverse economy and creating jobs and is a leading contributor helping to fulfil the strategy to Encourage world-class research that builds on Queensland’s unique resources.

Through the direct contribution of its diverse teaching and research activities, and the leadership provided by its expert staff in community debate and policy development, the University also contributes strongly to priorities under the other outcomes identified by the Government – Strengthening Queensland communities and Protecting Queensland’s environment.

Operational priorities

− Play a leading role in stimulating intellectual debate within the community on cultural, economic and social issues, for the advancement of Queensland;
− Increase recognition within Queensland and the wider national and international communities of the excellence of the University’s educational programs and research through a comprehensive community information program;

− Develop and promote faculty-based alumni links and friendship-raising activities with support from the Office of University Development and Graduate Relations;
− In partnership with communities, business, government and non-profit organisations, identify community needs which the University is well-placed to service;
− Facilitate community involvement in University decisions affecting the community;
− Expand the professional contributions of staff in their specialised fields to the needs of government, business, health, rural and community organisations;
− Maintain and extend activities in continuing professional education, as part of the mainstream teaching responsibilities of the University, by offering post-tertiary courses which reflect the latest developments in their fields and, wherever possible, are articulated to award courses; and
− Enhance relationships with the University’s alumni through developing a domestic and international alumni strategy, in the latter case to grow international alumni networks and the number of active international alumni.
Management and resources

Strategic objectives

The University of Queensland will:

- ensure that its academic aims and aspirations are supported by effective management structures, policies, practices and systems and that all aspects of the University are administered in a professional and client-focused manner;
- ensure that the faculties and other principal organisational groups take responsibility for implementing the strategic objectives and operational priorities in this plan;
- devolve the management of resources to the most effective level;
- seek to enhance levels of funding from all sources, particularly sources independent of the base Commonwealth Grant;
- develop, maintain and implement effective policies and procedures for the recruitment, retention and development of high-quality staff;
- assist managers to lead and manage their staff more effectively and to support the effective implementation of change across the University;
- provide an appropriate physical environment and maintain it to high aesthetic, functional and safety standards, incorporating a culture of sustainable development;
- provide high-quality learning and teaching facilities, with particular attention to the changing needs of students, and improve utilisation by better management;
- develop UQ Ipswich as a campus of higher education for the western corridor and western suburbs, closely linked to the community and providing relevant degrees in both flexible and on-campus mode;
- develop UQ Gatton as the major centre for the Faculty of Natural Resources, Agriculture and Veterinary Science and a focus for teaching, learning and research in agriculture, use and management of land and water resources and as a co-location for external research providers;
- deliver customer-focused innovative information services integrated with the University’s teaching, learning, research and community service activities and provide the information infrastructure necessary for leading-edge research activity;
- deliver leading-edge information technology support services and infrastructure;
- ensure that the capital budget framework supports sound strategic management of and planning for the University’s capital assets; and
- build and strengthen its profile and relationships with prospective students and staff, business, government, the professions, its alumni and the community at large through coordinated University-wide marketing, communication and development programs and activities.

Operational priorities

- Implement modern systems in support of teaching, learning and administration and provide access to these systems in flexible user-friendly ways, particularly to connect students and staff with their learning environments and to provide timely management information for institutional performance measurement and quality assurance and control;
- Ensure that faculties, institutes, central services and the central administration develop and maintain operational plans to support the University Strategic Plan;
- Ensure that faculties, institutes, central services and the central administration demonstrate their management effectiveness by operational benchmarking;
- Rationalise activities to allow support to be provided for growth and development of strategic strengths and to ensure that the University’s resources are used as effectively as possible in support of its strategic objectives;
- Continue to increase load at UQ Ipswich, and assess options for new undergraduate and postgraduate programs, new facilities and location of schools and divisions/units at the campus;
- Relocate the School of Veterinary Science to UQ Gatton; develop the Centre for Advanced Animal Studies at UQ Gatton and attract relevant business and social science programs to the Gatton campus;
- Ensure that faculties prepare business plans for all new major academic activities, particularly those associated with the internationalisation of teaching and research endeavours, to demonstrate projected financial returns and resource commitments;
- Encourage and support all parts of the University in efforts to attract an increasing proportion of funding from non-government sources;
- Secure development funds from external sources of at least $100 million in the period 2007–2011 for projects based on sound business plans and associated with the University’s strategic objectives;
- By 2010, increase revenue from sources apart from the core Commonwealth Grants (Commonwealth Grant Scheme, Research Training Scheme, Institutional Grants Scheme and Research Infrastructure Block Grants) by at least 40 percent above the 2004 level of $492 million;
- Provide development and training opportunities to assist staff in their professional development and to improve the University’s organisational efficiency and effectiveness;
- Promote equality of opportunity through a pro-active equity and diversity program;
- Review the ongoing appropriateness of the current budget framework for management of the University’s capital assets and maintenance of its infrastructure;
- Develop, implement and maintain a comprehensive development plan for the University; and
- Develop, implement and maintain a comprehensive marketing and communications plan.
As outlined in the following pages, we have made steady, focused progress towards the objectives and priorities outlined in our Strategic Plan. We have kept an eye focused on the future as we monitor the higher education environment and plan for continuing success, relevance and growth.

The year 2007 was the second year of the 31st Senate of The University of Queensland.

It was a privilege to lead Senate in 2007 as Chancellor and to work with so many dedicated and talented people throughout the University.

The collective efforts of our Vice-Chancellor, his Executive, my fellow Senators, University staff, students and graduates generated some extremely positive outcomes in 2007 and I sincerely thank every one of you for your contributions.

Sir Llewellyn Edwards AC
Chancellor
### Review of activities

<table>
<thead>
<tr>
<th>Teaching and learning</th>
<th>30</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrolments</td>
<td>31</td>
</tr>
<tr>
<td>Graduations</td>
<td>32</td>
</tr>
<tr>
<td>Maintaining relevance</td>
<td>33</td>
</tr>
<tr>
<td>Supporting learning</td>
<td>33</td>
</tr>
<tr>
<td>Worldwide reach</td>
<td>34</td>
</tr>
<tr>
<td>Equity and diversity</td>
<td>35</td>
</tr>
<tr>
<td>Student services</td>
<td>38</td>
</tr>
<tr>
<td>Evaluating performance</td>
<td>40</td>
</tr>
<tr>
<td>Quality teaching</td>
<td>41</td>
</tr>
<tr>
<td>Infrastructure</td>
<td>44</td>
</tr>
<tr>
<td>Academic honours</td>
<td>46</td>
</tr>
<tr>
<td>Sporting honours</td>
<td>47</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Research and research training</th>
<th>48</th>
</tr>
</thead>
<tbody>
<tr>
<td>World-class facilities</td>
<td>49</td>
</tr>
<tr>
<td>Queensland Brain Institute</td>
<td>49</td>
</tr>
<tr>
<td>Diamantina Institute</td>
<td>50</td>
</tr>
<tr>
<td>UQCCR</td>
<td>50</td>
</tr>
<tr>
<td>UQ Ipswich</td>
<td>51</td>
</tr>
<tr>
<td>UQ Gatton</td>
<td>51</td>
</tr>
<tr>
<td>UQ Library</td>
<td>51</td>
</tr>
<tr>
<td>Research funding</td>
<td>52</td>
</tr>
<tr>
<td>Other research support</td>
<td>56</td>
</tr>
<tr>
<td>Significant outcomes</td>
<td>57</td>
</tr>
<tr>
<td>Powerful partnerships</td>
<td>58</td>
</tr>
<tr>
<td>Other achievers</td>
<td>60</td>
</tr>
<tr>
<td>Commercialising IP</td>
<td>62</td>
</tr>
<tr>
<td>Research training</td>
<td>67</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Community partnerships</th>
<th>68</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community links</td>
<td>69</td>
</tr>
<tr>
<td>Communications</td>
<td>71</td>
</tr>
<tr>
<td>Town and gown</td>
<td>72</td>
</tr>
<tr>
<td>Seeking solutions</td>
<td>74</td>
</tr>
<tr>
<td>Sharing knowledge</td>
<td>75</td>
</tr>
<tr>
<td>Alumni connections</td>
<td>78</td>
</tr>
<tr>
<td>International service</td>
<td>79</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Management and resources</th>
<th>80</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic planning</td>
<td>81</td>
</tr>
<tr>
<td>Our finances</td>
<td>81</td>
</tr>
<tr>
<td>Philanthropic support</td>
<td>84</td>
</tr>
<tr>
<td>IT initiatives</td>
<td>84</td>
</tr>
<tr>
<td>University staff</td>
<td>86</td>
</tr>
<tr>
<td>Equity and diversity</td>
<td>88</td>
</tr>
<tr>
<td>Health and safety</td>
<td>90</td>
</tr>
<tr>
<td>Self-insured workers’ compensation</td>
<td>91</td>
</tr>
<tr>
<td>Marketing and communications</td>
<td>91</td>
</tr>
<tr>
<td>Voluntary student unionism</td>
<td>92</td>
</tr>
<tr>
<td>Campus developments</td>
<td>93</td>
</tr>
<tr>
<td>Environmental performance</td>
<td>94</td>
</tr>
</tbody>
</table>
From left, front row) Vice-Chancellor Professor John Hay AC, Deputy Vice-Chancellor (Academic) Professor Michael Keniger, Chancellor Sir Llew Edwards AC, Minister for Education Rod Welford and guest speaker Professor Robert D Mathieu with winners of the 2007/08 Excellence in Teaching and Learning Awards at the awards ceremony.
Teaching and learning

www.uq.edu.au/teaching-learning

WE PROMOTE EXCELLENCE IN TEACHING AND LEARNING THROUGH ADVANCED TEACHING TECHNIQUES, RESEARCH-BASED STUDY PROGRAMS AND A FLEXIBLE, EFFECTIVE LEARNING ENVIRONMENT.

Objectives

– to equip graduates for future careers by providing engaging and rewarding educational experiences that develop their capacities for independence and creativity, critical judgement, effective communication and ethical and social understanding;

– to reinforce UQ’s culture of research-based teaching and learning;

– to improve participation rates and learning support for students from disadvantaged backgrounds; and

– to enhance the teaching and learning environment through flexible learning, effective evaluations, quality infrastructure and quality staff.

Our students

Enrolments

The University of Queensland continues to attract a dominant share of the most able Queensland Year 12 students to its undergraduate programs. The most attractive courses in 2007 for the highest achievers (the 304 OP 1 admissions) were engineering (69), law (68), science (67), pharmacy (23), physiotherapy (15) and dentistry (13).

There were 30,823 domestic students and 6957 international students enrolled with UQ in 2007.

UQ’s Faculty of Business, Economics and Law attracted the most enrolments (7816), followed by Health Sciences (5859) and Arts (5759). The largest postgraduate sector was masters by coursework (6097 or 16.1 percent), followed by doctorate by research (3649 or 9.7 percent). International students from 113 countries formed 18.4 percent of the UQ student body. Of 6957 international students, the largest group (1128) was from China. International enrolments increased for the doctorate by research (from 585 in 2006 to 645 in 2007), masters by coursework (1873 to 1983) and bachelor degrees (3177 to 3422).

Milestones achieved

During 2007, UQ has achieved many milestones in furthering its aim to excel in teaching and learning. We continue to be the Australian university that has won the most national teaching awards. Professor Deborah Terry was appointed as the University’s first Pro-Vice-Chancellor (Teaching & Learning). This position strengthens the leadership and guidance provided to UQ’s teachers and heightens our focus on improving student learning.

We have introduced teaching-focused appointments so staff can choose to focus their energies on teaching practice and scholarship.

A new Teaching and Learning Enhancement Plan that covers 2008 to 2010 was launched in 2007. It has three overarching goals:

– to build an understanding of and commitment to the distinctive features of the UQ student experience and support initiatives to enrich that experience;

– to support and reward teaching excellence and raise the professionalism, visibility and status of teaching and learning at UQ; and

– to enrich all aspects of the teaching and learning environment.
Graduations

In 2007, more than 5700 of the University’s 8663 graduates attended 27 ceremonies in Australia and three overseas. The latter were in Singapore, Kuala Lumpur and Hong Kong. Graduation highlights included:

- awarding more than 300 Bachelor of Medicine and Bachelor of Surgery degrees;
- more than 100 awards to health professionals in audiology, dentistry, human movement studies, medicine, nursing, pharmacy, physiotherapy, population health, occupational therapy and speech pathology;
- high proportions of graduates from the Faculties of Business, Economics and Law (25 percent of all graduates), Health Sciences (16 percent) and Arts (13 percent); and
- awarding nine degrees honoris causa, including a Doctor of Economics honoris causa to former Premier Wayne Goss, a Doctor of the University honoris causa to former Brisbane Lord Mayor Sallyanne Atkinson AO, and a Doctor of Laws honoris causa to the retiring Vice-Chancellor Professor John Hay AC.

Graduate outcomes

University of Queensland graduates under the age of 25 and available for full-time work have again achieved outstanding employment rates and high graduate salaries. Graduate Careers Australia’s Australian Graduate Survey 2007, released in December, showed UQ graduates continued to be highly sought by employers.

In the national performance figures, compiled by the Federal Government, the University achieved a full-time employment rate for bachelor degree graduates for 2006 of 85.7 percent against the national full-time employment figure of 84.5 percent. Over an extended period, the University has had only five percent of its graduates recorded as unemployed and seeking full-time employment in the Graduate Destination Survey.

UQ graduates reported high full-time employment rates in fields such as civil engineering (100 percent), medicine (100 percent), mining engineering (100 percent), pharmacy (100 percent), urban/regional planning (100 percent), veterinary science (100 percent), rehabilitation (97.6 percent) and dentistry (95 percent). The figures for UQ bachelor degree graduates continuing on to further full-time study represented 23.7 percent against a national figure of 20 percent.

UQ bachelor degree graduates under 25 years of age and in their first full-time employment reported median starting salaries of $43,000 for males and $41,000 for females. Of those in their first full-time employment, the higher-end salaries included geology, dentistry, mining engineering, medicine, physical sciences, chemical engineering and aeronautical engineering.

Postgraduates

With 9746 postgraduate enrolments representing 26 percent (target 25 percent) of the student population, postgraduates accounted for 40.4 percent of total international enrolments. The research/coursework split for that postgraduate group was 75.1 percent coursework and 24.9 percent research. Overall (domestic and international), the postgraduate research/coursework split was 36.8 percent research and 63.2 percent coursework.
Maintaining relevance

Meeting workplace and student needs

The UQ Business School continued to promote the sustainability agenda in universities through its work with the Australian Research Institute in Education for Sustainability (ARIES) at Macquarie University, Sydney. The issue of sustainability continues to gain credence in business and industry sectors internationally. Business School staff helped develop materials for Universitas21 Global courses, which provide interactive executive education courses through the internet.

In the health field, UQ’s Faculty of Health Sciences has begun developing lifelong learning initiatives through the Centre for Health Innovations and Solutions. The purchase of online health education provider Med-E-Serve has enabled development of an online continuing professional education (CPE) portal. More than 4000 enrolments were received for health courses offered via the portal in 2007.

To keep up with a changing work environment and new student expectations, the University launched several new courses in 2007. They included a Bachelor of Communications, a Bachelor of Human Services, a Bachelor of Midwifery, a Masters in Minerals Resources (Minerals Industry Risk Management) and a new Graduate Certificate in Community Relations.

UQ Ipswich announced a Graduate Certificate in Nursing (General Practice), to be provided in 2008. UQ continues to strive to improve the learning experience of students by initiating, listening and responding to feedback from students about the quality of the teaching, programs and courses they experienced. Feedback is sourced from in-house and Australia-wide surveys, focus groups and formal review processes.

Supporting learning

Scholarships

In 2007, UQ was again allocated one of the highest numbers of Commonwealth Learning Scholarships (CLS) in Australia, with a total value of more than $5 million. The University awarded more than 800 CLS in 2007, which included almost 300 Commonwealth Accommodation Scholarships for rural students needing to move away from home to attend University. More than 500 other students received financial assistance through the award of a Commonwealth Education Costs Scholarship.

The University continued its financial support for its internal equity scholarship program through the award of 30 new UQ Excellence and four new Group of Eight (Go8) scholarships to academically gifted students experiencing financial disadvantage. The prestigious scholarships are valued at $6000 a year for the normal duration of the student’s program of study.

Twenty UQ-Link Residential Support Scholarships, valued at $6000 each for the first year of study, were awarded to students who gained entry to the University via the UQ-Link Special Entry program. More than $40,000 of scholarships, backed by community funding, supported continuing UQ Ipswich students.

UQ scholarships, bursaries and prizes increased in 2007, with more than 2000 students receiving financial aid. Senate-approved scholarships and prizes increased from 446 in 2006 to 474 in 2007, worth about $530,000.

New scholarships and bursaries included:

- Ipswich RSLA Sub-Branch Scholarship in Nursing – awarded annually to second year or honours year Bachelor of Nursing students and valued at $5000 for one year;
- JB Mining Services Geology Honours Scholarship – awarded annually to Bachelor of Science (Honours) students, in the field of geology, and valued at $2000 for one year;
- Golder Civil Engineering Scholarship – awarded annually to a third year Bachelor of Engineering (Civil) student for the final two years of their program and valued at $5000 a year;
- HLA ENSR Environmental Engineering Scholarship – awarded annually to a third year Bachelor of Engineering (Environmental) or (Mining) student for the final two years of their program and valued at $5000 a year;
- Information and Communications Technology (ICT) Enabling Scholarships – awarded annually to several students studying information technology, multimedia design or engineering and valued at $2000 for one year;
- Maunsell Civil Engineering Scholarship – awarded annually to a third year Bachelor of Engineering (Civil) student for the final two years of their program and valued at $5000 a year; and
- MWH Civil Engineering Scholarship – awarded annually to a third year Bachelor of Engineering (Civil) student for the final two years of their program and valued at $5000 a year.

International scholarships

In 2007, UQ reinforced its long-standing relationship with AusAID by renewing the Australian Partnership Scholarship (APS) and Australian Development Scholarship (ADS) contracts. UQ remained a popular choice among sponsored students despite competition from other Australian universities, which can accept APS/ADS students.

In addition to Australian Government-sponsored students, UQ managed about 800 externally sponsored international students from more than 80 countries in 2007.

In addition to Australian Government-sponsored students, UQ managed about 800 externally sponsored international students from more than 80 countries in 2007.
Worldwide reach

International advances

In 2007, UQ was the only Queensland university included in the top 40 in universities in the world in the annual top 200 ranking, produced by the UK’s Times Higher Education Supplement. The ranking confirmed UQ’s reputation as the leading university in Queensland and one of the leading universities in Australia.

At the close of 2007, UQ had 299 international partners in 47 countries with 468 signed and active agreements. Thirty new agreements were signed forming official linkages with 26 new partners. The year was one of consolidation for existing student exchange partners as UQ renewed agreements with 41 student exchange partners.

UQ’s international standing was reflected in several achievements and partnerships in 2007, including:

- UQ was announced as being among the top five Australian universities of the top 100 Asia Pacific universities in the Shanghai Jiao Tong University’s rankings, based on academic and research performance;
- international enrolments greatly increased from several countries, including China (11.73 percent increase), Malaysia (21.08 percent), India (28.04 percent), Taiwan (24.29 percent), Canada (29.11 percent) and the People’s Republic of Korea (30.47 percent);
- Chinese students, numbering more than 1000, remained UQ’s biggest international student group. They accounted for around one-fifth of the total international student population and studied mostly in the areas of business and engineering. UQ has about 58 teaching and research agreements with 30 Chinese universities to support a range of student and staff exchange, research collaboration and institutional strengthening activities;
- Singapore is UQ’s second largest international student group after China, with more than 800 Singaporean students studying at UQ in 2007;
- an executive trip to Chile and Brazil in 2007 resulted in the establishment of a joint venture with the Universidad de Chile for UQ to participate in the BHPB-funded Masters of Global Management Degree scholarship program. An agreement was signed with Endesa, Chile’s largest power company, to collaborate in areas of environmental management, clean coal technology, risk management and technology management and English language capacity building for Endesa staff;
- UQ extended its reach in established and new markets. A consultant was appointed in Indonesia, a full-time marketing officer was appointed in Europe for the first time, and a staff member was dedicated to the Latin American region;
- representative networks were established and two marketing trips conducted to Africa after it was identified as a region of interest in 2006;
- IED conducted two workshops in 2007 to train and develop representative and partner networks, one in St Lucia focusing on Study Abroad and exchange partners, and one in Malaysia for representatives in the south-east Asian region;
- in 2007, a representative manual was developed that included all training materials and information relevant to promoting the University. As representatives play a pivotal role in recruiting students, the manual ensured they were fully trained and prepared to engage with students on UQ’s behalf;
- to assist with profile-raising activities in India, Australian cricketer Michael Kasprowicz was appointed as the UQ Ambassador to India. He participated in a trip to India with the Executive Dean of the Business, Economics and Law Faculty, Professor Ian Zimmer, to host events for alumni, partners and representatives, and attend media interviews; and
- to assist with streamlining the application process, an online application system was launched for direct applications. In its first semester of operation (March–July 2007), 213 applications were submitted online.

Study Abroad and exchange

UQ welcomed 679 students (mostly from the USA and Germany) as part of the Study Abroad program and exchange students from 89 partner institutions in 25 countries. Most of the students were from the United Kingdom (54 students), Canada (54), the USA (34), France (22) and Japan (20).

UQ students departed for 70 partner institutions in 24 countries. Most popular were Canada (64), the United Kingdom (63), the USA (49), France (19) and Japan (13).

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Outbound Students</th>
<th>Number of Inbound Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>157</td>
<td>293</td>
</tr>
<tr>
<td>2004</td>
<td>171</td>
<td>301</td>
</tr>
<tr>
<td>2005</td>
<td>235</td>
<td>348</td>
</tr>
<tr>
<td>2006</td>
<td>253</td>
<td>325</td>
</tr>
<tr>
<td>2007</td>
<td>259</td>
<td>301</td>
</tr>
</tbody>
</table>

* Student exchange figures are based on the number of individual students going on exchange, not the number of students enrolled each semester in “exchange programs” or the Australian Consortium for In-Country Indonesian Studies (ACICIS) program.

www.acics.murdoch.edu.au

Number of Study Abroad enrolments

<table>
<thead>
<tr>
<th>Year</th>
<th>Enrolments</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>907</td>
</tr>
<tr>
<td>2004</td>
<td>843</td>
</tr>
<tr>
<td>2005</td>
<td>660</td>
</tr>
<tr>
<td>2006</td>
<td>722</td>
</tr>
<tr>
<td>2007</td>
<td>675</td>
</tr>
</tbody>
</table>

(From left) Bachelor of Commerce/Bachelor of Economics student John Warren, from South Africa, Bachelor of Economics/Bachelor of Arts student Christiana Kim, Bachelor of Engineering student Gurteaj Ahwal and Bachelor of Science student Ann Carroll at International House.
**Equity and diversity**

www.uq.edu.au/equity

**Ensuring equity**

The University has participated in a range of activities to address issues of access and retention for students from equity groups. Many are focused particularly on students from low socio-economic backgrounds, in recognition of the decline in access by that group to higher education across Australia and the overlap with other equity factors for many.

In line with the revised UQ Equity and Diversity Plan, implemented in 2007, the University has encouraged development of strategic initiatives to improve opportunities for Aboriginal and Torres Strait Islander students to enter university and succeed in their studies.

The University has sought to inform its UQ-Link outreach activities from outcomes of an innovative and robust study undertaken by the Boilerhouse Community Engagement Centre. The Boilerhouse used a community engagement approach to research barriers to accessing higher education for potential students from Pacific Islander backgrounds.

The project, funded through the Federal Government’s Higher Education Equity Support Program (HEESP), culminated in an inaugural Polyvision event, an on-campus experience attended by more than 50 young people from schools in the Ipswich area and their families.

It was designed and delivered in collaboration with UQ’s U21 International Equity Benchmarking partner, Auckland University.

Other HEESP-funded projects delivered in 2007 included:

- the Scientist in Residence Program, in which UQ students taught science classes to primary and secondary school students in low socio-economic areas;
- cultural diversity camps focusing on developing greater understanding among students of ATSI peoples, their history and contemporary culture;
- mentoring programs for ATSI students;
- a range of new outreach programs to ATSI communities (for example, ATSI student mentors, Improving Recruitment: Indigenous Promotions, a project officer at UQ Gatton, a pilot outreach and recruitment project in remote Aboriginal communities and enhancing materials in UQ libraries related to Indigenous Australians);
- research into learning experiences and outcomes of students from Culturally and Linguistically Diverse (CALD) backgrounds;
- school visits by the School of Human Movement Studies’ mobile exercise science laboratory to schools in rural and remote Queensland;
- a range of initiatives associated with transition to University by students from equity groups, including development of Learning Communities;
- outreach and engagement in science activities to ATSI students in remote and regional communities in Queensland;
- developing a tertiary preparation program to assist access and transition to programs offered at Ipswich campus for students from under-represented groups;
- bursaries for distance education students experiencing financial disadvantage;
- a Reaching out to Parents initiative, building relationships with parents of potential UQ students from secondary schools in West Moreton;
- UQ-Link support activities, providing materials and other support to extend outreach activity to potential students in regional areas;
- a presentation from Graeme Innes AM, Disability Commissioner with HREOC, at a UQ forum on Disability Standards for Education; and
- bursaries to assist students from low socio-economic and rural backgrounds to attend the Gatton Future Experiences in Agriculture, Science and Technology (FEAST) program, with the aim of increasing their access to tertiary study.

Other student equity activities in 2007 included:

- continuing administration of Commonwealth and UQ equity scholarships;
- completing The University of Queensland Disability Action Plan and reviewing the suite of UQ disability policies; and
- developing guidelines to assist organisational units that wish to prioritise employment of students from financially disadvantaged backgrounds.

