



## The aim of Central Queensland University's Annual Report for 2001 is to:

- ☀ highlight the University's performance in line with the goals and objectives detailed in its Statement of Strategic Intent 2000–2004;
- ☀ communicate the University's achievements in the key areas of teaching and learning, research, community service and equity;
- ☀ demonstrate the University's effective management of resources;
- ☀ meet the University's formal reporting requirements to the State Minister for Education.

This report will be of interest to Members of Parliament, CQU staff, students, prospective students, key stakeholders, other universities, researchers and interested members of the wider community.

Central Queensland University is also referred to as 'CQU' throughout this report.

### Further Information:

This report was produced by the Office of the Vice-President and Registrar at Central Queensland University.

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Feedback in writing to the above address is invited.

In line with international practice, Central Queensland University has changed some of its academic terminology.

From 9 July 2001:

- ☀ Program replaces course
- ☀ Course replaces subject
- ☀ Unit replaces (credit) point

This publication reflects the new terminology.

## Chancellor's Letter



*The Hon. Justice S.G. Jones,  
Chancellor*



The Honourable Anna Bligh, MP  
Minister for Education  
Education House  
Mary Street  
Brisbane Qld 4000

Dear Minister

In accordance with section 46J of the *Financial Administration and Audit Act 1977-1991*, and the *Central Queensland University Act 1998*, the Council of Central Queensland University has the honour to transmit the following report upon the proceedings of the University during 2001.

A handwritten signature in black ink, appearing to read 'S.G. Jones', written in a cursive style.

The Hon. Justice S.G. Jones  
Chancellor



## Our Vision

Central Queensland University is tropical Australia's leading university in environmentally sustainable land and water utilisation, industrially relevant engineering and contemporary communication, with a commitment to continue proactive roles in promoting high standards in indigenous and international education, distance education, flexible learning, innovative teaching and quality research.

## Our Profile

Central Queensland University (CQU) is a multi-campus university with campuses in Rockhampton, Bundaberg, Gladstone, Mackay and Emerald. The University also operates international campuses in Sydney, Brisbane, Melbourne, Gold Coast and Fiji. During 2001, CQU conducted courses through international operations in Hong Kong, Malaysia, Japan and Singapore.

Campuses wholly operated by CQU:

- ✱ Rockhampton
- ✱ Bundaberg
- ✱ Gladstone
- ✱ Mackay

Campuses and/or delivery sites operated in association:

- ✱ Emerald (with Central Queensland Institute of TAFE)
- ✱ Sydney (with C\_Management Services)\*
- ✱ Melbourne (with C\_Management Services)\*
- ✱ Brisbane (with C\_Management Services)\*
- ✱ Gold Coast (with C\_Management Services)\*
- ✱ Fiji (with Campus Group Fiji)

Multifunction delivery sites:

- ✱ Hong Kong (with Hong Kong College of Technology)
- ✱ Singapore (with Hartford Management Systems)
- ✱ Malaysia (with Hartford Management Systems)
- ✱ Japan (with ALC Press)

(\*CQU has a 50% interest in C\_Management Services.)

CQU offers a wide range of undergraduate and postgraduate courses on-campus and by distance education through the faculties of Arts, Health and Sciences; Business and Law; Education and Creative Arts (including the Central Queensland Conservatorium of Music); the James Goldston Faculty of Engineering and Physical Systems; and Informatics and Communication.

Distance education is a significant component of the University's operations. Considered one of Australia's leading distance education centres, the University caters for more than 7000 distance education students per year.

CQU hosts the Institute of Sustainable Regional Development and five designated research centres:

- ✱ Centre for Land & Water Resource Management
- ✱ Centre for Railway Engineering
- ✱ Centre for Social Sciences Research
- ✱ Centre for Molecular Architecture
- ✱ Primary Industries Research Centre

# Core Values & Major Goals



## Core Values

Central Queensland University's core values are standards for teaching and research and the conduct of internal and external transactions. The University's aim is to instil these values in staff and students as qualities of character. These core values, fundamental to the work of every university worthy of the name, are:

- ☀ Truth - that truth is superior to error is a value on which all research is predicated.
- ☀ Accuracy - that accuracy is superior to inaccuracy is a value on which all scholarship is predicated.
- ☀ Honesty - that honesty is superior to dishonesty is a value on which every university's condemnation of plagiarism is predicated.
- ☀ Civility - civility is the mode of discourse that enables the University to operate as a community of people with often incompatible beliefs and values.
- ☀ Courage - courage is required to uphold the other core values when under personal or social pressures that would compromise them.

## Major Goals

In translating its vision into reality, the University will pursue a set of interdependent goals emphasising a commitment to the improvement of higher educational opportunity and equity, and a concerted focus on excellence, innovation and community partnership.

### Educational Opportunity and Equity

The University aims to ensure that the quality and comprehensiveness of the higher education provision made available to the communities of Central Queensland is the finest of any available to the people of any region in Australia.

