Construction of UQ Ipswich Stage Two and the opening of UQ Ipswich Stage One for teaching were landmarks in our University’s history.
REPORT OF THE SENATE OF THE UNIVERSITY OF QUEENSLAND
For the period January 1, 1999 to December 31, 1999

In pursuance of the provisions of Section 46J (1) of the Financial Administration and Audit Act 1997, Senate has the honour to transmit to the Minister for Education a Report on the proceedings of The University of Queensland for the year ended December 31, 1999.

Sir Llewellyn Edwards AC
CHANCELLOR

COMMUNICATION OBJECTIVES
This Annual Report records The University of Queensland’s performance in 1999 and its plans for the future.

It has been compiled according to the aims, aspirations and commitments outlined in our five-year Strategic Plan 1998-2002, and seeks to answer the interests of a wide range of stakeholders. The Report aims to encourage understanding of our role within the community, highlight the diversity and significance of our activities, and demonstrate our effective stewardship of public resources while fulfilling our formal reporting requirements as a State university.

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

They will find the Report describes a range of initiatives, achievements and immediate future plans. These provide a sound basis for measuring our performance in 1999 and our continuing prospects as a leader among Australia’s 39 universities.

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<td>MAP</td>
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</tbody>
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Appendices (separate volume):
A. Academic staff activity overseas
B. Annual financial statements
In 1999, we made significant advances towards achieving the Objectives and Operational Priorities outlined in The University of Queensland Strategic Plan 1998-2002 (pages 10-13) — the basis for this Annual Report. The five-year plan was reviewed during 1999 and in October the University Senate approved a Strategic Plan for 2000-2004.

**OUR STANDING**

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

We rank consistently in the nation’s top two or three institutions by most performance measures, and we are one of only three Australian members of Universitas 21 – a select alliance of research universities dedicated to world-best practice and limited to only 20 members worldwide.

**OUR MISSION**

The mission of The University of Queensland is to create and transmit ideas and knowledge and to develop cognitive skills through teaching and research of the highest international standards, for the particular benefit of Queensland and the good of the wider national and international communities.

**OUR IDEALS**

In pursuit of its aims and aspirations, the University is guided by:
- commitment to world-best practice in all activities;
- belief in the vital community leadership responsibilities of universities in democratic societies; and
- recognition of an obligation to assist students, staff, alumni and members of the wider community to achieve their full potential.

**OUR AIMS**

In all our activities, we aim to:
- attract students, staff and resources of the highest quality;
- maintain and strengthen processes which demonstrate excellence, add value and are of the highest international standards, in order to achieve high quality outcomes – particularly in areas identified as priorities or in which we are regarded as having particular strengths.
TEACHING

National teaching prizes and grants confirmed our academics’ talents for teaching. We nurtured this tradition by reviewing and revising our teaching methods and course offerings, and by encouraging exceptional performance through our own Excellence in Teaching Awards and funding for projects.

Outcomes included high graduate employment rates: our young graduates again topped Queensland in the highly-competitive jobs market. We also achieved global pre-eminence as one of eight universities selected from an international field of 100 to host Rotary Centres for International Studies.

RESEARCH

We again placed second nationally in the Research Quantum – the Federal Government’s annual funds allocation based on overall research performance – with $244 thousand more than in the previous year. An encouragingly large number of private benefactors supported various projects; and the Queensland Government backed us as part of its investment in the “Smart State”, pledging $77.5 million over the next 10 years for the IMB and $10 million over three years for supercomputing.

Support like this flows from an enviable reputation for achieving – and our researchers again excelled. Many exciting discoveries involved business and peer partnerships which transcended geographic and disciplinary boundaries – placing us in the vanguard of global trends towards internationalisation of research.

Our postgraduates – who constituted almost one-fifth of all students – also showed exceptional promise and contributed to strong research outcomes. Nearly 80 percent of all candidates submitting PhD theses this year had found jobs by January 2000, mostly in teaching and research.

MANAGEMENT

Strategic planning and management practices helped make the most of our resources. Information technology applications increased exponentially, as with our teaching and research activities; and careful planning, as detailed in previous Annual Reports, ensured all our systems were Year 2000 compliant prior to December 1999. The changeover date passed without incident.

COMMUNITY

The launch of the Brisbane Institute as a forum for intellectual public debate, and a year of achievement for our new UQ Ipswich Community Service and Research Centre, highlighted a year of dynamic community interactions. For example, the appointment of 39 new adjunct professors this year means 129 community and business leaders from Australia and overseas are now taking part in our academic life.

OUTLOOK

Our progress in the year under review points to a very bright future. Unique facilities such as the IMB, excellent teaching, positive graduate outcomes, a strong research profile and a healthy community presence demonstrate our status as a leader among Australia’s 39 universities.

In 2000 we will build on those successes. We will maintain our proactive approach to teaching, research, astute management of our resources and the forging of mutually-beneficial community partnerships.

Students, staff, graduates and other supporters have all contributed to the achievements outlined in the following pages. I believe that without the efforts of these people, we could not have achieved such a first-rate return to our various stakeholders, nor could we look forward so keenly to such a prosperous and rewarding future.

I thank them all for helping to advance The University of Queensland as a recognised global leader.

Professor John Hay
VICE-CHANCELLOR
THE YEAR’S HIGHLIGHTS

TEACHING AND LEARNING

- PAGE 15  Our young graduates again topped Queensland in the highly-competitive jobs market, with 85.4 percent of those available for work finding full-time jobs within four months of graduating.
- PAGE 17  Our international student numbers hit a record high in first semester and *AsiaWeek* magazine rated us in the top 20 in a review of 79 universities.
- PAGE 20  We maintained a profile at the Australian Awards for University Teaching with three finalists and two winners.
- PAGE 21  Our university was one of eight chosen from 100 applicants world-wide to host Rotary Centres for International Studies, aimed at training tomorrow’s global peace brokers.
- PAGE 23  Senate approved $13 million to redevelop our Gatton campus with a lift in student load and plans to develop a national centre for rural and regional innovation.

RESEARCH AND RESEARCH TRAINING

- PAGES 26-27  We again placed second nationally (after the University of Melbourne) in the 1999 Research Quantum – the Federal Government’s annual funds allocation based on overall research performance.
- PAGE 29  A Queensland Government pledge for $77.5 million over the next 10 years boosted our plans to build the world’s first-known Institute for Molecular Bioscience on the St Lucia campus, in partnership with CSIRO.
- PAGE 29  A State Budget allocation of $10 million over three years advanced plans to enhance our supercomputing facilities and launch a virtual reality centre – only the third in Australia.
- PAGE 33  We awarded the second-highest number of PhDs (after the University of Sydney) of any university.

MANAGEMENT AND RESOURCES

- PAGES 14, 23  Queensland Premier Peter Beattie officially opened Stage One of our high-tech UQ Ipswich campus and we completed Stage Two for an increased student intake in 2000.
- PAGE 37  Streamlining of administrative processes included further development of the Web-based student system SI-Net, introduction of the Aurion integrated human resource and payroll package for staff, and preparations for the launch of the PeopleSoft Student Administration System next year.

COMMUNITY PARTNERSHIPS

- PAGE 16  We welcomed 40,000 visitors to UQ Expo at St Lucia and 30,000 to Courses and Careers events on all campuses.
- PAGE 42  We secured a major role during next year’s lead-up to the Sydney Olympics, as a pre-Games training base for the Italian team.
- PAGE 43  The Brisbane Institute was launched as a national and international public affairs forum with the University as primary sponsor.

A computer-generated view of the Institute for Molecular Bioscience (left), where advanced research will include the search for new and safer vaccines and drugs based on venoms milked from creatures such as the cone shell marine snail (top right) and funnel web spider.
### FIVE YEARS AT A GLANCE

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<thead>
<tr>
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<tr>
<td><strong>NUMBER OF STUDENTS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Total</td>
<td>24,891</td>
<td>26,407</td>
<td>27,698</td>
<td>28,431</td>
<td>29,591</td>
<td>4.1%</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>17,275</td>
<td>18,355</td>
<td>19,382</td>
<td>20,298</td>
<td>21,163</td>
<td>4.3%</td>
</tr>
<tr>
<td>Postgraduate</td>
<td>3,655</td>
<td>3,862</td>
<td>4,150</td>
<td>4,085</td>
<td>4,002</td>
<td>-2.0%</td>
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<tr>
<td><strong>STUDENT LOAD</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Total</td>
<td>20,732</td>
<td>22,217</td>
<td>23,533</td>
<td>24,383</td>
<td>25,164</td>
<td>3.2%</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>17,275</td>
<td>18,355</td>
<td>19,382</td>
<td>20,298</td>
<td>21,163</td>
<td>4.3%</td>
</tr>
<tr>
<td>Postgraduate</td>
<td>3,457</td>
<td>3,862</td>
<td>4,150</td>
<td>4,085</td>
<td>4,002</td>
<td>-2.0%</td>
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<tr>
<td><strong>FUNDING FOR PLACES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Commonwealth fully subsidised places</td>
<td>19,680</td>
<td>20,195</td>
<td>20,820</td>
<td>20,965</td>
<td>21,305</td>
<td>1.6%</td>
</tr>
<tr>
<td>Domestic fee-paying (PG and non-award)</td>
<td>372</td>
<td>290</td>
<td>379</td>
<td>646</td>
<td>903</td>
<td>39.7%</td>
</tr>
<tr>
<td>International fee-paying</td>
<td>1,422</td>
<td>1,595</td>
<td>1,881</td>
<td>2,029</td>
<td>2,344</td>
<td>15.6%</td>
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<td><strong>AWARD COMPLETIONS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Total</td>
<td>5,594</td>
<td>6,060</td>
<td>6,374</td>
<td>6,599</td>
<td>6,849</td>
<td>3.8%</td>
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<tr>
<td>Undergraduate</td>
<td>4,338</td>
<td>4,515</td>
<td>4,613</td>
<td>4,746</td>
<td>5,066</td>
<td>6.7%</td>
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<tr>
<td>Postgraduate</td>
<td>1,256</td>
<td>1,545</td>
<td>1,761</td>
<td>1,853</td>
<td>1,783</td>
<td>-3.8%</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>4,540</td>
<td>4,599</td>
<td>4,496</td>
<td>4,509</td>
<td>4,509</td>
<td>1.9%</td>
</tr>
<tr>
<td>Academic</td>
<td>1,728</td>
<td>1,772</td>
<td>1,775</td>
<td>1,773</td>
<td>1,789</td>
<td>0.9%</td>
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<tr>
<td>Non-academic</td>
<td>2,812</td>
<td>2,828</td>
<td>2,721</td>
<td>2,654</td>
<td>2,720</td>
<td>2.5%</td>
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<tr>
<td><strong>OPERATING REVENUE ($'000)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>418,722</td>
<td>443,113</td>
<td>484,350</td>
<td>499,703</td>
<td>521,590</td>
<td>4.4%</td>
</tr>
<tr>
<td>Commonwealth Government</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating Purposes excluding HECS</td>
<td>207,262</td>
<td>215,448</td>
<td>206,519</td>
<td>204,280</td>
<td>198,043</td>
<td>-3.1%</td>
</tr>
<tr>
<td>Teaching Hospitals</td>
<td>645</td>
<td>657</td>
<td>669</td>
<td>679</td>
<td>690</td>
<td>1.6%</td>
</tr>
<tr>
<td>Capital Development Pool</td>
<td>42,512</td>
<td>44,053</td>
<td>44,617</td>
<td>46,411</td>
<td>50,113</td>
<td>17.5%</td>
</tr>
<tr>
<td>Special Research Assistance</td>
<td>26,193</td>
<td>31,885</td>
<td>33,759</td>
<td>34,687</td>
<td>38,594</td>
<td>11.3%</td>
</tr>
<tr>
<td>Other Research Grants and Contracts</td>
<td>51,146</td>
<td>47,067</td>
<td>61,327</td>
<td>57,846</td>
<td>60,488</td>
<td>4.6%</td>
</tr>
<tr>
<td>Tuition Fees</td>
<td>19,376</td>
<td>22,703</td>
<td>28,161</td>
<td>30,890</td>
<td>37,042</td>
<td>19.9%</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>71,588</td>
<td>81,300</td>
<td>90,642</td>
<td>97,890</td>
<td>95,268</td>
<td>-2.6%</td>
</tr>
<tr>
<td><strong>RESEARCH QUANTUM</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research Quantum amount</td>
<td>20,616</td>
<td>21,317</td>
<td>21,460</td>
<td>23,289</td>
<td>23,133</td>
<td>1%</td>
</tr>
<tr>
<td>as % of national total</td>
<td>9.7%</td>
<td>9.8%</td>
<td>9.8%</td>
<td>10.5%</td>
<td>10.6%</td>
<td>-</td>
</tr>
<tr>
<td>national rank order</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>-</td>
</tr>
<tr>
<td><strong>PROPERTY PLANT &amp; EQUIPMENT ($'000)</strong></td>
<td>802,248</td>
<td>889,493</td>
<td>945,291</td>
<td>1,100,685</td>
<td>1,082,163</td>
<td>-1.7%</td>
</tr>
<tr>
<td>Total Net Assets ($'000)</td>
<td>871,151</td>
<td>978,167</td>
<td>967,730</td>
<td>1,225,991</td>
<td>1,201,992</td>
<td>-2.0%</td>
</tr>
</tbody>
</table>

Notes to five-year summary (above):
Number of students represents the number of students enrolling in Semester 1 as at March 31, excluding cross-institutional students.
Student Load represents the sum of the load for each semester, as recorded at the official census date in each semester, reported in Equivalent Full-time Student Units (EFTSU).
Award Completions represents the number of completed degrees, diplomas and certificates. The awards data for 1999 is provisional.
Staff figures show 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 Research Quantum is a component in the Commonwealth Grant for Operating Purposes. The amount received represents a measure of performance. Since 1995 the national Research Quantum amount has been reallocated among universities each year according to a Composite Index.

### TOTAL UNIVERSITY REVENUE AND EXPENSES 1999

<table>
<thead>
<tr>
<th>REVENUE</th>
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<tbody>
<tr>
<td>Fees &amp; Charges</td>
<td>$75.68m</td>
</tr>
<tr>
<td>Investment Income</td>
<td>$8.72m</td>
</tr>
<tr>
<td>Donations &amp; Bequests</td>
<td>$6.64m</td>
</tr>
<tr>
<td>Scholarships &amp; Prizes</td>
<td>$2.16m</td>
</tr>
<tr>
<td>Other Research Grants &amp; Contracts</td>
<td>$60.49m</td>
</tr>
<tr>
<td>Queensland Government Grants</td>
<td>$60.49m</td>
</tr>
<tr>
<td>Higher Education Contribution Scheme</td>
<td>$82.71m</td>
</tr>
<tr>
<td>Commonwealth Government Grants</td>
<td>$246.10m</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>$36.44m</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$215.9m</td>
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<tr>
<td>Administration &amp; Other General Institutional Services</td>
<td>$57.50m</td>
</tr>
<tr>
<td>Buildings &amp; Grounds</td>
<td>$41.31m</td>
</tr>
<tr>
<td>Commonwealth Government Grants</td>
<td>$82.71m</td>
</tr>
<tr>
<td>Higher Education Contribution Scheme</td>
<td>$82.71m</td>
</tr>
<tr>
<td>Commonwealth Government Grants</td>
<td>$246.10m</td>
</tr>
<tr>
<td>Other Academic Support Services</td>
<td>$25.22m</td>
</tr>
<tr>
<td>Libraries</td>
<td>$24.72m</td>
</tr>
<tr>
<td>Research only</td>
<td>$108.57m</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$518.45m</td>
</tr>
</tbody>
</table>
The original University Act was proclaimed in 1909 – the 50th anniversary of Queensland’s separation from New South Wales. The University is governed by the *University of Queensland Act 1998* which was proclaimed on July 2, 1998 to replace the 1965 Act. During the year under review, the new Act was administered by the Minister for Education, the Honourable Dean Wells, MLA.

By Section four of this Act the University is constituted as a body corporate with the usual powers of a body corporate.

Under sections seven to nine of the Act, the University Senate is the governing body responsible for management and control of University affairs. The Act also defines financial responsibilities and specifies matters on which Statutes can be made.

Each of the following independent operations prepares a set of financial statements for audit by the Queensland Audit Office. Once approved, the figures are added to those for the University to produce data showing our consolidated financial position (see annual financial statements, Appendix B – second volume of this Report).

**COMQUEST GROUP**
- Comquest Pty Limited
- Comquest No. 1 Pty Limited
- Comquest No. 2 Pty Limited
- Bendalba Pty Limited
- Penderlyn Pty Limited
- Sojac Pty Limited

The member companies of the Comquest Group carry out specific research and development and commercialise the results of that research.

**UNIVERSITY OF QUEENSLAND FOUNDATION LTD**
Acts as trustee of and administers any trust fund established for the purposes of The University of Queensland and in particular the trust fund called University of Queensland Foundation Trust.