### Enrolments by program level

<table>
<thead>
<tr>
<th>Program</th>
<th>2005 Female</th>
<th>2005 Male</th>
<th>2006 Female</th>
<th>2006 Male</th>
<th>2007 Female</th>
<th>2007 Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate by research</td>
<td>48.3%</td>
<td>51.7%</td>
<td>49.5%</td>
<td>50.5%</td>
<td>49.5%</td>
<td>50.5%</td>
</tr>
<tr>
<td>Doctorate by coursework</td>
<td>70.8%</td>
<td>29.2%</td>
<td>74.0%</td>
<td>26.0%</td>
<td>68.5%</td>
<td>31.5%</td>
</tr>
<tr>
<td>Masters by research</td>
<td>49.4%</td>
<td>50.6%</td>
<td>48.8%</td>
<td>51.2%</td>
<td>48.7%</td>
<td>51.3%</td>
</tr>
<tr>
<td>Masters by coursework</td>
<td>54.9%</td>
<td>45.1%</td>
<td>58.8%</td>
<td>43.2%</td>
<td>57.4%</td>
<td>42.6%</td>
</tr>
<tr>
<td>Postgraduate/graduate diploma</td>
<td>57.0%</td>
<td>43.0%</td>
<td>56.7%</td>
<td>43.3%</td>
<td>58.6%</td>
<td>41.4%</td>
</tr>
<tr>
<td>Graduate certificate</td>
<td>54.7%</td>
<td>45.3%</td>
<td>51.9%</td>
<td>48.1%</td>
<td>58.1%</td>
<td>41.9%</td>
</tr>
<tr>
<td>Bachelors</td>
<td>55.9%</td>
<td>44.1%</td>
<td>55.4%</td>
<td>44.6%</td>
<td>54.9%</td>
<td>45.1%</td>
</tr>
<tr>
<td>Diploma/associate diploma</td>
<td>52.4%</td>
<td>47.6%</td>
<td>55.6%</td>
<td>44.4%</td>
<td>61.2%</td>
<td>38.8%</td>
</tr>
<tr>
<td>Non-award course</td>
<td>59.2%</td>
<td>40.8%</td>
<td>58.8%</td>
<td>41.2%</td>
<td>59.8%</td>
<td>40.2%</td>
</tr>
<tr>
<td>Percent all levels</td>
<td>55.1%</td>
<td>44.9%</td>
<td>55.1%</td>
<td>44.9%</td>
<td>55.0%</td>
<td>45.0%</td>
</tr>
</tbody>
</table>

### Female enrolments by faculty

<table>
<thead>
<tr>
<th>Faculty</th>
<th>2005 Female</th>
<th>2005 Male</th>
<th>2006 Female</th>
<th>2006 Male</th>
<th>2007 Female</th>
<th>2007 Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts</td>
<td>66.8%</td>
<td>33.2%</td>
<td>66.3%</td>
<td>33.7%</td>
<td>65.6%</td>
<td>34.4%</td>
</tr>
<tr>
<td>Biological &amp; Chemical Sciences</td>
<td>54.5%</td>
<td>45.5%</td>
<td>53.7%</td>
<td>46.3%</td>
<td>53.5%</td>
<td>46.5%</td>
</tr>
<tr>
<td>Business, Economics and Law</td>
<td>51.6%</td>
<td>48.4%</td>
<td>51.4%</td>
<td>48.6%</td>
<td>51.6%</td>
<td>48.4%</td>
</tr>
<tr>
<td>Engineering, Physical Sciences and Architecture</td>
<td>23.0%</td>
<td>77.0%</td>
<td>23.2%</td>
<td>76.8%</td>
<td>23.3%</td>
<td>76.7%</td>
</tr>
<tr>
<td>Health Sciences</td>
<td>63.2%</td>
<td>36.8%</td>
<td>63.4%</td>
<td>36.6%</td>
<td>63.2%</td>
<td>36.8%</td>
</tr>
<tr>
<td>Natural Resources, Agriculture and Veterinary Science</td>
<td>65.3%</td>
<td>34.7%</td>
<td>67.1%</td>
<td>32.9%</td>
<td>68.3%</td>
<td>31.7%</td>
</tr>
<tr>
<td>Social &amp; Behavioural Sciences</td>
<td>72.2%</td>
<td>27.8%</td>
<td>72.6%</td>
<td>27.4%</td>
<td>73.6%</td>
<td>26.4%</td>
</tr>
</tbody>
</table>
Student entry and performance*

* Due to changes by DEST in the methodology and timing of collecting nationwide university data, DEST-generated statistics for 2006 and 2007 were not available at the time of printing. Based on the latest DEST-provided data (2005), the following is a summary of the University’s performance compared with other universities on a state and national level.

Typically, UQ performs on par or above state and national figures for retention and success and below state and national figures for access (for DEST-defined student equity groups).

Summary of UQ student access, retention and success relative to state and national benchmarks

<table>
<thead>
<tr>
<th>Student Equity Group</th>
<th>State Access</th>
<th>National Access</th>
<th>State Retention</th>
<th>National Retention</th>
<th>State Success</th>
<th>National Success</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal and Torres Strait Islander students</td>
<td>Below</td>
<td>Below</td>
<td>Above</td>
<td>Above</td>
<td>Above</td>
<td>Above</td>
</tr>
<tr>
<td>Low SES (all ages) students</td>
<td>Below</td>
<td>Below*</td>
<td>Above</td>
<td>Same</td>
<td>Above</td>
<td>Above</td>
</tr>
<tr>
<td>Low SES (under 25) students</td>
<td>Below</td>
<td>Above</td>
<td>Same</td>
<td>Below</td>
<td>Above</td>
<td>Above</td>
</tr>
<tr>
<td>Non-English speaking background students</td>
<td>Above</td>
<td>Below*</td>
<td>Above</td>
<td>Above</td>
<td>Above</td>
<td>Above</td>
</tr>
<tr>
<td>Students with a disability</td>
<td>Below</td>
<td>Below</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
</tr>
<tr>
<td>Rural students</td>
<td>Below</td>
<td>Below</td>
<td>Above</td>
<td>Above</td>
<td>Above</td>
<td>Above</td>
</tr>
<tr>
<td>Isolated students</td>
<td>Below</td>
<td>Above*</td>
<td>Below</td>
<td>Above</td>
<td>Above</td>
<td>Below</td>
</tr>
</tbody>
</table>

Source: Adapted from DEST data

Note: Where item is marked *, the UQ access figure is only marginally below or above the state or national average and therefore needs to be interpreted with caution.

To assist internal monitoring, UQ has generated its own student equity data in 2007 that shows an overall increase in the proportion of students from non-English speaking backgrounds and women participating in postgraduate coursework, postgraduate research and information technology.

A decrease was experienced in the proportion of ATSI students, students from low socio-economic status backgrounds, students from rural and isolated areas and women in architecture and engineering.
Support for students with disabilities

In 2007, significant improvements were made to UQ’s disability program. They included:

- developing a new, comprehensive database to assist in managing the multiple disability program functions, in coordination with the broader University community;
- a Tertiary Taster Program conducted at UQ Gatton by the disability adviser in collaboration with the DEST Regional Disability Liaison Officer;
- a careers seminar to assist students in the transition from study to employment, with input from staff of several specialist employment agencies;
- two seminars on psychiatric disability conducted for UQ staff members;
- investigating assistive technology available in portable mode and successfully providing it for a student on placement; and
- revamping the Peer Notetaking Program, including providing notes electronically and improved quality assurance.

Access arrangements organised for students included:

- access to specialist computing facilities (for example, voice recognition software and screen reader software);
- procedural variations during examinations (for example, rest periods, extra time, ergonomic seating);
- participation assistance for access in UQ libraries and laboratories;
- signing interpreters and/or real-time transcription during lectures;
- provision of print materials in alternative format (for example, Braille, electronic format, enlarged print);
- equipment (for example, lockers, mobility aids); and
- individualised student access plans.

Countering socio-economic setbacks

In 2007, the equity program centred on the UQ-Link program, which supports people from low-income backgrounds to succeed at the University. The UQ-Link program offers special entry admissions, access to UQ-Link Residential Scholarships or Equity Scholarships and transition support. During 2007, 103 students entered via the UQ-Link pathway.

Equity support activities in 2007 included:

- a three-day JumpStart residential camp, attended by more than 40 UQ-Linkers, which gave students the opportunity to meet UQ staff and learn academic skills; and
- start of planning to broaden UQ-Link’s outreach to students from a wider range of target groups, including rural and remote students, students from diverse cultural backgrounds and those who are the first in their family to attend University.

Aboriginal and Torres Strait Islander students

The University’s Aboriginal and Torres Strait Islander Studies (ATSIS) Unit continued to assist Indigenous Australian students with tertiary studies, including academic matters, tutoring, subject choices, literature, computers, other study resources and personal issues likely to impact on their studies.

In 2007, there were 205 Indigenous students enrolled at UQ, 59 percent of whom were women. More than 255 students, several from overseas, completed ATSIS-taught courses as part of UQ’s interdisciplinary ATSIS program.

ATSIS director Dr Jackie Huggins was the University’s Alumnus of the Year and was made an Adjunct Professor in the School of Social Work and Applied Human Sciences. Dr Ian Lilley was promoted to Professor, furthering the unit’s academic standing. There has been strong engagement with the Brisbane Indigenous community through meetings with senior University staff and community events, such as UQ’s Referendum Dinner, NAIDOC Week and National Reconciliation Week. The unit increased recruitment drives to include Mt Isa, Darwin, Torres Straits, Cairns and country NSW.
Student services

Delivery of student services at the University underwent substantial change during 2007.

Much of that was in response to recommendations of the 2005 review of Student Support Services, the Chaplaincy Service and the Health Service. A restructure, undertaken in response to the review recommendations, achieved a major milestone in June 2007 with the appointment of a new director. By the end of the year, a full team of managers and staff was in place and development of new initiatives and programs well underway.

Relationships are being built with faculties, schools and residential colleges to develop a comprehensive suite of programs. The programs will improve students’ experiences at the University and maximise their learning and personal development and potential for employment after university.

A new Student Services directorate includes the following services:

Learning hub

Within the hub, there are four teams that work collaboratively to facilitate optimum learning outcomes for students during their studies. In the area of learning, the Introductory Academic Program has had a significant curriculum review and update to ensure it more strongly addresses current academic skills required in UQ degree programs. Learning advisers have generated a range of generic and specifically tailored workshops for 2008.

Disability advisers are finalising the new Disabilities Management System, which is set to enable more effective, efficient processes in communications and management of students with disabilities. A complete revision and rewrite of special consideration documentation requirements has been undertaken by the disability advisers to provide more consistent and equitable adjustments for students requiring varied conditions for their studies.

Another major project nearing completion is the overhaul of the international student handbook which has been transformed from a print medium to a dynamic website. In the area of transition, two exciting courses have been developed for a range of under-represented student groups who will attend UQ in 2008. The Transition and Technology Program is a semester-long course that endeavours to increase awareness and proficiency in teaching and learning technologies used at UQ. The Jump Start Academic Program is a four-day intensive course that includes a series of academic skills sessions designed to give students a head start on their studies for 2008. Student mentoring systems are an integral component of the design of both programs.

Careers and graduate employment

Employment skills and preparation workshops were provided to students and graduates on topics including resume and job application writing, job searching techniques and interview training. A series of career and employment opportunity seminars was run to provide a forum for employers to discuss their businesses and recruit for vacancies. The team controls Career Hub, an employment vacancy database, and assists employers in its use, to gain the best available outcome in recruiting UQ graduates for available positions.

Loren Todd (left), a year 12 student from St John’s College, Nambour, with UQ Bachelor of Applied Science (Veterinary Technology) students at UQ Open Day, St Lucia Campus.

Professor Deborah Terry with new students at the UQ Centre lecture theatre. Vice-Chancellor Professor John Hay has appointed Professor Terry as the University’s first Pro-Vice-Chancellor for Teaching and Learning. The role will expand on her existing portfolio as Executive Dean of the Faculty of Social and Behavioural Sciences.
Health services
The Health Service provided 51,143 face-to-face consultations at St Lucia, Gatton and Ipswich campuses in 2007. Of those, 40,990 were on the St Lucia campus, compared to 40,228 in 2006. There were 7607 consultations at Gatton (8181 in 2006) and 2546 (2522 in 2006) at Ipswich.

International students and their dependants represented 28 percent of all consultations on the St Lucia campus. Demand on the University Health Service was high in 2007 due to more students wanting to access the bulk-billing medical practice and the start of the government-sponsored (free to Australian women from 12 to 26 years of age) Gardasil vaccine program to prevent cervical cancer.

The introduction of Medicare-funded psychological services obtainable via referral from general practitioners greatly increased the number of people seeking assistance for mental health issues.

In 2007, a fully integrated medical software system was implemented for the Gatton, Ipswich and St Lucia branches of the service. It allows professional health service staff to access the medical records of patients presenting to any of the Health Service’s branches. The Healthier University Project, a joint Queensland Health, University of Queensland and UQ Sport initiative, continued at the St Lucia, Gatton and Ipswich campuses.

The project targets important health issues, such as alcohol and drug misuse, sexual health, physical activity levels, smoking and nutrition. The program sponsored important research by Social Science students into the effectiveness of Queensland Health’s Young Women and Smoking media campaign in the University’s student population. Part-time health promotion officers organised several awareness-raising and educational activities.

The Gatton branch of the Health Service participated in the triennial accreditation process conducted by Australian General Practice Accreditation Ltd at the end of 2007, ensuring the service met the required quality standards. The St Lucia branch began preparations for accreditation in early 2009.

Counselling
Students with clinical and non-clinical problems received one-on-one counselling in 2007. Ongoing groups and one-off workshops were established to deal with common problems, such as depression, anxiety, procrastination, transitions for mature age students and to provide information for senior residents and residents at colleges. Planning began for a range of new group sessions in 2008 and development of online resources.

Multi-faith chaplaincy
UQ Chaplaincy consists of a team of chaplains from various faiths who provide students and staff with support and advice on religious issues.

Highlights for 2007 included:
- Many Voices – One Song, an orientation week multi-faith concert followed by a free barbecue; and
- the first Anglican/Catholic ecumenical service, conducted by the Anglican and Catholic Archbishops.

Accommodation assistance
Student Services provides appropriate, affordable, well-located student housing by using a combination of existing assets and agreements with private housing providers. An online service advertises vacant properties and rooms suitable for student accommodation in the private market. An online service has also been established to allow international students to arrange temporary accommodation and airport reception before they leave their home country.

Student Services continued to provide tenancy education and advocacy programs. Improved tenancy education strategies resulted in a marked reduction in numbers of students requiring complex tenancy advocacy over previous years.
Since its foundation in 1910, UQ has graduated more than 160,000 students, including a Nobel Prize winner, an Oscar winner and leaders in government, law, science, public service and the arts.

Our teaching

Evaluating performance

Measuring up nationally
UQ has again been independently ranked as one of Australia’s best universities. The 2008 edition of The Good Universities Guide, released in September 2007, awarded UQ the maximum five-star rating for five key performance indicators. They included graduate employment, staff qualifications, research grants, research intensity and toughness to get in (St Lucia campus).

The Graduate Management Association of Australia (GMAA) again awarded UQ Business School’s MBA program the highest rating of five stars. The GMAA is the nationally recognised professional association for graduates of MBA, DBA and other postgraduate business management qualifications in Australia.

Since its foundation in 1910, UQ has graduated more than 160,000 students, including a Nobel Prize winner, an Oscar winner and leaders in government, law, science, public service and the arts.

Assessing ourselves
The Evaluation Services Unit in the Teaching and Educational Development Institute (TEDI) processed and reported more than 170,000 student feedback responses in 2007 to evaluate the quality of teaching and learning at UQ.

A further 6,333 student surveys were processed in 2007, an increase of 15 percent on those administered in 2006. Of those, 1,381 were institutional course evaluation surveys (iCEVALS) and 4,952 were teaching evaluation surveys (TEVALS). The importance of evaluating teaching effectiveness is highlighted across several TEDI programs, such as workshops for sessional teachers convened on behalf of faculties and support of the tutor training program.

The biennial UQ Student Experience Survey (UQSES), which gathers a range of data on the experience of first and final-year undergraduate and coursework postgraduate students, was completed in 2007. New strategies trialled to improve the response rate of the survey resulted in a 40 percent response rate, a significant increase on the previous 2005 survey. Reporting on the information collected from the survey provides University faculties and schools with data to inform teaching quality assurance and curriculum review processes.

Improvements were made to one of UQ’s flagship degrees, the Bachelor of Science, following a review in 2006.
Quality teaching

Carrick Institute links

UQ again topped the nation in the prestigious 2007 Carrick Awards for Australian University Teaching. The result continues UQ’s record of winning more national awards for teaching than any other Australian university in the awards’ history. UQ awards and grants included:

- nine winners of Carrick Citations for Outstanding Contributions to Student Learning;
- three Competitive Grants, with a value of up to $220,000;
- one grant in the Priorities Project Program of $220,000;
- two grants under the Discipline-based Initiatives Scheme to teams in the disciplines of Occupational Therapy and Social Work and Human Services; and
- Two Associate Fellowship awards.

Adjunct staff

A total of 455 adjunct academic staff provided services to UQ in 2007. That included 181 adjunct professors, 103 adjunct readers or associate professors, 96 adjunct senior lecturers and 76 adjunct lecturers, across all seven faculties and in centres and research institutes. The number of adjunct staff increased from a total of 412 in 2006.

TEDI: teaching our teachers

TEDI supports UQ by providing a range of services in support of teaching and learning for staff. They include:

- developing and administering the USDC centrally delivered staff development program, and situated workshops within faculties and schools that are informed by relevant higher education scholarships;
- knowledge and support of teaching contexts and learning design, particularly when it requires teachers and students to accept the challenge of using new teaching spaces, technologies and learning resources to their full benefit;
- providing assessment and evaluation consultancy, services and programs that aim to increase understanding of the evaluation of teaching and learning; and
- teaching and learning research and implementing findings that aim to improve the learning experiences for all students.

Major staff development contributions centre around academic career

Carrick Institute Awards for Teaching Excellence

- Dr Karen Moni, School of Education Category: Social Sciences
- Dr Paul Mills, School of Veterinary Science Category: Early Career
- Dr Glen Coleman, School of Veterinary Science Category: Biological Sciences, Health and Related Studies
- Dr Peter Sutton, School of Information Technology and Electrical Engineering Category: Physical Sciences and Related Studies

Grants

- Dr Tony Wright, School of Education, and Professor Susan Hamilton, School of Molecular and Microbial Sciences (joint winners)
- Dr Lydia Kavanagh, School of Engineering
- Dr David Merritt, School of Integrative Biology
- Dr Camile Farah, School of Dentistry
- Associate Professor Sylvia Rodger, School of Health and Rehabilitation
- Dr Bob Lonne, School of Behavioural Science, and Associate Professor Karen Healy, School of Social Work and Applied Human Science (joint winners)

Citations for Outstanding Contributions to Student Learning:

- Dr Rob Pensalini, School of English, Media Studies and Art History
- Dr Noniko Iwashita, School of Languages and Comparative Cultural Studies
- Dr Nicholas James, School of Law
- Dr Margaret Wegener, School of Physical Sciences
- Dr Murray Phillips, School of Human Movement Studies
- Dr David Ipp, School of Social Science
- Dr Jason Connor, Dr Jennifer Fitzgerald and Associate Professor Charles Mitchell, from the School of Medicine
- Dr Paul Mills, Dr Andrew Bradley, Dr Peter Woodall and Dr Shan Lloyd, from the School of Veterinary Science
- Dr Peter Newcombe, Ms Astrid Sirowatka, Professor Tian Oei, Dr John McLean and Associate Professor Virginia Slaughter, from the School of Psychology
Winners of the UQ Teaching and Learning Excellence Awards

Awards for Excellence in Teaching ($10,000 each)
- Dr Marie-Louise Dick, School of Medicine
- Dr Clifford Mallett (above), School of Human Movement Studies
- Dr Madan Gupta, School of Land, Crop and Food Sciences
- Dr Lisa Nisan, School of Pharmacy Faculty of Health Sciences
- Associate Professor Paul Memmott, School of Geography, Planning and Architecture

Awards for the Enhancement of Student Learning ($10,000 each)
- School of Languages and Comparative Cultural Studies; MA in Japanese Interpreting and Translation e-Learning Translation Project
  Project team: Ms Yuki Sayeg and Ms Aiko Uchiyama
- Division of Occupational Therapy, School of Health and Rehabilitation Sciences; The Industry Experience: Engaging graduating occupational therapy students in authentic industry partnerships
  Project team: Mrs Desleigh de Jonge, Dr Merrill Turpin and Mrs Monica Moran

- working with the Deputy Vice-Chancellor (Academic) on several teaching and learning initiatives, including grants and research;
- improving understanding of best practice in new teaching and learning spaces;
- considering better ways to use UQ’s evaluation data; and
- strong, practical support of UQ and the Carrick Institute’s teaching and learning awards.

Focus on teaching standards

The Teaching Quality Assurance (TQA) and Curriculum Review processes were reviewed in 2007. The working party will report with recommendations early in 2008. The internal Awards for Excellence in Teaching at the individual and group level, and the Teaching and Learning Week forums and showcases, continue to promote and reward teaching and learning excellence. Veterinarian and dedicated UQ teacher Dr Allan Baker (right) was awarded the Gatton Gold Medal for his significant contribution to the Australian and worldwide development of the veterinary profession for more than 40 years.

UQ has been allocated $18.9 million of funding from the 2006 to 2008 rounds of the Commonwealth Government’s Learning and Teaching Performance Fund (LTPF), one of the four highest allocations nationally. In 2007, $2.5 million of the money received from the LTPF was allocated to a new UQ Teaching and Learning Strategic Grants scheme to support projects that promote excellence and innovation in teaching and learning. There was a very strong response to the first round of the scheme, with 11 large and 59 small grant applications received. In total, $1,390,681 of funding was approved with eight large and 34 small grants receiving funding. A further $1.1 million will be allocated in the second funding round in March 2008.
The quality of the students’ learning experiences at UQ are improved as the University gains a better understanding of what those experiences are, and the reasons for any less-than-optimal experiences.
Library

In 2007, The UQ Library continued to enrich teaching, learning and research through the work of specialist librarians, an outstanding collection, provision of a range of learning spaces and an array of tools and services that underpin e-learning and e-research.

More than three million visits were recorded (4.7 percent more than in 2006) across its 14 branches. The Library also received more than 100 million online requests for web pages and 15 million online catalogue searches (18 percent more than in 2006). The UQ Library has one of the largest collections among academic libraries in Australia and by far the largest in Queensland. In 2007, the Library expanded its electronic book collections, particularly in the areas of architecture, design and the arts; behavioural science; business and economics; earth and environmental science; engineering; and humanities, social science, law and psychology. It purchased a substantial number of notable online products to assist students and staff in their academic pursuits.

Training continued to be a priority in 2007. Librarians delivered 1418 information skills classes to 22,143 attendees. The Ask IT computer help and training service delivered 179 training sessions to 2193 students. The training program complemented the help desk service which is provided in person, via email and telephone, and via the Ask IT website. Delivery of research skills training was provided face to face to 600 researchers and postgraduate students and complemented by Researchers and Postgraduates Information Discovery (RAPID), an online version delivered through Blackboard. Training was linked to UQ graduate attributes and teaching programs.

Liaison librarians fostered information literacy among students, providing assistance, training, and access to course materials for students. Help was available in person, via email and online chat and by phone. New technologies, including blogs, RSS feeds and Blackboard tools, were used to communicate with clients.

The Library supported faculty first-year experience program initiatives, including the BA Community Website. The Library and Ask IT launched a new Library website with improved search functions in 2007. The Library worked in partnership with its library system supplier, Innovative Interfaces, and a small group of libraries from the United States, the United Kingdom and Australia to develop a new search tool, known as Encore.

The tool deploys a range of Web 2.0 technologies to provide easy access to the Library’s catalogue and the vast array of electronic databases, books and journals to which the Library has access. The new website improves search functionality and allows users to customise pages and insert user-generated tag clouds.

Further enhancements to technology in this area include implementing the RefWorks referencing software and continued support and training for Endnote and Endnote Web. In 2007, the Library developed virtual tours to assist clients with orientation to the branches, and an inaugural YouTube Competition was launched, inviting current students to make a short video for orientation and promotion purposes.

Another development during the year was the Library’s involvement in the Next Generation Learning Spaces Colloquium. Held at the University in July 2007, the event examined the changing nature of how students use space.

The Biological Sciences Library was officially opened the same month, providing a great example of a Library as a learning space.

In 2007, the Library conducted its biennial client survey. Comments on the resources, services, facilities and staff of the Library were analysed for quality assurance, planning and benchmarking against 45 other tertiary libraries in Australia and New Zealand. UQ Library was in the top quartile of results for all indicators in the benchmarking exercise.

The Library again offered a Fryer Library Award to promote scholarship in the arts and use of the collections of the Fryer Library. It launched its new flagship publication, Phoenix, which illustrates some of the many ways the Library enriches scholarship at UQ.

The Library’s vision for the future was set out in its Strategic Plan 2007–2012. The overarching strategy is to enrich learning, teaching and research at UQ. Supporting that strategy are four key priority areas: building the digital research environment, enhancing the student experience, providing convenient and customised access to information, and maintaining and developing community partnerships. They are underpinned by practising ethical and accountable governance and developing and supporting its people.
IT advances

New initiatives to enhance use of information and communications technology for teaching and learning included:

– implementation of a lecture theatre recording system, called Lectopia, began at all UQ’s main campuses to make lecture theatre presentations available to students through streaming and via download within their Blackboard courses;

– a Disability Management System providing improved services for students with disabilities. The system links sectors of the University, such as academics, student services and exams, so communication and collaborative practices between staff can be more efficient and effective. Several modules of the system have been implemented and enhanced the communication and record keeping. Other modules will be tested and implemented in early 2008; and

– a new airport pickup system to allow arriving international students to book airport reception and request temporary accommodation. The new system features improved communication tools to reduce problems with arrival arrangements and interactive Google maps to assist students with temporary accommodation choices. The system should reduce processing time for accommodation staff.

IT was used to provide guidance and advice to students. Advances included:

– a new version of mySI-net was delivered in June 2007, giving students access to a step-by-step enrolment tool, improved student class sign-on and timetables and improved financial pages; and

– the Student Centre at St Lucia introduced a central telephone number for students to complement its face-to-face service. The Student Centre and Admissions deployed the QMaster telephone system.

Flexible and distance learning

The number of courses using the central Blackboard Learning Management system increased from 826 in Semester 2, 2006, to 1095 in Semester 2, 2007. That represents an increase in Blackboard coverage from 37 percent of all courses to 43 percent.

Distance education services offered through the Faculty of Natural Resources, Agriculture and Veterinary Science’s Distance Education Centre received 1200 enrolments across the full range of three year degree and diploma courses offered at UQ’s Gatton campus. The Distance Education Centre is unique to the faculty.

UQ has undertaken several other initiatives to support flexible and distance education, including:

– refurbishing lecture theatres in the Hawken Engineering building was completed to provide an improved learning space for students;

– funds derived from the Enhanced Student Charge were used in 2007 to complete clinical teaching spaces for the Faculty of Health Sciences and the First Year Engineering Students Learning Centre; and to refurbish teaching space in the Colin Clark building;

– construction began on the Chemistry Building Podium to give students an additional interactive learning space from 2008;

– planning was undertaken to refurbish rooms in the Richards, Parnell and the Abel Smith lecture theatres in 2007 to 2008;

– The University’s high ranking in the LTPF assessment in 2005 and 2006 generated funds that allowed construction to begin on an Advanced Concepts Teaching Space (UQ ACTS) in the new GPN4 Building;

– new videoconferencing facilities at the Gatton CTLC have enabled flexible teaching of classes between the St Lucia and Gatton campuses; and

– medical students can now begin their studies at UQ’s Ipswich Campus as part of a new dual medical degree.
Student achievers

Academic honours

UQ recognised 54 of its best first-class honours graduates with University Medals in 2007. These were awarded to students who achieved Grade Point Averages (GPAs) of 6.55 or higher from the maximum 7, and who graduated in the top one percent of the bachelor pass and honours degree students cohort in each faculty in 2007. Medalists included 13 graduates with GPAs of 6.9 to 7.

Kim Hajek was the 2007 Graduate of the Year award recipient, having maintained a perfect GPA of 7 while completing concurrent honours programs in the Bachelor of Arts (French Language and Literature) and the Bachelor of Science (Physics) in 2006.