- ☀ In collaboration with TAFE, the School sector and other training providers, rapidly advance the Central Queensland region's level of educational attainment toward the state and national averages.
- ☀ Excel in educating, to successful course completion at all levels up to doctorate, students drawn from a diversity of backgrounds reflecting the demographic characteristics of the Central Queensland population and beyond, with emphasis on persons whose backgrounds may militate against high expectations of success in university study.
- ☀ Further develop and implement the integrated multi-campus structure through which the University delivers its programs to its Central Queensland catchment region and beyond.
- ☀ Produce learning resource materials of the highest quality and integrate the course offerings for distance and on-campus students through flexible learning strategies.

### Excellence and Quality Improvement

The pursuit of excellence pervades all dimensions of the University's program: teaching and learning, research, community service, and the support and management of these activities. This pursuit of excellence is characterised by a focus on achievement, innovation, quality improvement, and an emphasis on quality client service reflected in the positioning statement:

'Where Students Come First'.

- ☀ Develop an ethos of quality client service throughout the University and a coherent action plan to implement this ethos throughout all dimensions of teaching, research, community service and their management and support.

# Core Values & Major Goals

- ✿ Develop an improved capacity to respond quickly and effectively to emerging specialist and generalist needs encompassing a range of education and training provision and research activity.
- ✿ Achieve enhanced regional, national and international recognition for the quality and innovative characteristics of the University's activities, and strengthen its international profile in higher education learning, scholarship and research.

## Innovation

Social, economic and technological change demands innovative approaches to the solution of problems, the continued improvement of performance, and enhancing the welfare of the community. In recognition of this, the University aims to promote innovation across the spectrum of its activities.

- ✿ Develop and implement innovative teaching and learning practices, with a major emphasis on distance, open and flexible learning approaches incorporating the development of resource based and online learning.
- ✿ Configure the University and its modes of educational delivery to achieve maximum flexibility in the way courses are offered over time and space.
- ✿ Pursue the application of modern information and communication technologies to teaching and learning, research, community service, and their management and support.
- ✿ Develop strategic alliances and relationships through which the University will be recognised and which will offer it distinctive niches as a leader in innovative programs and activities.

- ✿ Foster specialised postgraduate study opportunities that will attract outstanding research-oriented postgraduate students.
- ✿ Develop, in targeted areas, innovative research activities and outcomes which will enhance the University's reputation both nationally and internationally.

## Community Partnership

Central Queensland University emphasises working in partnership with its communities, and a strong sense of responsibility to its communities pervades all University endeavours.

- ✿ Further develop the University's regional partnerships with the diverse Central Queensland community.
- ✿ Contribute to the cultural, social and economic enrichment of the community through the activities of both staff and students across all campuses.
- ✿ Play a leadership role, through teaching, research and community service, in defining and promoting the future development and profile of the region the State and the nation during a period of global change.



- ✿ 83.5% of CQU bachelor degree graduates secured full time employment within six months of completing their degrees according to the Graduate Careers Council of Australia 'GradStats' data compared with a national average of 83.1%. CQU students from the areas of accounting (94.44%) and nursing (97.73%) were particularly successful at gaining employment.
- ✿ CQU and its communities celebrated the 10th Anniversary of the Proclamation of the University of Central Queensland Act that granted our institution full university status as of 1 January 1992.
- ✿ The number of full-fee-paying postgraduate students increased 41% compared with the same period last year.
- ✿ CQU's international student growth rate at Sydney, Melbourne and Brisbane Campuses was three times the national average. There was continued strong growth at CQU Melbourne, Sydney, Brisbane and Fiji campuses with enrolments in Melbourne increasing 75%, Sydney 69%, Brisbane 57% and Fiji 48%.
- ✿ CQU opened a new university campus on the Gold Coast in Queensland for international students and Australian-resident distance students enrolled in full-fee-paying courses. CQU now has Australia's most extensive university campus network, with nine Australian campuses and joint venture operations in Fiji, Singapore, Hong Kong, Japan and Malaysia.
- ✿ CQU attracted more international students than any other Queensland university in 2001 according to the 2002 edition of *The Good Universities Guide*. CQU was awarded a '5- star rating' for international enrolments and cultural diversity.
- ✿ A new \$4.85 million Central Queensland Conservatorium of Music building at CQU Mackay was officially opened by the Premier of Queensland, Hon. Peter Beattie. The conservatorium features a 200-seat auditorium, recording studio and five-storey theatre fly tower for moving sets.
- ✿ Global teaching delivery networks worth \$67.5 million in export revenue developed in partnership with educational services management companies won CQU the Queensland Premier's Export Award.
- ✿ During 2001 Women Into Science and Technology (WIST) celebrated the entry of the 2000th student into the program. A \$1000 scholarship was awarded to a WIST student who will apply to do an Engineering degree in 2002.
- ✿ CQU was announced as the lead institution of the Cooperative Research Centre for Railway Engineering and Technologies (CRC). The CRC comprises six universities and 15 industry partners and has already approved projects worth more than \$1 million.