**UQ HOLDINGS GROUP**
- U.Q. Holdings Pty Limited (holding company)
- SARV Pty Limited (investment company)
- CTR Group (This group provides software development services for telecommunication network services management application; it comprises CTR Incorporated, a controlled entity of CTR Pty Limited not of UQ Holdings directly, and CTR Pty Limited.)
- UniQuest Group:
  - UniQuest Pty Limited
  - International Coatings and Composites Pty Limited
  - UniSynd Pty Limited
  - UniQuest Services Pty Limited
  - Cytokine Mimetics Limited
  - Xenome Limited

The UniQuest Group markets the University’s intellectual resources and services on a commercial basis for the benefit of the University and the community.
Governance

The University is governed by a Senate of 35 members (see page 9) representing University and community interests. Senate is led by a Chancellor and Deputy Chancellor, elected from within its ranks.

The University of Queensland Act 1998 grants Senate wide powers. These include the power to appoint the University’s staff; to manage and control the University’s affairs and property; and to manage and control finances so as to promote the University’s interests.

Senate may delegate power to a Senator, University staff member, or committee including one or more Senators (see chart below). 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 our Chief Executive Officer. Senate relies heavily on the Vice-Chancellor for advice on all matters of policy.

The Senior Deputy Vice-Chancellor, the Deputy Vice-Chancellor (Research), the Pro-Vice Chancellor (Academic) and the Secretary and Registrar assist the Vice-Chancellor. The Senior Deputy Vice-Chancellor is responsible for administration of academic departments and staff; the Deputy Vice-Chancellor (Research) is responsible for research policy development; and the Secretary and Registrar is the principal professional administrator reporting to the Vice-Chancellor, with wide responsibilities for administrative services. The Pro-Vice-Chancellor (Academic) is responsible to the Vice-Chancellor for matters including international education policy, development of the Ipswich campus, marketing and communication, fund raising and development.

The Academic Board is our senior academic advisory body. Members include senior University officers, executive deans, pro-vice-chancellors, heads of schools, heads of departments and some service units, the dean of students, directors of studies, elected members, the president of The University of Queensland Union and five other student representatives. The Board formulates policy on matters such as new courses, teaching, learning and assessment, research, promotions, special studies programs, prizes and scholarships. Committees assist with this work (see charts below and page 20).

THE HONOURABLE
SIR LLEWELLYN EDWARDS
AC, MB BS Qld., Hon.LLD Qld., FRACMA, FAIM
Chancellor

Elected to his third three-year term as Chancellor from 1999. Member of Senate since 1984. Executive consultant to Jones Lang LaSalle in commercial real estate. Director of a number of public companies. Former chair and chief executive officer of the World Expo ‘88 Authority. Elected to Queensland Parliament as MLA (Lib.) for Ipswich in 1972; served terms as health minister, deputy premier and treasurer before leaving Parliament in 1983. Member of the Queensland Government’s Forde Foundation Advisory Council; chair of UQ Holdings Pty Ltd 1998-; chair of the Asia Pacific Economic Forum.

Mr Robert Wensley
QC, BE MEngSc: LLB Qld.
Deputy Chancellor

Elected for a three-year term as Deputy Chancellor from 1999. Senate member 1978-86 and 1988–. A Queens Counsel, barrister, practising arbitrator and mediator. Adjunct professor in our T.C. Beirne School of Law. Director of several University companies. Annual Appeal President 1998–. Memberships: Institute of Arbitrators Australia (associate); Incorporated Council for Law Reporting; Queensland Building Tribunal; the University’s Audit, Discipline Appeals, and Honorary Degrees Committees; Business, Economics and Law Faculty Board; Women’s College Council.

UNIVERSITY COMMITTEES

<table>
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PROFESSOR JOHN A. HAY
BA W.Aust., MA Camb., PhD W.Aust., Hon.LittD Deakin, FACE
Vice-Chancellor
Vice-Chancellor and ex officio member of Senate since 1996, appointment extended this year to 2007. Previously Vice-Chancellor, Deakin University 1992-95; Deputy Vice-Chancellor, Monash University 1988-91, playing a key role in the restructuring of Monash during 1989-91 mergers; and Dean of Arts, Monash 1987, establishing the National Key Centre for Australian Studies. Chair of Australian Government’s Committee for University Teaching and Staff Development. General editor of Bibliography of Australian Literature project.

PROFESSOR E.T. (TED) BROWN
BE MEngSc Melb., PhD Qld., DSc(Eng) Lond., FREng, FTSE, FIMM, FIEAust, MICE, MASCE
Senior Deputy Vice-Chancellor
Appointed Deputy Vice-Chancellor in 1990 and Senior Deputy Vice-Chancellor in 1996. Previously University’s first full-time Dean of Engineering and Professor of Rock Mechanics at the Imperial College, London; Dean of the Royal School of Mines 1983-86. Member: national Cooperative Research Centres Committee and the new Minerals Tertiary Education Council. Director of several University companies.

PROFESSOR PAUL GREENFIELD
BE, PhD NSW, B.Econ Qld, FTSE, FIChemE, MIEAust, MAIChE
Deputy Vice-Chancellor (Research)
Appointed Deputy Vice-Chancellor (Research) in October 1997. Director of Graduate School. Previously Executive Dean of the Faculty of Engineering, Physical Sciences and Architecture (est. 1997) and Pro-Vice-Chancellor (Physical Sciences and Engineering) 1993-1996. Chair since 1994 of the Scientific Advisory Group to the Brisbane River and Moreton Bay Wastewater Management Study and since 1995 of the Waste Technical Working Group (Basel Convention). Director of several University companies including UniQuest Ltd.

PROFESSOR CINDY GALLOIS
BS Georgetown., MA PhD Flor.
President of the Academic Board

MR DOUGLAS PORTER
BA Durh., FAIM
Secretary and Registrar
Secretary and Registrar since 1986. Previously Deputy Registrar, University of Manchester; University Planning Officer, University of Aston, Birmingham. Directorships: QTAC Board; Comquest Group Board; SARV Pty Ltd Board; Joint Company Secretary UQ Holdings. Member of Bond University Council. Secretary to The University of Queensland Senate.

PROFESSOR TREVOR GRIGG
BE B.Econ PhD Qld, MIEAust, FAIM
Pro-Vice-Chancellor (Academic)
Appointed Pro-Vice-Chancellor (Academic) in 1997. Previously Dean of Business, Queensland University of Technology 1995-97; Head, Graduate School of Management, University of Queensland 1992-94. Directorships: Brisbane Water Advisory Board; CRC for Sustainable Tourism Pty Ltd; Carisgold Pty Ltd; UniQuest Pty Ltd. Member of Bremer Institute of TAFE Council. Appointed Deputy Vice-Chancellor (International and Development) of The University of Queensland from 2000.
1999 was the first year in the term of the 29th Senate of The University of Queensland, beginning January 1, 1999 and ending December 31, 2001. Senate met formally on six occasions in 1999.

CHANCELLOR
– The Honourable Sir Llewellyn Edwards, AC, MBBS Qld., Hon.LLD Qld., FRACMA, FAIM

DEPUTY CHANCELLOR
– Mr Robert N. Wensley, QC, BE MEngSc LLB Qld.

VICE-CHANCELLOR

DIRECTOR-GENERAL OF EDUCATION
– Mr Terry Moran, BA LaTrobe

PRESIDENT OF THE ACADEMIC BOARD
– Professor Cindy Gallois, BS Georgetown., MA PhD Flor.

PRESIDENT OF THE UNIVERSITY OF QUEENSLAND ACADEMIC STAFF ASSOCIATION
– Associate Professor Kuldip Singh Bedi, BSc PhD DUniv Griff, DUniv Qld.UT, Univ C.Qld.

PRESIDENT OF THE UNIVERSITY OF QUEENSLAND UNION
– Mr Matthew Carter

ANGLICAN ARCHBISHOP OF BRISBANE

ROMAN CATHOLIC ARCHBISHOP OF BRISBANE

APPOINTED MEMBERS
ELEVEN MEMBERS APPOINTED BY THE GOVERNOR-IN-COUNCIL
– Ms Judith Bell, DipT Brisbane CAE, BEd Qld.UT, BA Qld.
– Mr G.H. (Ted) Edwards, FAICD
– The Honourable Sir Llewellyn Edwards, AC, MBBS Qld., Hon.LLD Qld., FRACMA, FAIM
– The Honourable Michael Lavarch, LLB Qld.UT
– Mr Paul Thomas Lucas, MLA, BEcon LLB Qld., MBA S.Qld
– Mr A.E. de Norbury Rogers, BCom, AUAQ Qld., FCA, FAICD
– Dr Marie Siganto, MA, PGDipEd, PhD Qld.
– Mr Nicholas W. Stump, MAAppSc Adel.
– Mrs Patricia Thompson
– Dr David J.H. Watson, MLA, BCom, AUAQ Qld., MA, PhD Ohio State., FCPA, FCA
– The Honourable Justice Margaret J. White, LLB Adel.

EX-OFFICIO MEMBERS
VICE-CHANCELLOR

DIRECTOR-GENERAL OF EDUCATION
– Mr Terry Moran, BA LaTrobe

PRESIDENT OF THE ACADEMIC BOARD
– Professor Cindy Gallois, BS Georgetown., MA PhD Flor.

PRESIDENT OF THE UNIVERSITY OF QUEENSLAND ACADEMIC STAFF ASSOCIATION
– Associate Professor Kuldip Singh Bedi, BSc PhD DUniv Griff, DUniv Qld.UT, DUniv C.Qld.

ELECTED MEMBERS
ONE MEMBER OF THE ACADEMIC BOARD
– Professor John de Jersey, BSc PhD Qld.

THREE MEMBERS OF THE FULL-TIME GRADUATE STAFF
– Associate Professor Kaye E. Basford, BSc MLitSt PhD Qld., AMusA, FIS, CPAg
– Professor Gordon C. Grigg, BSc Qld., PhD Oregon, DSc Syd., FRZS NSW, FAIB
– Ms Jan Massey, BA Qld., MAdmin Griff.

ONE MEMBER OF THE FULL-TIME NON-GRADUATE STAFF
– Ms Kay Whitleff

TWO STUDENTS
– Ms Katie M. Connolly
– Mr Christopher J. Crawford, BCom Qld.

EIGHT MEMBERS OF CONVOCATION
– Mr Denis J. Brosnan, BA, MLitSt Qld.
– Mr John A. Desmarchelier, AM, ED, BCom NSW, BEcon Qld., FAIM, FAICD
– Dr John M. Fenwick, BE Qld., DPhil Oxsf., MIEAust
– Mr John C. Grigg, QDH Qld.AC
– Dr Mary D. Mahoney, MB BS Qld., GDipClinEd NSW, FRACGP, FAIM, FAMA
– Dr Karin Walduck, MPPharm, Vic. C.Pharm., PhD Qld.
– Mr Robert N. Wensley, QC, BE MEngSc LLB Qld.
– Ms Agnes M. Whiten, BE MSc Philippine, BA Qld., M.AusIMM, MAIME, MSMEP

ADDITIONAL MEMBERS
– Mr Peter G Annand BA LLB Qld., BCL Oxsf.
– Mr Martin D. Kriewaldt BA LLB Qld.

CHANGES TO SENATE MEMBERSHIP DURING 1999
– March: Mr Peter Annand and Mr Martin Kriewaldt were appointed to the Senate.
– August: Mr Chris Crawford resigned.
– December: Mr Matthew Carter retired as President of The University of Queensland Union. His successor was Ms Sarah McBratney.
Strategic Plan 1998-2002

This plan was reviewed during the year and in October 1999 the University Senate approved a new Strategic Plan for 2000-2004. This is available on the Web (www.uq.edu.au/about/organisation/strategic-plans)

The 114-hectare St Lucia campus, a magnificent riverfront site just seven kilometres from Brisbane’s city centre

MISSION
The mission of The University of Queensland is to create and transmit ideas and knowledge and to develop cognitive skills through teaching and research of the highest international standards, for the particular benefit of Queensland and the good of the wider national and international communities.
STRATEGIC AIMS, ASPIRATIONS AND COMMITMENTS

The University of Queensland shares the enduring, traditional aims and aspirations of universities throughout the world: the creation, preservation and transmission of knowledge; the disinterested pursuit of truth; maintenance of the highest standards of teaching and learning, research and scholarship; guardianship of independence of thought and freedom of enquiry; and the enhancing of society’s intellectual, cultural, economic and social well-being.

In pursuit of its aims and aspirations, the University is guided by a commitment to world best practice in all its activities, a belief in the vital community leadership responsibilities of universities in democratic societies and a recognition of its obligation to assist its students, staff, alumni and members of the wider community to achieve their full potential.

As Queensland’s first university, the sole provider in the State of many professional degree programs as well as a very wide range of cultural, scientific and other professional degrees, The University of Queensland recognises its special obligation to play a key strategic role in shaping the future of the State within a variety of regional, national and international contexts.

As one of Australia’s leading, comprehensive, research-intensive universities attracting the great majority of the most able students in its home state, and as one of three Australian foundation members of the multi-national Universities 21 group of world-class universities, The University of Queensland recognises its special obligation to assist its students, staff, alumni and members of the wider community to achieve their full potential.

TEACHING AND LEARNING

Strategic objectives

In order to provide appropriate educational opportunities for the largest possible proportion of the most able students in its home state, for international students of high ability and to provide enhanced opportunities for minority and disadvantaged groups, the University is committed to providing undergraduate and postgraduate education of the highest international standards through:

- the provision of rewarding educational experiences that develop capacities for independent thought, critical judgement, problem solving, effective communication and ethical sensitivity to equip graduates for leadership roles in the professions, business and industry, government and society;

*Universitas 21... an international alliance of research-intensive universities, limited to 20 members worldwide and committed to benchmarking against the highest international standards of practice. Present membership includes:

- University of Queensland, University of New South Wales, University of Melbourne (Australia);
- University of Auckland (New Zealand);
- National University of Singapore;
- University of Hong Kong;
- Peking University, Fudan University (China);
- University of Birmingham, University of Edinburgh, University of Glasgow, University of Nottingham (U.K.);
- McGill University, University of British Columbia, University of Toronto (Canada); and
- University of Michigan (USA).

*The word Universitas dates from medieval times and 21 refers to the 21st century.
In 1999 the University
– enrolled 29,591 students,
– employed 1984 academic and 3012 general staff,
and
– had a total operating revenue of $521.590 million ($548.888 million with consolidated entities). This included $246.097 million from Commonwealth grants and $82.713 million from HECS.

– the development of syllabuses informed by world-best academic practice and by close collaboration and interaction with appropriate scholarly, professional, student and employer groups;
– the systematic application of the most effective, flexible and appropriate teaching and learning modes and technologies and the continuous, structured evaluation of learning outcomes;
– the underpinning of teaching and learning by relevant current research;
– the recruitment, support, development and retention of staff of the highest international calibre; and
– the development and maintenance of a communication and information technology infrastructure at a leading level within the Australian higher education system.

Operational priorities
– Increase the overall student load for the University from the 1997 level of 23,500 EFTSU to 27,000 EFTSU.
– Increase the student load for international students to 3750 EFTSU representing 14 percent of the University’s total student load.
– Increase the number of research higher degree students to 3000 EFTSU representing 11 percent of the University’s total student load.
– Maintain the dominant share of admissions of the most able students within the State into undergraduate programs.
– Increase the participation rate for socio-economically disadvantaged students and disadvantaged minority groups.
– Achieve high levels of long-term satisfaction with the value of programs offered among graduates, their employers and the professions.
– Complete the initial development phase for the Ipswich campus to provide a base for 9 percent of the University’s overall student load (2350 EFTSU) and use this growth opportunity to develop widespread use of student-centred flexible delivery approaches in the educational programs of the University.

– Seek opportunities for enhanced collaboration and strategic partnerships with other institutions in Australia and overseas.
– Provide students with:
  – access to world-class learning materials;
  – opportunities to accelerate progress of their studies through summer schools and recognition of prior learning;
  – improved learning experiences through internationalisation of the curriculum and encouragement for students to study overseas.

RESEARCH AND RESEARCH TRAINING
Strategic objectives
As a comprehensive, research-intensive institution, the University:
– fosters research and scholarship of the highest international standards in all its faculties, departments, schools and centres;
– aims to achieve world-class outcomes across a significant spectrum of disciplines;
– is the major provider of research training in the State and will enhance and strengthen this position through undergraduate honours, masters and doctoral programs; and
– will maintain and strengthen its leadership position in research by the attraction of increasing amounts of funding from national and international research agencies, governments and industry and by a continuing commitment to the commercial application of its intellectual property and research outcomes.