UQ Arts/Law graduates Anna Kloeden and Robert Mullins were named 2008 Rhodes Scholars. Both will undertake studies at Oxford University in 2008.

Other UQ high achievers in 2007 included:

- the Ipswich Students in Free Enterprise (SIFE) team, comprising students from the UQ Ipswich campus, were national finalists at the annual SIFE competition, held in Melbourne in July;
- UQ NRAVS faculty students Robyn Cave and Lee Hickey received the Bryan Memorial and Bell medals respectively. The medals are awarded by the Australian Institute of Agricultural Science and Technology (AIAST) for excellence in agricultural research by students undertaking honours programs;
- School of Physical Sciences PhD student Jenny Riesz was selected as the 2007 Queensland Young Achiever. She also won the Sigma Energy Solutions Science and Technology Award. Ms Riesz, has now submitted her thesis at UQ, has made significant headway towards understanding melanin pigment and the role it plays in the formation of melanoma skin cancer;
- UQ Civil Engineering graduate Mark Cassidy received the Malcolm McIntosh prize for Physical Scientist of the Year at the Prime Minister’s Prizes for Science awards ceremony, for his work on improving the design of offshore oil and gas platforms;
- ITEE PhD student Xilin Li won a best student paper award from the USA-based Human Factors and Ergonomics Society;
- two PhD candidates from the Aboriginal Environments Research Centre, School of Geography, Planning and Architecture were awarded grants through the Australian Institute of Aboriginal and Torres Strait Islander Studies. Cameo Dalley, who in June conducted fieldwork on Mornington Island in the Gulf of Carpentaria, was awarded $16,000 for her project, Fishing through time in the Wellesley Islands. Kelly Greenop was awarded $13,000 for her project, Urban Aboriginal Places of Importance in Brisbane;
- Physics PhD student Simon Parkin was awarded a $1000 scholarship from the Society of Photographic Instrumentation Engineers to continue his PhD studies into optical angular momentum;
- Ma Huaji, who completed a first-class honours degree in English Literature in 2007, was awarded a $6000 Singapore National Arts Council Golden Point Award for his English poetry. Mr Huaji was the youngest winner at the competition. He was also valedictorian on completion of his BA, and won a Faculty of Arts Fees Scholarship for Singaporean Students in his honours year; and
- Haiyang Zhao received a highly commended award at the 2007 Trailblazer Awards. Ms Zhao, an international student in the Graduate Diploma of Arts in Translation and Interpreting (English and Chinese), was recognised for her work developing a course to train professional translators and interpreters in the relevant technical vocabulary for specific industries.
Sporting honours

The University of Queensland encourages its students to balance scholarship with leisure, and to make full use of its extensive cultural and sporting resources in their pursuit of excellence. In 2007, the UQ Senate granted additional funds to UQ Sport to cover funds previously supplied by the UQ Student Union.

A large number of sportspeople at the University were recognised for their success during 2007 at the Blues and Sports Awards Dinner. The Sportsman of the Year award went to Wallaby and Queensland Reds hooker Stephen Moore. Mr Moore, 24, has been a UQ student for six years and one of the University’s highest sporting achievers. Sportswoman of the Year went to swimming sensation and Clem Jones scholarship holder Melanie Schlanger. Ms Schlanger is a member of the Australian women’s 4 x 100m freestyle relay team and has become the fourth fastest Australian woman in 100m freestyle history.

The University awarded three Blues and three Half Blues to recognise other high achieving student athletes. The Blues awards, the highest honour for student athletes, went to weightlifter Amanda Phillips, rugby player Brett Gillespie and water polo star Sarah Mills. The Half Blues recipients were Anthony Craig (athletics), Catherine Drummond (athletics), James Walsh (fencing), Emma Harris (softball), Richard Farquhar (swimming), Sally Farquhar (water polo), Joshua Amberger (triathlon), Adam Carlton (triathlon), Jordan Voltan (water polo), Angus Morton (rowing) and Tamara Collins (hockey).

Other award winners included:
- Volunteer of the Year: Scott Young (UQ AFL Club);
- Club Administrator of the Year: Steve How Lum (UQ Powerlifting Club);
- President’s Cup: UQ Athletics Club;
- Club Coach of the Year: Kerry Norman (UQ Touch Club);
- Hulbert Bursary Award: UQ Women’s Hockey Club; and
- Dr Robert Bell (UQ Soccer Club), Stanley Chan (UQ Table Tennis Club), Ross Markwell (UQ Tennis Club) and Justin Otway (UQ Touch Football Club) were awarded Service Awards for their meritorious service to UQ Sport and their clubs.

Other award winners included:
- Volunteer of the Year: Scott Young (UQ AFL Club);
- Club Administrator of the Year: Steve How Lum (UQ Powerlifting Club);
- President’s Cup: UQ Athletics Club;
- Club Coach of the Year: Kerry Norman (UQ Touch Club);
- Hulbert Bursary Award: UQ Women’s Hockey Club; and
- Dr Robert Bell (UQ Soccer Club), Stanley Chan (UQ Table Tennis Club), Ross Markwell (UQ Tennis Club) and Justin Otway (UQ Touch Football Club) were awarded Service Awards for their meritorious service to UQ Sport and their clubs.

Other award winners included:
- Volunteer of the Year: Scott Young (UQ AFL Club);
- Club Administrator of the Year: Steve How Lum (UQ Powerlifting Club);
- President’s Cup: UQ Athletics Club;
- Club Coach of the Year: Kerry Norman (UQ Touch Club);
- Hulbert Bursary Award: UQ Women’s Hockey Club; and
- Dr Robert Bell (UQ Soccer Club), Stanley Chan (UQ Table Tennis Club), Ross Markwell (UQ Tennis Club) and Justin Otway (UQ Touch Football Club) were awarded Service Awards for their meritorious service to UQ Sport and their clubs.

A UQ Boat Club men’s crew finishes in record time to clinch silver at the Head of the Yarra regatta. The crew was coxed by Dan Licastro and stroked by Michael McBryde, Hardy Cubasch, Dave Dancer, Jared Bidwell, Blair Brown, Graham Kolb, Dave Galley and Matthew Bolster.
Director of UQ’s Advanced Water Management Centre Professor Jurg Keller (left) and postdoctoral research fellow Dr Korneel Rabaey with the world’s first microbial fuel cell, which assists in turning wastewater from making beer into electricity at the Foster’s Brewery, Yatala.
Research and research training

THE UNIVERSITY CONSIDERS EXCELLENCE IN RESEARCH UNDERPINS EXCELLENCE IN TEACHING AND THE ABILITY TO DEVELOP DEPTH IN ITS COMMUNITY PARTNERSHIPS.

World-class facilities

UQ recognises that to attract and retain the very best researchers, it must maintain a portfolio of world-class infrastructure. UQ already hosts seven state-of-the-art research institutes. They are the Australian Institute for Bioengineering and Nanotechnology (AIBN), the Institute for Molecular Bioscience (IMB), the Queensland Brain Institute (QBI), the Diamantina Institute for Cancer, Immunology and Metabolic Medicine, the Institute for Social Science Research (ISSR) and the Sustainable Minerals Institute (SMI). Further development during 2007 saw several new research facilities completed, progressed or initiated.

Queensland Brain Institute

A new $62.5 million home for the Queensland Brain Institute was officially opened at UQ St Lucia in November. Since being formed in 2003, the QBI has established itself as a centre of excellence in neuroscience research and is already one of the two largest such centres in the Asia-Pacific region. The purpose-built, seven-storey facility will house up to 250 scientists, working to unlock the secrets of the brain in complex areas such as memory and learning, cognition, ageing dementia and neurological disease.

The new building was developed with the support of The Atlantic Philanthropies and the Queensland Government. During the opening ceremony, Queensland Premier Anna Bligh underscored the state’s support for world-class research by pledging a further $25 million in operational funding for the institute.

Objectives

UQ’s commitment to quality research is backed by a growing portfolio of world-class infrastructure. The UQ Graduate School has positioned the University as a graduate destination of the highest standards. In seeking to develop its international reputation for research excellence, the University will:

– promote the importance and benefits of research to the wider community and champion the leadership role the University plays in research and research training activities;

– achieve international distinction in a significant number of strategically prioritised areas of research;

– develop major research collaborations with government agencies, industry and the international community;

– increase research funding from state, national and international sources; and

– enhance the University’s role as one of Australia’s major providers of research training by providing innovative, flexible programs at honours, masters and doctoral levels.

The exterior of the Queensland Brain Institute at dusk.
Diamantina Institute

The Diamantina Institute for Cancer, Immunology and Metabolic Medicine was established in January 2007 at the Princess Alexandra Hospital, Brisbane. The new institute brought together 11 research teams working in three major programs: cancer cell biology; immunology; and metabolic medicine. Diamantina will be the cornerstone of the new Translational Research Institute (TRI) that has so far received $200 million in Federal and Queensland Government support.

Diamantina will be the cornerstone of the new Translational Research Institute that has so far received $200 million in Federal and Queensland Government support.

The TRI will combine some of Queensland’s leading research groups into a flagship medical research facility and act as a one-stop shop for medical discoveries, clinical trials and drug manufacture. The TRI is expected to house about 500 scientists who will work on translating science into better outcomes for patients with cancer, infection, diabetes and inflammatory disease. Construction of new facilities for the Diamantina Institute and the TRI will start in 2008.

UQCCR

Construction work began in 2007 on the $66 million UQ Centre for Clinical Research (UQCCR) next to the Royal Brisbane and Women’s Hospital at Herston.

The seven-storey building will be completed in early 2008. It will house more than 300 researchers who will turn laboratory breakthroughs into better treatments and outcomes for patients. The UQCCR will be a first for Queensland and help fill a national gap in clinical research capacity identified by the NHMRC.

Researchers will initially concentrate on clinical trials, diagnosis of breast and prostate cancers, diagnosis and treatment of brain disorders, and therapies for tissue inflammation and injuries. UQCCR has been funded by The Atlantic Philanthropies, the Queensland Government and UQ.
UQ Library

The University of Queensland (UQ) Library is an important element in the university's culture of research excellence and innovation. In 2007, the Library continued to develop collections to support established and emerging research at UQ. It participated in the Australian Partnership for Sustainable Repositories project, providing access to UQ research through UQ eSpace, an institutional digital repository. UQ eSpace was migrated to the locally developed Fez platform during the year. During the year, the Library conducted seminars on storing and accessing research data and on the changing nature of scholarly communication. An assessment was made on the scope for opening up the Library's legacy collections through digitisation. Work with user communities helped identify key targets for early representation in this way. Online exhibitions, such as The 1967 Referendum, Radical Politics and The University of Queensland, and One Man's Gift: the Father Leo Hayes Collection, captured treasures from the Library's collection and showcased them to the world.

UQ Ipswich

A new Healthy Communities Research Centre was established at Ipswich, funded for an initial five years by a partnership between UQ’s Faculty of Health Sciences and the Ipswich Hospital Foundation. The centre, headed by Professor of Community Health Research Robert Bush, heralds a new era for Ipswich as a hub for health research and education, making the region more attractive to health experts. UQ’s Whiplash Research Unit, based at St Lucia, expanded with the opening a new research centre at the Ipswich campus. The centre has been conducting research for 10 years to understand more about the factors that help people to recover when they suffer neck pain after a motor-vehicle accident. The new Ipswich facility is part of an NHMRC-funded research centre in conjunction with the Centre for National Research on Disability and Rehabilitation Medicine.

UQ Gatton

The first stage of a $32.9 million Centre for Advanced Animal Science (CAAS) was opened in November. The centre is a joint project between UQ and the Queensland Government’s Department of Primary Industries and Fisheries with further funding from the Smart State Research Facilities Fund. The first stage of CAAS incorporates grouped and individual animal pens for nutrition trials, a feed-processing shed, cattle-handling yards and a large hay shed. The new facility will enhance the existing animal infrastructure at the Gatton campus that includes a modern dairy, piggery, poultry unit, equine centre and wildlife enclosure. It will form part of the world-class infrastructure underpinning the planned $75 million relocation of UQ’s School of Veterinary Science to the Gatton campus, scheduled for completion by mid-2009.

Rebuilding on Heron Island

A rebuilding program began to replace facilities destroyed or damaged by a fire in March at UQ’s Heron Island Research Station, in the southern Great Barrier Reef, off Gladstone. About $1 million of the estimated $9 million reconstruction program was completed in 2007. Staff and researchers who were at the Great Barrier Reef station when the fire occurred on the morning of March 30 were safely evacuated. UQ’s Centre for Marine Studies is confident most of its significant research data had been secured by back-ups at the time of the fire. Heron Island Research Station has been operating for more than 50 years and is internationally renowned for its coral reef research and student training in marine sciences.

The Biological Sciences Library, UQ St Lucia campus.
Research funding

UQ received $215 million in total research income in 2006, the most recent year for which figures are available. Research income has continued to grow in the past five years, with the 2006 result more than $26 million higher than the $189 million reported in 2005. The University has increased its research income by more than 56 percent in the five years since 2002 when the figure was $137 million.

UQ continued to perform well above other Queensland and many interstate institutions in the allocation of Federal Government research funding through bodies such as the ARC and NHMRC and other departments and agencies.

It continued to secure invaluable financial support from the Queensland Government through various Smart State funding programs.

UQ’s success in attracting research funding from governments, private industry, and benefactors is acknowledgement that they share the University’s vision that excellence in research underpins excellence in teaching.

ARC funding

UQ secured significant funding for new and ongoing research under ARC programs.

In the two rounds of ARC Linkages grants in 2007, UQ was awarded a total of $19.9 million for 41 projects. In the second round, announced in September, UQ won 22 percent of the $62.3 million awarded under the scheme and received more than twice as much ARC funding as its closest rivals nationally, including the University of Sydney ($5.5 million for 18 projects) and the University of NSW ($4.9 million for 18 projects) and within the state, including Queensland University of Technology ($3.2 million for 13 projects). It was the fourth time in the last five years that UQ has topped the Linkage research grants.

The ARC Linkage Projects scheme aims to develop long-term strategic research alliances between universities and groups such as industry, businesses and community organisations. Some of the projects to receive Linkage funds included:

- a highly strategic $4.7 million project led by UQ’s Advance Water Management Centre with other universities and water industry partners to create better technologies for odour and corrosion management in sewer systems;
- $240,000 for a project by AIBN in conjunction with Unilever UK Central Resources Ltd to examine the design of food and drinks with tailored health benefits, such as reduced levels of fat, sugar and salt, while including beneficial additives such as anti-oxidants, vitamins, minerals and phytonutrients targeted to specific consumer groups according to their lifestyle, age, medical condition or nutritional requirements;
- $1.12 million for work by the Pyrometallurgy Research Centre in the School of Engineering with mining companies BHP Billiton, Xstrata and Rio Tinto to improve the environmental and economic performance of copper smelting;
- $900,000 for the School of Integrative Biology in conjunction with CSR Sugar to examine gene technologies that could help improve sugar cane production;
- $620,000 for the School of Information Technology and Electrical Engineering to lead a project to develop a new generation of magnetic resonance imaging systems capable of greater resolution and speed;
- $759,000 for a project led by the School of Health and Rehabilitation Sciences to develop and evaluate new models of training for physiotherapists;
- $382,000 for the School of Social Science to lead a project looking at amphetamine use among young people in southeast Queensland; and
- $510,000 for research led by the School of Integrative Biology aimed at making trees grow faster and making them more adaptable to the environmental pressures of climate change.

UQ topped the state and finished among the top four universities nationally in the 2007 funding round for the ARC’s Discovery Projects scheme, receiving almost $29 million to fund 71 projects from 2008. More grants and funding from this scheme were directed to UQ alone than was achieved by the combined performance of all other universities in the state.

The University of Melbourne received the highest ARC Discovery funding ($38 million) followed by the University of Sydney ($34.5 million) and the Australian National University ($30.8 million). The funded projects span areas as diverse as human memory, breast cancer, age-related degenerative disorders, mutations, optimising government structures and how the Papacy became
powerful. Other projects to receive funding are investigating worker wellbeing, marine systems, Brisbane theatre, teacher competence, organic solar cells, hydrogen storage, clean coal technology, neuroscience, clean fuels and pulp fiction.

The variety and quality of projects underline the breadth and depth of research undertaken at UQ.

Nine ARC Linkage Infrastructure, Equipment and Facilities (LIEF) grants, worth $4.24 million, were awarded to UQ during the year.

The LIEF grants included $500,000 for the second phase of the AustLit program, involving all works of Australian literature dating back to 1788, and will enable the Bibliography of Australian Literature project to be completed in 2008.

UQ received $15.7 million in extension funding for all four of its ARC Centres, with two of them, the ARC Centre in Bioinformatics and ARC Centre for Functional Nanomaterials, being upgraded to highly prestigious Centres of Excellence. Funding for UQ-based ARC Centres included:

– ARC Centre of Excellence for Integrative Legume Research – $6.9 million over three years;
– ARC Centre of Excellence for Functional Nanomaterials – $4.8 million over three years;
– ARC Centre of Excellence in Bioinformatics – $3.3 million over three years; and
– ARC Centre for Complex Systems – $700,000 for 2008.

A further $23.32 million was allocated to other ARC centres in which UQ researchers are collaborating, including the Centre of Excellence for Quantum Computer Technology, led by the University of NSW; the Centre of Excellence in Biotechnology and Development, at the University of Newcastle; the Centre of Excellence for Quantum-Atom Optics, at the Australian National University; and the Centre of Excellence for Mathematical and Statistical Modelling of Complex Systems, at the University of Melbourne.

UQ gained three of the 20 ARC Federation Fellowships offered in 2007. Federation Fellowships are regarded as one of Australia’s highest academic accolades, with recipients considered to be world leaders in their chosen fields of research.

Researchers whose work will be supported by 2007 fellowships are:

– Professor Peter Koopman, from IMB, whose work in developmental biology is developing more efficient ways to identify the genes that are important for embryonic development and may cause birth defects;
– Professor Gerard Milburn, of the ARC Centre for Quantum Computer Technology, who is researching quantum nanoscience to develop design principles, based on quantum theory, for new nano-scale devices; and
– Professor John Quiggan, from the Schools of Economics and Political Science & International Relations, who is analysing options for adapting to climate change in Australia, in particular the role and management of uncertainty with a focus on the Great Barrier Reef and the Murray-Darling Basin.

For Professors Quiggan and Milburn, it was the second time they had been named Federation Fellows.

UQ researchers received more than $140,000 in funding from the ARC’s Linkage International Awards, which provide funds for Australia-based researchers to participate in joint projects with overseas researchers.

A highly strategic $4.7 million project led by UQ’s Advanced Water Management Centre with other universities and water industry partners to create better technologies for odour and corrosion management in sewer systems.

Associate Professor Zhiguo Yuan, of the Advanced Water Management Centre, leads the nation’s largest ARC Linkage project ($4.7 million) to create better technologies for odour and corrosion management in sewers.
**NHMRC funding**

UQ secured more than half the project grants and funds made available to Queensland institutions in NHMRC allocations for 2008, reaffirming its reputation as the state’s leading research institution.

A total of 66 NHMRC grants were announced in September for UQ projects worth a total of more than $44.6 million – a 10 percent increase on the previous year.

UQ placed fourth in the nation on the list of NHMRC grant recipients, with the University of Melbourne receiving the largest allocation (131 grants worth $67 million), followed by the University of Sydney (90 grants/$55 million) and Monash University (71 grants/$49 million).

NHMRC is the premier grant scheme for Australian health and medical research and, in 2007, a total of $561.4 million was allocated to more than 50 universities and institutes across Australia.

The $5 million program grant will fund molecular and cell surface research by IMB’s Professor John Hancock.

The 66 grants for UQ researchers included:
- 54 project grants – $27.25 million;
- two Australia Fellowships – $6 million;
- one program grant – $5 million;
- one equipment grant – $724,000;
- five research fellowships and two practitioner fellowships – $3.55 million; and
- one development grant – $97,000.

Other UQ research work funded by the NHMRC for 2008 included:
- almost $1.7 million for health and social science researchers to extend the Mater Hospital–UQ study of pregnancy, with a 27-year follow up of the mental health of middle-aged women to understand the development of anxiety disorders, depression and substance use;
- $1.2 million for a School of Population Health study evaluating the impact of a phone counselling program to help people with type 2 diabetes exercise, eat a healthy diet and lose weight;
- $763,850 for Professor Matthew Brown, of the Diamantina Institute for Cancer, Immunology and Metabolic Medicine, to support the Australian Genowemide Association Study in Osteoporosis to identify genes associated with the degenerative bone disease;
- $593,250 for a BACS and QBI project to understand how functional nerve cells in the brain are regulated;
- $537,750 for a West Nile virus replication and host response study by the School of Molecular and Microbial Sciences;
- $483,750 to provide essential groundwork for development by IMB of new antimicrobials that inhibit bacterial cell division;
- $469,375 for the School of Health and Social Research Centre of the School of Population Health.

The NHMRC Australia Fellowships secured by UQ researchers were the only two awarded for 2008. The Fellowships, worth $4 million each over five years, are regarded as the most prestigious NHMRC research awards and recognise outstanding researchers in the health and medical fields.

Dr Matthew Cooper will leave a senior private research position in the UK to pursue his Fellowship at UQ’s IMB where he will establish a research program into antibiotics and antifungals that combat drug-resistant pathogens, especially those that cause hospital-acquired infections.

Professor Wendy Hoy, from the Centre for Chronic Disease in the UQ School of Medicine, will use her Fellowship to continue her research into chronic disease, especially in high-risk populations with a focus on the health of Indigenous Australians.

**Smart State Fellowships**

Dr Ming Wei, of UQ’s School of Medicine, was awarded the Dr Jian Zhou Smart State Fellowship for Immunology and Cancer Research. The Fellowship honours UQ researcher the late Dr Jian Zhou, co-founder with Professor Ian Frazer of the world’s first cervical cancer vaccine, Gardasil. The Fellowship is worth $750,000 over three years, comprising $200,000 from the Queensland Government, $300,000 from UQ and $150,000 from CSL Ltd. Dr Wei will use the funds to design a bacterium that can target and kill lung cancer cells.

Professor Mandyam Srinivasan (above), Professor of Visual Neuroscience at UQ’s QBI, secured the Queensland Government’s 2007 Smart State Premier’s Fellowship. The award is worth $2.5 million, made up of $1.25 million in Queensland Government funding over five years that is matched by UQ. Professor Srinivasan will lead a project aiming to improve robot technology, including unmanned aerial vehicles, through a better understanding of bee behaviour.

Three UQ scientists won Smart State Fellowships worth $150,000 for their continuing research work:
- Associate Professor Roslyn Boyd (right), of UQ’s School of Medicine, will conduct studies of Queensland children, teenagers and adults with cerebral palsy as part of a $2.25m research project supported by UQ, the Royal Children’s Hospital Foundation, Queensland Health, and the Fellowship;
- Dr Amanda Mabbett (right), of the School of Molecular and Microbial Sciences, is examining new ways to tackle the antibiotic resistant golden staph bug that kills thousands of hospital patients each year. She is working with Brisbane’s Princess Alexandra Hospital on a $300,000
research project funded by the Fellowship grant, UQ and philanthropic companies; and

- Dr Christelle Capini (below) is working on a new therapy that could improve treatment of rheumatoid arthritis and possibly other autoimmune diseases. Dr Capini is a researcher at UQ’s Diamantina Institute for Cancer, Immunology and Metabolic Medicine at the PA Hospital. Her $450,000 research project is funded by UQ, the Arthritis Foundation and the Fellowship.

Smart State PhD scholarships

UQ students received 10 of the 24 Smart State PhD scholarships announced in 2007 worth up to $15,000 each over three years. The successful applicants were:

- Joanne Bradbury for research on the role of Omega 3 fatty acids in stress-related mental health conditions;
- Jeffrey Foley for an evaluation of the costs and benefits of different wastewater treatment and reuse technologies;
- Kelly Greenop for research on current and historical places in Brisbane important to Aboriginal and Torres Strait Islander people;
- Ben Jones for research on improving kidney transplant patient outcomes;
- Elisabeth Lord for research into the mental health and wellbeing of older people;
- Sandeep Salunke to examine the dynamics of service innovation and its relevance in improving service-firm competitiveness;
- Anna Stephens for research to clarify the nature of learning in biotechnology R&D collaborations;
- Ian Vela to examine factors involved in the spread of prostate cancer to bone;
- Martina Linnenluecke to examine how institutions shape different corporate strategies in response to global climate change in Australia and Germany; and
- Charlene Willis for research on the potential to use the genes of a newly discovered family of scabie mites in chemotherapeutic controls.

UQ secured more than half the project grants and funds made available to Queensland institutions in NHMRC allocations for 2008, reaffirming its reputation as the state’s leading research institution.
Other research support

Australian Rotary Health Research Fund (ARHRF) grants worth $223,456 were awarded to support six UQ projects. They were:

- a program led by Professor David Kavanagh, from the School of Medicine, to examine ways to improve services for people with mental and substance-use disorders;
- a second project led by Professor Kavanagh to help people with a history of repeated episodes of depression to work towards recovery and improving their general health;
- Adjunct Professor Paula Barrett’s research in the School of Education into building resilience and emotional competency in preschoolers from economically disadvantaged backgrounds;
- an evaluation by Professor Matt Sanders, from the School of Psychology, of the Stepping Stones Triple-P Positive Parenting Program for parents of children diagnosed with an autism spectrum disorder;
- work by Katherine Morley, of IMB, looking at using genetics to help people stop smoking; and
- research on rheumatoid arthritis by Professor Ranjeny Thomas, of UQ’s Diamantina Institute for Cancer Immunology & Metabolic Medicine. UQ research projects have received $800,000 in ARHRF funding since 2002. IMB’s Professor Rob Parton will share a grant worth $408,800 with international collaborators in France and India for their work on how healthy cells work and what can trigger diseases. The grant, awarded by the prestigious international Human Frontier Science Program, which supports collaborative research into living organisms, will help fund a study to better understand the process known as endocytosis that allows organisms to take up nutrients and respond to outside stimuli.

Three projects led by IMB researchers each received $156,000 from the Queensland Cancer Fund:

- Professor Brandon Wainwright’s team will investigate a genetic pathway that is altered in many forms of cancer – a project that hopes to lead to a better understanding of how to treat certain tumours;
- Professor John Hancock’s work on K-Ras, a protein frequently mutated in human cancers, which may allow the design of drugs to specifically target the protein; and
- Associate Professor Rick Sturm is examining ways to treat melanomas by studying skin cells that become malignant.

Dr Gary Leong, from IMB and the Mater Hospital, was awarded a US$50,000 grant from the US Endocrine Society to study a protein that may eventually lead to treatments for diseases such as obesity and type 2 diabetes.

Caroline Hendry, from IMB, was awarded the inaugural Dr Rosamond Siemon Postgraduate Renal Research Scholarship. The scholarship, donated by Brisbane author, historian and UQ alumnus Dr Rosamond Siemon, is awarded to the best postgraduate student undertaking multidisciplinary, collaborative research into renal disease, repair and regeneration.