☀ A Quality Assurance plan for CQU was developed during the year. The plan was developed through input from a range of Quality Assurance Working Parties – Teaching and Learning, Research, Commercial, Community Relations and Administration. The proposed Quality Assurance (QA) System called CAKE (Continuous Advancement via Key Performance Indicators Evaluation) involves a University-wide set of Key Performance Indicators, collected and published annually, as part of a process of monitoring the University's performance against its objectives and implementing strategies for continuous improvement. The system has been approved for initial implementation and review in 2002.

☀ The final stage of implementing the PeopleSoft educational administration system was successfully completed in October. Project Renaissance, a two-year project, was the key vehicle for reforming administrative and information handling processes across the University. The new system is designed to maximise efficiency and flexibility thus enabling CQU to optimise the experience of students and respond to new challenges within the higher education sector.

☀ As a registered provider of International Education, CQU is required to ensure it complies with the *Educational Services for Overseas Students Act* (ESOS), the National Code and the Migration Acts. The ESOS Act 2000 is legally enforceable for all registered providers of education programs to international students in Australia. The purpose of the Act is to provide nationally consistent standards for Commonwealth Register of Institutions and Programs for Overseas Students (CRICOS) registration and for the conduct of CRICOS-registered providers. The Migration Act has also recently been amended with new visa regulations relating to risk assessment levels and automatic visa cancellation for breach of attendance or unsatisfactory progress. CQU is committed to providing high quality and globally relevant education to international students. Therefore we are also committed to ensuring that we comply with the education laws and regulations set down by the Australian government.

## Vice-Chancellor's Report



Professor Glenice Hancock,  
Vice-Chancellor



The first year of the new millennium was both a challenging and successful year for Central Queensland University. The critical international and national events that characterised the Year 2001 provided challenges for our university and the higher education sector generally. However, we met these challenges successfully and completed our tenth year of operation as a university with increased numbers of students and staff while continuing to be in a healthy financial position.

Within the context of a rapidly changing world, the role of regional universities is critical in the shaping of Australia's future. Central Queensland University is very mindful of the obligations it has to its regional communities for the provision of quality higher education. We are also mindful of our responsibility for providing educational leadership not only to our Central Queensland communities but also to our near neighbours in the South Pacific and South East Asia.

It was with regret and the expression of sincere appreciation for his leadership that the University farewellled Professor Lauchlan Chipman at the end of July 2001. Professor Chipman's five years as Vice-Chancellor and President will always be acknowledged as years of great achievement and growth. His visionary approach and his commitment to ensuring that Central Queensland University will have a strong place in the landscape of Australian higher education in the twenty-first century are very rich legacies that he entrusted to us as he moved into retirement.

The University farewellled two other senior members in 2001. Professor Terry Stokes, Pro-Vice-Chancellor (Research and Academic Development) left the University in September 2001 to take up a position in Victoria and Professor Leo Bartlett, Assistant Vice-Chancellor (Special Projects) retired at the end of December. The contribution made by both men to the development and shape of Central Queensland University is significant.

It was my honour to accept appointment as Vice-Chancellor and President on 1 August 2001. During the period from August to December 2001, I was greatly assisted in my new role by Professor Leo West (who was temporarily appointed as Deputy Vice-Chancellor for that period), by my senior colleagues and by staff and students throughout the University.

A highlight of 2001 was the University's receipt of the Premier of Queensland's Export Award, Education section. This provided a very tangible demonstration of the contribution that Central Queensland University makes to the state economy through its international fee-paying student activities.

Data from 2001 emphasises the diverse nature of our University. Our students are almost equally split between school-leavers and mature age people. In 2001, of our total student cohort, 34% were international students (the highest percentage in Australia); 42% were studying externally or part-time; and 44% of our total income came from commercial sources. Such diversity is, we believe, one of the greatest strengths of Central Queensland University as a higher education provider.

The impact of the extraordinary growth of our student population, predominantly in the international segment, the introduction of a new software system and changes in leadership of our Financial Services Division, has caused the University to struggle during recent years to meet the requirements of the Queensland Audit Office. Positive progress was made during 2001 to address problems in our financial management. It is imperative that this progress continue in the years to follow, with improvement in our management systems being a key priority.