Operational priorities
– Seek to improve the standing of the University in the leading group of Australian universities in research performance at an international standard and among the leading four universities in terms of overall research grant earnings.
– Develop and maintain a sound research infrastructure to meet the needs of researchers and to enhance the contribution of the University to basic research.
The University of Queensland is committed to:

**Strategic objectives**
- ensuring that its academic aims and aspirations and commitments into appropriate Strategic Objectives and Operational Priorities.

**Operational priorities**
- 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.
- Ensure equality of opportunity through a positive and proactive affirmative action program.
- Provide development and training opportunities to assist staff in their professional development and to improve the University’s organisational efficiency and effectiveness.
- Complete the fund-raising program for the planned Institute for Molecular Bioscience, to add to the $30 million already committed by the University and the State Government, aiming for construction of facilities to be completed by 2002.
- Increase the proportion of University income received in addition to the operating grant provided by the Commonwealth Government from the 1996 level of 43.5 percent to 50 percent.
- Ensure that faculties, academic services and the central administration develop and maintain five-year strategic plans.
- Provide an appropriate physical environment and maintain it to high aesthetic, functional and safety standards.
- Provide high quality teaching facilities with particular attention to the needs of students, and improve utilisation by better management.

**Community partnerships**

**Strategic objectives**
The University, recognising that its activities and resources represent a remarkable state and national resource, is strongly committed to:
- developing closer and more numerous links with the wider community of which it is a part;
OBJECTIVES

- to provide undergraduate and postgraduate education of the highest international standard, including opportunities for minority and disadvantaged students
- to equip our graduates for successful careers by offering an educational experience which develops independent thought, critical judgment, problem solving, effective communication and ethical sensitivity

KEY RESULTS

- best graduate outcomes in Queensland
- increased domestic and international student numbers
- high retention and completion rates for student equity groups
- three finalists and two winners in national teaching awards
- selection (from more than 100 applicants) as a Rotary Centre for International Studies
- strong support for flexible learning with three-quarters of students accessing our network from off-campus

OUTLOOK

- decreasing numbers of publicly-funded student places
- potential for more fee-paying overseas and domestic students
- growth in flexible learning for courses

THE YEAR AHEAD

- growth at UQ Ipswich following construction of Stage Two
- $13 million redevelopment at UQ Gatton
- move from credit points to units

Something to smile about... Queensland Premier Peter Beattie (right), a University of Queensland graduate, officially opened the $17 million Stage One of our UQ Ipswich campus. Professor Hay (left) told guests at the ceremony: "If you think this is good, Stage Two will knock your socks off."
ENROLMENTS

Total student enrolments rose to 29,591 – a 4.08 percent increase on the previous year’s figure of 28,431.

We again registered the largest number of first preferences (3788) from Queensland school leavers seeking university places. They included the best and brightest, for example:

- 73.8 percent (344 of 466) of students in the top band with Overall Positions (OPs) of 1, with most enrolled in science, engineering, and the health sciences;

- 65.6 percent of students in the top three OP bands – more than three times the share of our nearest rival, Queensland University of Technology; and

- 66 of Queensland’s 98 Australian Students Prize winners, recognised by the Federal Government for academic excellence in secondary education.

We made offers to 8954 students applying through QTAC, including 243 mid-year applicants. A total of 7397 students accepted places, resulting in 6922 enrolments by March 31. Arts recorded the largest number of admissions, with 1593 enrolments by the census date.

GRADUATE OUTCOMES

This year’s graduate destination survey confirmed the reputation for positive graduate outcomes which last year made us Australian University of the Year.

Our new graduates aged under 25 again topped Queensland for employment, with 85.4 percent finding full-time jobs within four months of graduating. This was well ahead of the State average of 81.9 percent and the national figure of 79.6 percent.

This year’s graduate destination survey confirmed the reputation for positive graduate outcomes which last year made us Australian University of the Year.

Graduate career achievements backed our profile as an elite university.

For example, arts/science graduate Professor Veronica James, whose research may lead to a new breast-cancer screening test, was named a USA Woman of the Year and included in the Cambridge International Biographical Centre’s 2000 Outstanding Scientists of the 20th Century.

Science graduate and 1999 Churchill Fellow Deborah Miller, whose mining industry career has taken her to Indonesia, China and the U.S., was named a Woman of the Year for Outstanding Achievements in a Non-traditional Profession by Swinburne University of Technology’s National Centre for Women.

Michael Lucas was named 1999 National Young Professional Engineer of the Year by the Institution of Engineers Australia, after winning the Queensland award in 1998.

OUR POSTGRADUATES

Postgraduate enrolments this year totalled 5793, including 2434 PhD candidates – up from 2280 in 1998 (for research examples, see page 32).

Completions included 104 research masters (down from 122 in 1998) and 340 PhDs – the most we have awarded in one year and up from 316 the previous year.

Higher degree research students accounted for 2496 Equivalent Full-Time Student Units (EFTSU) – almost 10 percent of total student load. Almost 20 percent of these were international students (see page 17 this section).

Our postgraduates won 143 Australian Postgraduate Awards (APA) with stipend – 9.23 percent of the total available. Another 31 received internal support through University of Queensland Postgraduate Research Scholarships (see page 33).

Degree completions included 340 PhDs – the most we have awarded in one year.
OPEN DAYS
A record 25,000 students, family members and educators attended our annual Courses and Careers Day – 5000 more than the previous year. Our inaugural Postgraduate Evening attracted a further 780 visitors, in line with our goal of targeting postgraduates as well as undergraduates.
Our two-day UQ Expo attracted about 30,000 visitors to St Lucia. The event showcased our research and teaching to the public and prospective students, who explored museums, laboratories, teaching spaces and displays.
About 4000 potential students and interested residents attended our inaugural UQ Ipswich Open Day and more than 2300 attended UQ Gatton Open Day.
Departments and centres also held open days to promote study opportunities. Events included the annual Mine Open Weekend, showcasing the Experimental Mine in suburban Indooroopilly – the only university-owned underground mine in the world located within a capital city.

STUDENT SERVICES
We opened Student Centres, convenient “one stop shops” to streamline student administration, at St Lucia and Ipswich campuses in January (see page 37). We launched our Student 2000 Project, commissioned to implement the new PeopleSoft Student Administration System (see page 37). This system, expected to cost about $10 million over two years, will underpin most major aspects of a student’s relationship with us, from recruitment, admissions and enrolments through to managing records, results and graduations.
Courses and Admissions, the central contact point for current and prospective students, handled specific admissions enquiries and assessment of qualifications from more than 240 enrolling students.
Staff also responded to 9256 enquiries relating to course options and entry requirements. These came from school students, parents, teachers, guidance officers and careers counsellors, mature-age students and students with previous tertiary study.

STUDENT SUPPORT
Student Support Services staff provided personal and academic support through workshops and individual consultations on matters ranging from relationship problems to careers and employment.
During the year, 21.3 percent of the student population accessed Student Support Services for individual counselling or assistance. These students attended for 16,758 individual sessions. The group seminar/workshop program attracted 14,243 participants. (Note: some students may have attended multiple group sessions). Our Health Service expanded following the opening of UQ Ipswich. Patient numbers increased from 40,228 in 1998 to 42,868 this year and an extra 1500 patients were tested for tuberculosis in a special Queensland Health screening program.

SCHOOL LIAISON
Our Schools Liaison Officer and other Courses and Admissions staff made 170 school visits throughout Queensland and northern New South Wales and represented us at 42 career markets in centres including Melbourne, Sydney and Canberra.
They also hosted two information sessions

Student Support Services activities included:
- a new Web site especially for international students (www.uq.edu.au/intstudents);
- new group programs on topics ranging from living on limited budgets to job search in S.E. Asia;
- developing a graduate employment exchange program with the University of Hong Kong;
- working with the Faculty of Social and Behavioural Sciences (and our Universitas 21 partners — see page 11) to introduce Career Development into the Faculty’s curriculum; and
- streamlining our client services with an electronic appointment system and disability management system.

Marine botany, zoology and science students conduct field work in the waters surrounding Moreton Island in Moreton Bay.
following release of OP scores in December – a Tertiary Options Session at St Lucia, and a Course Information Evening at UQ Ipswich.

Faculty heads and Courses and Admissions staff hosted a presentation for 117 school guidance officers, including a tour of the new Ipswich campus. An update session in line with TTSXPO (Tertiary Studies Expo) catered for 30 guidance officers who were unable to attend the first presentation.

We extended our overseas markets this year to include the Middle East, Western Europe and South America; and our International Education Officer attended career markets in Singapore, Malaysia, Taiwan, India, South America, Fiji and the United Arab Emirates.

**SCHOOL-TO-UNIVERSITY TRANSITIONS**

Our Enhanced Studies Program to help gifted high-school students ease into University study involved 61 students from 31 schools this year, compared to 29 students from 19 schools in 1998.

The Physics and Chemistry Departments also continued Enhanced Studies Programs in targeted schools in 1999.

These students enrolled in 24 introductory subjects including accounting, law, drama, British literature, French, German, Russian, government, history, journalism, philosophy, psychology and sociology.

Other chances for high-school students to investigate study and career options included:

- the annual week-long Leo Howard Vacation School for 435 students beginning Year 12;
- the 1999 Queensland Junior Physics Olympiad for 60 Year 10 science students;
- a visit by 55 Year 11 physics and maths students to St Lucia during National Science Week as part of the south-east Queensland Engineering Link Program; and
- our sponsorship of the Queensland ScienCentre Roadshow, which toured Queensland from April to November presenting science displays and research to school and community groups.

**INTERNATIONAL ENROLMENTS**

We enrolled 2319 international students in 1999, up from 1784 students in 1998. Despite the economic downturn in Asia, Asian students represented 65 percent of overseas students and we recorded an 18 percent increase in numbers from 1997 to 1999 (latest data available).

The largest areas of student growth from semester one 1997, to semester one, 1999 were Indonesia (up 27 percent), Singapore (up 36 percent), Taiwan (up 72 percent) and India (up 130 percent).

A review published by the highly-regarded *Asiaweek* magazine confirmed our status as a leading university by ranking us 19th among 79 universities in the Asian region – the highest ranking of any Queensland university.

**INTERNATIONAL INITIATIVES**

A Foundation Year Program, using University of Queensland curricula, operated by International Educational Services (IES), prepares international school-leavers for under-electrical engineering student David Finn (right) and mechanical engineering graduate Glen Rowlinson prepare our solar racing team’s vehicle SunShark for its first 1999 event – the Sydney to Melbourne CityPower SunRace. SunShark finished a strong second and later was the first Australian university entrant — and third overall — to cross the line in the 3010-kilometre World Solar Challenge race from Darwin to Adelaide. The team also took out the GM Sunraycer Award for Technical Achievement for the most commercially-viable innovations. This year’s SunShark team included 20 multi-disciplinary undergraduate volunteer helpers, including a publicity unit of five journalism students.
New overseas agreements strengthened relationships with:

- Universidad Luterana do Brasil, Brazil;
- CESA, Colombia;
- Hochschule Harz, Germany;
- Technical University of Delft, Holland;
- Hong Kong Institute of Vocational Education;
- Lingnan University, Hong Kong;
- University of Hong Kong;
- Universitas Diponegoro, Indonesia;
- Universitas Indonesia, Indonesia;
- ICU Japan (renewal);
- Kitakyushu University, Japan;
- Kunsan University, Korea;
- Stockholm University, Sweden;
- King Mongkut’s Institute of Technology, North Bangkok, and Ladkrabang, Thailand; and
- University of Illinois, Urbana-Champaign (renewal), USA.

graduate courses. This year the Program enrolled its second intake of 70 well-qualified students from more than 25 countries. Of the 49 who graduated in December, 25 have enrolled in undergraduate courses. A further 17 are due to graduate in July 2000.

Thirty-five students completed their first year of undergraduate studies following foundation studies in 1998, with 34 going on to a second year.

Our Institute of Continuing and TESOL Education (ICTE — see also pages 45, 47) enrolled 699 international students for English language and academic preparation programs, and hosted study tour groups from Japan (258 students) and Brazil (23 students).

ICTE also won a $350,000 contract to provide English language and technical studies training programs to 125 students for one of Japan’s largest associations of tertiary education institutions. The Tokyo Colleges Association (TCA) has 70 junior college members in the Tokyo metropolitan area with about 76,000 enrolled students. The initiative is a joint venture between Australian Education International Japan, TCA and Qantas.

EXCHANGE AGREEMENTS

Formal student exchange agreements resulted in 82 students completing part of their degrees overseas and 120 international students joining us here.

Twinning programs in Malaysia with HELP Institute, Prime College, Sedaya College and Nilai College, and in India at the Amity Law School, continue to flourish. International Education Directorate staff, and other administrators and academics, hosted visits to the St Lucia campus from more than 60 delegations of senior international academics, advisers and government personnel.

We signed 13 Memoranda of Understanding and two renewals covering selected undergraduate and postgraduate courses, plus research, sporting links and staff development agreements.

EQUAL OPPORTUNITY

In 1999, women represented 53.43 percent of the total student population and 54.69 percent of undergraduates. Numbers increased slightly from 14,951 in 1998 to 15,811 this year.

The proportion of women in higher degree courses was steady at 47.20 percent. The masters coursework figure of 53.51 percent also remained unchanged.

We established an Engineering Diversity Committee to act on recommendations of the Engineering Diversity Report. Initiatives included establishing a Catalyst Centre, more inclusive staff and student recruitment, facilitating links with industry, promoting work and family initiatives and encouraging further research on diversity issues in engineering.

Other highlights (see also page 36) included:

- seminars urging potential students to consider careers in non-traditional disciplines such as engineering (Office of Gender Equity, the Centre for Women in Engineering);
- record attendance of about 550 (up from 270 last year) at the annual Jobs for the Girls seminars for Years 10-12 girls, teachers and parents. The focus has widened from engineering to include science, information technology, food technology and the environmental and agricultural sciences.
INDIGENOUS STUDENTS

A total of 234 Aboriginal and Torres Strait Islander students, including 23 postgraduates, studied this year at St Lucia, Gatton, Herston, Ipswich and Thursday Island. Most were enrolled in arts, social work, indigenous primary health care and applied science.

The first Aboriginal student to complete an MBA (Executive) graduated in December and an Aboriginal student awarded a Bachelor of Social Work degree was Valedictorian at her graduation ceremony.

The Indigenous Primary Health Care program yielded 11 graduates. Major third-year projects included studies on data systems in the Torres Strait and Brisbane, service delivery in the Torres Strait, substance abuse in Brisbane and Woorabinda and health needs and access assessment in Brisbane, Northern Territory and Northern Queensland.

Aboriginal and Torres Strait Islander Studies (ATSIS) Unit staff supported indigenous students and conducted research. Highlights included:

- secondment of the Unit’s Deputy Director to the Council for Aboriginal Reconciliation to develop a draft document of national reconciliation;
- an ARC Large Grant to continue cultural heritage research in Central Queensland; and
- provision of cross-cultural awareness training to Pacific Coal, part of Rio Tinto, the world’s largest mining conglomerate.

The Unit’s teaching role expanded with the development of courses in ethnomusicology to be offered in the Sociology, Anthropology and Archaeology Department and in the School of Music.

STUDENTS WITH DISABILITIES

At enrolment 840 students advised us of disabilities. We developed Individual Access Plans for 515 students who contacted the Disability Program during the year.

We completed a Disability Action Plan (see page 38) and delivered 2104 services as follows.

- Forty-one students used the Participation Assistance Program for academic tasks such as reading the library catalogue and participating in practical classes.
- Seventeen students used the Alternative Print Service, which doubled the number of Braille pages produced since 1998, tripled tactile drawing production, and increased provision of enlargements, audiotapes and electronic format information.
- the Peer Notetaking Program provided 164 students with lecture notes for 437 subjects.
- Three students with profound hearing impairment used the “real time” transcription service and we provided a deaf student with a signing interpreter.
- Equipment on loan included writing, hearing and mobility aids.
- We bought Smartview magnification equipment for use in the UQ Ipswich and Social Sciences and Humanities libraries.
- The Vice-Chancellor made a donation to the Guide Dogs for the Blind Association of Queensland to support training of puppies as seeing eye dogs.

FEMALE ENROLMENTS BY FACULTY

<table>
<thead>
<tr>
<th>Faculty</th>
<th>1998</th>
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<tr>
<td>Social &amp; Behavioural Sciences</td>
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The Governor of Queensland, Major General Peter Arnison AO, talks with students during a visit to the Centre for Indigenous Health, Education and Research — a joint venture between The University of Queensland and the Queensland University of Technology.
EQUITY THROUGH UQ-LINK

More than 250 Year 12 students applied for 117 new places on offer through UQ-Link, our special-entry program for academically-talented students from socio-economically disadvantaged backgrounds.

A total of 357 students enrolled through UQ-Link and 71 graduated in disciplines including medicine, veterinary science, law, dentistry, commerce, engineering, occupational therapy and speech pathology.

UQ-Link activities include special orientation sessions, residential scholarships, ongoing personal and academic support and emergency financial grants.