The National Breast Cancer Foundation provided $5 million to fund research by the Australian Institute for Bioengineering and Nanotechnology (AIBN) at UQ St Lucia. The project, headed by AIBN’s Professor Matt Trau, will help develop new techniques to help women with advanced breast cancer. It will create and clinically test novel diagnostic technologies, including a blood test aimed at dramatically improving early detection, prediction and treatment of advanced breast cancer rather than waiting for a lump or other symptoms to return.

IMB researchers Professors George Muscat and Mark Ragan will be lead investigators on another $5 million project sponsored by the National Breast Council Foundation examining new approaches to treating women for whom available therapies offer little hope or who develop treatment resistance. The research team, including researchers from around Australia, will study nuclear receptors, proteins found in cells that receive information from molecules and then alter gene expression accordingly.

The Multiple Sclerosis Society of Queensland will match UQ funding of $25,000 to support a new Multiple Sclerosis Senior Research Fellowship at the QBI. The funding commitments were part of efforts to raise a total of $450,000 to establish the new fellowship, which is planned to undertake new research into multiple sclerosis.

Professor John Upham, from the UQ School of Medicine, was awarded a Queensland Clinical Research Fellowship worth $300,000 over three years to further investigate use of bacteria components to treat asthma and allergies.

League greats kick in

Past members of Queensland’s State of Origin rugby league teams helped raise $48,000 to buy a specialised microscope for UQ researchers studying melanoma. The donation to UQ’s Diamantina Institute for Cancer, Immunology and Metabolic Medicine, at Brisbane’s Princess Alexandra Hospital, was made through cancer charity group, the Mardi Jackson Foundation and supported by Former Origin Greats (FOGs), a non-profit group supporting rugby league, community groups and charities. FOGs and the Mardi Jackson Foundation have so far donated about $200,000 to UQ’s Diamantina Institute, enabling it to buy several pieces of scientific equipment. Brisbane businessman Don Jackson and his wife, Lyn, established the Mardi Jackson Foundation in their daughter’s memory to raise funds for cancer research and treatment.

Dr Gary Leong, from IMB and the Mater Hospital, was awarded a US$50,000 grant from the US Endocrine Society to study a protein that may eventually lead to treatments for diseases such as obesity and type 2 diabetes.

Caroline Hendry, from IMB, was awarded the inaugural Dr Rosamond Siemon Postgraduate Renal Research Scholarship. The scholarship, donated by Brisbane author, historian and UQ alumnus Dr Rosamond Siemon, is awarded to the best postgraduate student undertaking multidisciplinary, collaborative research into renal disease, repair and regeneration.

The National Breast Cancer Foundation provided $5 million to fund research by the Australian Institute for Bioengineering and Nanotechnology (AIBN) at UQ St Lucia. The project, headed by AIBN’s Professor Matt Trau, will help develop new techniques to help women with advanced breast cancer. It will create and clinically test novel diagnostic technologies, including a blood test aimed at dramatically improving early detection, prediction and treatment of advanced breast cancer rather than waiting for a lump or other symptoms to return.

IMB researchers Professors George Muscat and Mark Ragan will be lead investigators on another $5 million project sponsored by the National Breast Council Foundation examining new approaches to treating women for whom available therapies offer little hope or who develop treatment resistance. The research team, including researchers from around Australia, will study nuclear receptors, proteins found in cells that receive information from molecules and then alter gene expression accordingly.

The Multiple Sclerosis Society of Queensland will match UQ funding of $25,000 to support a new Multiple Sclerosis Senior Research Fellowship at the QBI. The funding commitments were part of efforts to raise a total of $450,000 to establish the new fellowship, which is planned to undertake new research into multiple sclerosis.

Professor John Upham, from the UQ School of Medicine, was awarded a Queensland Clinical Research Fellowship worth $300,000 over three years to further investigate use of bacteria components to treat asthma and allergies.
Significant outcomes

UQ-based research projects reporting significant outcomes during the year included:

- a School of Human Movement Studies project proving for the first time that older women who exercised were less likely to develop stiff or painful joints. The landmark study, published in the international journal *Arthritis Research & Therapy*, was undertaken by Dr Kristi Heesch, Dr Yvette Miller and Professor Wendy Brown using data collected over three years as part of the Australian Longitudinal Study on Women’s Health, targeting middle-aged and older women who had no symptoms of arthritis;

- a trial of a battery-operated device that promises to deliver a more effective tool for early detection of oral cancer. The device is the size of a dental drill and emits light that identifies changes in the soft tissue of the mouth that can help provide early detection of cancer. The new technique was trialled at the UQ School of Dentistry’s clinic in the Brisbane CBD;

- development by UQ Gatton’s Centre for Native Floriculture of three new drought and cold-resistant native blooms from the Queensland bush species *Ptilotus nobilis*. Named Poise, Passion and Purity respectively for their pink, purple and cream flowers, the plants were the first releases from the Outback Princess range being marketed by Aussie Colours, a creation of UQ’s commercialisation arm, UniQuest;

- identification by an international team of scientists, including IMB’s Professor David Fairlie, of a potential new stroke therapy likely to be more effective than current treatments. The team found a direct intravenous injection of immunoglobulin, a class of protein manufactured by the blood to fight off foreign substances, protected brain cells against the effects of stroke;

- the discovery by the cancer biology team at UQ’s Diamantina Institute that the female sex hormone estrogen turned on a gene linked to breast cancer. The work, which also involved researchers in Melbourne, Adelaide and the United States, may explain how changes in water temperature, oxygen levels and the presence of predators affected the turtles’ respiration and diving behaviour. The animal, unique to the Mary River, is under threat because its eggs are eaten by cats, dogs and foxes or nests are trampled by cattle;

- a study by the School of Population Health that revealed Australian manual or blue-collar workers were dying from liver cirrhosis at a rate 2.5 times greater than their white-collar counterparts, with heavy or binge drinking being a main contributor to the disease; and

- a finding by UQ’s Endocrine Hypertension Research Centre, at Brisbane’s Prince Alexander Hospital, that a type of high blood pressure able to be cured by surgery, primary aldosteronism, was 10 times more common than previously suspected. The result means people with the condition could have a better quality of life through surgery without the ongoing side effects of blood-pressure medications.

A study by the School of Population Health revealed that Australian manual or blue-collar workers were dying from liver cirrhosis at a rate 2.5 times greater than their white-collar counterparts, with heavy or binge drinking being a main contributor to the disease.

---

In-depth study

Research by Natalie Mathie (left), a PhD student in the School of Integrative Biology, showed the endangered Mary River turtle can stay submerged for at least three days and possibly up to a week in the right conditions. Unlike most freshwater turtles, the Mary River turtle can extract about half its oxygen needs from river water using special sacs on its body. Ms Mathie considered how changes in water temperature, oxygen levels and the presence of predators affected the turtles’ respiration and diving behaviour. The animal, unique to the Mary River, is under threat because its eggs are eaten by cats, dogs and foxes or nests are trampled by cattle.
Powerful partnerships

Mining links
In the aftermath of a mining tragedy in Siberia in March 2007, the Novokuznetsk Branch Institute of Russia’s Kemerovo State University was appointed by the mining company to conduct an independent safety audit of the company’s mining operations. UQ’s Mining Industry Safety & Health Centre (MISCH) was approached to provide consultancy services and advice to the audit, resulting in both parties signing an agreement to collaborate. The collaboration will enhance MISCH and UQ’s international reputation and profile in the field of mining operations and engineering.

Exchange opportunities
An exchange partnership with Peking University’s Guanghua School of Management will be a valuable opportunity for UQ’s MBA students to attain international experience in China as exchange students. The Guanghua School of Management is one of the leading business schools in China.

Korean collaboration
In 2007, UQ and the Korea Advanced Institute of Science & Technology (KAIST) further strengthened their partnership by signing an agreement to formalise research collaborations between UQ’s AIBN and KAIST’s Institute for the Biocentury (IBC). KAIST, based at Daejeon in South Korea, has established the Institute for the Biocentury as part of its strategy to become one of the world’s leading universities in science, technology and management. The IBC is a major research institute for interdisciplinary research in the field of biological and biomedical science and engineering.

Fertiliser project
A collaboration between UQ and a Japanese power company will test a new fertiliser sourced from power station waste for use in rehabilitating degraded land. A research agreement was signed in October between Hokkaido Electric Power Company (HEPCO) and UniQuest. The project will test a fertiliser derived from coal fly ash on two types of soil to find optimum rates of application to reduce soil acidity. The fly ash is a by-product of coal burning from coal-fired power plants. HEPCO will provide the fertiliser to be assessed by UQ researchers. By improving the quality of soil, researchers hope the fertiliser can rehabilitate degraded land and enhance forestation.

Neuroscience agreement
QBI has signed a research agreement with one of the largest neuroscience research centres in the Asia-Pacific region, the Riken Brain Science Institute in Japan. The agreement is expected to lead to significant international exchanges in neuroscience research and travelling scholarships for early to mid-career researchers. Located at Saitama, north-west of Tokyo, the Riken centre is part of Japan’s Institute of Physical and Chemical Research. The institute was established in 1997 and employs more than 400 researchers and staff working in more than 40 laboratories.

Grain alliance
Researchers from the Centre for Nutrition and Food Science in the NRAVS Faculty took the lead on a new $12.7 million research alliance aimed at developing new grain varieties with tailored fibre content. The High Fibre Grains Research Cluster will combine the skills and resources of The University of Queensland, the University of Adelaide, the University of Melbourne and CSIRO, through the Food Futures National Research Flagship, to develop wheat varieties with improved health benefits and heightened value for the grains industry.

Urban water alliance
Researchers from UQ will have a key role in a strategy that could more than double the water recycling capacity of Australia’s capital cities. UQ scientists, engineers and social scientists joined the Queensland Government’s $50 million Urban Water Security Research Alliance, launched in 2007. The five-year initiative will develop Australia’s largest urban water research program and its findings will underpin the third-largest water recycling scheme in the world. Through the alliance, researchers from UQ, Griffith University, the CSIRO and the Queensland Government will collaborate on high-quality research into urban water challenges.

Trans-Tasman link
A new trans-Tasman partnership to solve complex problems in agriculture was announced by New Zealand Prime Minister Helen Clark on a visit to Brisbane in June. The NZ Government’s research institute, AgResearch, and UQ agreed to jointly fund a new Chair in Systems Thinking and Practice to be based in the School of Natural and Rural Systems Management at UQ Gatton.

Water program
UQ was a partner in a project granted $532,000 in Federal Government funds to develop and deliver a Master of Integrated Water Management program. International WaterCentre, a joint venture partnership between UQ, the University of Western Australia, Monash University and Griffith
University, obtained the funding under the Collaboration and Structural Reform Fund. The partners are developing the program to facilitate the collaborative delivery of education and applied research in water management.

**Rio Tinto support**

Mining group Rio Tinto and UQ signed a five-year, $2 million partnership in 2007 to address skills shortages in Queensland’s mining engineering sector through a range of teaching and research activities aimed at improving mine planning and operations. The funding will back research into key areas identified by Rio Tinto and UQ to provide scholarships for students from other partner universities to take part in the Mining Education Australia mining engineering course at UQ. It will fund visits by UQ students and faculty staff to Rio Tinto operations and support the company’s staff who wish to return to University to complete additional qualifications in mining engineering.

**Powerful brew**

A joint project by UQ, brewing group Foster’s, and Belgium’s University of Ghent to generate electricity from brewery wastewater won a $140,000 grant from the Queensland Government’s Sustainable Energy Innovation Fund. The project, involving UQ’s Advanced Wastewater Management Centre, is backed by a $1.3 million Australian Research Council Discovery grant in addition to onsite and financial support from Foster’s. The work, at the Yatala brewery, south of Brisbane, is developing technology that uses a microbial fuel cell feeding on organics in brewery wastewater to produce energy, clean water and renewable or non-polluting carbon dioxide.

**Hypersonic boost**

The Federal Government’s Defence Science and Technology Organisation (DSTO) and UQ forged a significant agreement that will further advance hypersonics research and collaboration. Under the agreement, DSTO will provide $296,000 a year to fund a new Chair of Hypersonics and contribute to the maintenance of research-related assets. UQ HyShot is part of the Australian Hypersonics Initiative that, with the US Defense Advanced Research Projects Agency, conducted a $4.6 million controlled scramjet experiment at Mach 10, or about 11,000km an hour, at Woomera, 500km north of Adelaide in June.

**Supervisors recognised**

UQ recognised three of its academic staff with Awards for Excellence in Research Higher Degree Supervision. The awards, worth $10,000, were presented during Research Week to:

- Associate Professor Richard Baldauf (above left), School of Education;
- Professor David Craik (above centre), IMB and the Centre for Protein Research; and
- Dr Sarah Roberts-Thomson (above right), School of Pharmacy.

**Water saver**

UQ researchers from the School of Land, Crop and Food Sciences have embarked on a $3 million research project with industry partners to develop more water-efficient turf grass varieties. The project, funded by a four-year ARC Linkage grant, also involves the Jimboomba Turf Group, the Queensland Department of Primary Industries and Fisheries and the Council of Mayors.

**Research Week**

Outstanding researchers and their achievements were celebrated during the annual UQ Research Week in September. Events staged during the week offered an opportunity to raise awareness of current UQ research among the University community, the public, industry and government. A feature of the program was the 9th annual UQ Foundation Research Excellence Awards held at Brisbane Customs House.

**UQ Foundation Awards**

Seven UQ Foundation Research Excellence Awards totalling $505,000 were presented during UQ Research Week. Recipients were:

- Dr Melissa Gregg, of the Centre for Critical and Cultural Studies, $55,000 to investigate the extent to which internet and mobile technologies are blurring public and private lives and creating real benefits;
- Dr Matthew Hornsey, School of Psychology, $75,000 to fill an information vacuum surrounding the best ways and circumstances in which to give and receive personal criticism;
- Dr Jon Adams, School of Population Health, $85,000 to examine the views and practices of regional general practitioners on complementary and alternative medicines and therapies such as acupuncture, naturopathy and herbal medicine;
- Dr John Zhu, School of Engineering, $85,000 to develop a carbon nanotube membrane for gas separation that will work like a sieve to separate high volumes of methane or carbon dioxide from other gases;
- Dr Gary Schenk, School of Molecular and Microbial Sciences, $85,000 to study a group of enzymes, including one linked to the bone disease osteoporosis;
- Dr Derek Arnold, School of Psychology, $60,000 to show how brain activity influences a person’s sense of timing; and
- Dr Matthew Davis, School of Physical Sciences, $60,000 to investigate a new state of matter, known as a Bose-Einstein condensate, to further understand the nature of the universe.
Other achievers

In 2007, the work of many other UQ researchers was recognised with a variety of prestigious awards.

AIBN researcher Professor Sean Smith received the Friedrich Wilhelm Bessel Research Award from the Humboldt Foundation in recognition of his outstanding accomplishments in the area of simulation and visualisation of molecular systems. Professor Smith’s interdisciplinary work focuses on molecular scale modelling in the areas of biological science, materials science, nanotechnology and environmental science. The $80,000 award recognises past achievements, but is only awarded to researchers who can demonstrate their work will remain at the cutting edge and have ramifications beyond their specialisation.

Professor John Mattick, from IMB, was one of only eight scientists worldwide in 2007 to be offered Associate Membership of the European Molecular Biology Organisation. The organisation draws together top researchers in the field of molecular life sciences to promote excellence through targeted programs and activities. Members come from European countries, while Associate Membership is a special honour available to outstanding researchers outside Europe. This year was the first time an Australian scientist had been invited to join.

Three UQ researchers were named Members of the Order of Australia (AM) in the 2007 Australia Day Honours List:
– Associate Professor Con Arooney, of the School of Medicine, for service to medicine in the field of cardiology to the National Heart Foundation of Australia and the Cardiac Society of Australia and New Zealand;
– the late Professor Brian Hills, formerly an Adjunct Professor with UQ’s Medicine Department, for services to medical research, particularly in the fields of respiratory physiology and decompression sickness as an educator and author; and
– Professor John McGrath, of QBI and the Queensland Centre for Mental Health Research, for services to medicine in the field of schizophrenia research to psychiatric education and a range of professional medical organisations.

QBI’s Head of Visual Neuroscience, Professor Mandyam Srinivasan, was recognised with the 2008 Rank Prize for Optoelectronics. The award was presented by the UK-based Rank Prize Funds established in the 1970s by Lord and Lady Rank, who owned Rank Picture Films and Rank Xerox. Optoelectronics is described as the interface between optics and electronics and nearly related phenomena. At QBI, Professor Srinivasan researches flight control and navigation in small animals, such as insects, to explore the limits of the cognitive capacities of small brains.

IMB’s Jeremy Barker was awarded a Churchill Fellowship, which he will use to visit bioinformatics sites in the US and the UK to learn best practice in delivering services to researchers.

IMB’s Professor Peter Koopman received the $50,000 GlaxoSmithKline Australia Award for Research Excellence for his work on why embryos develop into males or females.

The Royal Geographical Society of Queensland awarded its 2007 JP Thomson Medal to Professor Martin Bell, in the School of Geography, Planning and Architecture, for his work in the field of population research.

Professor Julie Campbell, of the School of Biomedical Sciences, won the public and not-for-profit category in Queensland Business Review’s Queensland Women in Business Awards for her contribution to cardiovascular research and teaching.

Dr Toni Johnson-Woods, of the Faculty of Arts, was granted a fellowship with the National Archives of Australia in Canberra to research Australian radio serials of the 1950s.

Professor Robert Birch, of the School of Integrative Biology, was named a finalist in the science category of The Bulletin magazine’s Smart 100 list for his gene research into sugar cane.

Honours for Professor Frazer

Director of UQ’s Diamantina Institute, Professor Ian Frazer, who led the team that developed the world’s first cervical cancer vaccine, received several major awards in 2007, including:
– the Australian Institute of Policy and Science’s biannual Merck Sharp & Dohme Florey Medal;
– the 2007 Novartis Prize for Clinical Immunology;
– the International Life Award (Sezione Ricerca Scientifica);
– the Australian Academy of Technological Sciences and Engineering’s Clunies Ross Award; and
– appointment as a Smart State Ambassador for Queensland.

NHMRC Awards

Three UQ researchers were named in the inaugural NHMRC Awards announced in December. The awards recognise outstanding Australians for their contributions to health and medical research.

IMB’s Professor John Hancock and Professor Robert Parton received the NHMRC Achievement Award – Program Grant for their work studying the surface of cells as part of a project to develop therapeutic strategies to combat changes associated with cell transformation in cancer and other human diseases such as muscular dystrophy.

Dr David Copland, of the School of Health & Rehabilitation Sciences, received an NHMRC Achievement Award – Career Development Award recognising his work to understand the effects of neurological injury or disease on language and to shed light on the brain mechanisms underpinning language treatment and recovery.
Professor Jennifer Stow is researching how immune cells malfunction to cause inflammatory diseases and cancer. She was the third IMB researcher in three years to receive a Smart State – Smart Women Award.

Smart Women Awards
UQ staff and students received four of the 13 statewide awards offered by the Queensland Government through its Smart Women – Smart State Awards, announced in August.

The awards, each worth $2500, are organised by the government’s Office for Women to recognise women who have made outstanding contributions in the areas of science, engineering, and information and communications technology. UQ winners were:

– Professor Jennifer Stow, from IMB, who received the award for Women in Industry/Business (Science) for her work on new treatments for chronic inflammatory diseases, such as rheumatoid arthritis and inflammatory bowel disease;
– Professor Linda Blackall, of UQ’s Advanced Wastewater Management Centre, who won in the Women in Community/Public Sector (Science) category for research on wastewater management;
– Alecia Carter, honours student in the School of Integrative Biology, who won the Undergraduates (Science) Students category for her research designing a computer program that uncovered the benefits of relationships developed between female grey kangaroos; and
– four UQ PhD students, Jennifer Firn, Nikki Sims, Megan Ward and Alice Yeates, who won the award for Postgraduate Students (Science) for a project supported by the CSIRO to investigate environmentally destructive weeds.

Fulbright influx
During 2007, UQ attracted an unprecedented five US scholars to study under the prestigious Fulbright Program. It was the first time five American Fulbright Scholars had been at a single Australian university and reflected the high quality of UQ research efforts and facilities. Fulbright Postgraduate Award winners based at UQ during the year were:

– Michael Deceglie, a physics and mathematics specialist and graduate of Dickinson College, Pennsylvania, who came to UQ to research ways to improve the efficiency of solar energy systems;
– Dr Jeannette Simmonds, from the Rensselaer Polytechnic Institute in New York, who was based at UQ’s Centre of Excellence for Integrative Legume Research where she conducted historical research into the work of scientists prominent in the field of biological nitrogen fixation;
– Kate Murray, a postdoctoral candidate from Arizona State University, who worked with the research team at UQ Ipswich’s Boilerhouse Community Engagement Centre on refugee resettlement;
– Devon Biggerstaff, a graduate from the University of Puget Sound, Washington, who undertook research into new ways to create entangled photons for use in experimental quantum optics and quantum computing; and
– Associate Professor Geralyn Schulz, from George Washington University, Washington, who won a Fulbright Senior Scholar Award to work with UQ’s Motor Speech Research Centre exploring alternative methods of treatment to assist brain-damaged individuals to regain their speech.

Professor Peter Koopman, from UQ’s Institute for Molecular Bioscience, led a study that found tumours in mice with a mutant form of the gene SOX18 stopped growing and became benign because the mice could not develop blood vessels to feed the tumour.

Professor Jennifer Stow is researching how immune cells malfunction to cause inflammatory diseases and cancer. She was the third IMB researcher in three years to receive a Smart State – Smart Women Award.
Throughout the year, UQ continued its successful strategy of commercialising research and other activities under a corporate structure headed by its holding company, UQ Holdings Pty Ltd.

Several subsidiaries of UQ Holdings operate in the research sector and, in 2007, had considerable success in commercialising University research and intellectual property.

UniQuest Pty Ltd
www.uniquest.com.au

UQ’s main research commercialisation company, UniQuest Pty Ltd, is the largest of its type in Australia and one of the most highly regarded university technology-transfer groups in the world.

Since 1984, UniQuest has built, commercialised and managed an extensive intellectual property and asset portfolio, including more than 1000 patents and 50 companies resulting from UQ discoveries and expertise. In 2007, UniQuest generated revenues of $72.5 million and profits of $3.05 million.

One of UniQuest’s goals is to promote the importance and benefits of research to the wider community.

In 2007, UniQuest continued to represent UQ’s research capabilities through associations with Australian and overseas-based venture capital companies, technology-transfer networks and organisations, and at industry conventions such as BIO in San Francisco, Ausbiotech and the Australian Business Development Exhibition.

UniQuest sponsored symposiums and seminars attended by and organised by UQ researchers.

By collaborating with the School of Land, Crop and Food Sciences to expand and increase the profile of UQ Gatton’s plant nursery and tissue culture facility, UniQuest established a new business, IQ Plant Nursery. The enterprise subsequently attracted a lucrative teak-planting contract which will subsidise operational costs of the nursery and laboratory.

The UniQuest-created business, Applied Materials Characterisation and Performance, linking commercial project teams from the Faculty of Biological and Chemical Sciences, and the Faculty of Engineering, Physical Sciences and Architecture, was established in 2007 to promote access by industry and businesses to UQ resources. The business offers a fully integrated materials investigation and characterisation service, including expert evidence or opinion, and support for legal and insurance reports.

UniQuest’s links with industry and government enabled 14 UQ Heads of Schools and leading academic research staff to participate in three forums organised by the Committee for Economic Development Australia.

UniQuest designed and piloted the Intellectual Property and Commercialisation module of the Future Research Leaders’ Program, an educational collaboration of the Group of Eight soon to be offered by member universities.

Six UniQuest-supported projects were named finalists in the UQ Business School’s annual Enterprize business plan competition. One of UniQuest’s newest start-up companies, TenasiTech Pty Ltd,

UniQuest highlights during 2007 included:

– the launch of Gardasil, the cervical cancer (HPV) vaccine developed by Professor Ian Frazer’s team and patented by UniQuest, on the Australian and international markets that achieved significant commercial returns in its first year. More than 10 million Gardasil vaccinations have been administered in 80 countries worldwide, attracting sales of more than US$1.5 billion; and

– the continued global expansion of the Triple P Positive Parenting Program developed from Professor Matt Sanders’ research in the School of Psychology and licensed by UniQuest to Triple P International. In 2007, Triple P International made the program available to families in 16 countries, and it has now been translated into 20 languages. More than 3500 practitioners in Australia and overseas were trained during the year.
was awarded the i.lab technology incubator prize, allowing the fledgling company to access valuable business development support and contacts.

Working with the UQ Business School, UniQuest continued to provide opportunities for students to develop business plans for commercially viable research projects. Students undertaking Commercialisation in Practice (previously Advanced Entrepreneurship) have worked on six projects that have attracted combined investment of more than $8 million in seed capital since the course began in 2005.

In its fifth year, UniQuest’s Trailblazer competition awarded $40,000 in prizes for innovative ideas with commercial potential generated by UQ researchers.

UniQuest continued to assist UQ academics identify opportunities for promoting their expertise as consultants and expert witnesses.

UniQuest achieved international distinction across a significant number of strategic areas of research. It filed 40 new patent applications and registered a record 320 new disclosures in 2007.

In 2007, early-stage start-up companies established by UniQuest collectively raised capital of more than $100 million.

Text analytics software company Leximancer, the first start-up company arising from the Faculty of Social and Behavioural Sciences, secured investment from a London-based strategic investor. The international investment, negotiated by UniQuest, will supplement Leximancer’s increasing revenue base, providing additional funds to accelerate product development and market penetration in Europe, Asia and North America.

Two biotechnology companies created by the UniQuest commercialisation process achieved impressive outcomes when they were publicly floated in 2007.

QRxPharma Pty Ltd, which is developing pain therapy and cardiovascular health products, listed on the ASX in May. It raised $50 million in the float, and had an initial market capitalisation of $150 million. It was the largest Australian biotech IPO to date.

In September, ImpediMed Ltd released a prospectus to raise $18 million to fund the launch of its biomedical devices in the US and Europe, which have already helped thousands of cancer patients in Australia over the past seven years. The offer closed oversubscribed, reflecting the confidence investors have in the research outcomes of UQ initiatives.

Since 1984, UniQuest has built, commercialised and managed an extensive intellectual property and asset portfolio, including more than 1000 patents and 50 companies resulting from UQ discoveries and expertise.

A seminar organised for UQ academic staff on preparing government tenders resulted in an 80 percent increase in the number of tenders won by seminar participants.
UniQuest’s Pathfinder proof-of-concept fund more than doubled its financial support to progress UQ innovations to the stage where they can attract commercial funding. In 2007, $475,533 was granted to 22 research groups, more than twice the number of groups awarded Pathfinder funding in 2006.

With UniQuest’s support, 11 projects successfully attracted more than $1.6 million in federal grants to develop their commercial potential from the Commercialising Emerging Technologies (COMET) and Commercial Ready (COMMRReady) funding programs.