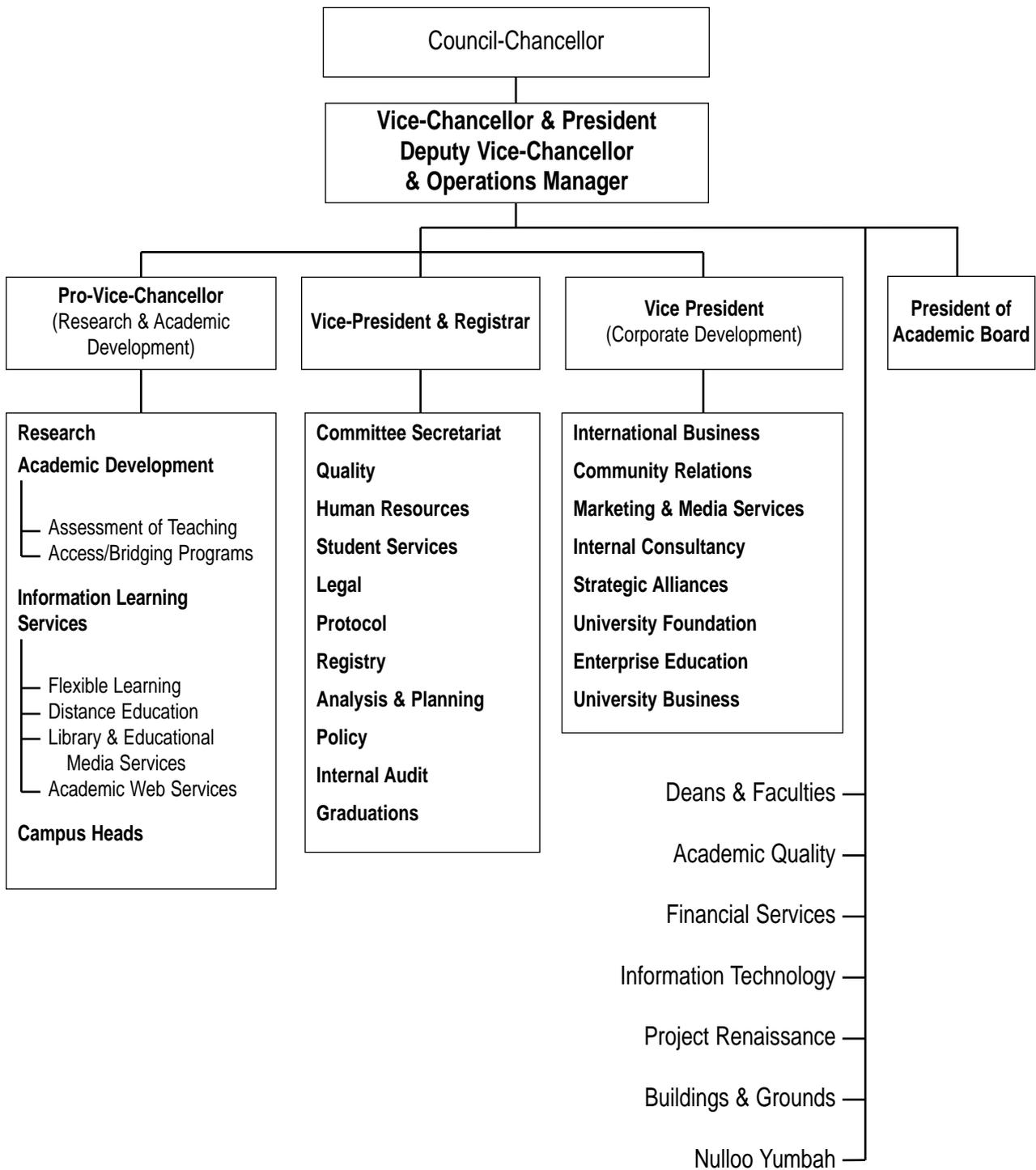
By the end of 2001, we had identified key priorities for the years 2002-2004. These priorities focus on quality systems; regional engagement; continuing development and coordination of our international involvement; flexible learning; and research. These priorities recognise both our current strengths and weaknesses and are designed to ensure that our motto of being a University 'where students come first' can be realised.

A handwritten signature in black ink, appearing to read 'Glenice'.

Professor Glenice Hancock

Vice-Chancellor and President

# Academic and Administrative Structure



# Academic and Administrative Structure



## Principal Officers as at 31 December 2001

### Chancellor

The Hon. Justice Stanley Jones LLB *Qld*

### Vice-Chancellor and President

Professor Glenice Hancock BA, DipEd Syd, PhD *Chicago*

### Acting Deputy Vice-Chancellor

Leo West DipApp Chem *Swinburne*, BSc (Hons), PhD *Monash* TTTC

### Acting Pro-Vice-Chancellor

Professor Stewart Marshall BA (Phil)(Hons) *York*,  
GradDipEd Technology, MPhil *Leeds*, MIEEIE (UK),  
IENG (UK)

### Vice-President (Administration) and Registrar

Kenneth Window BA, MPubAd *Qld*, MEdAd *UNE*,  
FAIM, FCIS

### Vice-President (Corporate Development)

Eric Laakso BCom(Hons) *Qld*, FASA

### President (Academic Board)

Professor Alan Knight BA *Qld*, PhD *Wollongong*

### Dean (Faculty of Arts, Health & Sciences)

Professor Errol Payne MSc *Qld*, MChem *UNSW*,  
MRACI, CChem

### Dean (Faculty of Business & Law)

Professor Kevin Fagg OAM, BCom, BEd *Qld*, MEC  
*UNE*, AAUQ, FCPA, FCIS, FAIM, FCA