A Freecall telephone number was also established this year to help rural and remote students access information. The number is promoted in regional areas through Freecall “phonecard” and has been widely accessed.

TEACHING: RECOGNITION AND REWARD

National and in-house awards confirmed our reputation for effective teaching. For the third consecutive year we excelled in the Australian Awards for University Teaching, with three national finalists and two winners.

UQ Student Services Network: Connecting students to their environment, (see page 37) was a finalist in the institutional awards category, and individual prizes of $40,000 went to:

- Dr Lloyd Davis (Arts Faculty – humanities and arts category); and
- Professor Gabriel Moens (Law School – law and legal studies. Co-winner with Jeff Giddings of Griffith University).

We made five awards of $10,000 each through our own Excellence in Teaching Awards scheme, jointly funded by the University and the Alumni Association. The winners were:

- senior lecturer Dr Alan Cody (Physiology and Pharmacology);
- senior lecturer Dr Helen Purchase (Computer Science and Electrical Engineering);
- lecturer Dr Anne Ross (Sociology, Anthropology and Archaeology/Natural and Rural Systems Management);
- lecturer Dr Virginia Slaughter (Psychology); and
- Professor of Information Systems Ron Weber (Commerce).

Another four finalists received commendations: Dr Craig Franklin (Zoology and Entomology); Dr John Macarthur (Architecture); Dr Peter O’Donoghue (Microbiology and Parasitology) and Dr William Tow (Government).

TEACHING: FUNDING AND OUTCOMES

Australia’s Committee for University Teaching and Staff Development (CUTSD), headed by our Vice-Chancellor, fosters good university teaching nationally.
This year our academics attracted four CUTSD grants totalling $363,206 (of a national pool of 65 grants worth $4.5 million) to fund innovative ideas as follows.

- Associate Professor David Radcliffe (Mechanical Engineering) won a $150,000 Institutional Award for a Value-added career start program. This prepares students for job placements by teaching communication, leadership and teamwork as complements to technical skills.
- Professor Martin Stuart-Fox (History) was an Institutional Partner in a $127,705 Institutional Award with Professor M. Finnane of Griffith University, for Changing history teaching.
- Individual Awards went to Dr Marianne Hanson (Government) – $39,072 for Introducing enhanced case study teaching in international relations; and to
- Dr Debra Hoven (Asian Languages and Studies) – $46,429 for Web-based Indonesian language multimedia package.

**TEACHING: QUALITY CONTROL**

Our Teaching and Educational Development Institute (TEDI) piloted a program called Continuous Curriculum Review (CCR).

One department in each faculty reviewed courses and revised teaching strategies according to student feedback; and students self-assessed their skill levels against graduate attributes to identify areas of perceived improvement on a year-by-year basis for each course.

Student responses for each course were reported to departments and areas needing revision were identified. This feedback will benefit curriculum evaluation and redesign.

We encourage teachers to seek feedback and this year 1400 teachers and tutors carried out 4902 teaching and subject evaluations to survey student opinions. TEDI processed 143,090 student questionnaires and provided results to teachers.

A total of 94 academics new to teaching attended compulsory three-day TEDI Introduction to teaching and Welcome to new academics programs.

Our annual University Staff Development Committee scholarships encouraged completion of formal teaching qualifications, and 15 staff completed the Graduate Certificate in Education (Higher Education). In addition, 882 staff members participated in 62 development programs in teaching and learning.

TEDI offered four multimedia workshops for teachers unable to attend courses and seminars. Participants received materials electronically and met only to set the agenda for the workshop.

We also supported our teachers through an allocation of $359,125 to the Staff Development Program, to facilitate individual professional development and ultimately boost our institutional teaching performance.

**TEACHING: SETTING STANDARDS**

Teaching and Learning Committee members revised the Teaching and Learning Enhancement Plan for the triennium 2000-2002.

The Committee is also responsible for the Teaching Quality Assurance guidelines which faculties use to distribute five percent of the teaching component of their budgets to departments and schools on the basis of quality outcomes in teaching and learning.

**International coup…**

Ours was one of eight universities chosen from 100 applicants worldwide to host Rotary Centres for International Studies.

Each year from 2003, we will enrol up to 10 overseas Rotary-sponsored scholars in a two-year masters course. The Centres are part of the Rotary Foundation’s global vision to promote world peace by training tomorrow’s community, business and political leaders in confliction resolution and diplomacy.
This was the first year faculties allocated five percent of their budgets, compared to an allocation of two percent in 1998.

**FLEXIBLE LEARNING AUDIT**

Flexible delivery (see page 48) characterises all new courses taught at UQ Ipswich and is used increasingly throughout the University.

A survey by our Information Technology and Services Policy and Planning Sub-Committee found three-quarters of students accessed our network from off-campus, suggesting strong support for the shift towards flexible learning. (The sample of 1876 students did not include Ipswich or Graduate Medical Course students whose coursework involves higher-than-usual levels of I.T.)

The survey found 88 percent of students could access computers off campus, and 71 percent had Internet access. Of the latter, 56 percent use the free dial-in account provided through our Information Technology Services (ITS). Ours is one of the few Australian universities to give undergraduates free access.

We are addressing problems identified by the survey. These include difficulties with reliable off-campus access to the network (reported by 59.9 percent of respondents), a need to improve access to safety-net computing facilities on-campus, and a need to promote the free email accounts provided through ITS.

Forty-nine percent of students regularly use this service, which has potential to enhance our teaching, learning and administrative activities.

**LEARNING TECHNOLOGY INITIATIVES**

Educational Multimedia Services (EMS) worked on 135 projects in 1999 to boost educational resources on the Web and on CD-ROM. Nearly 50 percent of the projects were developed in WebCT (Web Course Tools) for students at UQ Ipswich. EMS also provided 25 individual, departmental, or campus-wide WebCT seminars and workshops.

New teaching tools include:
- the Virtual Thermodynamics Website (http://thermo.mech.uq.edu.au) — where engineering students can learn thermodynamic principles by exploring and manipulating a “virtual” power plant; and
- Physical Examination of the Newborn, a CD-ROM which gives medical students practice in examining hands, feet, eyes, ears, pulse and other features of a wide range of healthy, sick and malformed babies. The CD earned a Highly Commended (second place) award in the British Medical Association Medical Book Awards – Electronic Media.

**THE MOVE TO UNITISATION**

We have for many years used credit points to value individual subjects needed to complete a degree (eg a bachelor of arts degree requires 240 credit points, which may comprise 24 standard subjects at 10 points each).

Last year we began a move from credit points to units, for transition by January 1, 2001. All programs will be based on a standard eight units per semester. Advantages will include uniformity of workloads University-wide and the elimination of idiosyncrasies.

The move is right on target with curricula review and restructure completed in all faculties. Plans are now under way in 2000 to finalise all administrative details and effectively communicate the changes to all stakeholders.

Strategies include a communications plan being developed in our Office of Marketing and Communications and revision of all handbooks for students enrolling in 2001.

**INDUSTRY AND COMMUNITY SUPPORT**

Material support for teaching and learning included a number of valuable gifts from friends and benefactors. These ranged from funding for scholarships and prizes to a 160-volume set of the Chinese Buddhist canon (see page 45).

Business, industry and community leaders also contributed expertise through initiatives such as the Adjunct Professorship scheme (see page 44).
LIBRARY
This was another dynamic year for the University Library – the largest collection in Queensland. Our University Librarian shared the Australian Library and Information Association (ALIA) Library Manager of the Year award with the Deakin University Librarian; and our $9.8 million refurbishment last year of the Duhig Building earned two architectural awards (see page 39).

Client service advances included new procedures to speed re-shelving of the 3.6 million items used during the year, extension of our Web site (www.library.uq.edu.au) to include papers and reading lists on our Course Materials listing, and monitoring of copyright legislation to improve on-line services.

We bought another 300 computers for student use and upgraded software for our Innopac system to ensure Y2K compliance (see page 38) and improve information delivery.

We held focus groups to explore student needs and conducted a customer survey. These showed overwhelming approval for Library services and suggested improvements, such as the need for more computers and photocopies.

University 21 partners (see page 11) also saw the Library as performing well against others and identified improvement opportunities.

Other highlights included:
- opening of the UQ Ipswich Library and expansion of its print collection, electronic journals and networked databases to facilitate flexible delivery (see page 48) of courses on all campuses;
- acquisition of the Web of Science (the first available in Australia), a database giving access to thousands of journals in all fields;
- participation with the Faculty of Engineering, Physical Sciences and Architecture in the Australasian Virtual Engineering Library (AVEL – http://avel.library.uq.edu.au);
- 1966 information skills training classes for more than 34,000 students and staff from the University;
- 35 school subscriptions to UQL Cyberschool, launched this year to give secondary school students access to electronic journals and other online information; and
- extended services to business and industry such as topical searches to help local companies with problem solving and research.

UQ IPSWICH
The ready for the start of the academic year was a landmark in our University’s history (see page 39). The construction of Stage Two was completed also, ready for classes in 2000.

UQ Ipswich accepted an inaugural intake of some 300 students on Campus, plus another 120 students based temporarily at the Bremer TAFE accessing Campus facilities and teaching. Those 420 students were enrolled in seven degree programs, most of which were new to the University, and all were taught in a new flexible learning resource-intensive mode.

UQ GATTON
In October Senate approved a $13 million plan to redevelop UQ Gatton (formerly Gatton College, one of the State’s oldest educational institutions) as outlined in a report by our Senior Deputy Vice-Chancellor Professor Ted Brown.

The Futures of the Faculty of Natural Resources, Agriculture and Veterinary Science outlines a broad vision for the campus. Initiatives include:
- increasing the student load to 2500 within five years;
- developing a national centre for rural innovation in partnership with the University of Melbourne;
- building new partnerships with diploma and certificate providers such as rural industry training colleges, TAFE colleges and the Queensland Department of Primary Industries;
- major upgrades of library and student facilities;
- upgrade of local area network facilities to boost communications between Gatton, Ipswich and St Lucia;
- $1 million start-up funding for flexible learning; and
- a professorship in rangelands management.

New courses in 1999 included...
- agricultural science/education
- music/education
- natural resource economics/education
- social science/education
- engineering (with a new minor in biomedical engineering)
- journalism/arts
- journalism/social science
- journalism/laws
- psychological science
- social science
- business (hospitality management)
- (Southbank TAFE College of Tourism and Hospitality)
- social science/arts
- social work/social science
- environmental management
- environmental science
- business (communication)
- electronic commerce
- education (graduate entry)
- contemporary studies
- information environments
- business (leisure management).

THE YEAR 2000
- We will begin implementing our $13 million plan to redevelop UQ Gatton as outlined above.
- Our Student Centres will expand to include a network of touch-screen kiosks on our three major campuses to provide 24-hour access to student information.
- We will finalise the move from credit points to units, scheduled for completion by January 1, 2001, and publicise the new system to all stakeholders.
- A working party will review guidelines for the UQ-Link program to improve access for students from rural and isolated areas.
Academic honours

Science/arts graduate Steven Suchting won one of three Australia-at-large Rhodes scholarships for 2000, sustaining our long tradition of producing Rhodes Scholars. Other high-achieving students were recognised nationally and internationally this year, including the following.

- We honoured 88 outstanding first-class honours graduates with University Medals, celebrating scholarship of the highest order. Each medallist achieved a Grade Point Average (GPA) of 6.4 or better from a maximum of 7.

- Michael Lucas was also named 1999 National Young Professional Engineer of the Year by the Institution of Engineers Australia. He won the Queensland award in 1998.

- Law students Peter Black, Jonathan Cheyne, Avryl Lattin, Annelies Moens and Carly Roberts beat students from 70 law schools in 30 countries to win the prestigious Willem C. Vis International Commercial Arbitration Moot in Vienna. The win confirmed the Law School’s high standards – a University team also took first place in 1997 and second place in 1998.

- Second-year arts student Davina Bailey was one of only two Australians awarded Menzies Centre History Scholarships. She will study for a year at King’s College, University of London.

- Arts/economics student Natalie Partlett won one of only five Zonta International Foundation Jane M. Klausman Women in Business Scholarships awarded worldwide. She will finish her undergraduate degree by studying economics at the University of Duisburg in Germany and languages at the University of Salamanca in Spain.

- Bachelor of business (agribusiness) student Kate Taylor spent second semester at Texas A&M University after winning the inaugural Queensland Cotton International Student Exchange Scholarship.

- Fourth-year music student Tim Munro won a $10,000 Queen Elizabeth II Silver Jubilee Trust Achievement Award, the James Carson Memorial Trophy and the School of Music Wind Prize. He was also a finalist in the ABC (Symphony Australia) Young Performers’ Competition. He plans to study flute in Holland, Germany and Switzerland in 2000.

- First-year students Elizabeth Webb (engineering) and Rebecca Farley (arts) were members of the first Australian team to win the international finals of the Future Problem Solving competition held in the USA.

- Master of technology management student Dr Gerald Haaima won a Queensland Government International Business Cadetship to work in Brisbane and in Los Angeles on a project to advance the State’s biotechnology industry.

(From left) Engineering students Michael Lucas (PhD, mechanical), William Twyford (mechanical and space), Melissa Ness (electrical) and Stephen Brammer (mechanical and space) test one of their soccer-playing robots. They designed and built the two entries which won both the design and new technology sections of the Robocon 99 World Robotics Championships in Japan.
A balance between study and leisure, with opportunities for recognition in various endeavours, is the mark of an elite university – and ours is no exception. Members of the public are as welcome as students to enjoy our vast range of sporting facilities and we encourage the elite athletes within our ranks to achieve their personal bests. Student activities this year included the following sporting highlights.

First-year bachelor of education student Debbie Pickersgill, who broke a six-year national shotput record by more than three metres at the 1999 Australian University Games, was named **Sportswoman of the Year**. She is training to qualify for the Australian team for the 2000 Olympic Games in Sydney.

Third-year veterinary science student and Australian Rules footballer Matthew Clarke was **Sportsman of the Year**. A former Brisbane Lions player, he made his fourth State of Origin appearance this year for South Australia. He has joined the Adelaide Crows for the 2000 season but plans to complete his studies here and commute for training and games.

**Full Blues** went to Richard Upton (swimming), Kym Shirley (cycling) and Luke Power (Australian rules). **Half Blues** were awarded to Debbie Pickersgill, Ben Appeldorn (soccer), Sean Fyfe (tennis), Heath Ramsay (swimming), Richard Burgess (Rugby), Melinda Geraghty (swimming), Melissa Moss (athletics), Steven Keir (volleyball) and Hardy Cubasch (rowing).

Ten elite athletes won **University of Queensland Sports Scholarships**, administered by UQ Sport and supported by the University’s Alumni Association and Ansett Australia. The awards, worth $1250 each plus free use of UQ Sport facilities, went to Lachlan Stevens (cricket), Richard Brockett (athletics), Rachel Francis (basketball), Julie Korst (basketball), Ashley Elphinston (Rugby), Shaun Coulton (rowing), Sarah Rylands (hockey), Glen Kolpak (soccer), Richard Upton (swimming) and Catherine Surja (swimming).

Nick Lorenz (computer science and electrical engineering), Australia’s under-20 800m champion, and Belinda Lean (speech pathology), Queensland Country 400m and 800m champion, won the men’s and women’s sections of the **Great Court Race** – a 637m run through the Great Court cloister at St Lucia. This annual event is modelled on a Cambridge University tradition.

The inaugural 500m **Walkway Challenge** this year may signal a similar tradition at UQ Gatton. Megan Minehane (applied science in protected management) and Robert Doyle (applied science in crops and rangelands) won the women’s and men’s events respectively.

Our sports stars shone in national competition. They finished second overall, behind Sydney University, in a field of 52 teams from 42 institutions at the **1999 Australian University Games** in Perth; and achieved team firsts in athletics and in all the men’s freestyle swimming relays.

Our University beat the University of New England in the first **Clem Jones Shield** competition between the two universities since 1982. The Shield was keenly contested from the 1950s to the 1980s. Points were calculated from the results in men’s and women’s basketball, tennis, hockey, squash and Rugby.

Internationally, a University of Queensland Rugby Club team scored three wins and three losses during a tour to England, the Irish Republic and Northern Island.