In 2007, UniQuest continued to collaborate in strategic activities for community benefit with industry, business and professional groups and with agencies at city, state, national and international levels. Achievements included:

- negotiating a contract for Associate Professor Steve Barker, from the School of Molecular & Microbial Sciences, to work with pharmaceutical company Ego on a natural product to safely treat head lice without toxic pesticides;
- assisting Professor Tapan Saha (above), from the School of ITEE, with promoting Dielectrica, a new technology that facilitates quick assessment of how large transformers are performing so power companies can predict maintenance and replacement schedules and reduce the incidence of emergency breakdowns; and

JKMetAccount software to its suite of software application opportunities. The JKMetAccount software works in a similar way to financial accounting but, rather than tracking the movement of financial support to progress UQ innovations to the stage where they can attract commercial funding. In 2007, $475,533 was granted to 22 research groups, more than twice the number of groups awarded Pathfinder funding in 2006.

With UniQuest’s support, 11 projects successfully attracted more than $1.6 million in federal grants to develop their commercial potential from the Commercialising Emerging Technologies (COMET) and Commercial Ready (COMMRReady) funding programs.

In 2007, UniQuest continued to collaborate in strategic activities for community benefit with industry, business and professional groups and with agencies at city, state, national and international levels. Achievements included:

- negotiating a contract for Associate Professor Steve Barker, from the School of Molecular & Microbial Sciences, to work with pharmaceutical company Ego on a natural product to safely treat head lice without toxic pesticides;
- assisting Professor Tapan Saha (above), from the School of ITEE, with promoting Dielectrica, a new technology that facilitates quick assessment of how large transformers are performing so power companies can predict maintenance and replacement schedules and reduce the incidence of emergency breakdowns; and

- completing pilot programs for Mindfields, an intervention program to reduce delinquent behaviour in youth. Mindfields is based on extensive research and a collaborative endeavour between UQ’s School of Education and the Queensland Government. Preparations for disseminating the program through UniQuest’s licensing process, including work on the program’s website and a resource kit for counsellors, are expected to have the program ready for release in 2008.

UniQuest continued to be the leading Australasian university-owned company involved in international development assistance projects and NZAID’s largest management services contractor from Australia.

In 2007, UniQuest’s international projects division managed more than 50 short and long-term aid consultancy assignments worth nearly $10 million in Armenia, Azerbaijan, Brunei Darussalam, Cambodia, East Timor, Fiji, Indonesia, Kiribati, Kyrgyzstan, Lao, Myanmar, Nauru, Nepal, Papua New Guinea, Samoa, Solomon Islands, Sri Lanka, Tajikistan, Thailand, Tonga, the Torres Strait Islands, Vanuatu and Vietnam.

Working with the Faculty of Health Sciences, UniQuest established UQ International Health, a commercial enterprise to attract and manage international research and development projects in the health sector.

UniQuest contributed to innovative, sustainable solutions to many challenges faced by developing nations among Australia’s neighbours, including:

- resettling communities at the Porgera Joint Venture in PNG;
- assisting Sri Lanka to restructure and modernise a range of government-owned rural finance institutions;
- reviewing the Torres Strait Treaty Zone Health Partnership;
- work on refocusing the Samoa Police Project’s Annual Plan;
- conducting a scoping study to review the Kiribati education management information system;
- assisting AusAID in determining its law and justice assistance to the governments of PNG and Samoa;
- finalising a marketing plan for a small business incubator in the Republic of Nauru;
- assisting with reforming Tonga’s basic education curriculum;
- designing a farm agro-forestry program in Samoa; and
- technical expertise to support and strengthen the Solomon Islands Electoral Commission.

UniQuest continued to find and promote innovative, sustainable solutions to community challenges.

A memorandum of understanding was signed between UniQuest and the UQ Business School for UQ Business School Consulting, the commercial vehicle for the school’s consulting activities.
UQ’s Institute for Molecular Bioscience (IMB) continued its groundbreaking investigations of human and animal biology. The work of IMB researchers and staff generates a wealth of ideas, many of which lend themselves to innovation and commercialisation.

The process can lead to new medical treatments, highly valuable health diagnostic products and novel biomedical and other technologies.

IMBcom is UQ’s value-adding innovation company for these ideas. IMBcom protects the discoveries of IMB researchers, builds alliances with organisations to promote them, and draws up partnerships with investors who help develop them into platforms for new enterprises.

Over the seven years since its incorporation, IMBcom has created 12 start-up companies that have received a total of $65 million in private and public investment capital.

IMBcom provides a range of commercialisation services to IMB, including:

– intellectual property management and development;
– sourcing and negotiating commercial contracts and grants;
– start-up company generation; and
– commercialising education programs.

A comprehensive audit of the patent portfolio was undertaken during the year to rationalise and prioritise the valuable intellectual property available for commercialisation.

In 2007, IMBcom identified four high potential projects it believes can be commercialised in 2008:

– cyclic conotoxin analogues – using substances found in cone snails to help develop new pain relief therapies;
– kibdelones – using naturally occurring compounds, isolated from an Australian soil fungus, that represent a structurally unique class of chemicals with potent and selective anti-cancer activity;
– human growth hormone (hGH) – developing a cell line providing cheaper, easier quality control processes for hGH manufacturers; and
– foetal cells – exploring new, low-risk, non-invasive genetic testing techniques.

In 2007, IMBcom assisted with the development and submission of more than $2.5 million successful industry-related grants with a total value to the IMB of more than $3.8 million.

One of IMBcom’s spin-off companies, Mimetica Pty Ltd, raised venture-capital funding of $1 million and secured a $1.7 million CommReady grant. Another spin-off, Elacor Pty Ltd, will indirectly benefit from a $375,000 NHMRC development grant awarded jointly to UQ and the Baker Heart Research Institute, in Melbourne.

The IMB/IMBcom Proof of Concept Fund provided $175,000 for IP development of four early-stage projects in 2007.

IMBcom’s Relationship Management system, first implemented in 2006, has been extremely effective in the way IMBcom provides services to IMB. The system identified 28 new discoveries in 2007 that resulted in four provisional patent applications being filed.

In 2007, the commercialisation education program run by IMBcom within IMB continued to build on the success of previous years. Twenty-seven final year PhD students undertook three days of intensive training in commercialisation at an annual Biobusiness Retreat and 60 IMB research and administrative staff from all levels participated in a similar education program, known as the BioBusiness Day Out.
Uniseed has committed $20 million to 30 companies, with $17 million provided so far, and now manages more than $60 million in capital for investment in early-stage technology ventures across the three universities.
Research training

UQ continued to attract a growing number of PhD students. In 2007, a total of 3593 PhD students enrolled at UQ, up from 3587 in 2006 and 3036 in 2005.

International students accounted for 726 PhD enrolments in 2007, compared with 665 in 2006. A total of 450 PhDs were awarded, compared with 399 in 2006.

UQ enrolled a total of 9746 postgraduate students in 2007, exceeding its target of 25 percent of the overall student body.

A total of 3593 doctorate-by-research students were enrolled, including 768 international students, a rise from the 3515 in 2006 that included 699 international students.

The number of masters-by-research students in 2007 was 496, including 96 international students, compared with 584 in 2006, including 99 international students.

In 2007, UQ postgraduates secured:
– 205 Australian postgraduate awards;
– 32 international postgraduate research scholarships; and
– 15 Australian postgraduate awards (industry) scholarships.

During the year, UQ conferred 2988 postgraduate degrees, compared with 3243 in 2006, including 399 doctorates by research and 115 masters by research.

Speech Pathology PhD student Monique Waite tests Elizabeth Adsett using new software that can help assess and treat speech, language and reading disorders. The PC-based system allows speech pathologists to assess and treat children living in rural and remote areas via the internet. The system was designed by the Telehealth Research Unit in UQ’s School of Health and Rehabilitation Sciences.

UQ Graduate School

www.uq.edu.au/grad-school

The UQ Graduate School plays a key role in promoting graduate study, fostering intellectual and professional academic growth, and developing initiatives to enhance the experience of research higher degree students.

It coordinates skills development programs for PhD and MPhil students and their advisers and focuses on initiatives to enhance the quality of the University’s research training programs, such as travel, exchanges, internships and industry collaboration.

UQ is a destination of choice for international doctoral students, having the largest number of international PhD candidates of any university in Australia. The proportion of international students in UQ’s research student population has grown from about 15 percent to 20 percent in the past five years.

In that same five years, about 530 graduate students have been funded by the UQ Graduate School to conduct cutting-edge research in overseas laboratories or libraries. There are international students in every school and institute at UQ and our research students begin their careers with a ready-made international research network.

UQ graduate students continue to present papers in large numbers at international conferences and frequently win prizes for best presentation.

The Graduate School awarded 78 research travel grants in 2007. The grants enable students to access research facilities elsewhere in Australia and overseas, improve the quality of their research and accelerate realisation of their theses.

Supporting graduates

In 2007, UQ continued to ensure quality outcomes for its graduate students by providing:
– 58 postgraduate research scholarships;
– 42 Graduate School Confirmation Scholarships, valued at $19,616 a student annually;
– 44 joint research scholarships;
– 45 international living allowance scholarships;
– 35 mid-year scholarships; and
– funding assistance for 12 postgraduate research student conferences.

In late 2007, the Graduate School implemented a new system of scholarship and admission application for research students, giving them greater flexibility in when they apply for and start their degrees.

In 2008, UQ offers the simplest application process in Australia for research higher degree students.
Lockhart River artist Silas Hobson with his work at the UQ Art Museum before the launch of Dr Sally Butler’s book Our Way, Contemporary Aboriginal Art from Lockhart River.
WE SHARED OUR INTELLECTUAL AND LEISURE RESOURCES WHILE EXPANDING MUTUALLY BENEFICIAL PARTNERSHIPS TO ENRICH THE WIDER COMMUNITIES OF WHICH THE UNIVERSITY IS A PART.

Community partnerships

Encouraging debate

The University aims to stimulate intellectual debate and make important cultural and social contributions to the community by staging public lectures, concerts, art exhibitions and other cultural and intellectual events. These and other events engage with business, government, alumni and diplomatic groups and the wider community.

Free public lectures and seminars offered opportunities for discussion and debate on a wide range of topics in 2007. They included:

- the annual copyright conference for the TC Beirne School of Law’s Australian Centre for Intellectual Property in Agriculture;
- a series of forums in innovation, including the Innovation Leadership Summit 2007, led by UQ Business School’s Professor Mark Dodgson. The summit and associated events aimed to raise the quality of debate around the innovation agenda in Australia;
- Professor Marcia Langton AM, invited by the UQ Art Museum, to deliver the 2007 Mayne Centre Lecture, Professor Langton’s lecture, titled Aboriginal Culture: Fragile or Resilient?, examined the sustainability of contemporary Indigenous culture and was a provocative and well-attended addition to the University’s year of focus on ATSI issues; and
- the Brisbane Writers’ Festival, of which UQ is a major sponsor, provided a unique platform to showcase the University’s outstanding literary and creative scholars to the community. During the September festival, the University sponsored several sessions in which Faculty of Arts staff participated as authors, session chairs or discussion panel members.

Objectives

- to develop closer, more numerous links with the wider community;
- to establish strategic partnerships that are mutually beneficial to the University and its stakeholders;
- to collaborate with industry, business and professional groups on innovative, sustainable solutions to community challenges and activities for community benefit;
- to champion the role of education and research in underpinning the economic health and social well-being of local, state, national and international communities;
- to provide staff with opportunities to contribute to their communities;
- to maintain UQ’s role as a provider of specialist services to the community through its libraries, museums, clinics, collections and other specialised scientific, cultural and public performance facilities; and
- to maintain enduring relationships between UQ and its alumni and ensure current students are well informed on the University’s activities and goals.
Brisbane Institute

The University continued as primary sponsor of the Brisbane Institute and hosted most institute events at Customs House. The institute fosters non-partisan discussion of issues concerning business, government, universities and the wider community. In 2007, speakers included the then federal opposition leader Kevin Rudd; MP Malcolm Turnbull and the late Professor Peter Cullen; Premier Anna Bligh; Sir Leo Hielscher AC; Dr Jonathon Foyle; White House advisers Roger Bezdek and Richard Feinberg; and Reserve Bank governor Dr Warwick McKibbin. During the year, the institute continued its research into major environmental issues confronting southeast Queensland, including green space, transport, climate change, peak oil, Australia’s trading relationships and water.

Minerals Industry Safety and Health Centre (MISHC)

MISHC, based at the University’s St Lucia Campus, continues to be the leading provider of minerals industry safety and health risk management consulting and education. In 2007, the centre maintained its position at the forefront of the industry, providing current information on significant risk management issues in the minerals industry through projects and work programs such as the Minerals Industry Risk Management Gateway.

The Earth Moving Equipment Safety Round Table continued its engagement with major manufacturers of earth-moving equipment to improve development and adoption of best-practice equipment designs and minimise health and safety risks.

The Australian Coal Association Research Program (ACARP) announced MISHC as the 2007 winner of its ACARP Research Excellence Award for best open-cut ergonomics project for its human factors engineering of surface mining equipment project, led by Professor Jim Joy.

During 2007, MISHC provided 16 domestic and four international risk management courses. Associate Professor Andrew Morrell created and implemented the Masters in Minerals Resources (Minerals Industry Risk Management) course, making UQ the only university in Australia offering a Masters course in Minerals Industry Risk Management.
Informing our public

The University’s Office of Marketing and Communications heightened community awareness of UQ and improved community outreach via:

- coordinating and promoting campus open days and a postgraduate expo;
- University websites, which recorded nearly 25 million visits viewing almost 176 million pages (a 20 percent increase on 2006);
- hosting an information event for high school guidance officers from NSW, Victoria and the NT;
- more than 400 publications, including undergraduate and postgraduate prospectuses, Research Report, UQ Activities for Schools, a new UQ Accommodation Brochure, Undergraduate Scholarships at UQ, a new booklet on Research Higher Degree scholarships, and the 2006 Annual Report;
- a comprehensive new scholarships website – www.uq.edu.au/study/scholarships;
- strategic advertising to promote UQ’s teaching, research and infrastructure;
- coordinating official launches of key University infrastructure;
- distributing 606 media releases and maintaining the www.uq.edu.au/news website;
- an online and printed UQ Experts Directory, primarily for journalists seeking informed comment;
- student recruitment activities, including a 40 percent-plus expansion on 2006 visits to schools, a 25 percent increase in campus tours and greater attention to prospective postgraduate students;
- collaborative coordination of graduation ceremonies and overseas graduation celebrations;
- involvement in many aspects of the UQAM exhibition and international tour of Our Way, Contemporary Aboriginal Art from Lockhart River;
- Research Week, Teaching and Learning Week and Diversity Week;
- coordinating UQ’s liaison with visiting heads of state and other dignitaries;
- coordinating the Bridge Fun Day in February;
- distributing podcasts, wireless editions and RSS headline news feeds;
- news magazines: UQ News (10 issues a year, 15,000 copies per edition) and Graduate Contact (bi-annual, 150,000 copies for alumni worldwide);
- extensive media liaison and relationship development, including involvement in the World Conference of Science Journalists in Melbourne;
- a comprehensive image library; and
- UQ Update, a weekly staff e-newsletter (www.uq.edu.au/update).

Student communicators

Students from the School of Journalism and Communication engaged in numerous public communication activities. Students in the Ipswich-based Public Relations Practice and Strategy course coordinated a public event to draw attention to the healthy living message through entertaining educational activities. With the support of the University Health Service, Queensland Health, the Ipswich Hospital Foundation and the Australian Banana Growers’ Council, the students coordinated displays, free fruit samples and related activities. Other projects included a Mental Health Week event and a Community Consensus Conference asking Ipswich residents whether the future lay in nuclear or renewable energy sources.

Final year Bachelor of Communication students ran service learning projects as part of their capstone course in public relations. Service learning is a teaching and learning approach that integrates community service with academic study to enrich learning, teach civic responsibility and strengthen communities.

A new student-managed and edited website, www.IndieNet.com, was launched by the School of Journalism. The site is a portal for original multimedia material (text, audio and video) and for accessing a radio program, NewsWatch, and an electronic newspaper, the Queensland Independent.

School-to-University transitions

An extensive range of activities and open days were held in 2007 to allow school students and potential undergraduates to get a taste of University life. Overall attendance at the events rose from 18,411 in 2006 to 19,816 in 2007. Events included:

- a series of regional school visits in north and central Queensland and attendance at a tertiary studies expo in Darwin;
- UQ Gatton hosting 110 high-achieving year 11 and 12 students during its annual FEAST residential week. The week allowed the students to experience University life and educated them about the range of careers available in the agriculture, animal, food and environment sectors;
- more than 3000 visitors attending UQ Gatton’s annual open day in August to hear from graduates now working in the agricultural, animal, environmental and food sectors about the vast range of jobs and career opportunities available; and
- more than 400 senior school students attended the 2007 Engaging Business and Buzz with Business conferences.
Town and gown

Regional partnerships

The University celebrated 2007 as a year of special focus on ATSI issues. Coinciding with that, the University established the Faculty of Health Sciences Centre for Indigenous Health to foster external relationships and partnerships with Indigenous health groups and communities to help attract and retain Indigenous health students. The centre will assist the integration of Indigenous health issues across the health sciences curricula, equipping UQ health graduates with skills to provide appropriate health care for Indigenous populations.

The Faculty of Arts partnered with the Queensland Department of Premier and Cabinet for a Russian Scholarship program. Partnerships have also been forged with the Queensland Times, which will provide a prize for UQ Ipswich Arts students, and the Queensland Government’s Indigenous Arts Marketing and Export Agency (QIAMEA) to exhibit the Lockhart River Exhibition in Brisbane, Singapore and the United States.

The School for Languages and Comparative Cultural Studies held an inaugural, week-long Latin American Film Festival at the Abel Smith Lecture Theatre in October 2007. The films were extremely well received, ensuring it becomes an annual event.

Staff from the School of Natural and Rural Systems Management were involved in an advisory capacity in forming the new Finance and Energy Exchange (FEX), Australia’s first carbon trading exchange. The School of Engineering strengthened its relationships with external partners during 2007 by securing or renewing industry-sponsored chairs (see table left).

The School of Geography, Planning and Architecture has enhanced existing relationships with the Queensland Government through a memorandum of understanding that underpins a research program in remote sensing and spatial information science to develop and apply new tools to monitor environmental change in Queensland’s coastal areas, forests and natural vegetation. The School’s Queensland Centre for Population Research has renewed a five-year collaborative agreement for demographic research with the Queensland Treasury Office of Economic and Statistical Research.

The School of Information Technology and Electrical Engineering introduced new workshops for secondary school students to encourage consideration of information and communications technology as a career option, in light of an anticipated shortage of graduates. Through sponsorship by Boeing Australia, coursework was purchased from the Carnegie Mellon University, USA, to enable offering postgraduate studies in software engineering by intensive and distance modes.

The Faculty of Natural Resources, Agriculture and Veterinary Science and the Queensland Department of Primary Industries & Fisheries are helping to ensure the future sustainability of Australia’s billion-dollar animal industries through developing the $33 million Centre for Advanced Animal Science at UQ Gatton.

Community consultation

UQ campuses joined government and corporate organisations to help improve local communities. Partnership activities included:

– a new Cardio-respiratory Physiotherapy and Rehabilitation Clinic established at UQ Ipswich to provide public health services to the Ipswich community and enable research projects, including a major study into the most effective physiotherapy treatment for sufferers of respiratory conditions. The clinic provides a not-for-profit health service and offers a training mechanism for UQ physiotherapy students who operate the clinic with professional supervision. A joint venture with Queensland Health will establish a clinical teaching and learning environment at the Inala Community Health Centre soon;

– the new Healthy Communities Research Centre at UQ Ipswich hosted a research scoping workshop to build a vision for the centre. The event brought together about 100 health sciences professionals, health practitioners and business professionals from UQ and the Ipswich community;

– UQ Ipswich continued its strong involvement in the Ipswich Region Education & Training Cluster, which promotes the region as a quality education destination for international and domestic students. The cluster is an educational network that brings together major schools, vocational training providers and universities in the Ipswich area;

– the University and the Ipswich Art Gallery announced a three-year sponsorship arrangement for the UQ Gallery within the Ipswich Art Gallery. One of the first exhibitions in the space was a selection of multimedia and interactive design works by graduating students from UQ Ipswich;

– UQ, Lockyer Valley farmers and Lowood, Laidley and Rosewood high schools joined forces to provide an alternative school-based training program at UQ Gatton. The program, which began in 2006, allows students to undertake theory and practical lessons at UQ Gatton before honing their skills on local farms;

– students from the School of Animal Studies Cattlemen’s Club delighted crowds at the Brisbane Royal Agricultural Show, sharing their knowledge of animals and livestock with the community;

– an Animal Welfare Day was hosted at St Lucia to give the public an opportunity to learn about the welfare of animals kept for companion, zoological and production purposes;

– linguistics staff in the School of English, Media Studies and Art History worked with Indigenous communities in Queensland and the Northern Territory on projects to map and document Aboriginal languages which are extinct or in danger of becoming extinct;

– the University partnered with Brisbane’s Chinese community to present a free community event on Sunday, September 30, to celebrate and foster an understanding of Chinese culture. The event complemented an exhibition of Chinese calligraphy, initiated by Dr Nat Yuen;

– as a major supporter of the Brisbane Writers’ Festival, the University sponsored several sessions in which Faculty of Arts staff participated, either as authors in their own right or as chairs of sessions or discussion panel members;

– the School of Music was involved in clinical work through music therapy and provided specialised music education services to the school system and professional services to the broader community through the annual Summer School and Community Outreach Programs; and

– the School of Law continued to contribute to the community through its Clinical Legal Education programs that bring together community, University and the legal profession in providing pro bono legal services.
UQ Library

The University of Queensland Library worked closely with other universities, cultural and heritage organisations and research agencies in 2007. It maintained strong links with other organisations associated with the University, including secondary schools, hospitals, alumni and the wider community of which it is a part.

In 2007, the Library hosted several events. The UQL Cyberschool Seminar, Making a Difference: Impact, Influence and Evidence, was attended by more than 160 teachers, teacher librarians and school principals from Queensland and interstate. The UQL Cyberschool provides teachers and students in Queensland schools with access to quality online resources for effective teaching and learning. Membership continued to expand in 2007, with more than 300 secondary schools using its services.

In conjunction with the 2007 Study of Australian Literature Conference, the Fryer Library held three special literary events: an exhibition, Queensland Writers: 15 Authors of Note, a white gloves tour of some of its treasures, and An Evening of Readings at the Fryer Library. The Library, with the Faculty of Arts at Ipswich, hosted a launch for UQ researcher Toni Risson’s new book, Aphrodite and The Mixed Grill: Greek Cafes in Twentieth Century Australia.

The Library attracted many visitors in 2007 and provided several tours of its spaces. The Library was particularly pleased to host a visit by Michael Keller, University Librarian at Stanford, and one of the pre-eminent university librarians in the world. Mr Keller delivered a public lecture on the Google book search project.

In 2007, the Library held several displays, including Orientation Week, early Australian maps, new religion courses (a display produced by the School of History, Philosophy, Religion and Classics), National Archaeology Week (a display produced by the School of Social Science), Queensland writers, Research and Postgraduate Week, water for life, Engineering Week, PAH writers, the history of the Mater Hospital and the Ipswich Girls’ Grammar School. Ten free concerts were held during the School of Music’s Sundays at Customs House series, each attracting capacity audiences of more than 250 people. A variety of musical styles were presented by student performers, ensembles and international guests Almut Seebeck (soprano) and Felicitas Weyer (mezzo-soprano and piano) from Germany. The Customs House Art Gallery closed in 2005 but the Stuartholme-Behan Collection remains on show for Sunday visitors. Free guided tours of the building continue each Sunday between 10am and 4pm.

Making music

The School of Music continues to actively participate in the community at large. In 2007, various music ensembles visited several secondary schools. The UQ String Orchestra played in the Sandgate Music by the Sea concert series and at an aged care facility at Forest Place, Durack, in February. A large number of students were involved in metropolitan and regional Queensland performances, many of which were open to the public. A major concert at the Queensland Performing Arts Complex was held in both semesters with the second concert in September featuring the St Lucia Suite. The new work was composed by Professor Philip Bracanin and performed by the UQ Symphony Orchestra and staff soloists. Professor Bracanin retires from UQ in early 2008, so the world premiere of his latest work was an appropriate finale for his 40-year contribution to Australian music.

Customs House, Brisbane

Customs House is UQ’s downtown city base in Brisbane’s CBD. In 2007, the heritage-listed riverside building continued as a high-demand venue for University, corporate and private meetings, seminars, cultural events and catered functions. Regular users included the UQ-sponsored Brisbane Institute and the School of Music. Ten free concerts were held during the School of Music’s Sundays at Customs House series, each attracting capacity audiences of more than 250 people. A variety of musical styles were presented by student performers, ensembles and international guests Almut Seebeck (soprano) and Felicitas Weyer (mezzo-soprano and piano) from Germany. The Customs House Art Gallery
Seeking solutions

**Partnership projects**

The UQ Boilerhouse Community Engagement Centre continued to work at local, national and international levels on innovative higher education community engagement projects. The centre was refurbished in 2006 to ensure it could continue its role of supporting and facilitating partnerships between the UQ Ipswich campus and the broader community. New initiatives in 2007 included a project to develop an understanding of social resilience in the wet tropics and an audit of community service and engagement activity at UQ. During the year, the UQ Boilerhouse hosted a Fulbright Scholar from Arizona State University who was conducting a comparative study of refugee settlement in Australia and the US, focusing on Sudanese communities in Brisbane and Phoenix.

Ongoing work with Pacific Island communities led to several new projects in 2007. In July, an inaugural Polyvision event, attended by 50 Polynesian high school students in the Inala to Ipswich corridor, was held at UQ Ipswich. Based on the “Dream Fono” concept developed by the University of Auckland, Polyvision aimed to inspire students to dream big dreams and consider higher education as part of their plans for the future. It is hoped that Polyvision will become an annual event at UQ Ipswich.

In July, Dr Michael Cuthill, Director of UQ Boilerhouse, travelled to Vienna where he presented an invited paper to the United Nations 7th Global Forum on Reinventing Government. Dr Cuthill attended as part of a Queensland-based UN working group which is currently drawing up a framework for a UN International Institute for Engaged Governance. During the year, Dr Cuthill worked with members from the Northern Australian Universities’ Community Engagement Alliance on a draft framework for quality management of university engagement (UE) in Australia. The framework will provide a foundation for pursuing good practice in planning, implementing and monitoring UE in Australian universities.

In 2007, the UQ Boilerhouse worked to develop the SIFE (Students in Free Enterprise) program which began at UQ Ipswich in 2001. SIFE provides an opportunity for students to apply the knowledge they acquire at the University to build community capacity and develop their own skills. Along with the after-school program offered to high school students in the Ipswich area, SIFE is a practical example of UQ Boilerhouse’s commitment to engagement with the community.

In total, the centre hosted more than 200 meetings and events for local groups. They included the 360 degree after-school care program, Firebox Academy film nights and Limestone Toast Masters Group events, in addition to numerous meetings and workshops held by educational institutions. The Boilerhouse received a further $20,000 from Ipswich City Council to continue its work.