### Dean (Faculty of Education & Creative Arts)

Professor Jim Mienczakowski DipCSSD, CertEd, BEd  
*London*, MA *Kings London*, PhD *Griffith*

### Acting Dean (Faculty of Informatics & Communication)

Associate Professor Kevin Tickle BSc, MScST *Qld*, PhD  
*Griffith*, MIEAust, AStat

### Dean (James Goldston Faculty of Engineering & Physical Systems)

Professor Elizabeth Taylor BE *UNSW*, LLB(Hons) *UTS*,  
FIEAust, CPEng

### Dean (International Programs)

Associate Professor Debbie Clayton BAppSc(Maths)  
*CIAE*, GradDipScEd, MAppSc *WAIT*, MACS

### Director (Central Queensland Conservatorium of Music)

Associate Professor Greg Whateley DipTeach(Prim)  
*ACU*, BEd(Prim), BEd(Mus) *VColl*, MEd (Mus) *Melb*,  
GradDipEdAdmin *ACU*

### Head, CQU Bundaberg

Associate Professor Alex Grady BSc(Hons) *Syd*, PhD *Otago*

### Head, CQU Emerald

Adjunct Associate Professor Kathleen Williams BCom  
*UNSW*, BSW *Melb*, MSW *Monash*, BEd *UNE*, DipEd *UNE*

### Acting Head, CQU Gladstone

Richard Whitwell BEc(Hons) *ANU*, MFM *CQU*, PhD  
*UTS*, ASA, CMA, AFAIM

### Head, CQU Mackay

Associate Professor Phillip Clift BEc(Hons) *Qld*, MSoc  
*Edin*, FSS

### Acting Director (Buildings & Grounds)

Clive Pritchard

### Principal (Capricornia College)

Ian Robert BEd *BCAE*, GradDipEdAd *Griffith*, MEdAd  
*UNE*, DipTeach *GCAE*

### Acting Director (Counselling, Careers & Health)

Mary McKavanagh BCom Wel *James Cook*, BSoc.  
Work *CQU*

### Director (CQU International)

Vacant

### Acting Director (Division of Teaching & Learning Services)

Ian Ferguson BA(Hons) *Sussex*, DELTA *London*,  
MPET *Deakin*

### Director (Information Technology Division)

Ian Jenkins BEc *Qld*, AAIL, MACS

### Director (Financial Services Division)

Al Lacoste FCPA

### Director (Division of Library, Information & Media Services)

Margaret Appleton BBus *DDIAE*, GradDipMgt  
*CIAE*, AALIA

### Director (Nullo Yumbah)

William Oates BA, MEd (Curriculum Stud) *UNE*,  
DipTeach (Prim)*GCAE*

### Director (Personnel Services)

David Swann BCom, MBA *Qld*, AFAHRI

### Director (Student Administration)

Leanne White BA *CQU*



## University Council as at 31 December 2001

The present council consists of 22 members representing University and community interests. The Council has the power and ability to do anything necessary or convenient to be done for, or in connection with, the carrying out of its functions: appointment of the University's staff, and managing and controlling the University's affairs, property and finances so as to promote the University's interests.

The Council of Central Queensland University met formally on six occasions throughout 2001. In order to deal with matters arising from previous meetings of Council or matters of an urgent nature, the Executive Committee of Council meets. Throughout 2001 the Executive Committee met on five occasions. Decisions

### New Council Constituted June 2001

#### Official Members

##### Chancellor

The Hon. Justice Stanley Jones LLB *Qld*

##### Vice-Chancellor and President

Professor Glenice Hancock BA, DipEd *Syd*, PhD *Chicago*

##### Director-General of Education (or nominee)

Alan Butler, BA, DipEd, BEdSt *Qld*

##### President of Academic Board

Professor Alan Knight BA *Qld*, PhD *Wollongong*

##### President of the Central Queensland University Students' Association

Gary McMurtrie, BA(Hons) *CQU*

##### Members appointed by the Governor-in-Council

Paul Bell

Clement Campbell, BAgrSc *Qld*

Megan J Morris, DipPhys *Qld*

Anne-Marie Roberts

Suellen Ohl BBus *CIAE*, ACE (Deputy Chancellor)

Sharon Smith, BEc LLB(Hons) *ANU*

John Tait, BCom, BEc *Qld*, AAUQ, FCA (Pro-Chancellor)