**Below left: The Super Cs, winners of the annual Alpine World Electronic Triathlon... (from left) Shaun Coulton (psychology/human movement studies), Natalie Cooke (physiotherapy) and Hardy Cubasch (commerce) each won a ski trip to Perisher Valley. Three-person teams competed on cycle ergometer, rowing ergometer and step machine.**

**Below right: Final-year food science and technology student Nathan Flick... star performer for three years at the annual World Drug-free Bench Press Championships, with seven awards and two world records to his credit**
OBJECTIVES

- Foster excellence in research and scholarship, achieve world-class outcomes and increase our pre-eminence as a research training institution
- Boost our leadership status by increasing our share of research funding and by developing commercial applications of our intellectual property and research outcomes

KEY RESULTS

- placings among the top two or three universities nationally in competitive funding rounds
- second nationally in the Research Quantum
- second nationally in number of PhDs awarded
- massive State government support, including funding for the IMB ($77.5 million over 10 years) and high performance computing (including a virtual reality centre) ($10 million over three years)
- increased number of start-up and spin-off companies
- increased promotions success rate for women academics

OUTLOOK

- increasing internationalisation: more worldwide linkages and partnerships
- multidisciplinary problem-solving, e.g. through biotechnology
- expanding use of information technology to facilitate communications and teamwork
- increasing reliance on non-government funding for research
- commercialisation of research results

THE YEAR AHEAD

- the world’s first flight test of a “scramjet” engine
- development of new facilities including the IMB

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Research quantum allocations 1995-1999 ($millions)

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Dr Richard Lewis with poisonous cone shell snails... part of a project to create highly-selective pain killers from the venom of 50 species of Great Barrier Reef cone shell snails, a joint venture between our Centre for Drug Design and Development and Australian company AMRAD
TOP PERFORMANCE

National grants allocations again placed us among the top few of Australia’s 39 universities and a range of research indicators showed improved performance in 1999 over previous years.

We retained second place (behind the University of Melbourne) in the 1999 Research Quantum (the Federal Government’s annual funds allocation based on overall research performance) and continued to perform well in peer-reviewed competitive funding schemes.

We led the country for new grant allocations in the Federal Government’s SPIRT (Strategic Partnerships with Industry – Research and Training) scheme. Our researchers won 35 new grants worth $5.056 million over three years (including $1.695 million for 1999) – a substantial increase on 1998 when we placed third nationally.

Our role in seven Cooperative Research Centres (CRCs) awarded seven-year funding totalling $110 million confirmed our capacity for long-term strategic partnerships with industry.

CRCs are funded competitively by the Federal Government and involve university, industry and other research groups. Research carried out in our Centre for Cast Metals Manufacturing, or CASTmM, ($21 million) and the Centre for Enterprise Distributed Systems Technology ($20 million) will advance Australia’s light metals industry and information technology infrastructure respectively.

ARC SUPPORT

We placed second nationally for New Large Project grants from the Australian Research Council (ARC) and led Queensland for new and continuing ARC Large Grants (66 grants, representing 69 percent, or $3.483 million, of the State’s $4.97 million total for 1999). Our success rate was 24.4 percent – up from 20 percent the previous year, and well above the national success rate of 20.7 percent.

In line with reduced overall Federal Government funding ($27.99 million in 1998 down to $27.38 million in 1999), our ARC Small Grants allocation of $2.265 million declined from the $2.28 million received in 1998. Ours was the fourth-largest allocation after the University of Melbourne and we used it to award 130 new and continuing grants (see page 29).

ARC funding over three years also launched our $1.25 million Key Centre – one of only eight awarded nationally – for Human Factors and Applied Cognitive Psychology. Based in the Faculty of Social and Behavioural Sciences, this centre will pool expertise from Australian universities in studying work performance issues relevant to industry, for example the design of computer operating systems.

Our share of the National Competitive Research Grants Index rose again, from 9.56 percent in 1998 to 10.19 percent this year – a 48 percent increase since 1995.

The Federal Government uses this result as a yardstick in deciding the Research Infrastructure Block Grant (RIBG). This gave us $8.69 million – a drop from the previous year ($9.259 million) due to a steep reduction in the national pool, but a greater share of the total than in 1998.

We received seven ARC Research Infrastructure (Equipment and Facilities) Program (RIEFP) grants worth $1.695 million – placing us fourth nationally.

Eight new fellowships placed us fifth in the 1999 ARC Fellowships round. Our overall success rate of 17.8 percent bettered the national rate (13.5 percent) and those of other institutions (Australian National University 15.8 percent; University of Melbourne 15.5 percent; University of Sydney and University of Adelaide 14.1 percent each).

ARC Large Grants for ventures such as

– a Physics project measuring mesoscale forces and rotational dynamics using optical tweezers ($95,000 for the first year), and
– a Zoology study of the diving capabilities and physiology of turtles which breathe through both gills and lungs ($96,000 for the first year).

1999 SPIRT GRANTS

| UNIVERSITY OF QUEENSLAND | 35 | $1.695m |
| University of Sydney | 33 | $1.507m |
| University of Melbourne | 32 | $1.637m |
| University of New South Wales | 28 | $1.454m |
| Monash University | 22 | $0.967m |

Heat-treating aluminium castings at Melbourne-based PBR Automotive – the process, developed by University of Queensland-based CAST researchers, has saved Ford New Zealand an estimated $1 million.
Fourth nationally and first in Queensland for RIEFP grants including

- $170,000 towards a new generation electron microscope for our Centre for Microscopy and Microanalysis, and
- $325,000 for a high throughput mass spectrometer system for our Centre for Drug Design and Development in conjunction with Griffith University.

Our results in this round included two of only 15 five-year ARC Senior Research Fellowships offered nationally, and six Australian Postdoctoral Research Fellowships, each funded for three years.

NHMRC SUCCESS
We moved up from fourth nationally in 1998 to second this year (after the University of Melbourne) in the National Health and Medical Research Council (NHMRC) new grants list, with 45 awards worth $3.85 million. We maintained second place nationally and topped the State (receiving 86.7 percent of $12.369 million available for Queensland) for the total value of new and continuing grants.

EQUAL OPPORTUNITY
The proportion of women chief investigators awarded ARC and NHMRC grants increased from 16.3 percent in 1998 to 21.6 percent this year. Particularly good gains were made in ARC Small Grants (up 12.3 percent to 28.7 percent in 1999).

One in three women (10), compared with one in four men (10), won awards in our Early Career Researcher Grants scheme (see page 29).

ENCOURAGING EXCELLENCE
Our inaugural University of Queensland Foundation Research Excellence Awards, totalling $430,000, made us the first university in Australia to reward performance and leadership potential in early career researchers. Seven winners were chosen from 53 applicants, to advance studies ranging from behaviours in juvenile offenders to the development of new composite materials for surgical bone implants.

The awards, a joint initiative between The University of Queensland Foundation Ltd and the Office of the Vice-Chancellor, superseded the Foundation’s annual research grants scheme launched in 1986.

Over the past 17 years the Foundation has given more than $1.8 million as seed funding for 98 projects. This year $161,000 advanced eight studies including urbanisation in Brisbane, regulation of company takeovers, autistic children’s understanding of emotion and China’s South-East Asia relations.
Our Research Committee provided $300,000 in Early Career Researcher Grants to launch 50 new projects and facilitate later access to external funding. This amount was topped up to $866,274 with 25 percent of ARC Small Grants Scheme funds (see page 27), so that 30 projects received ARC Small Grants and 20 received ECRF grants.

**NEW FACILITIES, MORE SCOPE**

The **Australian Genome Research Facility** (AGRF) opened as the world’s first generic genome research centre – a milestone in developing an internationally-competitive Australian biotechnology industry. Genotyping studies with applications in medicine, veterinary medicine and agriculture, plus large-scale multi-organism DNA analysis, are now being performed in Australia. A $10 million Federal Government grant plus Victorian and Queensland Government grants funded the Facility, which is jointly centred in Brisbane at The University of Queensland and in Melbourne at the Walter and Eliza Hall Institute of Medical Research.

A new $2 million **Moreton Bay Research Station and Study Centre** replaced our 50-year-old facility on North Stradbroke Island. This was funded by the Port of Brisbane Corporation, Consolidated Rutile Limited, DETYA, and our own resources.

We announced plans for a new **Centre for Critical and Cultural Studies** to open in January 2000 as a driver of research in the humanities. This Centre will be funded jointly by the Faculty of Arts Executive Dean’s Strategic Reserve, the Vice-Chancellor’s Strategic Development Fund and the Deputy-Vice-Chancellor (Research).

We opened a **Centre for Online Health**. This will use information technology to help move health care from hospitals into homes. Partners include Queensland Health, the Brisbane-based Distributed Systems Technology Centre, CSIRO, Sun Microsystems, Data General, Blue Care and the Wesley Group of Hospitals.

Another $77.5 million in Queensland Government funding boosted planning for our **Institute for Molecular Bioscience (IMB)**, announced last year. Our project partner, the CSIRO, will contribute $50 million to the $105 million Institute. It will spawn genetic solutions to a host of problems, ranging from cures and treatments for diseases like cancer to new ways of feeding the Earth’s growing population. Daryl Jackson Pty Ltd Architects was chosen from six candidates to design the six-storey building. Brisbane City Council and the Commonwealth Parliamentary Standing Committee of Public Works gave their approvals and construction is expected to begin mid-2000 for completion in 2002.

The 1999 Queensland State Budget included a $10 million grant over three years to enhance our supercomputing capabilities and launch a virtual reality centre – only the third such complex in Australia. Scientists will use the centre to study problems in new ways, for example by taking 3D walks through molecular structures or virtually viewing, from new angles, pollution flows in waterways.

**Below far left:** Dr Philippa Uwins heads a team whose discovery of nanobes – organisms much smaller than the tiniest certified terrestrial bacteria on Earth – could sway debate about extra-terrestrial life and the origin of life on Earth and other planets. The researchers, from the Centre for Microscopy and Microanalysis, and the Microbiology and Parasitology Department, found living colonies of the organisms in ancient material retrieved from an oil drilling site 3-5 kilometres below the Australian seabed.

**Below left:** Senior scientist Dr Ian Findlay at work in the AGRF… taking part in a project to develop a same-day diagnostic test for chromosomal abnormalities, including Down syndrome, in unborn babies.

**Below:** Double trouble… the world’s first known identical koala twins were born and reared in mother Rexine’s pouch at the Koala Study Program’s facilities. Rexine came to the University several years ago after her mother was injured in a rare attack by birds, causing her total blindness and partial blindness in Rexine. The twins’ father, Buddy, was brought to the University after being blinded in a dog attack in 1991.
Institutional strengths…

- Applied molecular science
- Cognitive science and neuropsychology
- Conservation biology
- Disability and special education
- Human clinical drug sciences
- Information technology
- Linguistics and applied linguistics
- Mining, mineral and metals processing
- Molecular and cell biology
- Neurobiology

WORLD-CLASS OUTCOMES

Our researchers advanced world-wide knowledge and understanding through international collaborations with significant outcomes such as the following:

- We headed a $1 million project to flight-test air-breathing supersonic combustion ramjet engines (“scramjets”) which could pare costs in launching small space payloads like satellites (Centre for Hypersonics, Mechanical Engineering Department, working in partnership with NASA, Federal Government departments and major space and defence organisations in Australia, the United States, the United Kingdom and Germany).

- A study of changes in the Earth’s mantle over geographical time found that the planet’s oxygen-rich, life-sustaining atmosphere began about two billion years ago. This dispels theories that this happened either 570 million years ago (according to the fossil record) or 3.7 billion years ago (the age of Earth’s oldest traces of life) (Earth Sciences Department in collaboration with a visiting Swiss postdoctoral research fellow).

- Our researchers developed a revolutionary imaging analysis machine for the mineral separation or flotation process in mines. This is operating at BHP Coal’s Peak Downs Coal Preparation Plant in central Queensland and being trialled at BHP’s huge Minera Escondida copper mine in Chile (Julius Kruttschnitt Mineral Research Centre). Business, professional and industry R&D awards also recognised our expertise. For example, three of six Business/Higher Education Round Table (BHERT) awards recognised collaborative R&D outcomes:

  - a vaccine for preventing and treating papillomavirus, the cause of cervical cancer (CICR and CSL Limited; this project also won an Australian Technology Award, and clinical trials have begun in Australia, the USA and China);
  - development, manufacture and international sale of advanced magnetic resonance technology (CMR and German firm Bruker Analytik);
  - optimisation of hydrometallurgical processing of Australian alumina, gold and nickel (partnership in A.I. Parker Cooperative Research Centre for Hydrometallurgy).

COLLABORATIVE R&D

Research and development partnerships generated significant results this year. These included:

- the world’s first computer-generated 3D images showing brain tissue loss over six months in sufferers of Alzheimer’s disease (Centre for Magnetic Resonance and Princess Alexandra Hospital researchers, with funding from SmithKline Beecham Pharmaceuticals);
- the first-known implant in a dog of a bone-anchored hearing aid designed for adult humans, using a technique suitable for very young children and smaller animals (School of Veterinary Science and Animal Production and Royal Brisbane Hospital researchers, with support from Nobel Biocare of Sweden);
- identification of a new link between cell changes which lead to cancer, and the regulation of cholesterol in cells (Centre for Microscopy and Microanalysis, Centre for Molecular and Cellular Biology).
Physiology and Pharmacology Department, and the Queensland Cancer Fund, with funding from NHMRC and the Royal Children’s Hospital Foundation; 

– the first-known use of DNA fingerprinting to track down fumigation-resistant beetles infesting stored grain (Biochemistry Department, the Grains Research and Development Corporation, the Farming Systems Institute and Grainco Australia); and 

– the world’s first birth of two Barbary Sheep using artificial insemination – a step towards saving endangered species via captive breeding programs (School of Veterinary Science and Animal Production, Western Plains Zoo in Dubbo, Charles Sturt University and a Dubbo veterinarian).

TECHNOLOGY TRANSFER

Our technology transfer and commercialisation companies and centres (see page 5) generated income of more than $40 million. This outstanding performance resulted largely from our investments of $8.5 million in 1994 and in 1995.

UniQuest Pty Limited, our technology and consulting company, generated more than $25 million revenue. Activities included commercialising research outcomes; managing patents and related intellectual property; industry consulting; and managing projects for international agencies such as AusAID, the Asian Development Bank, World Bank and United Nations.

Major technology commercialisation deals included:

– a $3 million agreement with Sigma Pharmaceuticals to commercialise a morphine replacement from the School of Pharmacy;

– a $5.2 million deal to commercialise and add value to the outcomes of research through a start-up company, Flux Industries Pty Ltd, from the Centre for Magnetic Resonance in short magnet design;

– final steps in negotiation of a deal to spin off UniQuest’s Advanced Ceramics Development business as Nanochem Pty Limited (deal completed on March 31, 2000);

– formation of Promics Pty Limited to commercialise inflammation technology from the Centre for Drug Design and Development (the 3D Centre, part of the Institute for Molecular Bioscience);

– completion of a deal to transfer oligonucleotide technology from Pacific Oligos Pty Ltd to Genset Pacific Pty Limited; and

– negotiation of a deal to spin off a technology for pain relief based on toxins from Australian reptile and marine organisms, as Xenome Limited (deal completed on January 11, 2000, also from the 3D Centre).

The Comquest Group of companies is responsible for R&D Syndication projects commenced in 1990 and 1993 and their commercialisation.

During the year, the Group negotiated with AusIndustry to wrap up Comquest No. 1 Pty Ltd and Comquest No. 2 Pty Ltd, and supervised the ongoing commercialisation of magnetic resonance technology from CMR that was licensed to GE Medical Systems in 1996 and 1997. These licenses and their associated manufacturing operations netted revenue exceeding $1.5 million during the year. The Comquest Group’s operations and its licensing deals are managed by UniQuest.

CiTR Pty Limited, an information technology and communications company formed in 1994 to commercialise projects for the University.

Below left: A $1.9 million R&D collaboration paid off for Dr Margaret Johnston of the School of Land and Food (left) and Barbara and James McGeoch of Birkdale Nursery when Caustis (koala fern) won Best New Plant at the Floralies Internationale de Nantes exhibition in France. Their joint venture may add five new species to Australia’s $34 million native plant export market.

Below: Professor Ian Frazer, director of the Centre for Immunology and Cancer Research (CICR), stores cells in liquid nitrogen. CICR researchers this year patented a simple yet elegant way to control gene expression, with exciting possibilities for use in plant technology and in treating human disease. Gene expression is the expression of information in organisms to determine physical characteristics such as hair or eye colour, or resistance to disease.
PhDs in the workplace

- Nearly 80 percent of candidates submitting theses by December 1999 had found jobs by January 2000.

PhD studies investigated...

- social order in the pre-school classroom (Education)
- student expectations in second language learning and cultural adaptation (English)
- habitat and life cycle of epidemic-bearing mosquitoes (Queensland Institute of Medical Research)
- welfare in the Australian caged layer poultry industry (Animal Studies)
- conflicts between Catholic upbringing and personal experience (Anthropology and Sociology)
- language ability assessments for people with head injuries (Speech Pathology and Audiology)
- an experimental investigation of the effects of artificial intelligence in training novice auditors
- rehabilitation of post-mining landscapes (Centre for Mine and Land Rehabilitation)

(From left) PhD student Samantha Miller and research assistants Sharen Warren and Jacqueline Doyle conduct field work for an environmental study of the Noosa estuary.