Other partnership projects in 2007 included:

- UQ and the University of Melbourne partnered to launch the Australian Health Workforce Institute in December 2007. The institute will promote healthy workforce research and works closely with federal and state jurisdictions to ensure a sustainable health workforce in Australia;

- the Centre of Excellence for Behaviour Support was established at UQ Ipswich in a partnership between the University and the Queensland Government. The Queensland Government has given the centre $10.5 million over four years to help expand national and international knowledge of intellectual disabilities and severely challenging behaviours and improve the skills of people working in the field;

- through the Enterprize business competition, the Faculty of Business, Economics and Law and the UQ Business School engage with government and the entrepreneurial and venture capital community. Now in its seventh year, the Enterprize competition offers $100,000 in seed capital to the winner; and

- UQ Business School’s CEO Summit in August 2007 was offered with the support of the CEO Institute and presented capacity seminars by highly regarded business leaders.
Translation services

UQ’s IML provides translation services to the Queensland community. During 2007, the institute conducted 598 translation jobs and 96 interpreting jobs for individuals, community groups, companies and government departments.

Services included:
- translating an information card into Arabic, Bosnian, Croatian, simplified and traditional Chinese, Greek, Hebrew, Hungarian, Indonesian, Italian, Japanese, Malay, Norwegian, Polish, Serbian, Spanish, Thai and Vietnamese;
- delivering to individuals and organisations;
- assisting organisations, including IML, the Queensland Department of Education, Training & Research, the Association of Independent Schools of Queensland, Canberra Language School, St Peter’s Lutheran College, Aker Kvaerner Corporate Language Communications, Intrepid Travel, Macro Agribusiness, Orica Mining Services, Sinclair Knight Merz, Rio Tinto Australia, Sealy Australia, Security Mail, Xstrata Copper and UQ Sport.

Reasons given by students enrolled in IML courses included:
- exchange student heading overseas;
- exchange student back from overseas;
- attending a conference or international congress overseas;
- delivering a presentation in another language;
- interaction with academics overseas;
- planning to live overseas;
- travelling overseas;
- teaching English overseas;
- language maintenance and improvement after studying at university, high school or living overseas;
- to communicate with family or friends who speak another language;
- for career or business purposes or meetings;
- current work;
- high school doesn’t offer the language; and
- intellectual stimulation.
ANNUAL REPORT 2007

The Atlantic Philanthropies were among 300 Masters students from Vietnam, who had been supported by scholarships from Trang, UQ Director Ms Christine Bundesen. Le Thi Xuan Quynh, Pham Muyen Khanh, Than Thi Lan Muong, Nguyen Tran Uyen Nhi and ICTE-UQ Director Ms Christine Bundesen. (Middle row, from left) Nguyen Huu Quy and Tran Le Quynh Trang. (Back row, from left) Hoang Viet Thang, Tran Minh Quy and Pham Phi Oanh. The graduates were among 300 Masters students from Vietnam, who had been supported by scholarships from The Atlantic Philanthropies.

COMMUNITY PARTNERSHIPS

REVIEW OF ACTIVITIES

ICTE

English language training and TESOL activities

www.icte.uq.edu.au

UQ’s Institute of Continuing and TESOL (Teaching of English to Speakers of Other Languages) Education (ICTE) continued to strengthen and expand its links with government, institutional and ICTE corporate partners through 151 active partnerships. Activities included regular and customised English language training programs for individuals and groups, TESOL teacher training and professional development programs and customised semester abroad programs. In Australia, activities included general, academic and business English language training for 1804 students from 58 countries, and International English Language Testing System (IELTS) testing for 7163 candidates. Community homestay placements were arranged for 2880 students and vocational/professional program participants. The ICTE-UQ global reputation in the delivery of IELTS test preparation improved further with the launch of the institute’s first online English language training course, BroadLEARN IELTS 5.5+. This comprehensive online IELTS test preparation course has been developed by experienced ICTE-UQ language educators, in partnership with Brisbane-based digital publisher Mediashere, to help students gain the knowledge and language skills required to reach a bandscore of 5.5 and above in the IELTS test.

In January 2007, the University of Danang-UQ English Language Institute began delivering English language and communications training to local government, corporate and education communities in Danang and the central region of Vietnam. A grand opening in June 2007 was attended by more than 150 officials and guests. Another significant event in 2007 was the start of construction of the new ICTE premises in the GPN4 building, at the St Lucia campus. The project is an exciting venture for the institute with the building incorporating many environmentally friendly features. The new building will provide state-of-the-art teaching and learning facilities, including 49 teaching rooms, a learning centre providing student access to self access materials, three multimedia computer labs and a 200-seat auditorium.

Throughout 2007, the institute played a significant role in the University’s market development activities in Latin America, which has seen the appointment of a dedicated Latin American Project Officer to provide specialised support for the region. The first Latin American Symposium, held in Brisbane in November 2007, was a success with the Australian-based Ambassador of Argentina, the Honorary Consul of Chile and more than 80 guests from Australian business, education and government attending. The institute also provided:

- concurrent English language support training for 511 UQ undergraduate and postgraduate students during the University’s academic year;
- 32 customised English language group programs for 484 students from Japan, South Korea, Indonesia, China, Vietnam, Thailand and Chile;
- pre-service and in-service professional development training for 200 English language teachers from Hong Kong, China, Japan, South Korea and Germany;
- pre-service TESOL teacher training for 59 participants;
- general and specialised English language training for three cohorts of senior Indonesian Department of Immigration officials (contracted by the Australian Government Department of Immigration and Citizenship);
- a series of workshops to 50 English language teachers from the Jalisco Province at the second Tlaholli Event for the Secretariat for Education in the state of Jalisco, Guadalajara, Mexico;
- an English for TESOL purposes program, focused on developing English language skills through content related to TESOL, combined with preparing for the teaching knowledge test (TKT) to 86 participants;
- administration of the TKT for 74 candidates as an approved University of Cambridge ESOL examinations centre;
- an English Opens Doors program, supported by the Chilean Ministry of Education for 12 Chilean trainee English language students, as a customised immersion semester abroad program with a focus on teaching English and completion of the SIT-TC and TKT examinations;
- a customised English for academic and research communications training program for 10 faculty staff from Universidad Austral de Chile;
- a 12-week integrated English language, leadership and management training and workplace observation program for seven high-performing candidates in their fields of employment sponsored by the Chongqing Municipal Bureau of Foreign Experts, China;
- customised, intensive semester abroad programs for five partner universities from Japan, incorporating English language and professional site visit programs for 68 students;
- on-campus and online components of the International Diploma in Language Teaching Management, a joint initiative with the University of Cambridge ESOL and the US School for International Training for 12 language teaching professionals; and
- a seven-week English and methodology for TESOL purposes program for 33 students from Sultan Qaboos University, in Muscat, Oman.
Continuing education

UQ’s ICTE continued to expand and strengthen its offshore and domestic links. The extension studies international division of ICTE diversified its client institution and instrumentality base through delivery of:

– customised technical and vocational short courses for 1092 students from the Jikei Gakuen College network in Japan, including programs for animal training, vet therapy and child welfare;
– a diet and nutrition program for 19 participants from Nagoya Bunri College, Japan;
– a welfare studies program for 16 students from Urawa University, Japan;
– a tourism program for 17 Yamaguchi University participants, in conjunction with the University’s School of Tourism and Leisure Management;
– an Australian legal system professional development program for 24 Guandong High Court judges, sponsored by the Guandong Provincial Government Judiciary;
– for the fourth consecutive year, a secondary school education policy and governance program was provided for the Hangzhou Municipal Education Bureau. It was attended by 29 teachers;
– a professional development training program for 20 teachers from Germany as part of the DAI Teaching Australia Program to enhance their understanding of Australia and their ability to teach Australian studies in the school system in Germany;
– a customised academic and research links professional development program for five senior administrative staff from Universidad Austral de Chile;
– a forestry research program for seven participants from the Universidad de Chile;
– an urban and regional planning professional development program for 54 personnel, sponsored by Zhonghan City Planning Bureau, China;
– a 10-week English and environmental protection and urban planning professional development program for 20 participants, sponsored by the Zaozhuang Provincial Government, China;
– a change management teaching and learning innovation program for 25 staff from Khon Kaen University, Thailand;
– a leadership program for 36 participants from the Electricity Generating Authority of Thailand;

– customised programs for student groups from California State Polytechnic University and North Carolina State University in veterinary science and Australian studies; and
– individually designed technical training programs delivered in agricultural research, horticultural production and natural resource management for participants from the National Parks Board, Singapore, the Royal Court of Affairs, Oman, Mataram University, Indonesia, and the Sindh Agricultural Research Centre, Pakistan.

The extension studies domestic division of ICTE coordinated and managed delivery of the following programs during 2007:

– 39 customised corporate training programs for 601 staff of government instrumentalities, companies and educational institutions;
– a diverse range of 85 community and professional education programs to 1110 participants, including facilitating eight literacy intervention programs delivered by the School of Health and Rehabilitation Sciences; and
– successful completion by 59 students of the new Certificate IV in Training and Assessment.

Tracie Porter is studying for a Certificate IV in Training and Assessment through UQ’s Institute of Continuing and TESOL Education.
Outreach activities with the UQ alumni community continue to increase, with more than 14,000 people in 37 alumni networks. The Office of University Development and Graduate Relations (OUDGR) is developing University-wide strategies for alumni engagement to enhance the effectiveness of what has until now been mainly faculty and school-based initiatives.

Highlights of 2007 efforts included:

- a school-based alumni program in the Faculty of Health Sciences was launched involving dentistry, human movement studies, medicine and pharmacy. Through reunions and events, more than $50,000 in sponsorships and donations has been raised;
- a new TC Beirne School of Law mentoring program matches third and fourth year law students with legal professionals and is working with 75 mentors;
- the UQ Engineering Alumni Association hosted several events throughout 2007 and launched the Engineering@UQ alumni website;
- the Graduates of 50 or More Years Standing reunion lunch attracted a record attendance from graduates across all disciplines;
- the Business School hosted 20 alumni events, including speed networking for business and first Friday casual networking functions. The alumni network has increased 50 percent since 2006; and
- UQ hosted alumni receptions in Singapore, Malaysia, Hong Kong, Beijing and Shanghai, giving hundreds of alumni and friends from those regions an opportunity to interact with senior University executives.

Many distinguished alumni have been recognised for their achievements in 2007 and increasing efforts are being made to re-engage with key members of the UQ graduate community. Internationally renowned Indigenous author, academic and activist Dr Jackie Huggins, who is Deputy Director of UQ’s ATSIS Unit, was named the University’s Alumnus of the Year for 2007. Dr Anna Straton was the Young Alumnus, and Datuk Dr Rosti Saruwono was named International Alumnus of the Year. Mark Cassidy was the 2007 recipient of the Malcolm McIntosh Prize for Physical Scientist of the Year. Professor Alan Chater, Professor Kenneth Donald, the Most Reverend Dr Peter Carnley and the Honourable Justice Margaret McMurdo received awards in the 2007 Queen’s Birthday Honours list.

In 2007, the Alumni Association of the University of Queensland celebrated its 40th anniversary. The association’s administrative costs are funded through membership fees and a grant of $11,000 a year from the University and it has use of University premises. It is a volunteer-run organisation with about 100 regular volunteers assisting one paid executive officer. Since its inception, the association has donated more than $5 million to the University and facilitated donations of works of art, artifacts, monetary donations and bequests from its membership and the wider community.

In 2007, the association continued to meet its prime objective of promoting and furthering the interests of the University while fostering mutually beneficial relations among alumni and those with an interest in the University. The alumni ran a large number of events during the year, including its 40th anniversary celebrations, a series of public lectures, an alumni book fair and events for dentistry, medical and physiotherapy alumni.
Overseas aid

The School of Tourism participated in a project to establish a Thai–Australian Hospitality and Tourism Training Centre for tsunami-affected regions of Thailand. The school has strong links with the United Nations World Tourism Organisation (UNWTO) and held the 12-month long role of chair for the UNWTO Education Council until November 2007. Through its role with the UNWTO, the school is working closely with TTF Australia, the peak industry group for the tourism, transport and infrastructure sectors, to address tourism issues, such as the national skills shortage.

In July 2007, a group of UQ postgraduate students worked on a string of sites in the Ha Long Bay area of Vietnam as part of their museum studies program. The unique, exotic experience included taking some classes on a floating museum. Offered annually, the summer school is organised by Professor Amareswar Galla, from the School of English, Media Studies and Art History, who has spent more than a decade working in world heritage listed areas of Vietnam for UNESCO.

International alumni

The University continued its commitment to international alumni through furthering the New Vision, launched in 2006, and hosting several events internationally. The International Alumni Strategic Plan, written in response to the Internationalisation Plan 2005–2009 and created as the framework for the New Vision, was endorsed by the ISPC in 2007.

The University moved to further support international education and the international alumni through the continued employment of an International Alumni Relations Officer, based in the International Education Directorate. The University is committed to continuing to develop a life-long connection with its international graduates and is dedicated to extending the support it provides to international students, even once they have completed their qualifications and leave the University.

In 2007, services for international alumni expanded and included employment and careers seminars in Singapore and Malaysia and networking opportunities organised by local chapters and special interest groups. UQ hosted several celebrations in honour of international alumni across Asia, including Singapore, Kuala Lumpur, Beijing, Shanghai, Guangzhou and Hong Kong in April and September 2007. It was the final visit to China by Professor John Hay, AC, who retired in December.

In December 2007, the University was proud to announce Datuk Dr Rosti Saruwono as the International Alumnus of the Year. Dr Rosti Saruwono is Vice President of the Education Division of Petronas in Malaysia and is committed to developing opportunities in education, training and employment for Malay youth. Further initiatives to be implemented include access to employment and career planning services, library privileges and the UQ International Alumni Referral Program.

Sports Scholarships with UQ Sport – $12,500
Brad Smith – beach volleyball
James Hanson – rugby union
Amanda Phillips – weightlifting
Suzannah Fraser – waterpolo
Josh Robinson – track and field

Physiotherapy Alumni PhD Scholarship – $4000
Stephanie Fun
Jan Gildea

Physiotherapy Alumni Coursework Master’s Prize – $400
Amanda Killmeister
Brooke Sloan

AWARDS

2007 Graduate of the Year – $500
Kim Marie Hajek

2007 Alumnus of the Year
Dr Jacqueline Huggins, AM

2007 DONATIONS TO THE UNIVERSITY

Classics and Ancient History – $16,872
Office of University Development & Graduate Relations – $22,413
University Sculptor – $8200
Fryer Library – $12,500
School of Medicine – $7225
TC Beirne School of Law – $4000
Dr Tim Silk, a researcher with the Queensland Brain Institute, aims to raise $1 million to fund research into bipolar disorder.
Management and resources

The University recorded a total operating revenue of $1049.79 million in 2007. Its financial operations produced a surplus of $81 million. Of the University’s expenditure of $976.67 million, 58.27 percent was spent on staff salaries and on-costs. UQ continued to invest significantly in major infrastructure during the year.

Objectives
– to ensure academic aims and aspirations are supported by effective management structures, policies, practices and systems;
– to seek to enhance levels of funding from all sources;
– to develop, maintain and implement effective policies and procedures for recruiting, retaining and developing high-quality staff;
– to provide an appropriate physical environment and maintain it to high aesthetic, functional and safety standards, incorporating a culture of sustainable development;
– to provide high-quality learning and teaching facilities and improve their utilisation by better management, with particular attention to the changing needs of students;
– to deliver innovative information technology services and infrastructure integrated with teaching, learning, research and community service activities; and
– to ensure the capital budget framework supports sound strategic management of and planning for capital assets.

Strategic planning
The UQ Senate received a report in November on progress towards the achievement of operational priorities in the 2007-2011 Strategic Plan. The Senate also noted revised faculty and central services operational plans, including risk assessment and management, for 2008 and approved an asset management plan. These operational plans support the initiatives outlined in UQ’s Strategic Plan.

Our finances
The University has an obligation to comply with reporting requirements of the Federal Government and, as such, while its financial statements and notes comply with Australian Accounting Standards, it does result in some inconsistencies with the International Financial Reporting Standards requirements.

Result for 2007
A consolidated surplus of $81 million has been recorded for 2007, compared with a surplus of $44.4 million in 2006 (restated to $65.2 million).
In the 2006 financial statements, the application of AASB 1004 – Contributions resulted in a restatement of the 2005 reported surplus and a reduction in income recognised in 2006 of $18.6 million. While the University interpreted the application of that standard relating to certain research grants provided by the Federal Government and classified them as reciprocal grants, further analysis and interpretation of the standard concluded that all Commonwealth Grants must be defined as non-reciprocal grants. The impact of the change in interpretation is an increase in the 2006 surplus of $12.9 million and an increase in the 2007 surplus of $16.7 million.
In the financial statements for the years ended December 31, 2005, and December 31, 2006, various Smart State loans were recorded in other financial liabilities at a fair value of $20.9 million and $30.9 million respectively. Fair value was determined to be the consideration received by the University. Subsequent to initial measurement, the loans were recorded at the nominal value of future cash payments to be made on the loans, ignoring any forgiveness clauses set out in the relevant loan documents.

In accordance with AASB 139 Financial Instruments: Recognition and Measurement, the loans have been recognised at fair value. The methodology applied assumes that all obligations under the loan agreements will be met.

The change in the method used to estimate the fair value of the financial liabilities has resulted in an increase to other revenues in 2007 of $17.9 million (2006 $12.4 million), an increase in finance costs of $400,000 (2006 $200,000) and a reduction in non-current liabilities of $17.5 million (2006 $29.1 million).

Income
The parent entity surplus for the year was $73.1 million which compares with the 2006 result of $41.9 million (restated to $62.8 million).

However, when allowances are made for accounting adjustments, restricted income, income tied to major capital projects, abnormal items and restricted profit and loss from subsidiary operations, the underlying outcome for the parent entity is $4.77 million (compared with an underlying deficit of $923,000 in 2006).

Income provided by the Australian Government amounted to $572.8 million, an increase of $58.5 million over the amount provided in 2006.

Support from the Queensland and local governments continued to assist the operations of the University. Total funding of $43.1 million (2006 $27.1 million) was received during 2007.

Income derived from fees and charges, particularly tuition fees paid by international students, increased from $125.7 million in 2006 to $145.5 million in 2007. It is not anticipated that this rate of increase in fee revenue will be sustained in future years, due to a stabilisation in fee rates and in overall numbers.

### Consultancies

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>EXPENDITURE $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance/Accounting</td>
<td>560,192</td>
</tr>
<tr>
<td>Human Resource Management</td>
<td>170,504</td>
</tr>
<tr>
<td>Information Technology</td>
<td>492,855</td>
</tr>
<tr>
<td>Management</td>
<td>687,620</td>
</tr>
<tr>
<td>Professional/Technical</td>
<td>14,692,636</td>
</tr>
<tr>
<td>Communications</td>
<td>0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>16,603,807</td>
</tr>
</tbody>
</table>

### Total University income and expenditure 2007

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>EXPENSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL $1049.79 million</td>
<td>TOTAL $976.67 million</td>
</tr>
<tr>
<td>Investment income $17.54m</td>
<td>0.04% Finance costs $0.42m</td>
</tr>
<tr>
<td>2.66%</td>
<td>1.60% Utilities &amp; Insurance $15.62m</td>
</tr>
<tr>
<td>Commonwealth loan programs $17.86m</td>
<td>3.24% Collaborative projects $31.16m</td>
</tr>
<tr>
<td>State &amp; local Government financial assistance $43.13m</td>
<td>2.89% Repairs, maintenance &amp; minor works $28.2m</td>
</tr>
<tr>
<td>Consultancy &amp; contract research $78.02m</td>
<td>4.36% Travel, staff development &amp; entertainment $42.62m</td>
</tr>
<tr>
<td>HECS-HELP – Commonwealth $96.89m</td>
<td>4.01% Other expenses $39.18m</td>
</tr>
<tr>
<td>HECS-HELP – Students $21.82m</td>
<td>4.82% Scholarships, prizes &amp; grants $47.12m</td>
</tr>
<tr>
<td>Other revenue $143.39m</td>
<td>6.39% Depreciation &amp; amortisation $62.4m</td>
</tr>
<tr>
<td>14.30%</td>
<td>9.48% Teaching &amp; lab materials &amp; services $47.84m</td>
</tr>
<tr>
<td>Fees and charges $173.04m</td>
<td>4.90% Operating expenses $59.56m</td>
</tr>
<tr>
<td>17.27%</td>
<td>58.27% Employee benefits &amp; on-costs $569.06m</td>
</tr>
<tr>
<td>Commonwealth Government grants $458.1m</td>
<td>0.04% Finance costs $0.42m</td>
</tr>
<tr>
<td>42.30%</td>
<td>1.60% Utilities &amp; Insurance $15.62m</td>
</tr>
<tr>
<td>82.27%</td>
<td>0.04% Finance costs $0.42m</td>
</tr>
</tbody>
</table>

**ANNUAL REPORT 2007**
Smart State Research Facilities Fund
The Queensland Government Smart State Research Facilities Fund was established to promote research and infrastructure for science and development. To date, the University has received $58.5 million for various projects. During 2007, $22.5 million was received.

The 2007 funding was applied towards the following projects:
– Queensland Brain Institute, $5 million;
– Australian Institute for Bioengineering and Nanotechnology, $5 million;
– Queensland Nuclear Magnetic Resonance Network, $5 million;
– Queensland Centre for Climate Change and Coastal Ecosystems, $3.5 million; and
– Centre for Integrated Preclinical Drug Development (TetraQ), $4 million.

Expenditure
Total expenditure on continuing activities (parent entity) was $976.7 million. Of that total, the amount attributed to staff salaries and related on-costs was $569 million (58.3%).

Capital expenditure
The University has continued to invest significantly in major infrastructure and the amount capitalised on property, plant and equipment during 2007 totalled $205.3 million ($148.3 million in 2006 and $110.7 million in 2005). Depreciation and amortisation of $62.4 million was incurred in 2007.

Investment portfolio
The University has a total of $82.7 million in investment funds. They are primarily trust and bequest funds that have been built up over the years. To maintain the real value of the funds, they are managed in a long-term portfolio by external specialist fund managers.

The year saw the official opening of the Queensland Brain Institute (a $63.5 million facility funded by the University, the State Government and a generous benefaction from The Atlantic Philanthropies). Investment in major capital infrastructure will continue during 2008.

The fund managers are required to operate within defined asset allocation benchmarks and each of the eight managers has separate responsibilities for investments in:
– cash and fixed interest;
– listed property;
– Australian shares;
– overseas shares;
– tactical asset allocation; and
– private equity.

The combined return by all fund managers for the year was 9.1%, compared with the benchmark return of 7.7%.

Externally sponsored chairs

<table>
<thead>
<tr>
<th>CONTRIBUTOR</th>
<th>AMOUNT $</th>
<th>CHAIR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colgate Palmolive Pty Ltd</td>
<td>100,000</td>
<td>Colgate Chair of General Practice Dentistry</td>
</tr>
<tr>
<td>The Toowong Private Hospital</td>
<td>165,000</td>
<td>Kratzmann Chair in Psychiatry and Population Health</td>
</tr>
<tr>
<td>The Garnett Passe and Rodney Williams Memorial Foundation</td>
<td>270,000</td>
<td>The Garnett Passe and Rodney Williams Memorial Foundation Chair in Otolaryngology, Head and Neck Surgery</td>
</tr>
<tr>
<td>Queensland Health</td>
<td>120,000</td>
<td>Chair of Adolescent and Child Psychiatry</td>
</tr>
<tr>
<td>Queensland Department of Primary Industries and Fisheries</td>
<td>100,000</td>
<td>Chair in Animal Welfare</td>
</tr>
<tr>
<td>Xstrata</td>
<td>150,000</td>
<td>Chair in Metallurgical Engineering</td>
</tr>
<tr>
<td>BHP Mitsubishi Alliance</td>
<td>125,000</td>
<td>Chair in Minerals Processing</td>
</tr>
<tr>
<td>BHP Mitsubishi Alliance</td>
<td>125,000</td>
<td>Chair in Mining Engineering</td>
</tr>
<tr>
<td>Queensland Department of Main Roads</td>
<td>190,000</td>
<td>Main Roads Chair of Civil Engineering</td>
</tr>
<tr>
<td>Leukaemia Foundation of Qld</td>
<td>45,000</td>
<td>Chair of Experimental Haematology</td>
</tr>
<tr>
<td>Dept of Veterans Affairs</td>
<td>5,000</td>
<td>Chair of Repatriation Medical Authority</td>
</tr>
<tr>
<td>Veolia Water Management</td>
<td>600,000</td>
<td>Chair in Water Recycling</td>
</tr>
<tr>
<td>Grains Research Development Corp</td>
<td>70,000</td>
<td>Chair in Crop Science and Innovation</td>
</tr>
<tr>
<td>Qld Dept of Primary Industries &amp; Fisheries</td>
<td>90,000</td>
<td>Chair in Crop Science and Innovation</td>
</tr>
<tr>
<td>P&amp;H Mining Equipment Inc</td>
<td>150,000(USD)</td>
<td>P&amp;H Mining Chair of Mechanical Engineering</td>
</tr>
<tr>
<td>Golder Associates Pty Ltd</td>
<td>150,000</td>
<td>Golder Chair of Geomechanics</td>
</tr>
<tr>
<td>Defence, Science &amp; Technology</td>
<td>295,000</td>
<td>DSTO Chair in Hypersonics</td>
</tr>
</tbody>
</table>
Philanthropic support
Throughout 2007, philanthropic support to UQ from individuals and organisations totalled nearly $25 million. Generous donors supported teaching, research, professional chairs, scholarships and award programs.

On the international fundraising front, UQ is now an Associate of the American Fund for Charities, which allows US donors to receive tax deductions for contributions.

UQ Endowment Fund
One million shares in the online accommodation company, www.wotif.com, founded by two UQ alumni, were donated to establish the UQ Endowment Fund, a prescribed private fund established for the benefit of UQ. The fund’s value at the end of 2007 was more than $5 million.

The University is the recipient of an annual distribution from the Mayne estates and, in 2007, $2.6 million was received.

The Chancellor’s Fund Appeal
Nearly 1000 donors supported the annual Chancellor’s Fund Appeal, raising more than $360,000 for scholarships, emerging research priorities, the Library, teaching excellence initiatives and other areas.

The Atlantic Philanthropies
The University acknowledges the significant contribution The Atlantic Philanthropies has made over recent years. In 2007, $10.9 million was received, making a total of more than $135 million having been paid or pledged for projects including buildings (Institute for Molecular Bioscience, Queensland Brain Institute, Australian Institute for Bioengineering and Nanotechnology, the UQ Centre for Clinical Research) and UQ–Vietnam initiatives (scholarships for studies in Australia and courses in Vietnam).

The estates of James O’Neil Mayne and Mary Emelia Mayne
The University is the recipient of an annual distribution from the Mayne estates and in 2007, $2.6 million was received. The funds are applied to the Faculty of Health Sciences and specifically were used to support:
– developing the medical program ($500,000);
– maintaining Chairs of Medicine ($150,000), Surgery ($150,000), and General Practice ($100,000);
– assisting postgraduate medical students ($790,000);
– research ($335,000); and
– support for establishing new staff appointments.