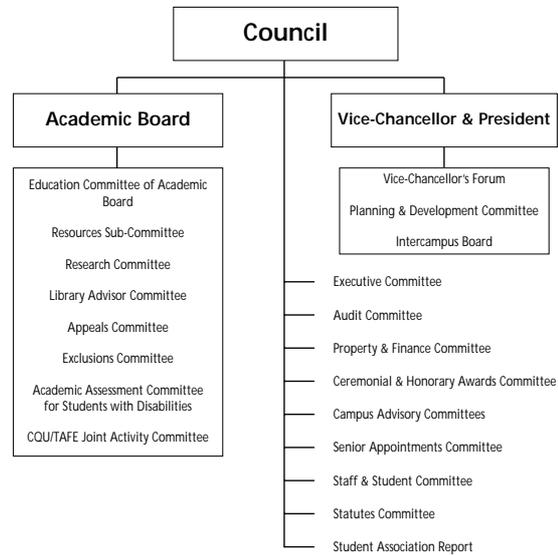
##### Elected Members

Three elected members of the academic staff

Robert Fisher LLM *UNSW*, LLB (Hons) *Qld*, BA, CertT *KG*, Barrister-at-Law

Rob Thompson, BEd(Hons) *Bristol*, MEd *James Cook*, PhD *QUT*

Vivienne Watts, BSc, MA *Mich*, GradDipTeach *BCAE*, PhD *QUT*, RN, AMusa, LTCL



of the Executive Committee carry the full authority of Council.

The term of office for appointed and elected members of Council is three years, with the Chancellor elected for a term of up to five years. The previous term of the Council of the University expired on 11 June 2001. Members of Council are not remunerated for their service to the University.

*One elected member of the general staff*  
James Leslie Jensen, BBus (Acct) *CQU*

*One elected member of the student body*  
Lauren Danastas

*Two elected members of the Convocation*  
Leanne McMurtrie, BA(Dist) *CQU*

Thomas Rosier, AssDip Bus, BComp *CQU*, JP (Qual), FNIA

##### **Additional members appointed by Council**

Ronald Fritschy, BE(Chem) *Syd*, BEc *UWA*, FIE(Aust), GAICD

##### **In attendance at Council but not members of Council**

##### **Acting Deputy Vice-Chancellor**

Professor Leo West DipApp Chem *Swinburne*, BSc (Hons), PhD *Monash* TTTC

##### **Acting Pro-Vice-Chancellor (Research and Academic Development)**

Professor Stewart Marshall BA (Phil)(Hons) *York*, GradDipEd Technology, MPhil *Leeds*, MIEEIE (UK), IENG (UK)

##### **Vice-President (Administration) and Registrar – Secretary of Council**

Kenneth Window BA, MPubAd *Qld*, MEdAd *UNE*, FAIM, FCIS

##### **Vice-President (Corporate Development)**

Eric Laakso, BCom(Hons) *Qld*, FASA

##### **Director, Financial Services Division**

Al Lacoste FCPA

##### **Changes to the membership of Council during 2001**

Muhammad Salam—resigned

Michael Rynne—resigned

Professor Lauchlan Chipman—retired



## Previous Council, term expired June 2001

### Official Members

#### Chancellor

The Hon. Justice Stanley Jones LLB *Qld*

#### Vice-Chancellor and President

Professor Lauchlan Chipman MA(Hons), LLB *Melb*, BPhil, DPhil *Oxon*, DipTertEd *UNE*, FACE, MACEA

#### Director-General of Education (or nominee)

Alan Butler, BA, DipEd, BEdSt *Qld*

#### President of Academic Board

Professor Alan Knight BA *Qld*, PhD *Wollongong*

#### President of the Central Queensland University Students' Association

Gary McMurtrie, BA(Hons) *CQU*

#### Members appointed by the Governor-in-Council

Paul Bell

Clement Campbell, BAgrSc *Qld*

Leesa Jeffcoat, BA, BEd, DipTeach *CIAE*, MEdAd *Qld*, ASDA, AMusA, MACE

John Reynolds, BSc(Hons) *Sheff*, DipEd *Cam*, BBus *Leic Poly*, FAIM

Karen Roach, RN, RM, BBus *UCCQ* (Deputy Chancellor)

Anne-Marie Roberts

John Tait, BCom, BEc *Qld*, AAUQ, FCA

Leo Zussino, BEc *Qld*, MBA *Oregon*

#### Elected Members

Three elected members of the academic staff

Graham Pegg BSc(Hons), PhD *James Cook*, MRACI, CChem

Rob Thompson BEd(Hons) *Bristol*, MEd *James Cook*, PhD *QUT*

Vivienne Watts BSc, MA *Mich*, GradDipTeach *BCAE*, PhD *QUT*, RN, AMusA, LTCL

One elected member of the general staff

Eamon Coll LLB *James Cook*, GDMM *CQU*

One elected member of the student body

Scott Longden BHMSc *CQU*

Two elected members of the Convocation

Suellen Ohl BBus *CIAE*, ACA

Ron Smyth GradDipMgt *CIAE*, FCPA, ACIS, ACIM, FAIM (Pro-Chancellor)