PROTECTING THE ENVIRONMENT

Scientific approaches to preserving the world’s natural resources solved problems globally and locally. Research with international impact included:

- discovery of a group of blood parasites with potential to control plagues of Brown Tree snakes threatening wildlife in Guam (Anatomical Sciences and Parasitology);
- classes in bat-trapping and monitoring techniques, conducted on-site in Madagascar by a Veterinary Pathology and Anatomy postgraduate, for Aberdeen University researchers studying the endangered Madagascan flying fox; and
- development of a “green” pesticide to control the Heliothis moth (Cotton Boll Worm) – the biggest insect pest in the world (Chemical Engineering).

Activities closer to home included:

- completing the terms of reference for the estuaries aspect of the Federal Government’s Centre for Information Research, continued its partnership with three U.S. venture capital companies and with communications software giant Bellcore to sell its Connection Manager software into the U.S. market. The University holds 35 percent of the joint venture vehicle, Astracon Inc, which forecasts an annual turnover of more than $US100 million by 2002.

Julius Kruttschnitt Mineral Research Centre (JKMRC) revenue for 1999 exceeded $10 million. About half represented industry-funded R&D and a third the transfer of expertise to industry for consulting services plus sales of software and other products. Ongoing projects included an international study of block caving mining methods (worth more than $2 million over three years) and the development of new mineral flotation plants to exploit low-grade ore deposits (see page 30).

INTERNATIONAL POSTGRADUATES BY DISCIPLINE

<table>
<thead>
<tr>
<th>Discipline</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering, Physical Sciences and Architecture</td>
<td>26.4</td>
</tr>
<tr>
<td>Biological and Chemical Sciences</td>
<td>19.7</td>
</tr>
<tr>
<td>Natural Resources, Agriculture and Veterinary Science</td>
<td>15.3</td>
</tr>
<tr>
<td>Social and Behavioural Sciences</td>
<td>12.7</td>
</tr>
<tr>
<td>Health</td>
<td>12.4</td>
</tr>
</tbody>
</table>

Research and higher degree students accounted for almost half (46.2 percent) of our 965 international postgraduates, who represented more than 60 countries around the Pacific, Asia, the Middle East, Europe and North America.

New environmental training and research opportunities will flow from initiatives such as:
- a new Centre for Maritime Law in our T.C. Beirne School of Law, where activities will include research and tuition addressing global concerns such as ocean pollution from ship discharges and spillages; and
- the world’s first known international environmental degree. The one-year Asia-Pacific Economic Cooperation forum (APEC) master of sustainable development program was developed in partnership with the University of Sydney, the University of Malaya and the Asian Institute of Management (Philippines).

POSTGRADUATES

Postgraduate numbers (see page 15) increased to 5793 (almost one-fifth of all students), still among the highest for any Australian university.

We awarded 104 research masters in 1999. By the end of the year, 369 PhD theses had been submitted, a record 340 awarded (placing us second after the University of Sydney), and 29 were still under examination or in the process of corrections.

Nearly 80 percent of the 369 candidates who submitted PhD theses had found jobs by January 2000. A survey by Emeritus Professor Trevor Heath showed that 69 percent were working and another 10 percent would begin jobs within six months – mostly in teaching and research.

New Graduate School activities included the Postgraduate Academic Conference Scheme, to disseminate students’ work and
raise our research profile, and the quarterly newsletter, Grad Post.

We streamlined procedures for thesis examination, protocols in degree nomenclature, and scholarship rounds.

We surveyed levels of postgraduate skills training in all departments and analysed Exit Surveys completed by PhD students who submitted theses or withdrew from courses. Several reports will be produced in 2000.

**POSTGRADUATE FUNDING**

We excelled according to national postgraduate research performance indices. For example, we won:

- the second-highest number (almost 10 per cent) of 300 International Postgraduate Research Scholarships; and
- the third-highest number (nearly 10 per cent) of 1550 Australian Postgraduate Awards (APA) with stipend.

Internal support for postgraduates included:
- HECS exemptions for all (1957) research higher degree students;
- new Graduate School scholarships, all at APA rates;
- 12 University of the Year Early Start Scholarships encouraging students to begin research degrees here, before other universities’ scholarship offer rounds;
- 30 Graduate School Awards designed to assist high-achieving students not eligible for APA/UQPRS;
- 31 Postgraduate Research Scholarships (UQPRS) for students starting in 1999; and
- more than 110 Graduate School Research Travel Awards since the scheme’s introduction in late 1998. These awards provide access to the world’s best research facilities, and this year funded travel to NASA’s Johnson Space Centre (USA), University of Iceland, BBC Music Library and other destinations.

**Recognition for researchers included...**

- Ray Williams Prize (Australian Society of Periodontology: Dr Erica Gemmell)
- AMP Biomedical Research Awards (Dr Nigel Barnett, Postdoctoral Award, and Stuart Behncken, Predoctoral Award)
- Sir Edward “Weary” Dunlop Asia Medal (Professor John Pearn)
- Australian Pharmacist of the Year (Professor Susan Tett)
- Serventy Medal (Royal Australasian Ornithologists Union: Emeritus Professor Jiro Kikkawa)
- Fellow of the Australian Academy of Science (Professor Gerard Milburn, Professor David Doddrell)
- Fellow of the Australian Academy of Technological Sciences and Engineering (Professor John Irwin)
- John Mitchell Crouch Fellowship (Royal Australasian College of Surgeons: Professor David Gotley)
- Education Fellowship, overseas (Indian Society of Extension: Associate Professor Shankaraj Chamala)
- A.D. Welliver Fellowship (Boeing: Associate Professor David Radcliffe)
- 1999 Glaxo Wellcome Australia Medal (Professor David James)
- Mary Rankine Wilson Memorial Award (Professor Jenny Strong)
- Australian Minerals and Energy Environment Foundation National Environment Excellence Award (Dr Bill Ellis)

**1999 INTERNATIONAL POSTGRADUATE RESEARCH SCHOLARSHIPS**

| University of New South Wales | 34 |
| University of Queensland | 29 |
| University of Sydney | 26 |
| University of Melbourne | 17 |
| Monash University | 17 |

**1999 AUSTRALIAN POSTGRADUATE AWARDS WITH STIPEND**

| University of Melbourne | 166 |
| University of Sydney | 147 |
| University of Queensland | 143 |
| University of New South Wales | 122 |
| Monash University | 112 |

**THE YEAR 2000**

- We will develop and promote key areas of strategic importance including new facilities such as the IMB, Centre for Critical and Cultural Studies, Centre for Marine Studies and Virtual Reality Centre.
- New University companies will market research results from leading-edge facilities such as the IMB.
- Planned project outcomes will include the world’s first flight test of a “ scramjet” engine with the launch of two Terrier Orion rockets fitted with scramjet experiments, at Woomera in South Australia.
- We will launch a national centre for rural and regional innovation at UQ Gatton, in partnership with the University of Melbourne (see page 23).
- We will appoint a high-profile independent Graduate School Board to meet for the first time in early 2000.
- We will nurture new and early-career staff via seed funding, formal and informal mentoring, and a Research Fellows’ Network (inaugural meeting in 2000).
OBJECTIVES
- to provide professional, client-focused management structures, policies and practices to support and advance academe
- to devolve resource management, increase non-government funding and manage our resources for optimal outcomes
- to encourage faculties and support areas to complete strategic plans which complement the University’s overall plan

KEY RESULTS
- opening of Stage One and completion of Stage Two construction at UQ Ipswich
- new Student Centres at St Lucia and UQ Ipswich
- advanced I.T. administrative systems for students and staff
- Affirmative Action Agency Best Practice rating

OUTLOOK
- decreasing government funding
- more funding from other sources
- devolution of management for efficiency and effectiveness
- expanded use of IT in streamlining management systems

THE YEAR AHEAD
- launch of our PeopleSoft Student Administration System
- building start for the Institute for Molecular Bioscience

The University of Queensland recorded a total expenditure of $518.45 million in 1999. Its assets included 1940 hectares of land on which stood 712 buildings with an asset replacement value of $618.18 million.
ENTERPRISE BARGAINING

We concluded a third round of enterprise bargaining with general staff unions by signing an agreement in August for pay increases from September. The agreement provides for:
- a sliding scale of annual salary increases in the first two years, from four percent at Higher Education Worker (HEW) Level One to two percent at HEW Level Nine, and then a uniform increase of two percent in the third year; and
- the option to “salary sacrifice” for employee super contributions (about 400 acceptances by year’s end).

An enterprise agreement negotiated with the National Tertiary Educators’ Union (NTEU) concluded in December for language instructors in the Institute of Continuing and TESOL Education (ICTE). This agreement provided for a 3 percent pay increase in November 1999 and a further 3 percent in July 2000. More flexibility in class contact hours and the spread of hours worked each day featured in the agreement.

Negotiations with the National Tertiary Educators’ Union (NTEU) representing academic staff did not achieve any resolution. An initial salary offer of 7.5 percent over three years was rejected by a ballot of all staff under S.170LK of the Workplace Relations Act 1996. The NTEU also rejected a revised offer of 10 percent over the period to October 2002 with a flat payment of $750 in December 1999.

In recognition of the contribution of academic staff, the $750 payment was made in December and a salary increase of 2.5 percent was passed on to academic staff from January 1, 2000 outside the context of enterprise bargaining.

The “award simplification” process introduced by the present Federal Government required us to review all our relevant awards. After prolonged discussions with representatives of the university sector and the Industrial Relations Commission (IRC), we pursued a simplified institutional award for our general staff. The IRC accepted this award in principle in December, the first such institutional award to be accepted in Australia. All other agreements have now been “simplified”.

OUR PEOPLE

We budgeted $350,000 this year for staff development activities. These included
- induction/orientation seminars for new staff;
- programs for career advancement, performance enhancement, self-development and retirement planning; and
- the University’s Action Learning Program.

We consolidated the General Staff Recognition and Development Program, a performance review system introduced in 1998, by running 14 workshops for 290 supervisors. Personnel staff also helped adapt the program to the particular needs of language instructor staff in ICTE (see pages 18, 45) and Security Sections.

Our leadership/management program continued with Staff Management Issues workshops. About 320 senior managers across both academic and general staff have completed this program since 1996. A modified version will be available to middle level general staff managers in early 2000.

Personnel staff conducted individual job evaluations and organisational reviews for departments and centres. This year they reviewed structures and roles in the Chemical Engineering Department and the Aboriginal and Torres Strait Islander Studies (ATSIS) Unit (see page 19). They also facilitated planning retreats for the Occupational Therapy Department, a section within Student and Administrative Services Division, and Faculty of Business, Economics and Law staff at UQ Ipswich.

UniSafe* activities in 1999 included:
- a new Web site (www.uq.edu.au/unisafe);
- a new suite of educational pamphlets for distribution to students and staff;
- streamlined Safety Bus routes, timetables and operations to optimise personal safety on campus after dark;
- presentations at staff and student orientations.

*The University of Queensland launched UniSafe in 1992 as the first personal safety awareness program at an Australian university. It is now licensed to eight other universities.

STAFF NUMBERS IN 1999

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>*FTE</th>
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<tbody>
<tr>
<td>Academic</td>
<td>1984</td>
<td>1789</td>
</tr>
<tr>
<td>General</td>
<td>3012</td>
<td>2720</td>
</tr>
<tr>
<td>Total</td>
<td>4996</td>
<td>4509</td>
</tr>
</tbody>
</table>

*FTE = full-time equivalent

Signing off on the general staff enterprise bargaining agreement... (from left) State Public Services Federation cfl Queensland Director of Industrial Relations Terry Hamilton (left), University Secretary and Registrar Douglas Porter and Australian Services Union Organiser Terri Butler
CODE OF CONDUCT
Our Code of Conduct, launched in 1997, is published on the Web (http://plato.jdstory.uq.edu.au/ps/cconduct.htm) as a summary (entitled The Principles) and in full (Guidelines for Ethical Conduct).

HEALTH AND SAFETY

New policies and procedures included fieldwork guidelines, guidelines for working safely with carcinogens; workplace rehabilitation, job descriptions and performance standards for OH&S responsibilities.

We worked with the Queensland Workplace Health and Safety Division to set guidelines for risk management in research. These guidelines have been endorsed as a benchmark for all research establishments in Queensland. We also devised a comprehensive scientific diving safety training program for delivery on all campuses early next year.

The OH&S Unit provided staff training in areas such as occupational noise, fieldwork, manual handling, office ergonomics, laboratory safety, chemicals management, first aid, health promotion and selection of personal protective equipment.

They also contributed to University courses including subjects on Occupational health and toxicology, OH&S for chemists and OH&S laboratory management.

Our OH&S screen-based equipment furniture budget funded ergonomic furniture to help prevent musculoskeletal injury and ensure legislative compliance; and our OH&S minor works fund backed projects worth $360,000 according to submissions from faculties and departments. These included:

- upgrades of deluge showers and emergency eye wash facilities in Sir William McGregor and Skerman buildings;
- specialised ventilation systems for Chemistry Building workshops;
- safety railing and cage systems for the veterinary science farm at Pinjarra Hills; and
- underwater communications systems for Heron Island Research Station.

SUPERANNUATION
For the year up to June 30, 1999, members of the Superannuation Scheme for Australian Universities (SSAU) Defined Benefit Plan had a chance to transfer to the Investment Choice Plan and select one of four investment strategies for managing their superannuation.

At our University, 41.75 percent elected to transfer, 28.44 percent stayed with the Defined Benefit Plan and 29.81 percent failed to respond and so remained in the Defined Benefit Plan. Those who moved to the Investment Choice Plan were credited with their full share of fund surplus as part of their transfer values.

For the year ended June 30, 1999, the per annum investment returns for the Investment Choice Plan’s four investment strategies were: Stable Strategy 4.6 percent; Secure Strategy 6.1 percent; Trustee Select Strategy 9 percent; and Shares Strategy 11.6 percent.

The Defined Benefit Plan reports on a calendar year basis and as yet no financial data is available for the year ended December 31, 1999. For the year ended December 31, 1998, the Plan posted an after-tax investment return of 12.8 percent and reported a surplus of about 20 percent of vested member benefits. Assets totalled $5.685 billion and fund membership reached 47,968.

During 1999, the SSAU trustee increased benefits under the Defined Benefit Plan for active members and pensioners. The increase was approximately 10 percent of vested member benefits.

The Tertiary Education Superannuation Scheme (TESS) credited to member accounts returned 9.8 percent for the year ended June 30, 1999. At that date, active TESS memberships totalled 167,707 and investments were worth $1.002 billion ($1.32 million more than in the previous year).

EQUAL OPPORTUNITY
We earned a Best Practice rating from the Affirmative Action Agency, confirming our commitment to developing and implementing comprehensive quality programs for women.

In 1999, these included student and staff (see pages 18, 28) initiatives as follows.

- Career Horizons and Women and Leadership Mentoring programs continued to help general and academic staff advance their careers.
- Seminars included Women who want to be academics and Women in research.
- The $2000 Equal Opportunity and Affirmative Action award (an initiative of the Senate Standing Committee on the Status of Women), was shared by the University
of Queensland Secretaries’ Association and a North Queensland Clinical School project supporting breastfeeding women.

– We implemented recommendations in the Family Support for Work and Study report, with projects ranging from upgraded parking for pregnant women to the Voluntary Variable Weeks/Annualised Salary program.

### I.T.-ENHANCED MANAGEMENT

Core business systems continued to receive high priority.

The Aurion Human Resources System went live in September, replacing an in-house Staff and Payroll System which was not Year 2000 compliant. A project team from Personnel and Business Services implemented the Core, Leave and Payroll modules. Other modules, including Training, Staff Development and Recruitment, will be introduced next year.

An electronic workflow module called Employee Self Service will also be available from Aurion Corporation in 2000. This is expected to improve significantly electronic processing and transfer of information between departments, faculties and administrative divisions.

We began implementing the PeopleSoft Student Administration System (see page 16), which has also been purchased by many universities in overseas countries including the USA, Canada and New Zealand. Completions are scheduled for June 2000 (Admissions; Campus Community) and January 2001 (Student Records: Student Financials; Academic Advisement).

We signed software contracts with PeopleSoft Australia, and Andersen Consulting presented the final report of the Implementation Planning Study.

This is a very big project costing around $10 million to implement and involving large numbers of staff from Central Administration, faculties and departments working with Andersen Consulting.

### I.T.-ENHANCED STUDENT SERVICES

The Student Administration System is just one component of a Student Services Network aimed at connecting students with their learning environment.

This year, 94 percent of students used SI-Net, the Student Information Network (www.studentinfo.uq.edu.au), with 43 percent of enrolments submitted electronically in first semester and all examination results uploaded via the system. Transactions increased by 360 percent overall since first semester 1998.

We opened Student Centres (convenient “one stop shops” for students), at St Lucia and UQ Ipswich. An independent survey showed that 92 percent of students voted services friendly and efficient, with 89 percent appreciating the convenience of having all administrative matters dealt with in one place.