Scholarships and prizes
UQ received more than $20 million in 2007 for scholarship and prizes. It included Federal Government support of $15.6 million and $4.4 million from individual and organisations.

Other significant donations
The Peter Goodenough and Wantoks Bequest made a donation of $3 million in 2005 and $750,000 in 2006 to advance research into the causes and treatment of motor neuron disease. A further $2.5 million has been received in 2007 from the bequest.

IT initiatives
Several innovations to UQ’s IT systems were implemented in 2007 to support teaching, research and administrative staff and current and prospective students.

Communicating policy changes
UQ-wide information updates were provided to ensure students and staff were well informed about changes to the rules relating to enrolments and academic progress. Senate-approved changes to the Handbook of University Policies and Procedures were notified to staff through UQ Update. Monthly seminars for administrative staff of faculty and schools were organised to keep them informed of changes to policies and practices on academic and student administration issues.

Scholarships
UQ’s web-based scholarship information continued to be improved and now has links to research higher degree scholarships and scholarships for international students. Template forms were developed to help facilitate the establishment of new financial awards. Further enhancements are planned to improve business processes and application procedures for UQ’s equity scholarship program.

Admissions and recruitment
Access to live data on the QTAC system was rolled out to key faculty and school staff to improve decision-making and efficiency in processing admissions and recruitment to UQ.

MyAdvisor website
The MyAdvisor website is the authoritative source of information for students on administrative matters. The website was continuously updated to reflect changes to policies and practices. A Frequently Asked Questions panel, relating to peak activities for the time of year, was implemented.

SI-net and mySI-net
A major upgrade of the SI-net student information system and redevelopment of the web front-end, mySI-net, was completed on time and within the $43 million budget allocated for the upgrade. Significant enhancements included a step-by-step enrolment tool, improved student class sign-on and timetables, improved financial pages and an integrated graduations-management module.
Class and examination timetabling
The full roll-out of UQ CENTRA to permit UQ schools to directly enter class timetabling was completed in 2007. Implementation of the Ad Astra examination timetabling software was further progressed.

Programs and courses database
A project plan to rebuild UQ’s programs and courses database was approved. The project will entail substantial changes to the present system and inclusion of several new enhancements. The project is expected to be completed in 2009.

Disability Management System
The Disability Management System was developed to facilitate provision of services for students with disabilities. It links sectors of UQ such as academics, Student Services and Examinations so communication and collaborative practices between staff can be more efficient and effective. Several modules of the system have been implemented and already there have been improvements in ease of communication and record keeping. Other modules will be tested and implemented in early 2008.

Online applications
Development of an online international student application system with an outside vendor (Study Link) was completed. The system combines functionality in SI-net and UQ’s programs and plans databases to enable international students to submit applications and supporting documentation via the web. Applications are loaded directly into SI-net and into UQ’s corporate record-keeping software TRIM.

Airport reception
A new system to allow newly arriving international students to book airport reception and request temporary accommodation was launched in late 2007. The new system features improved communication tools to reduce problems with arrival arrangements and interactive Google maps to assist students with temporary accommodation choices. The system has resulted in greater efficiencies in processing requests by accommodation staff.

Online voting
During the year, a new, free online service that simplifies the process for external parties verifying UQ qualifications was developed.

Australian Graduate Survey
Enhancements were made to web-based access to the Australian Graduate Survey (formerly Graduate Destination Survey), allowing the survey to be completed online. Additional improvements to system functionality are being rolled out progressively.

Corporate records management system
Scanning and electronic recording of student files was implemented in 2007. The system has been expanded to scan files of international student applications early in the admission process and these are now held in the electronic records management system.

Email systems
The migration of staff email accounts to the Microsoft Exchange system continued in 2007, reaching 10,500 supported staff accounts by the end of the year. During the year, a decision was made to replace the existing UQ student mail system. Several products were tested, with a view to implementation in 2008.
University staff

Recruitment
The high volume of recruitment activity for 2007 is expected to continue and in part will be addressed by implementing a web-based e-recruitment module in 2008 to automate the recruitment process, reduce administrative work and improve service delivery.

During the year, 780 general staff and 476 academic staff positions were advertised externally by UQ. The primary medium for recruitment was the online employment site Seek.

UQ’s levels of recruitment in 2007 were similar to those experienced by other Australian universities, as measured by the Universities’ Benchmarking Program 2007. The benchmarking program reported an increase in recruitment activity across all Australian universities and an increase in voluntary resignations and turnover.

The majority of recruitment at UQ was required to replace voluntary turnover. The number of resignations as a percentage of all staff, excluding casuals, was 13.08 percent – for general staff, the rate was 14.33 percent, and for academic staff, 11.65 percent.

Employee relations
During 2007, the Employee Relations Section continued to provide technical and legal advice, strategic direction and internal consultancy services on workplace agreements and issues.

About 100 individual staff matters were resolved without recourse to state or federal industrial commissions, the Office of the Employee Advocate or anti-discrimination agencies in areas such as:

- interpretation of policy and industrial instruments;
- contractual issues;
- industrial or employment disputes;
- performance management, including diminished and unsatisfactory performance, misconduct, and ill-health termination; and
- grievance resolution.

The HR Division appointed a psychologist to the newly created position of Staff Support & Rehabilitation Adviser to apply appropriate early-intervention strategies to rehabilitation and return-to-work issues. About 50 individuals were assisted in 2007.

The Employee Relations Section facilitated and oversaw several restructures, including:

- Information Technology and Electrical Engineering, affecting 13 academic and six general staff positions through a combination of voluntary severances and retrenchments; and
- Student Support Services, affecting 16 general staff positions through voluntary severances.

The Employee Relations Section advised on issues relating to transmission of business for the joint-venture partnership between JKTech and ALS Mineralogy.

Amendments to the Higher Education Workplace Relations Requirements (HEWRRs) and WorkChoices legislation enacted before the election of the new Federal Government resulted in further changes to the administration of staffing matters, largely in the area of policy and legislative compliance, including introducing Australian Workplace Agreements, as required by the previous government.

Policies and procedures
An implementation working group, chaired by Pro-Vice-Chancellor Ipswich, Professor Alan Rix, developed new policies and revised existing policies on academic staffing matters. The changes were designed to:

- provide greater opportunities for all academic staff to contribute in ways that best suit their skills;
- make the assessment of performance more transparent; and
- streamline the processes for confirmation and promotion for all academic staff.

Two new policies – Academic Roles at UQ and Criteria for Academic Performance – contain the key elements of the new regime.

Academic Roles at UQ describes the three roles of:

- teaching;
- research only; and
- teaching focused.

It also describes the main academic activities:

- teaching;
- scholarship of teaching;
- research and creative activity; and
- service and engagement.

A companion document, the Scholarship of Teaching, explains the kind of scholarly academic activities required of teaching-focused appointments. After approving the policy, 60 teaching-focused appointments were made in 2007.

The second policy, Criteria for Academic Performance, identified for each academic level and each type of appointment, the performance criteria in teaching, research, the scholarship of teaching and service and engagement.

The policy gives all academic staff a general statement of what is expected of them to be confirmed in continuing appointments at their current levels or for promotion to the next levels.

Staff development
UQ’s staff development policy reflects the high value placed on staff by aiming to enhance their performance and opportunities for personal growth. In 2007, the University again provided a quality staff development program dedicated to the pursuit of learning and continuous improvement.

In 2007, the staff development program provided 667 course offerings attended by more than 9400 participants. The courses covered:

- induction;
- leadership and management development;
- human resource management;
- mentoring;
- equity and diversity;
- finance, administration and information technology;
- internationalisation;
- research skills;
- academic career development;

<table>
<thead>
<tr>
<th>Staff full-time equivalent</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching &amp; research</td>
<td>1,549.7</td>
<td>1,508.5</td>
<td>1,482.4</td>
</tr>
<tr>
<td>Research only</td>
<td>656.0</td>
<td>773.8</td>
<td>883.9</td>
</tr>
<tr>
<td>Teaching focused</td>
<td>33.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Total</td>
<td>2,205.7</td>
<td>2,282.4</td>
<td>2,400.0</td>
</tr>
<tr>
<td>Non-academic</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research only</td>
<td>472.9</td>
<td>498.2</td>
<td>446.1</td>
</tr>
<tr>
<td>Other</td>
<td>2,572.2</td>
<td>2,692.9</td>
<td>2,815.3</td>
</tr>
<tr>
<td>Non-academic Total</td>
<td>3,045.1</td>
<td>3,191.2</td>
<td>3,261.4</td>
</tr>
<tr>
<td>Total</td>
<td>5,250.8</td>
<td>5,473.5</td>
<td>5,661.4</td>
</tr>
</tbody>
</table>
– curriculum, teaching and learning;
– research teaching;
– career advancement;
– skills development;
– OH&S and environmental management;
– security; and
– pre-retirement advice.

The staff development budget of $350,000 also funded fellowships, educational opportunities and subsidies to attend workshops presented by Universities Australia (formerly the Australian Vice-Chancellors’ Committee) and the Association for Tertiary Education Management.

Other initiatives in 2007 included:
– greater alignment of the academic program with UQ’s strategic directions;
– using newer technologies and learning environments to support teaching initiatives;
– introducing a postgraduate administration officers’ series;
– developing an online OH&S training module;
– introducing mandatory training for new academics; and
– implementing an updated, scannable course evaluation form allowing more consistent evaluation across courses.

The working group, chaired by Professor Alan Rix, reviewed UQ’s staff development policy and program during the year to develop recommendations for implementation in 2008.

Employee Self Service

In March 2007, an upgrade to the Aurion HR System was rolled out with enhanced functionality for the Employee Self Service (ESS) portal available to all UQ staff.

The new version of this online service, with an improved design, allows staff to initiate actions and access data including:
– applying for leave and checking leave balances;
– applying for and checking scheduled training;
– reviewing details of their employment histories at UQ;
– updating their contact details;
– reviewing and printing their pay slips; and
– reviewing their current or previous pay details.

Single sign-in for ESS was implemented at the same time, allowing UQ staff to go directly to ESS from myUQ. Feedback from staff on the new ESS was very positive.

Payroll changes

A new format for individual pay-as-you-go (PAYG) payment summaries was implemented in 2007 to meet changes in Australian Taxation Office requirements. PAYG individual payment summaries for 2006/07 were produced as a one-page document with individuals no longer required to submit a paper copy with their annual income tax returns. To facilitate more efficient postage services and costs, the summaries were printed and issued with Australia Post address bar codes.

A longstanding arrangement between Campus Kindergarten and UQ, which saw UQ’s Payroll Section administering the payroll for kindergarten staff, ended in 2007. The responsibility was transferred to the kindergarten’s own administration at the request of the Campus Kindergarten board of management. Kindergarten staff will continue to enjoy a close relationship with UQ, with access to parking, the Library and other services.

Adjunct staff

UQ appointed 35 new Adjunct Professors in 2007, resulting in a total of 209 Adjunct Professors at the end of the year. UQ made 51 new appointments to the positions of Honorary Professor, giving a total of 245 Honorary Professors by the end of 2007.

Superannuation

UniSuper continued to provide superannuation benefits for UQ staff. The fund is specified in enterprise agreements for academic and general staff.

UniSuper’s Trustee Report for the year ended June 30, 2007, noted strong investment performance for the 2006/07 year with assets of $24.1 billion under management.

In the second half of 2007, UniSuper revised its pension offerings, largely in response to the Federal Government’s Better Super changes and changes to assets testing for age pension entitlements.

UniSuper now offers lifetime indexed pensions and an allocated pension, called FlexiPension.

UniSuper’s Trustee Report for the year ended June 30, 2007, noted strong investment performance for the 2006/07 year with assets of $24.1 billion under management.
Implementation began in 2007 of the revised UQ Equity and Diversity Plan 2007-2009, with key priorities including increasing the number of Indigenous Australian staff and the number of female staff at senior levels.

The year saw the 40th anniversary of the referendum that enabled Indigenous Australian people to be counted in the national census for the first time and gave the Federal Government power to make laws for the benefit of Aboriginal and Torres Strait Islander (ATSI) people.

In recognition of the anniversary, the Vice-Chancellor declared 2007 a year of focus on ATSI matters with the theme “We All Count”.

The theme was reflected in a broad range of activities and initiatives throughout the year and a dedicated website was developed that provided links to events, activities and relevant information.

The “We All Count” theme was a central part of Diversity Week in May. The annual Diversity Week is an opportunity to:

– recognise and reward those who have made an outstanding contribution to equity and diversity at UQ;
– celebrate the diversity of the UQ community;

Equity and diversity

www.uq.edu.au/equity

Showing the way

Diversity Week coincided with the opening of the Our Way exhibition at the UQ Art Museum at St Lucia showcasing contemporary Aboriginal artists from Lockhart River. The works by 24 artists attracted 5000 visitors, more than any other show since the Art Museum’s opening exhibition in 2004. After closing at UQ St Lucia, selections from Our Way and some new works were exhibited in Singapore and New York.

Aboriginal artist Fiona Omeenyo (left) with her painting Parrot Sisters in the Storm in the UQ Art Museum, Our Way exhibition.
increase awareness and understanding of issues such as Indigenous history and culture, disability, cultural and linguistic diversity, sexuality, religious diversity, gender identity, family and carer responsibilities; and

provide opportunities for individuals and areas within UQ to highlight the positive contribution they make to diversity, on and off campus.

Diversity Week events in 2007 included the release of a new UQ policy, Statement of Education Principles on Indigenous Australian Matters, and the launch of the UQ Cultural Diversity and Inclusive Practice Toolkit.

Other activities for the week included developing a dedicated “We All Count” website, a poster competition, and an online exhibition through the Fryer Library depicting events surrounding the 1967 referendum.

Activities at UQ Ipswich included a presentation by Indigenous elder “Uncle” Albert Holt. At UQ Gatton, a participatory painting session interpreting the week’s theme was led by artist and student Donna Moodie and Indigenous elders visited the Nyamul Childcare Centre.

The Vice-Chancellor’s Equity and Diversity Awards were announced during Diversity Week. Members of UQ’s School of Psychology and the ATSIS Unit won the major $10,000 award for their Indigenous Mental Health Day project aimed at raising awareness among psychology students, practitioners and academics of the needs of the ATSI population.

The runner-up award of $5000 went to UQ’s Physics Demo Troupe, consisting mainly of undergraduate student performers who travel Queensland doing science shows, talks and workshops for schools and the public on a volunteer basis. The key focus is reaching students in rural and remote areas who miss out on outreach opportunities available to students living near universities.

The awards ceremony featured a panel discussion on the 1967 referendum and subsequent events.

In 2007, UQ continued its successful programs for women, including:

– the New Horizons career advancement program for general staff women;
– Promoting Women Fellowships designed to strengthen the research profile or leadership potential of academic women who are expected to apply for promotion within three years. In particular, women who have had career interruptions or other impediments due to equity-related circumstances are given additional consideration;
– the Edna program providing short-term assistance related to career advancement for academic and general staff women. The program was named after UQ academic and advocate for women, the late Emeritus Professor Edna Chamberlain; and
– the Senior Women Seminar Series.

Other key equity and diversity achievements and activities in 2007 included:

– continuing the International Equity Benchmarking Project, with members meeting in Auckland and Melbourne to finalise stages two and three of the project. The University of Nottingham joined the benchmarking group in 2007;
– appointing an ATSI employment coordinator;
– a discussion panel hosted by the Cultural and Linguistic Diversity and Indigenous Australians subcommittee; and
– a half-day workshop facilitated by Indigenous consultant Grant Sarra for UQ senior staff to support implementing the ATSII Employment Strategy, the Statement of Education Principles on Indigenous Australian Matters and priorities outlined in the UQ Equity and Diversity Plan.

The Equity Office continued to train and maintain UQ’s Discrimination and Harassment Contact Officer, Equity Contact Officer and the Ally networks to combat any homophobia on campus.
Health and safety

The UQ Occupational Health & Safety Council was convened throughout 2007 and continued to review and approve a range of new and updated OH&S policies, procedures and guidelines. All faculty and institute OH&S committees continued to meet regularly. The OH&S Council approved three new faculty-level OH&S committees for the Australian Institute of Bioengineering and Nanotechnology, the Queensland Brain Institute and the Diamantina Institute for Cancer, Immunology and Metabolism.

New policies approved in 2007 for implementation covered:
- a crisis management and recovery manual;
- OH&S in laboratories for postgraduate students;
- HIV policy and guidelines; and
- incident and illness online reporting.

Throughout the year, more than 2000 staff and students attended specific training courses conducted by the OH&S Unit. Training programs included:
- OH&S for supervisors and managers;
- fire safety and evacuation;
- OH&S risk assessment, including chemical risk assessment;
- managing safety in the laboratory;
- working in confined spaces;
- chemicals management;
- safe use of compressed gases;
- personal protective equipment;
- manual tasks risk assessment and control;
- Australian diver accreditation for occupational scientific diving;
- radiation safety;
- regulation of biological material in Australia; and
- OH&S representative training.

During 2007, the OH&S Unit began a program to conduct OH&S infrastructure audits for all laboratory spaces operated by UQ. The audits are designed to ensure all laboratories comply with best practice and regulatory compliance to reduce the risk of incidents and injuries. The program will be completed early in 2008 and has identified more than 2300 individual laboratory spaces across UQ.

A new system for reporting work-related incidents, illnesses and near-misses was developed and implemented by the OH&S Unit during 2007. The system is a real time, online reporting system that ensures a higher rate of reporting and more efficient and faster responses to prevent the reoccurrence of events.

Implementing the system has resulted in a slight increase in minor and near-miss reporting with 910 incidents reported for 2007, an increase from 844 reported in 2006.

This is a positive indicator of a general increase in OH&S awareness across UQ.

The OH&S minor works asset management fund was continued throughout 2007 with a total of 82 projects supported by allocations totalling $400,000. Some major projects supported included:
- compliance certification for the UQ chemical store;
- installing a specialised hydrogenator for the School of Molecular and Microbial Science;
- supplying and installing biosafety cabinets at the IMB;
- constructing extract ventilation for methane in Chemical Engineering facilities;
- constructing and installing compliant access ladders in the Steele Building at UQ St Lucia;
- decommissioning and radioactive decontamination of the radon laboratory; and
- asbestos removal at the animal clinic at UQ’s Goondiwindi veterinary facility.

Although there was a slight increase in reporting of incidents there was a decrease in lost-time injuries with a total of only 28 for 2007, down from 36 in 2006.

### Accident statistics – time-lost injuries (loss of one or more work days)

<table>
<thead>
<tr>
<th>Incident class</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Slip/trip/fall</td>
<td>7</td>
<td>10</td>
<td>11</td>
<td>10</td>
<td>11</td>
<td>6</td>
</tr>
<tr>
<td>Needle or sharp</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>4</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Muscular effort single</td>
<td>13</td>
<td>4</td>
<td>12</td>
<td>11</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Step/stuck against object</td>
<td>5</td>
<td>4</td>
<td>4</td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Chemical single contact</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Equipment/tool non-powered</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Struck by falling/moving object</td>
<td>0</td>
<td>3</td>
<td>7</td>
<td>4</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Muscular effort repetitive postural</td>
<td>6</td>
<td>7</td>
<td>5</td>
<td>4</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>Equipment/tool powered</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Other agents</td>
<td>3</td>
<td>4</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Total incidents</td>
<td>39</td>
<td>37</td>
<td>43</td>
<td>43</td>
<td>36</td>
<td>28</td>
</tr>
</tbody>
</table>
Self-insured workers’ compensation

The Work Injury Management Unit manages the University’s workers’ compensation operations under the regulatory provisions of the self-insurance licence granted to the University in early 2001.

The 2007 year saw another busy 12 months for self-insurance, managing 199 statutory and common law damages workers’ compensation claims.

Claim numbers were relatively consistent over the previous six years and 2007 continued the trend. The intrinsic relationship between safety and workers’ compensation is evidenced in the relatively low claim numbers and other associated data and costs.

The cost of the scheme has been stable, despite a significant increase in the medical schedule of fees, claimant wage increases and a more benevolent legislative benefits structure over the year.

The internal pro-rata premium within UQ to cover all scheme operating costs remains at 0.25 percent of salary, one of the lowest in the sector. That stability is a positive indicator of the overall effectiveness in managing safety, injuries and rehabilitation.

The OH&S Unit is regularly audited internally and externally by the Queensland regulatory authority Q-Comp. All audits have confirmed full compliance with the Workers’ Compensation and Rehabilitation Act 2003, its regulations and associated procedural and operational requirements.

There are 26 organisations that self-insure for workers’ compensation in Queensland. Data and statistics provided by the regulator on UQ performance standards within the scheme confirm the University is exceeding all industry benchmarks in virtually every criteria set.

The data show UQ is one of the better-performed self-insured organisations in the State.

Marketing and communications

In 2007, the Vice-Chancellor’s Executive endorsed a proposal by the Office of Marketing and Communications (OMC) for UQ Insight, a project involving substantial market research and analysis, including consultation with diverse stakeholders and prospective students.

The project will offer empirical input to UQ’s strategic and operational planning. With a focus on supporting UQ’s interactions with stakeholders, it will improve the University’s long-term, sustainable national and international competitiveness.

In addition to liaising with local, regional, national and international media representatives, the OMC coordinated a wide range of activities to promote the learning, research and commercialisation opportunities offered by UQ to prospective undergraduate and postgraduate students, government agencies, non-government partners and the wider public.

The activities included organising and supporting recruitment, community engagement and cultural initiatives, such as:

- campus Open Days;
- postgraduate advice nights;
- strategic advertising;
- internal and external UQ publications;
- managing UQ websites;
- on-campus events, such as Research Week, Teaching and Learning Week and Diversity Week; and
- international graduate celebrations.


Market day in the cloister at O Week, February 2007.
In December 2005, the Federal Government passed legislation making it a condition of grant that higher education providers could not require compulsory membership of a student organisation and could no longer charge students a services and amenities fee after July 1, 2006.

During 2007, a management agreement between the University and UQ’s Student Union secured the future of the student support body.

UQ Secretary and Registrar Douglas Porter signed the three-year agreement with UQ Union President Julie-Ann Campbell on May 10, providing an indexed grant starting at $975,000 in 2007.

The agreement seeks to help UQ Union ease the loss of funding due to voluntary student unionism (VSU) and to fund the following services:

– confidential advice, advocacy and support;
– legal services, including advice, simple wills, powers of attorney and minor disputes;
– UQ St Lucia campus safety bus – UQ Union is jointly responsible with the University for daily operating costs;
– welfare services, including crisis and personal support, help with Centrelink benefits and issues arising from tuition fees and scholarships;
– student representation on University boards and committees;
– some services at UQ Ipswich and UQ Gatton; and
– basic support for clubs and societies.

A similar agreement with UQ Sport was signed in December 2007 providing UQ Sport with access to an annual grant of $765,000, annual contributions to its rolling five-year capital plan of up to $450,000 and an annual allocation of $395,000 for management and upkeep of the University’s major campus sports and recreation facilities. The University grant will be deployed by UQ Sport to:

– support the Sports Scholarship Program and Club Sport Program;
– maintain basic support and organisational capacity to maximise marketing and use of University sports and recreation facilities by students, the community and other organisations;
– maintain UQ Sport organisational support for the Gatton and Ipswich campuses; and
– provide UQ Sport membership to UQ international students.

VSU had meant a loss of $7.5 million annual income at UQ, $5 million of which would have gone to the student union and the remainder to UQ Sport. The University recognises the importance of the services UQ Union and UQ Sport provide to students and provided the grants to help the two organisations adjust to their new, lower incomes. The current grants run for three years and will be assessed in 2009 to see whether they should be continued.

In 2007, the University Senate also gave its support for a proposal to restructure UQ Sport as a new wholly owned entity of the University, incorporating the combined resources of the Centre for Physical Activity and Sport Education (CPASE) and UQ Sport for the predominant purpose of promoting sport. The University has worked towards a management agreement with the company, setting out the conditions under which UQ Sport may receive grants from the University. The agreement will also set out conditions relating to the ongoing provision of sports and recreation services to students and staff and the conditions under which UQ Sport may occupy University buildings.
Campus developments

 Improvements were made to facilities at all UQ campuses throughout the year. Significant milestones for major projects included:

- completing the $63 million Queensland Brain Institute building at UQ St Lucia;
- starting work on the $32.9 million Centre for Animal Studies at UQ Gatton;
- launching the $6 million UQ Centre for Clinical Research at the Royal Brisbane and Women's Hospital;
- completing a new $3.1 million building for the Rural Clinical Division at Toowoomba;
- spending $8.6 million on the fifth stage of a continuing refurbishment program for the Chemistry Building at UQ St Lucia;
- starting refurbishment of the Parnell Building at UQ St Lucia at a cost of $4.5 million; and
- continued construction of the $53.7 million General Purpose North 4 building at St Lucia for expected completion in March 2008.

A total of $1 million was spent in 2007 as part of an estimated $9 million program to replace facilities at UQ's Heron Island Research Station, off Gladstone, that was severely damaged by fire in March.

The Alumni Court campus enhancement project continued at UQ St Lucia. Stage two of the $1.6 million project, conversion of a former physics laboratory into a covered area with outdoor public seating, was started in 2007 with an expected completion date of March 2008.

In addition to new constructions and refurbishments, significant funds were spent on improvements to facilities across all campuses, including:

- $2.2 million for an ongoing program of refurbishing teaching and learning spaces;
- $807,000 for improving traffic and parking infrastructure;
- $1 million on equity improvements in UQ buildings;
- $2.04 million on a range on infrastructure projects;
- $2.29 million on building rehabilitation as part of UQ’s deferred maintenance program; and
- a total of $1.4 million for continuing programs, such as asbestos removal, landscape enhancements and OH&S improvements.

UQ Ipswich

The Ipswich Activity Centre was opened in March to provide a place for small-scale public events and a venue for multi-faith activities. Designed by Wilson Architects, the Activity Centre was named Building of Year in the Darling Downs Regional Awards of the Royal Australian Institute of Architects. The refurbished UQ Boilerhouse at the Ipswich campus received a commendation at the awards.

UQ Gatton

A capital campaign was launched to support the $75 million relocation of UQ’s School of Veterinary Science from St Lucia to the Gatton campus. The University has already committed $20 million to the relocation program, expected to be completed by mid-2009. Federal Government funding of $3.5 million towards the project was received during the year to assist in constructing a Veterinary Science Equine Clinic and Hospital at UQ Gatton. Relocating the School is expected to bring an estimated 700 additional students and staff to the Gatton campus.

Precious water for agricultural production became a little easier to come by at UQ Gatton with the construction of a wastewater pipeline from Gatton to the campus. The pipeline, a joint project between UQ and Gatton Shire Council, pipes treated wastewater from the shire’s sewerage treatment plant for use in irrigation within EPA guidelines on the campus, reducing reliance on traditional sources of irrigation water, such as Lockyer Creek and bores.