#### Additional members appointed by Council

Quentin Bryce AO, BA, LLB *Qld*, LLD HC *Macq*

Ronald Fritschy BE(Chem) *Syd*, BEc *UWA*, FIE(Aust), GAICD

### In attendance at Council but not members of Council

#### Deputy Vice-Chancellor

Professor Glenice Hancock BA, DipEd *Syd*, PhD *Chicago*

#### Pro-Vice-Chancellor (Research and Academic Development)

Professor Terry Stokes BA(Hons) *Macq*, PhD *Melb*

#### Vice-President (Administration) and Registrar – Secretary of Council

Kenneth Window BA, MPubAd *Qld*, MEdAd *UNE*, FAIM, FCIS

#### Vice-President (Corporate Development)

Eric Laakso BCom(Hons) *Qld*, FASA

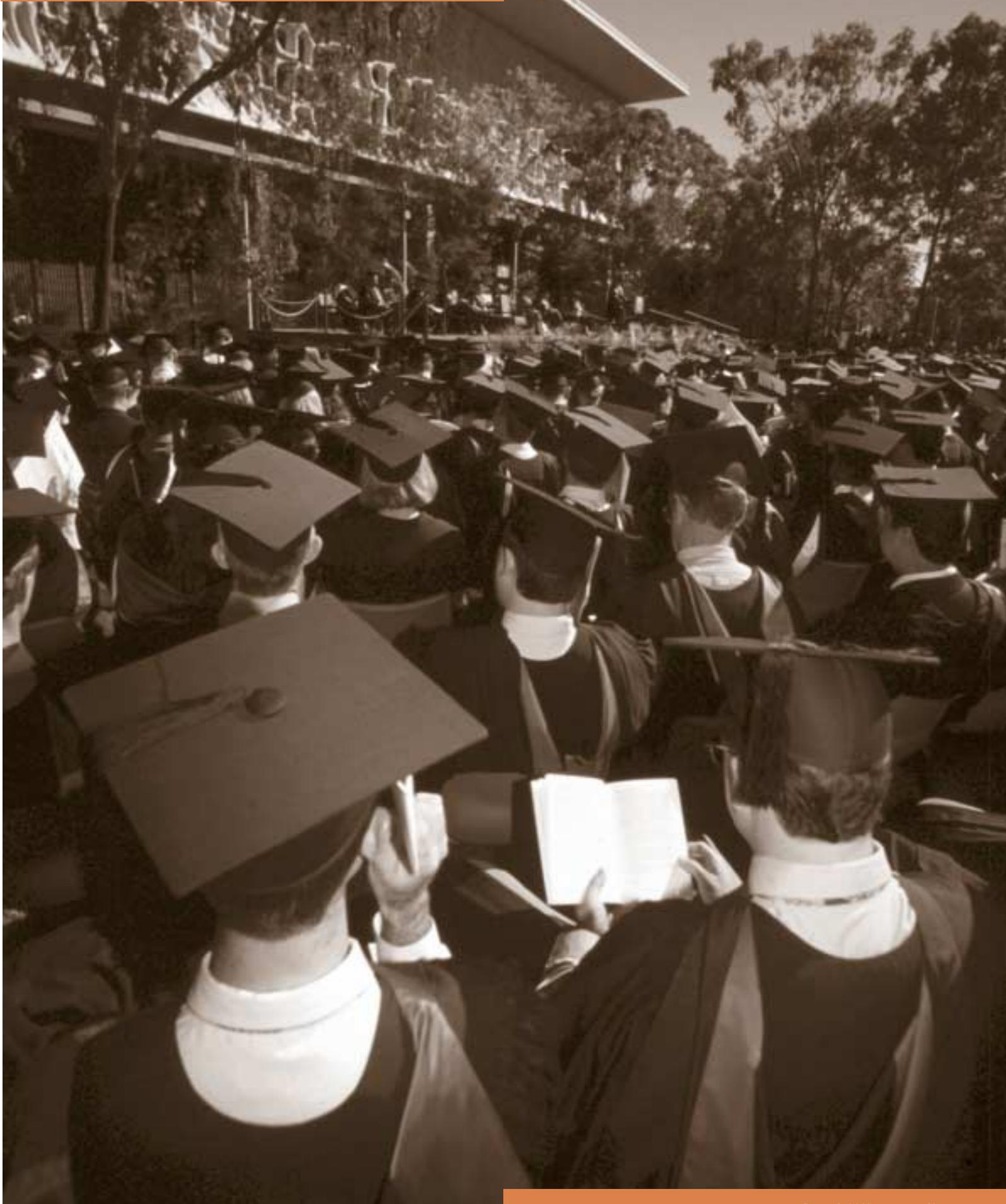
#### Acting Director, Financial Services Division