Student Centre staff answered 97,607 enquiries about enrolments, fees, HECS, parking, examinations, international education, research, postgraduates, courses and admissions, academic records, exclusions, grants, prizes, general information and SI-Net.

Most enquiries concerned enrolments (56,819), followed by examinations (10,748) and general information (9072).

We trialled a Student Class Allocation System (SCAS) with around 50 percent of first-year students in selected faculties. SCAS, accessible through SI-Net, allocates students to classes as part of the timetabling process and allows electronic registration for tutorials and practical classes. SCAS selectively streams students into classes to minimise lecture theatre overcrowding, and also takes account of the mix of subjects for each individual student to avoid clashes.

UQ Student Services Network: Connecting students to their environment was a finalist in the Australian Awards for University Teaching – Support Services for Australian Students category (see page 20). The Network comprises student information on the Web, SI-Net and Student Centres.

We implemented the Web-based Handbook of University Policies and Procedures (HUPP) to replace the print-based Handbook of Administrative Information as a more accessible and up-to-date resource for University staff.

### SUPPORT FOR ACADEME

Support for teaching included establishment of a teaching room telephone help line and continuation of the lecture theatre attendants program. We are also progressively upgrading central teaching facilities, with a $500,000 per annum commitment until at least 2004. A review of class timetabling recommended optimal use of our resources to achieve efficiency and economy.

Looking across the lake to the colleges... two of three lakes on the St Lucia campus store reclaimed water for use in irrigating sporting fields and gardens.
STUDENT SERVICES
Senate approved streamlined procedures for resolving student grievances, and a new Disability Action Plan. The Plan represents the integrated and pro-active provision of services and academic accommodations to students who register each year as having disabilities (see page 19).

Student Support Services achieved a number of initiatives (see page 16) and we revised and repackaged the Student Survival Guide as a student information and services section in the back of the Undergraduate and Postgraduate Handbooks.

We collaborated with faculties and the Office of Marketing and Communication (see pages 22, 46) to enhance student recruitment materials (mainly prospectuses and degree specific information), particularly for full-fee-paying international and postgraduate students.

During the year we also hosted visits to and from schools, events for school guidance officers, courses and careers events and open days (see page 16).

INTERNAL AUDIT
Our Internal Audit Office promotes good financial and administrative practice throughout the University. It reports to the Vice-Chancellor and Senate (through the Audit Committee) on controls over areas of potential risk.

During 1999, the Internal Audit Office completed 47 reviews (both general and IT). These included annual reviews of higher risk areas and reports on areas such as:
- Property and Facilities Division Tenders and Contracts;
- Security Services;
- Cleaning Services;
- University Chemical Store;
- International Education Office;
- Offices of the Vice-Chancellor, Senior Deputy Vice-Chancellor, Secretary and Registrar and the Legal Officer; and
- the Departments of Mechanical Engineering, Chemistry, Art History and Social Work and Social Policy.

The Information Systems Audit Manager was appointed Year 2000 project coordinator in 1998 and this role continued in 1999. A significant number of I.T. audits were completed, including implementation of the new Aurion Staff and Payroll System, the Library System, Masterpiece Financial System, Development Office System, Upload of Examination Results System, General Ledger System, Cash Register System, Investments System and Researchmaster System.

Ongoing consultation is continuing on major systems undergoing further development, including Aurion (see page 37), Researchmaster and Student 2000 (see page 16).

YEAR 2000
The Year 2000 Project assessed critical business systems and remedied problems throughout the year. The only major business system found to be not fully 2000-compliant was the Personnel and Payroll System and that was replaced.

By December, all areas within faculties, the Library and Central Administration were considered Year 2000 compliant; and no significant failures occurred within our business systems during the date changeover.

The Year 2000 project coordinator regularly reported progress in all areas to the Administration Computing Policy Committee and the Information Technology Services Policy and Planning Sub-committee. The University purchased under a site licence software for departments to use in assessing compliance of their personal computers.

A centrally-established budget funded the cost of Year 2000 co-ordination. Costs incurred by faculties, the Library and other areas were absorbed within their individual general budget allocations.

WHISTLEBLOWERS
Two matters were dealt with in accordance with procedures set out in the Criminal Justice and Whistleblowers Acts.

One related to allegations of staff soliciting favours in return for placing business. The Criminal Justice Commission referred this back to the University as unsubstantiated with no evidence of official misconduct.

The other concerned the purchase of computers for the consolidation of systems and servers in the University, and the Internal Audit Unit confirmed that this had been dealt with in accordance with relevant policies and procedures.

FREEDOM OF INFORMATION
We received 28 applications (seven more than last year) to access documents under the Queensland Freedom of Information Act 1992. Most requests came from students or staff (either present or former), and an increasing number came from members of the public seeking non-personal information about our activities.
Under our policy of open disclosure, we again provided access to large numbers of documents (usually personal to the applicant) in the course of routine administrative processes.

PROPERTY AND FACILITIES

Stage Two of the UQ Ipswich campus was the major capital project completed during the year, at a total cost of $17 million. The 25-hectare campus, 1.4km from Ipswich city centre, was formerly the Challinor Centre hospital site. It dates from 1878 and has 17 heritage-listed buildings.

The project involved refurbishment of eight heritage-listed buildings and construction of a new four-storey building with two interconnected wings, with complementary landscaping and infrastructure projects. The campus now has a total of 14 restored heritage buildings as well as the new building.

In December, a grant of $2.3 million was announced in the Federal Government’s capital development round to fund a new Library, Student Centre and flexible learning infrastructure at Ipswich. This boosts Federal Government funding for the new campus to $25.87 million.

Since 1996 when the Queensland Government approved our plans to develop the campus, State and Federal Governments have committed a total of $47 million.

Other building projects this year included:

- refurbishment of the Connell Building and a new building for the Human Movement Studies Department ($9.2 million);
- refurbishment of our Law School ($1.2 million);
- upgrade of the central chilled water precinct ($1.2 million);
- Moreton Bay Research Centre ($1.8 million – see page 29);
- upgrade of Security Control Centre to accommodate the UQ Ipswich campus and new systems ($105,000);
- upgrade of the main electrical switchboard and transformer to the JKMRC site ($86,700).

We began planning and design for several new capital projects. These included:

- design for a new General Purpose building in the Campbell Place precinct;
- infrastructure and landscaping project in the Prentice/Physics precinct;
- the Gross Anatomical Facility in the Otto Hirschfeld building and a schematic design for consolidated accommodation for Management Studies at UQ Gatton.

Our Deferred Maintenance Program committed $2.4 million to:

- air conditioning upgrades;
- roof replacement and repair to prevent water ingress;
- improvements to electrical distribution systems and equipment; and
- replacement of floor coverings in teaching and administrative spaces.

ENVIRONMENTAL MANAGEMENT

Care and preservation of the environment is a major concern, both in terms of research (see page 32) and responsible management of our resources.

This year we consolidated our Environmental Management Plan and maintained our ISO 14001:1996 Environmental Management Systems (EMS) certification after a full compliance audit.
Sixteen University-wide teams revised our EMS Departmental Manual. We distributed 120 copies of the new publication to University departments and ran staff information sessions explaining the changes.

We also formed an environmental sub-committee at UQ Gatton to help develop an EMS for that campus in 2000.

We produced an environmental awareness brochure for distribution to students during Orientation Week 2000, and developed a register of centres likely to conduct environmental research and initiated contact with them.

Practical measures included the purchase of a new, relocatable incinerator for our Veterinary Science farm at Pinjarra Hills.

OUR FINANCES: AN OVERVIEW

Our 1999 financial operations produced a surplus of $3.1 million – a substantial reduction from the $31 million recorded in 1998. The major reason for the difference was the expenditure of funds carried forward from the previous year for the Operating Budget, for research grants and for major capital expenditure.

The result was determined after the capitalisation of property, plant and equipment ($62.6 million) less depreciation ($47.2 million) and the recording of surpluses totalling $14 million in bequests and donations (see page 45), specific research funds and other funds.

Our Operating Budget represents approximately two-thirds of our total income and supports major teaching and research activities plus associated support services. The rest of our income derives from specific research grants and contracts, from the provision of services to the community and from funds for scholarships, prizes and other special purposes nominated by the donors.

In recent years, uncertainty about levels of Government funding and the need to meet unfunded salary increases negotiated through enterprise bargaining (see page 35), has led to a very conservative budget management approach throughout the University.

Our funding sources* include...

- Government grant
- student contributions through HECS
- tuition fees
- research grants and contracts
- bequests
- donations
- miscellaneous revenue

* see chart page 4
In each of those years we reported a budget surplus. That was not the case in 1999 when financial pressures and salary increases resulted in a budget deficit of $10.4 million. This reduced the cumulative Operating Budget surplus to $26.7 million.

We expect financial pressures on the University to increase in 2000, particularly as a result of the next instalment of salary increases, and the above surplus will be required to finance the University’s mainstream teaching and research activities.

One of the operational priorities in the University’s Strategic Plan for 2000-2004 is to increase the proportion of the University’s income, which is additional to the Commonwealth Operating Grant, to 55 percent of total income by 2004. In 1998, this income amounted to 47.7 percent of the total and, in 1999, increased to 49 percent.

At the end of 1999 our long-term investment portfolio had a market value of $67 million. This portfolio is managed by County Investment Management Limited, and achieved a return of 8 percent for the year. This was a little ahead of the benchmark return of 7.5 percent.

In addition to managing effectively our grants from government, our competitively awarded research funding and our investments and endowments, we were again active in direct fund-raising (see pages 44-45).

The ninth Annual Appeal (see page 45) raised a record $834,198. This funded a range of activities including scholarships, research, equipment, library resources and UQ-Link, our program to support intellectually able students from disadvantaged backgrounds (see page 20).

**AGREEMENT WITH BOND UNIVERSITY**

This year we completed negotiations relating to the Bond University Ltd (BUL) campus and adjoining land on Queensland’s Gold Coast, under an agreement which secured Bond’s future as a private and independent institution. No public funds were involved in the agreement, which was based on a joint proposal from The University of Queensland and BUL to the Receivers.

We also signed a Memorandum of Understanding with BUL establishing a Joint Liaison Committee which could facilitate strategic partnerships and joint academic and marketing opportunities to benefit both parties.

SARV Pty Ltd, a subsidiary of University of Queensland Holdings Pty Ltd (see page 5), purchased about 340 hectares of land surrounding the Bond campus. The Delfin Property Group will develop and market the land under an agreement making the Delfin Group totally responsible for the project and the loan repayment, with no commercial or legal recourse to SARV, its Directors or our University.

No public funds were used in the transaction and our full costs were more than covered by initial proceeds from the arrangement with Delfin.

**BENCHMARKING**

Our commitment to world-best practice leads us to evaluate all University activities against appropriate national and international benchmarks.

For the past four years we have been a member of the Commonwealth Universities Management Benchmarking Club, which is managed by the Commonwealth Universities Higher Education Management Service based in London. In that time, the Club has produced 16 Statements of Good Practice in relation to a university’s core business processes in universities.

In 1999 the Club re-visited personnel management and research management. It also examined management of information technology services and commercialisation of activities.

We earned favourable external assessments of our management processes and performance in all these areas. However, the detailed self-assessment identified a number of ways in which we may not be operating at levels of international best practice. The network of universities within the Club will help develop action plans and institutional self-improvement programs to address this.

**CONSULTANCIES RETAINED IN 1999**

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>EXPENDITURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>$663,320</td>
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<tr>
<td>Human resource management</td>
<td>$320,854</td>
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<tr>
<td>Information technology advice</td>
<td>$942,150</td>
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<tr>
<td>Communications</td>
<td>$8120</td>
</tr>
<tr>
<td>*Professional/technical</td>
<td>$5,484,185</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$7,418,829</td>
</tr>
</tbody>
</table>

*includes more than $2 million for fees relating to the Institute for Molecular Bioscience, a joint project with the CSIRO (see page 29)
COMMUNITY PARTNERSHIPS

OBJECTIVES
- to strengthen our links with business, industry, the professions and the wider community
- to encourage strategic, mutually-beneficial partnerships between the University and its stakeholders
- to share specialist resources (such as our libraries, museums, collections, clinics, and other scientific and cultural facilities) with the community

KEY RESULTS
- Brisbane Institute launch
- Ipswich Community Service and Research Centre opening
- record Annual Appeal result
- courses and clinics including free parenting program
- central marketing/communications restructure

OUTLOOK
- strengthened University/community links
- more interaction with industry, business and the professions
- increasing support from benefactions, bequests and other community sources

THE YEAR AHEAD
- sports training base for the Italian Olympic team in lead-up to 2000 Games
- service through teaching to include CPE contracts with China and Japan
- launch of a new marketing plan

The University of Queensland: sharing its activities and a rich store of intellectual and leisure resources with the wider community
INSPIRING PUBLIC DEBATE

As primary sponsor, we helped launch the Brisbane Institute in March as a forum for intellectual public debate. By December, membership exceeded 400 and more than 100 businesses and organisations were sponsors or corporate members.

Professor Peter Botsman has been seconded as executive director for five years and Vice-Chancellor Professor John Hay is deputy chair of a board comprising public and private sector leaders. Topics for seminars at Customs House included:

- referendums for constitutional change (former politician Sir James Killen and Australian Republican Movement chair Malcolm Turnbull);
- the need to rebuild communities (Aboriginal lawyer and former Cape York Land Council Director Noel Pearson);
- the future of biotechnology (international speakers including U.S. Ambassador Dr Cynthia Schneider);
- the Australia-Japan relationship (Consul-General of Japan Mariko Bando); and
- the media and One Nation (Editor-in-Chief of *The Courier-Mail* Chris Mitchell).

All papers are available on the Web (www.brisinst.org.au).

PUBLIC LECTURES

Astronaut Dr Andrew Thomas, who flew space missions in 1996 on *Endeavour* and in 1998 (for 141 days) on *Mir*, was among a dynamic cast of speakers at free public lectures and seminars this year. Our program included topics as diverse as:

- *Did life start in Hell?* (Dr Philippa Uwins, who has found a possible missing link in the transition from non-living chemicals to life – see page 28 – and Honorary Professor in Physics Paul Davies);
- *The Rediscovery of Pompeii* (Professor Frank Sear, University of Melbourne);
- *Options thinking and the management of R&D* (Dr John Burgess, General Manager, BHP Safety Environment and Technology); and
- *Saving the environment – a business opportunity* (Ian Kiernan, AO, chair of Clean Up The World).

Mountaineer Michael Groom gave the first annual T.J. Heath Lecture, inaugurated by the Veterinary Students Association to honour a retired professor who taught at this University for 28 years.

Similar annual student events include the E.S. Meyers Memorial Lecture, organised by the University of Queensland Medical Society. Medical epidemiologist Dr Mike Toole gave this lecture in 1999: *Trends in public health responses to humanitarian crises 1973-1999.*

LEISURE AND ENTERTAINMENT

Customs House, our base in Brisbane’s CBD, won the Heritage and Cultural Tourism category in both the Brisbane and Queensland Tourism Awards, confirming its value as a link between the University and the community.

The venue proved popular for University, public and private meetings, seminars and catered events.

Customs House galleries showcased our collections of Australian art and Chinese antiques plus visiting exhibitions such as *Ivor Hele: the heroic figures* (an Australian War Memorial Travelling Exhibition), the Albert Tucker Photographs and the Doug Moran Portrait Prize exhibition.

Other free-of-charge activities included Sunday tours of the historic building and the School of Music’s Sunday concert program. Up to 300 music-lovers attended each monthly concert, including a Christmas performance. School of Music initiatives this year included:

- the annual Brisbane Early Music Festival, founded and organised by the School and Customs House recorded increases over last year for:

  - visitors (9 percent)
  - banquet sales (30 percent)
  - concert venue bookings by non-university groups (56 percent)
  - brasserie trading (3.7 percent)
  - overall sales (22.5 percent)
Keeping up with continuing professional education...

- workshop for 40 secondary school teachers: advances in DNA science and molecular genetics
- workshop for 650 lawyers: rules for uniform civil procedures
- Summer School: classes ranging from languages to creative writing, from photography to speed reading
- Open Learning Australia: undergraduate and postgraduate programs

featuring University, local, interstate and international musicians at various venues;
- performances by the 80-member University of Queensland Symphony Orchestra including a concert under the stars at Moogerah Dam, one hour’s drive from Brisbane;
- twilight and dinner concerts in the Long Room at Customs House;
- free lunch-time concerts on the St Lucia campus; and
- regular broadcasts on 4MBS Classic FM radio (1-2pm on the second Sunday of each month).

The University of Queensland Union (Student Union) welcomed one-third community membership of more than 120 clubs and societies.

Members of the public also enjoyed UQ Sport’s recreational facilities and sports medicine services, plus Union facilities such as the Schonell twin-cinema complex. This offers discounted food and movies through its Cinema Club (www.uqu.uq.edu.au/campus_facilities/schonell).