A total of $1 million was spent in 2007 as part of an estimated $9 million program to replace facilities at UQ’s Heron Island Research Station, off Gladstone, that was severely damaged by fire in March.
Recycling

Recycling improved during the year with waste audits highlighting that recyclables going to landfill had been reduced 47 percent in the period 2002-2007 and overall waste to landfill had been reduced 19 percent. Strategies implemented in 2007 to increase recycling and reduce recyclables going to landfill included:

- changes to the recycled paper collection system to improve the service through increased monitoring;
- introducing smaller 120-litre grey bins to provide more suitable containers for non-confidential office paper; and
- new 240-litre lockable bins for the secure paper shredding service.

Environmental performance

In 2007, high-risk aspects of the University’s environmental performance remained relatively unchanged from preceding years. The impacts needing to be addressed in 2007 and future years included:

- generating greenhouse gases through inefficient or unnecessary use of air-conditioning, equipment and vehicles;
- wasting potable water through inefficient or unnecessary use in toilets and showers and plant and equipment;
- using non-renewable energy materials;
- disposing potentially recyclable materials to landfill;
- non-compliance with requirements for various activities; and
- managing identified contaminated land.

Cutting greenhouse gases

In 2007, UQ began developing a greenhouse gas abatement plan. The National Greenhouse & Energy Reporting Act 2007 will require UQ to establish reporting mechanisms from July 2008 and provide an annual report from June 2009.

The University already is purchasing 2.5 percent green energy as part of its electricity supply contract and all UQ fleet vehicles are signed up to Green Fleet, which plants trees to offset carbon emissions.

The Green Office program helps staff reduce energy consumption and emissions at all UQ campuses. Green Office baseline assessments were conducted in 11 areas at UQ St Lucia between July 2006 and June 2007. They showed that, within one year of joining the program, most member areas had significantly improved their energy management practices.

Total energy savings for computers, printers, photocopiers and lights for the 15 green offices assessed were estimated at 91,363 kilowatts a year, saving an estimated 85 tonnes of greenhouse gas emissions. That has saved 223,000 litres of water in electricity generation. With 60 areas in the program across the St Lucia, Ipswich and Gatton campuses, more improvements and increased savings should occur in 2008.

Early in 2007, the Green Office program was expanded to the Ipswich and Gatton campuses with the addition of three new representatives from Ipswich and four from Gatton.

Water restrictions

Level-six water restrictions were introduced by the Queensland Government in November 2007 requiring quarterly reporting for all UQ sites and all cooling towers and overall annual reporting.

In 2007, UQ submitted five water efficiency management plans (WEMPs) to councils for approval. The plans covered the St Lucia, Gatton and Ipswich campuses, facilities at Pinjarra Hills and the Indooroopilly mine site in Brisbane.

The WEMPs dealt with compliance with water restrictions, leak detection, monitoring and measuring, sub-metering and water management.

At the end of 2007, UQ St Lucia had about 160 meters installed in buildings and cooling towers. About 85 percent of the St Lucia campus is now metered and the remaining 15 percent will be metered by the end of 2008.

UQ Sport buildings were retrofitted with water-efficient fittings and fixtures and 2008 should see a drop in consumption in showering facilities.

A water forum for UQ staff in October was an opportunity to encourage greater water savings and efficiency. Attendees had an opportunity to discuss current water conservation at UQ and future projects.

Internal audits

Environmental management system internal audits were conducted in 11 UQ schools and centres in 2007 covering a range of areas at St Lucia campus, UQ’s Herston site and the Moreton Bay Research Station on North Stradbroke Island. Overall, audit findings showed a general improvement, with only minor items requiring attention.

Technical audits

During 2007, water quality audits were undertaken monthly on the treated-effluent lake at UQ St Lucia. Overall, water quality stabilised in the lake over 2007 with median nitrogen and phosphorous levels down on those for 2006 and no significant algal blooms. In 2008, water quality monitoring for UQ Gatton will be reviewed and, if required, a regular monitoring program established for Lake Galletly and other water sources.
**Heron Island fire**

The March fire at UQ’s Heron Island Research Station created environmental problems that needed to be resolved quickly and sensitively. The major issue confronted in the aftermath of the fire was a need to dispose of about 200sqm of soil and sand contaminated by ash and debris washed from the damaged buildings by fire hoses and subsequent rain.

With the research station situated in a National Park and within the Great Barrier Reef Marine Park, the site had to be decontaminated. Comprehensive management plans were developed to remove debris and contaminated sands without spreading contamination. Some actions taken included:

- lifting and separating debris into contaminated materials and clean waste;
- using corrugated iron from damaged buildings as roadways across the site for machinery access to prevent churning the sand;
- keeping the 3000sqm site covered with plastic when it was not being worked on to prevent rain flushing contamination deeper and into the groundwater;
- marking active tern nests, an action needed because the fire happened at the end of the birds’ breeding season and many nests were still occupied;
- manually raking off all fine surface debris; and
- accurate excavation of the site to ensure only contaminated material was removed.

Contaminated material was placed in bags, each weighing about 900kg, with steps taken to ensure none split or spilled. All bags were shipped to Gladstone for transfer to Brisbane and trucked to a licensed waste facility near Ipswich.

**Improving facilities**

Steps were taken in 2007 to improve the environmental performance of several existing and new facilities at UQ campuses.

The development of the Centre for Advanced Animal Studies at UQ Gatton required several environmental aspects to be addressed. The nature and location of the development required the facility to be designed with environmental considerations, such as:

- encapsulating and relocating contaminated land;
- discovering a buried cattle dip and remediating associated contamination;
- minimising the impact on an endangered population of swamp tea tree south of the site;
- examining ways to minimise impacts on neighbours, particularly regarding odours;
- developing ways to handle, treat and dispose of large volumes of liquid quarantine wastes; and
- general issues associated with securing development approval for an experimental facility.

Contaminated material was placed in bags, each weighing about 900kg, with steps taken to ensure none split or spilled. All bags were shipped to Gladstone for transfer to Brisbane and trucked to a licensed waste facility near Ipswich.

**Construction of the General Purpose North 4 building at UQ St Lucia** incorporated a variety of sustainable principles. Most significant was including two 110-kilolitre stormwater tanks. Water stored in the tanks will be used for non-potable uses in and around the building.

Landscape development began at the UQ experimental mine site at Indooroopilly, Brisbane. Weeds were progressively removed and replaced with original vegetation. Two gardening staff were permanently employed to implement the process.

Stormwater tanks were added at various locations across UQ Gatton to catch stormwater for non-potable uses across the campus. A rainwater tank was installed to collect water for use in the environmental control systems for the campus’s poultry unit.

A process chiller was installed in the School of Engineering’s Frank White Building at UQ St Lucia to cool furnaces, substantially reducing water consumption.

**Promotional activities**

Several initiatives during the year promoted greater environmental awareness among UQ staff and students, including:

- Unigreen stalls during Orientation Week in both semesters providing a range of material and information to students informing them of environmental initiatives on campus and encouraging them to be environmentally aware;
- publication of a new bi-monthly Unigreen newsletter to UQ students and staff;
- an Environment Day breakfast in June at UQ St Lucia with guest speaker Anna Keenan, an Al Gore Ambassador; and
- a weeds forum at UQ Gatton providing details on identified problem and declared weeds.
Glossary

ABA Australian Breastfeeding Association
ACIPA Australian Centre for Intellectual Property in Agriculture
AEDA Applied Environmental Decision Analysis
AFP Australian Federal Police
AHRI Australian Human Resources Institute
AIFRS Australian equivalents to the International Financial Reporting Standards
AIBN Australian Institute for Bioengineering and Nanotechnology
AIESEC The leading global organisation for developing youth leadership
AM Member of the Order of Australia
AO Order of Australia
APA Australian Postgraduate Awards
ARC Australian Research Council
ARHR Australian Rotary Health Research
ASC Academic Staff Consultative Committee
ATSI Aboriginal and Torres Strait Islander
ATISIS Unit Aboriginal and Torres Strait Islander Studies Unit
AUUAC Australian Universities International Alumni Convention
AWA Australian Workplace Agreement
BACS Faculty of Biological and Chemical Sciences
BCEC Boilerhouse Community Engagement Centre
BEL Faculty of Business, Economics and Law
BnDF Bionano-products Development Facility
CAAS Centre for Advanced Animal Science
CALD Cultural and Linguistic Diverse
CARD Collaboration for Agriculture and Rural Development
CAS Chinese Academy of Sciences
CBD Central business district
CDEP Community Development and Employment Program
CGS Commonwealth Grants Scheme
CICR Centre for Immunology and Cancer Research
CLS Commonwealth Learning Scholarships
CMM Centre for Microscopy and Microanalysis
CMR Centre for Magnetic Resonance
CNF Centre for Native Floriculture
COMET Commercialisation of Emerging Technology
CONROD Centre of National Research on Disability and Rehabilitation
Convocation Comprises all University graduates
Course formerly subject – part of a program
CPASE Centre for Physical Activity and Sport Education
CRC Cooperative Research Centre – bodies funded competitively by the Federal Government and involving university, industry and other research groups
CTLC Collaborative Teaching and Learning Centre
CVBC Cooperative Venture for Capacity Building
DEST Commonwealth Department of Education, Science and Training
EGAT Electricity Generating Authority of Thailand
ELI English Language Institute
ELICOS English language intensive courses for overseas students
EPSA Faculty of Engineering, Physical Sciences and Architecture
ESOL English for Speakers of Other Languages
ESS Employee Self-Service
FEAST Future Experiences in Agriculture, Science and Technology program, Gatton
GMAA Graduate Management Association of Australia
Go8 Group of Eight – an alliance of eight research-strong, “sandstone” universities committed to ensuring Australian higher education institutions are world class
GPA Grade Point Average – a grading scale for University subjects ranging from one (the lowest) to seven (the highest)
GPNI General Purpose North 4 Building
GSCC General Staff Consultative Committee
HEESP Higher Education Equity Support Program
HEW Higher Education Worker
HEWRRs Higher Education Workplace Relations Requirements
HPV Human papilloma virus
HR Human resources
HRM Human resource management
HUPP Handbook of University Policies and Procedures
ICEVAL Institutional course evaluations
ICTE Institute for Continuing and TESOL (Teaching of English to Speakers of Other Languages) Education
IDLTM International Diploma in Language Teaching Management
IED International Education Directorate
IFRS International Financial Reporting Standards
IIBLP Institute for International Banking Law and Practice
IMB Institute for Molecular Bioscience
ION Institute of Neuroscience
ISSR Institute for Social Science Research
ITEE School of Information Technology & Electrical Engineering
JKMRC Julius Krutttschnitt Mineral Research Centre
LTTP Learning and Teaching Performance Fund
MAIC Motor Accident Insurance Commission
MAPS Middleware Action Plan and Strategy Project
MARD Ministry of Agriculture and Rural Development
MBA Master of Business Administration
MCRF Minerals Characterisation Research Facility
MedTeQ Medical Diagnostic Technologies in Queensland
MIT Massachusetts Institute of Technology
MyAdvisor Website providing information on UQ administrative matters
my.uq web portal for staff and students
mySI-net online enrolment facility (web interface of SI-net)
NAIDOC National Aborigines and Islanders Day Observance Committee
NCRIS National Collaborative Research Infrastructure Strategy
NHMRC National Health and Medical Research Council
NMR nuclear magnetic resonance
NOAA National Oceanic and Atmospheric Administration
NRAVS Faculty of Natural Resources, Agriculture and Veterinary Science
OH&S Occupational Health and Safety
OMC Office of Marketing and Communications
OUDGR Office of University Development and Graduate Relations
Program formerly course (a qualification, eg, degree or certificate involving enrolment, study and graduation)
QBI Queensland Brain Institute
QPAC Queensland Performing Arts Centre
QTAC Queensland Tertiary Admissions Centre (central processing point for applications from people seeking entry to tertiary institutions throughout Queensland)
RAIA Royal Australian Institute of Architects
RAPID Researchers and Postgraduates Information Discovery
R&D Research and development
REDI Renewable Energy Development Initiative
RMTDU Roma Miles Tourism Development Unit
RTO Registered training organisation
SBS Faculty of Social and Behavioural Sciences
SCT Swinden Charitable Trust
SI-net distributed administration system (PeopleSoft Student Administration System) facilitating data viewing and updates
SMI Sustainable Minerals Institute
SPF Sun protection factor
SSMS School of Molecular and Microbial Sciences
SSS Student Support Services
TEDI Teaching and Educational Development Institute
TESOL Teaching of English to Speakers to Other Languages
TEVALS Teaching evaluations
TKT Teaching Knowledge Test
TQA Teaching Quality Assurance
TRI Translational Research Institute
TSXPO A tertiary studies exhibition held in Brisbane annually
UN United Nations
Universitas 21 International alliance of research-intensive universities, limited to 25 members worldwide and committed to best practice
UQ ACTS UQ Advanced Concepts Teaching Space
UQCCR UQ Centre for Clinical Research
UQH UQ Holdings Pty Ltd
UQSES UQ Student Experience Survey
USDC University Staff Development Committee
VLP Virus-like particle
VSU Voluntary student unionism
WIM Work injury management

OUR FACULTIES

Faculty of Arts
Telephone (07) 3365 1333
International +61 7 3365 1333
Facsimile (07) 3365 2866
International +61 7 3365 2866
Internet www.uq.edu.au/arts
Email arts@uq.edu.au

Faculty of Biological and Chemical Sciences (BACS)
Telephone (07) 3365 1888
International +61 7 3365 1888
Facsimile (07) 3365 1613
International +61 7 3365 1613
Internet www.bacs.uq.edu.au
Email bacs.enquiries@uq.edu.au

Faculty of Business, Economics and Law (BEL)
Telephone (07) 3365 7111
International +61 7 3365 7111
Facsimile (07) 3365 4788
International +61 7 3365 4788
Internet www.bel.uq.edu.au
Email facbel@bel.uq.edu.au

Faculty of Engineering, Physical Sciences and Architecture (EPSA)
Telephone (07) 3365 4777
International +61 7 3365 4777
Facsimile (07) 3365 4444
International +61 7 3365 4444
Internet: www.epsa.uq.edu.au
Email admin@epsa.uq.edu.au
(student and course enquiries)
Email: exec.dean@epsa.uq.edu.au
(all other inquiries)

Faculty of Health Sciences
Telephone (07) 3365 5342
International +61 7 3365 5342
Facsimile (07) 3365 5533
International +61 7 3365 5533
Internet www.uq.edu.au/health
Email healthsciences@uq.edu.au

Faculty of Natural Resources, Agriculture and Veterinary Science (NRAVS)
UQ Gatton
Telephone (07) 5460 1276
International +61 7 5460 1276
Facsimile (07) 5460 1204
International +61 7 5460 1204

St Lucia
Telephone (07) 3365 7916
International +61 7 3365 7916
Facsimile (07) 3365 1253
International +61 7 3365 1253
Internet www.uq.edu.au/nravs
Email nravs.enquiries@uq.edu.au

Faculty of Social and Behavioural Sciences (SBS)
Telephone (07) 3365 7487
International +61 7 3365 7487
Facsimile (07) 3346 9136
International +61 7 3346 9136
Internet www.uq.edu.au/sbs
Email sbso@uq.edu.au
# Index

## A
- Aboriginal and Torres Strait Islander students .......... 35, 36, 37
- Aboriginal and Torres Strait Islander Studies Unit .......... 23, 19, 36
- Academic Board ........................................ 13, 14, 19, 20
- Academic honours ........................................ 46
- Accident statistics ........................................ 90
- Accommodation assistance ................................ 39
- Adjunct staff ............................................. 41, 67
- Advanced Concepts
  - Teaching Space ...................................... 24, 49
- Alumni Association of The University of Queensland Inc .. 78
- Alumnus of the Year ..................................... 37, 78
- Animal Ethics Committee .................................. 14
- ARC funding .............................................. 52
- Association for Tertiary Education Management ............ 87
- Assurance and Risk Management Services ................. 15
- Atlantic Philanthropies .................................. 2, 49, 50
- Australian Graduate Survey 2007 .......................... 32
- Australian Institute for Bioengineering and Nanotechnology .... 8, 56
- Australian Research Council ............................... 2, 59
- Australian Research Institute in Education for Sustainability .. 33,
- Australian Rotary Health Research Fund .................... 56
- Australian Vice-Chancellors’ Committee ..................... 87
- Awards statistics ........................................ 5

## B
- Biological Sciences Library .............................. 44, 51
- Blackboard Learning Management System .................. 45
- Boilerhouse Community Engagement Centre ................. 8, 35, 61, 74
- Brisbane Institute ........................................... 17, 70

## C
- Campus developments ......................... 93
- Campus enrolment numbers
  - Inside back cover ........................................ 87
- Campus Kindergarten .................................... 87
- Capital expenditure ....................................... 83
- Careers and graduate employment ...................... 38
- Carriean Institute for Learning and Teaching in Higher Education .......................... 17, 41, 43
- Centre for Advanced Animal Science .......................... 2, 26, 95
- Centre for Critical and Cultural Studies ..................... 8, 59
- Centre for Integrated Preclinical Drug Development ........... 83
- Centre for Marine Studies ................................ 8, 51
- Centre for Microscopy and Microanalysis .................... 8
- Centre for Nutrition and Food Science ...................... 58
- Centre for Online Health ................................... 8
- Centre of National Research on Disability and Rehabilitation ...... 51
- Chancellor’s Fund Appeal .................................. 84
- Chaplaincy Services ....................................... 39
- CiTR Group ................................................. 10
- Clem Jones Sporting Scholarship ........................... 47
- Code of Conduct ......................................... 14, 15
- Collaborative Teaching and Learning Centre ................. 24
- Commercialising IP ....................................... 62
- Committees (Senate) ..................................... 14
- Commonwealth Learning Scholarships ...................... 33
- Communications ......................................... 8, 18, 19, 20, 27, 71
- Community consultation ................................ 72
- Community partnerships ................................. 3, 25, 26, 69
- Comquest Group ........................................... 19
- Consultancies .............................................. 82
- Controlled entities ........................................ 6, 10, 12
- Cooperative Research Centres ................................ 18, 19
- Corporate governance .................................... 12, 15
- Crisis management ....................................... 16
- Counselling ................................................. 39
- Customs House ............................................. 3, 8, 10, 73

## D
- Defence Science and Technology Organisation ............ 59
- Diamantina Institute for Cancer, Immunology and Metabolic Medicine .................................... 50, 56
- Disability Action Plan .................................... 35
- Disability Management System ................................ 32, 45, 85
- Discovery Project .......................................... 52
- Diversity .................................................. 1, 3, 14, 23, 27
- Diversity Week ........................................... 73, 88

## E
- Earth Systems Science Computational Centre ............ 8
- Edna program ............................................. 89
- Edwards, The Hon Sir Llewellyn .......................... 2, 17, 20, 28
- Eleanor Schonnell Bridge .................................. 70
- Employee Self Service .................................... 67, 87
- Enrolments ................................................ 5, 6
- Enterprise risk management ................................ 15, 16
- Environmental performance ................................ 94
- Equity and diversity ...................................... 35, 67, 88, 89
- Equity Office ............................................. 8, 89
- eSpace .................................................... 51
- Estates of James O’Neil Mayne and Mary Emelia Mayne .... 84
- Ethical standards .......................................... 14
- Expenditure ............................................... 81

## F
- Federation Fellowships ................................... 53
- Feeney, Denis ............................................. 67
- Female enrolments ....................................... 35
- Finances .................................................. 81-84
  - financial statements ................................. Appendix A
  - total revenue and expenses ......................... 82
  - investments ............................................ 83
- First-Year Experience project ............................ 41
- Five years – key statistics .............................. 6
- Flexible and distance learning ......................... 45
- Frazer, Professor Ian .................................... 2, 3, 62
Freedom of information .....................................16
Fulbright Senior Scholar Awards ........................61
Functions and powers ..................................9
Funding (see also gifts) ...................................1, 3, 4, 6, 10, 21, 52
Future Experiences in Agriculture, Science and Technology ..............35
G
Gatton campus (see UQ Gatton)
General Purposes
North 4 building ...................................76, 94
General staff classifications ...............................85
Gifts ................................................................44
Goodenough, Peter ..................................84
Gould, Professor Mark ...................................19
Governance ..................................................13
Graduate Destination Survey ..............................32
Graduate Management
Association of Australasia .................................40
Graduate of the Year ........................................46
Graduate outcomes .......................................32, 67
Graduations ..................................................32
Great Barrier Reef Marine Park .........................95
Green Office program ......................................94
Greenfield, Professor Paul ..........................13, 18
Grigg, Professor Trevor ..................................19
Group of Eight .............................................5
H
Hay, Professor John .....................................2, 17, 55
Health Services ...........................................39
Healthier University Project ..............................39
Heron Island ...............................................51, 95
HEWRRs ....................................................86
Higher Education Equity
Support program ...........................................35
Higher Education Support Act 2003 ..............9
Highlights ....................................................3
Hokkaido Electric
Power Company ...........................................58, 63
Human Experimental Ethical Review Committee .........................14
Human resources (see staff)
HyShot project .............................................59
ICTE (Institute of Continuing and TESOL Education) ..................76
IMBcom Pty Ltd ...........................................10, 65
Income ................................................................4, 6, 51, 81, 92
Institute for
Molecular Bioscience ..................................56, 55
Institute of Modern Languages ..........................75
Institutional Biosafety Committee .....................14
International advances ...................................34
International alumni .......................................79
International Alumnus of the Year ..........................78, 79
International Scholarships ..................................33
Investment portfolio .....................................83
Ipswich campus (see UQ Ipswich)
IT initiatives ................................................45, 66, 84
JKTech Pty Ltd ..............................................10, 64
Key operational priorities ....................................1, 23
Learning and Teaching
Performance Fund ......................................42
Learning Hub ................................................38
Legislation ....................................................9
Linkage Projects scheme .................................53, 59
Management and resources ...........................3, 27, 81
Media relations (see Office of Marketing and Communications)
Minerals Industry Safety and Health Centre ..................70
Med-E-Serv Group .......................................10
Mining research .............................................58
Mission and goals (see strategic plan)
Multi-faith chaplaincy ..................................39
Multiple Sclerosis Society of Queensland .........................56
Music ..........................................................73
MyAdvisor ......................................................84
mySI-net ....................................................65, 84
N
National Breast Cancer Foundation ..................................56
National Governance Protocols .........................12
National Health and Medical Research Council ......................54, 60
O
Occupational health and safety ...........................90
Occupational Health and Safety Council ................90
Office of Marketing and Communications ..................71, 91
Office of University Development and Graduate Relations ............78
Organisation ...................................................7
– basis of authority .....................................9
– committees .............................................13
– governance .............................................9
– lines of responsibility (chart) .........................8
– senior officers ........................................17
Overseas activities (see international)
P
Partnership projects .......................................58, 74
Payroll and entitlements ...................................67
Personnel (see staff)
Planning (see strategic planning)
Porter, Douglas ..........................................19
Postgraduates (see students)
Projected student load profile ..........................23
Public relations (see Office of Marketing and Communications)
Q
Queensland Brain Institute ................................49, 58
Queenslander of the Year ................................60
Queensland Government
social and fiscal objectives ................................26
Queensland Young Achiever ............................46
Index

R
Reaching out to Parents initiative .......... 35
Regional partnerships ..................... 72
Research and research training ......... 25, 49, 67
Researchers and Postgraduates
Information Discovery ...................... 44
Research Week ................................ 59
Result for 2007 ............................... 81
Rhodes Scholar .................................. 46
Riken Brain Science Institute .............. 58
Risk management .............................. 16
Rix, Professor Alan ............................. 18
Rockhampton Hospital ................... 36
Royal Children's Hospital Foundation .... 54

S
SARV Pty Ltd ..................................... 10
Scholarships and prizes .................... 35, 55, 84
School of Animal Studies ................. 72
School of Biomedical Sciences .......... 59
School of Business .......................... 33, 63
School of Information Technology and Electrical Engineering .... 72
School of Integrative Biology .............. 52, 57, 60, 61
School of Journalism and Communication .... 71
School of Land, Crop and Food Sciences .... 59
School of Law ................................. 8, 25, 41, 69, 72
School of Molecular and Microbial Sciences .... 8, 41
School of Music ................................ 73
School of Natural and Rural Systems Management .... 58, 72
School of Physical Sciences ............... 46
School of Population Health ............... 57
School of Tourism ............................ 79
School of Veterinary Science .............. 8, 41, 27
School-to-university transitions ......... 71
Self-insured workers' compensation ...... 91
Senate ........................................... 12, 13, 14, 20
Senior officers............................... 17
Siddle, Professor David ..................... 18
Siemon, Dr Rosamond ...................... 56
si-net ........................................... 84
Smart State Research Facilities Fund ............. 51, 83
Smart Women awards ..................... 61
Sporting blues .................................. 47
Sporting honours ............................ 47
Sporting scholarships ....................... 47, 79
Sportsman of the Year ...................... 47
Sportswoman of the Year .................. 47
Staff ............................................. 86
Staff development programs ............ 78, 82, 86
Strategic aims and commitments ....... 22
Strategic Initiatives Fund ................... 22
Strategic planning ......................... 22, 81
– 2007-2010 Plan ................................ 22
– overall framework ....................... 22
Student Services ............................. 38
Students
– enrolments .............................. 5, 31, 36
– female ....................................... 35
– honours (academic and sporting) .... 46
– Indigenous Australian .................... 35, 36, 37
– postgraduates .............................. 32
– international .............................. 5, 32
Students with disabilities ............... 37
Study Abroad program ..................... 32
Superannuation .............................. 67
Sustainable Energy Innovation Fund .... 59

T
Teaching and Educational Development Institute .......... 40
Teaching and learning .................... 3, 18, 24, 31
– awards, prizes ......................... 42, 43, 59
– evaluation and training .............. 40
– week ........................................ 42
Teaching and research sites (map)
......................................................... inside back cover
Teaching Quality Assurance ............... 42
Terry, Professor Deborah .................. 4, 18

The Good Universities Guide .......... 4, 40
Times Higher Education Supplement 4, 34
Trailblazer competition .................. 63
Translational Research Institute ......... 50

U
Unigreen .......................................... 95
UniQuest ........................................ 10, 58, 62
Uniseed ......................................... 66
Universitas 21 .................................. 4
University medals ........................... 46
University of Queensland
Foundation Trust ......................... 10
UQ Abroad ....................................... 34
UQ Centre for Clinical Research ....... 50
UQ Endowment Fund ....................... 84
UQ Foundation Awards ................. 59
UQ Gatton ....................................... 51, 57, 93
UQ Holdings Group ....................... 10, 62
UQ Insight ....................................... 91
UQ Ipswich ................................. 51, 93
UQ Library ................................... 44, 51, 73
UQ Sport ......................................... 47, 92
UQ Union ....................................... 20, 91
UQL CyberSchool ............................. 73
UQ-Link ........................................ 35, 37
Urban Water Security
Research Alliance ......................... 58

V
Vice-Chancellor's review .................... 2
Voluntary student unionism ................ 91

W
Wantoks Bequest ............................ 84
Water Efficiency Management Plan .... 94
Whistleblowers ............................... 15
White, The Hon Justice Dr Margaret .... 17
WorkChoices legislation ................... 86
Workers' compensation ................. 91

Y
Young Alumnus of the Year ............. 78