TOWN AND GOWN

We maintained an energetic graduate and corporate relations program, working with the Development Office, Convocation, the Alumni Association of The University of Queensland Inc, and graduate associations in Australia and overseas.

We also encouraged community consultation on major issues, for example through the IMB Community Liaison Committee (see page 46) and the Friends of Ipswich (see page 47).

Community and corporate leaders took part in University life via schemes such as the Commerce Department’s executive-in-residence program and as adjunct professors.

This year we appointed 39 new adjunct professors (for terms of up to three years), bringing our total to 129. Drawn from the ranks of community and business leaders in Australia and overseas, adjunct professors teach, advise and generally link University interests with those of the wider community.

The Alumni Association supported us through its biennial Book Fair and Rare Book Auction (see page 46) and honoured two graduates with annual awards.

Liver researcher and retiring Queensland Institute of Medical Research Director Professor Lawrie Powell, AC, was 1999 Alumnus of the Year. The inaugural Graduate of the Year award went to 1997 arts graduate Adrian Seet, who graduated bachelor of engineering (electrical) in 1998 with a perfect grade of 7 for all but one of his engineering subjects.

We strengthened ties with graduate communities abroad through annual Convocation events in Singapore, Kuala Lumpur and Hong Kong. Our Chancellor and University executives host these functions for recent local graduates, their families and friends, plus members of regional Alumni Associations.

Graduates at home contributed to University life as Convocation representatives on the University Senate (see page 9) and through the Standing Committee of Convocation (see chart page 6).

BENEFACTIONS AND BEQUESTS

The Annual Appeal, managed by our Development Office, exceeded its $800,000 target ($100,000 higher than the previous year) –
with contributions totalling $834,198 from 2524 supporters. Gifts included:
- $15,000 from the National Heart Foundation through a scholarship recipient;
- $20,000 from Mrs Judith Mason for research into Alzheimer’s disease;
- $7000 from Philip Bacon Galleries for a lecture series in contemporary art;
- $20,000 from Dr Dorothea Sandars for the University of Queensland Foundation Ltd and to buy equipment for the Veterinary School;
- $10,000 from Technology One Pty Ltd for a computer laboratory for software engineering students.

A private benefactor gave $500,000 to improve critical care resources at the Small Animal Clinic and Hospital in our School of Veterinary Science. The Clinic also received a bequest of more than $500,000 from Professor Keith Leopold, a German language scholar who served the University for 37 years until his retirement in 1984.

University staff were among those who discussed bequests this year with Development Office staff, for amounts ranging from thousands of dollars to more than a million.

**SERVICE THROUGH RESEARCH**
Leading-edge research benefited communities everywhere by contributing to knowledge and understanding about ourselves, our societies and our physical environments (for examples, see pages 29-32).

**INTERNATIONAL INITIATIVES**
This year our wealth of expertise crossed international boundaries.
Our Institute of Continuing and TESOL Education (ICTE) (see page 18) and the IES Foundation Year Program (see page 17) provided English language and academic programs in Brisbane to help international students prepare for University entry.

ICTE training courses included:
- English language and technical studies training programs in Brisbane for the Tokyo Colleges Association (see page 18);
- English language training for more than 140 resort staff preparing to host the Johnnie Walker Golf Classic in Taiwan; and

**Gifts to boost our resources included...**
- a 160-volume set of the Chinese Buddhist canon from the Amitabha Buddhist Association to the University Library
- $19,000 worth of tools to translate, localise and globalise software — from Software Engineering Australia for use by Computer Science and Electrical Engineering Department students
- a contemporary art collection of 78 works — from Brisbane art patron and collector Malcolm Enright to the University Art Museum

**Annual Appeal... $34,198 over target this year with gifts totalling $834,198**

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<th></th>
<th>1998</th>
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<tr>
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<td>$800,000</td>
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<td>amount raised</td>
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<th>Donor category</th>
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<tr>
<td></td>
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<td>10</td>
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<tr>
<td>parents</td>
<td>5</td>
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<td>other</td>
<td>4</td>
</tr>
<tr>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Below left: Students April Olsen (left) and Kristie Raymond introduce Markella Mavrick to the angora goats at the 35th RNA Animal Nursery at the Royal Queensland Show in Brisbane. Twenty students attended the Nursery as part of their coursework for the certificate of animal husbandry and the associate diploma in applied science (animal husbandry).

Below right: Soiree, an annual multicultural spectacular at International House, a college on the St Lucia campus, drew more than 4000 people this year. (From left) students Emily Ong (dentistry), Richie Seneviratne (science/law), Gabrielle Lawson (veterinary science) and Dilshan Ratnapala (commerce/business) were among the crowd.
COMMUNITY PARTNERSHIPS

Special interests, special needs...
- English language training at Vietnam national University, Ho Chi Minh City, for University of Queensland masters degree scholarship applicants.

SPECIAL EVENTS
Alumni Association volunteers staged the 11th Alumni Biennial Book Fair and rare book auction in Mayne Hall in April – a six-day public event which raised $140,000. Together with $12,122 raised from smaller sales, the money will fund initiatives such as our annual Excellence in Teaching awards (see page 20), scholarships, help for students with disabilities (see page 19), and support for student activities such as SunShark (see page 17) and the Great Court Race (see pages 25).

We also hosted dozens of events for school students. These ranged from the Tournament of Minds finals (for 80 school teams on the St Lucia campus) to a two-week residential school outlining minerals industry careers for 40 high-school students from Queensland and the Northern Territory.

COMUNICATIONS
Community consultation initiatives included the launch of the IMB Community Liaison Committee. The committee, made up of University and community representatives, gives St Lucia residents a voice in planning for our new IMB (see pages 29, 41, 44). An information update day, a letterbox drop of fact sheets and local delivery of a special colour edition of University News also kept local communities informed.

Our academics contributed to public debate through public lectures, seminars (see page 43) and expert commentary via the mass media; and we communicated our progress and activities through the media, targeted publications and regular events such as open days, careers programs and school liaison activities (see page 16).

We appointed a Director of Marketing and Communications in March. Media and Information Services (MAIS) section was restructured and renamed the Office of Marketing and Communications (OMC), and a comprehensive marketing plan has been drafted for approval and implementation in 2000.

This year, OMC activities included:
- redesign of the University’s Web pages (www.uq.edu.au);
- widespread media promotion of the University’s achievements;
- marketing activities (including promotions for individual faculties; undergraduate and postgraduate courses; and events such as UQ Expo and Courses and Careers Day);
- corporate publications including the Research Report and the Annual Report (a winner this year in the national Annual Report Awards and the Queensland Public Sector Annual Report Awards);
- publications such as University News (a free fortnightly campus and community newspaper, circulation 14,000) and Graduate Contact (a free bi-annual colour magazine posted to 100,000 graduates worldwide).

Journalism Department students and staff produced The Queensland Independent, a free monthly community newspaper (www.uq.edu.au/jrn/tqi). They also continued a weekly radio current affairs program broadcast at 8am on Saturdays on 4RPH 1296AM (Radio Print Handicapped).
UQ IPSWICH: WORKING TOGETHER

Community-Campus partnerships at all levels characterised our first year of operations at UQ Ipswich. The commencement of the Campus’ operations in March 1999 were marked by a multi-cultural community festival, an official welcome to students and the Campus by the City of Ipswich at the Ipswich Civic Hall, a market day and a commencement service. The Campus was opened officially by the Premier in June 1999.

The Friends of UQ Ipswich, launched in 1997, again proved a key conduit for community support and Campus contributions to the community. Initiatives included student projects, such as events management for the Queensland Netball Association and business planning for local not-for-profits, and provision of locally-sponsored University prizes and awards, including from the War Widows Guild, Ipswich City Council, R.T. Edwards and Sons, UFS Pharmacy, the District Law Association and the Returned Services League.

Individual programs and staff also have established strong links with the local community, including with Global Arts Link (Contemporary Studies), the Ipswich Tourism Board (HTPM) and Boeing (Behavioural Studies). The UQ Ipswich Community Service and Research Centre has proven particularly successful in meeting local needs through provision of Campus expertise, creating supporting networks and obtaining research and project funding.

Open for business... a big turn-out for Orientation Week at our new UQ Ipswich campus included (front row, from left) Vice-Chancellor Professor John Hay, Pro-Vice-Chancellor (Academic) Professor Trevor Grigg, Friends of Ipswich chair Carolyn Anderson, Friends of Ipswich deputy chair Dr Hugh Bartholomeusz and UQ Ipswich campus manager Warren Kerswill.

THE YEAR 2000

– We will establish an Ethics and Public Policy Unit as part of our new Institute for Molecular Bioscience (see page 29) to set and monitor ethical and community standards for its scientific research programs.

– International teaching initiatives will include launching our IES Foundation Year program (see page 17) in Brunei Darussalam, and ICTE’s first contract with China – a $60,000 eight-week professional development course at St Lucia for high-school English language teachers sponsored by the Shanghai Municipal Education Commission.

– About 12 East Timorese journalists will visit our St Lucia campus for a five-day workshop to encourage the growth of independent media in their emerging nation – a joint venture between our Centre for International Journalism and Reuters Foundation (the educational arm of global news group Reuters).

– We will finalise and implement a comprehensive marketing plan.

The UQ Ipswich Community Service and Research Centre

Activities included:
– after-school and holiday programs for children;
– numeracy programs;
– technology training to boost job prospects for people with disabilities; and
– development of a Web-based community information network.
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— research | 28, 33
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— teaching | 20
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Bequests | 44
Bond University agreement | 41
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Glossary

APA Australian Postgraduate Awards
ARC Australian Research Council
ATSIS Unit Aboriginal and Torres Strait Islander Studies Unit (University)
AVCC Australian Vice-Chancellors’ Committee
CICR Centre for Immunology and Cancer Research
CLTR Centre for Language Teaching and Research (University)
CMR Centre for Magnetic Resonance
CONVOCA TION Comprises all University graduates.
May make recommendations to Senate on matters relating to the University’s affairs and administration, via the Standing Committee of Convocation (16 elected members) and/or eight representatives on Senate (eight elected members)
CRC Co-operative Research Centre — bodies funded competitively by the Federal Government and involving university, industry and other research groups
CSIRO Commonwealth Scientific and Industrial Research Organisation — an Australian independent statutory authority whose work covers a broad range of areas of economic or social value to the nation, including agriculture, minerals and energy, manufacturing, communications, construction, health and the environment
CYBRARY University of Queensland Library’s integration of state-of-the-art information technology with traditional services to create a “virtual library” accessible day and night from home, office or library
DETYA Commonwealth Department of Education, Training and Youth Affairs

Glossary

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DETYA Department of Employment, Education, Training and Youth Affairs; became DETYA after the 1998 Federal election
EFTSU Equivalent full-time Student Units
EMS Educational Multimedia
EOMS acronym for both Educational Multimedia Services (a University unit specialising in the development of resources for teaching and learning) and Environmental Management Systems
Flexible delivery/learning Does not mean a “virtual” course. Students use various resources (including class teaching plus print and electronic materials) to choose when, where and how they learn. IT is often used to deliver course content and facilitate student interactions (e.g. via electronic chat rooms, bulletin boards and email) with teachers and peers.
GPA Grade Point Average: a grading scale for University subjects ranging from one (the lowest) to seven (the highest)
HECS Higher Education Contributions Scheme
ICTE Institute of Continuing and TESOL (Teaching of English to Speakers of Other Languages)
IMB Institute for Molecular Biosciences: a $105 million venture at St Lucia integrating genetic research with cell biology, structural biology and bioinformatics research and development (see also Bioinformatics)
ISE Institute for Continuing and TESOL Education
JKMRC 30
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Recruitment for the Federal Government’s annual funds allocation to universities based on overall research performance, including ability to compete for funding from sources such as the ARC.
Publication of articles is also taken into account. The total research quantum sum is predetermined.
QTAC Queensland Tertiary Admissions Centre: central processing point for applications from potential students seeking entry to tertiary institutions throughout Queensland
RED research and development
Scramjet air-breathing supersonic combustion ramjet engines, so economical they could revolutionise the launch of small space payloads such as communications satellites
SPIRIT Strategic Partnerships with Industry — Research and Training
STUDENT 2000 PROJECT Established to implement a new student system, to operate from the start of the 2001 academic year
TEDI Teaching and Educational Development Institute (University)
TESOL Teaching of English to Speakers of Other Languages (University)
UNIVERSITAS 21 International alliance of research-intensive universities, limited to 20 members worldwide and committed to best practice
More information about the University can be found on the Internet – Various publications are available through the Web (www.uq.edu.au) or in printed form as follows.

**From the Office of Research and Postgraduate Studies**

- Research Report
- From the Office of Marketing and Communications

**PUBLICATIONS**

From the Bookshop
- The 2000 Calendar Series in three volumes: the Yearbook (Vol 1); the Undergraduate Studies book (Vol 2); and the Postgraduate Studies Book (Vol 3)
- A Place of Light and Learning – the University of Queensland’s First 75 Years, by Dr Malcolm Thomis
- The Brisbane Customs House, by Dr Malcolm Thomis
- A Guide to the Great Court
- The Mayne Inheritance, by Dr Rosamund Siemon
- Gatton College – 100 years of Science with Practice, by Associate Professor Stephen Craig-Smith, Professor Craig Pearson and Juliet Middleton

**MAP LEGEND**

- St Lucia campus
- Gatton campus
- Ipswich campus
- Medical School, Herston
- Dental School, City
- Dental Care Research Centre, Indooroopilly
- Central Animal Breeding House, Pinjarra Hills
- Waste Use Research Unit, Pinjarra Hills
- University Mine, Indooroopilly
- Julius Kruttscnitt Mineral Research Centre, Indooroopilly
- Royal Brisbane Hospital, Royal Children’s Hospital, Royal Women’s Hospital, Queensland Radium Institute, Herston
- Greenslopes Repatriation Hospital, Greenslopes
- Mater Misericordiae Public Hospitals, Mater Hill
- Prince Charles Hospital, Chermside
- Queen Elizabeth II Jubilee Hospital, Coopers Plains
- University General Practice Unit, Inala
- Xavier Hospital
- Mt Olivet Hospital
- Belmont Private Hospital
- New Farm Clinic
- Toowong Private Hospital
- Ipswich Hospital
- Toowoomba Hospital
- Redcliffe Hospital
- Gold Coast Hospital
- Bundaberg Hospital
- Mackay Hospital
- Rockhampton Hospital
- Townsville Hospital
- Mt Isa Centre for Rural Health Training
- Pastoral Veterinary Centre, Goondiwindi
- Veterinary Science Farm, Pinjarra Hills
- Veterinary Practice, Dayboro
- Veterinary Practice, Kenilworth
- Mount Cotton
- Redland Bay
- Dunwich, Stradbroke Island
- Heron Island
- Low Isles
- Mount Nebo
- Charters Towers
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- From the Bookshop
- The 2000 Calendar Series in three volumes: the Yearbook (Vol 1); the Undergraduate Studies book (Vol 2); and the Postgraduate Studies Book (Vol 3)
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he University of Queensland is recognised internationally as a leader among Australia’s 39 universities. We rank consistently in the top two or three by most performance measures, and are among only three Australian members of the elite *Universitas 21* – a global alliance of universities committed to quality enhancement through international benchmarking. Membership is limited to only 20 universities worldwide.

The University was founded in 1910 as the first university in Queensland and the fifth in Australia, after the Universities of Sydney, Melbourne, Adelaide and Tasmania. In 1911 we enrolled 83 students in three faculties – Arts, Science and Engineering.

In 1999 we enrolled 29,591 students in seven faculties and employed 1984 academic and 3012 general staff. We offered 106 undergraduate courses and 256 postgraduate courses in 332 areas of study. We taught 5500 subjects through seven faculties. Our total operating revenue was $521,590 ($548,888 with consolidated entities).

Our young graduates seeking jobs again topped Queensland for employment, with 85.4 percent finding jobs within four months of graduating; and we celebrated the first year of teaching at UQ Ipswich, our third major campus.

Our heart is the St Lucia campus, situated on a magnificent riverfront site just seven kilometres from Brisbane’s city centre. UQ Gatton, 80 kilometres west of Brisbane, combines modern teaching and research facilities with century-old heritage buildings; and UQ Ipswich is a leading-edge flexible learning centre capitalising on the latest technology.

We maintain the heritage-listed Riverside Customs House in Brisbane’s CBD as our city base and we operate specialist teaching and research centres elsewhere in the State. These include medical and dental schools in Brisbane, a clinical school of medicine in North Queensland, a marine research station at Heron Island on the Great Barrier Reef, an international seismograph station at Charters Towers, agricultural and veterinary science farms at Redland Bay and Mount Cotton, and our Experimental Mine just four kilometres from the St Lucia campus – the only university-owned underground mine in the world located within a capital city.