Al Lacoste FCPA

### Council Record of Attendance

February 2001 – June 2001		June 2001 – December 2001	
Stan Jones	2	Stan Jones	4
Alan Butler	2	Paul Bell	2
Paul Bell	1	Alan Butler	4
Quentin Bryce	0	Clem Campbell	4
Clem Campbell	2	Lauchlan Chipman	1 (July)
Lauchlan Chipman	2	Lauren Danastas	4
Eamon Coll	2	Rennie Fritschy	1
Rennie Fritschy	1	Glenice Hancock	3 (from August)
Leesa Jeffcoat	2	Alan Knight	3
Alan Knight	2	Megan Morris	4
Scott Longden	2	Gary McMurtrie	4
Gary McMurtrie	2	Leanne McMurtrie	3
Suellen Ohl	2	Suellen Ohl	4
Graham Pegg	1	Anne-Marie Roberts	1
John Reynolds	2	Tom Rosier	4
Karen Roach	1	Michael Rynne	1
Anne-Marie Roberts	1	Muhammad Salam	3
Ron Smyth	2	Sharon Smith	4
John Tait	2	John Tait	3
Rob Thompson	2	Rob Thompson	4
Vivienne Watts	2	Vivienne Watts	3
Leo Zussino	0		

## Review of Operations





Professor Errol Payne,  
Dean of the Faculty of Arts, Health and Sciences



## Faculty of Arts, Health & Sciences

2001 was a year of research and collaboration for the Faculty of Arts, Health and Sciences. Significant achievements included the appointment of Dr Kerry Mummery, Senior Lecturer within the School of Health and Human Performance, to the position of Vice-President (Sports Science) for Sports Medicine Queensland.

### Teaching and Learning

The Australian Psychological Society granted full accreditation to the following within the Psychology discipline:

- ✱ The Psychology Academic Organisational Unit at CQU
- ✱ The Graduate Diploma of Psychology
- ✱ The psychology sequence within the Bachelor of Human Movement Science
- ✱ The Bachelor of Psychology
- ✱ The Bachelor of Psychology (Honours)
- ✱ The Bachelor of Arts (Honours)
- ✱ The Postgraduate Diploma of Psychology

Following a review visit in late 2001, the Australian Association of Social Workers (AASW) recommended full and unqualified accreditation of the Faculty's four-year Bachelor of Social Work program. Under AASW rules, programs can only be given provisional accreditation until such time as the first graduates are produced. This happened at the end of 2000, with 36 students graduating at the mid-2001 ceremony.

The School of Nursing and Health Studies was successful with a submission to operate a Competence Assessment Service for the Queensland Nursing Council. This will involve both TAFE and CQU staff in the assessment of competence for nurses re-entering the workforce in Queensland.

The first group of nursing students from the School of Nursing & Health Studies graduated from CQU's Fiji International Campus in October. The Campus also celebrated passing the 1000 student mark. The graduates

included undergraduate and postgraduate students from a range of countries in the Asia Pacific region.

Due to strong student demand in 2001, the School of Health and Human Performance will expand its offerings in both Human Movement Science and Occupational Health and Safety at CQU Bundaberg commencing early 2002.

### Research

During the year researchers from the Primary Industry Research Centre investigated the amount of greenhouse gas emitted from cattle in the region. The Australian Meat and Livestock Corporation funded project aims to involve landholders in the debate over methane emission reduction.

Research programs within the Faculty were awarded over \$700,000 in 2001 for projects over the next three years. The funding will contribute to areas such as improving the efficiency of solar cells, exploring the use of a recently-discovered fern in removing arsenic soil pollution, understanding the impacts of blue-green algae associated with coal mining and stage two of an ecological risk assessment for the Fitzroy River.

The Japanese section of the School of Humanities produced its second compilation of Japanese essays. The essays were written by students enrolled in Advanced Humanities Research Japanese during 1999 and 2000 and are an interesting insight into the way students perceive their own learning of the language.

The Vice-Chancellor's Award for Progress in Research was awarded to Dr Nanjappa Ashwath from the Primary Industries Research Centre, Plant Sciences Group. Dr Ashwath completed a two-and-a-half year research project supported by the National Heritage Trust which explored ways of storing seeds and germinating native plants.

A PhD candidate within the School of Health and Human Performance, Greg Rowsell, has accepted a joint PhD scholarship between CQU and the South Australian Institute of Sport. Together with supervisor, Dr Peter Reaburn, Greg will examine the effectiveness of recovery strategies within high performance athletes.



## Strategic Alliances and Partnerships

Postgraduate Research Student, Mr Rob Long from the School of Biological and Environmental Science's Non-invasive Assessment Group, developed a sorting machine in conjunction with Colour Vision Systems to non-invasively sort rockmelons into sweetness grades. The group, co-funded by the Harvest Company and Horticulture Australia, developed the process which has resulted in the availability of guaranteed sweet rockmelons in major supermarkets.

The survival of Queensland's most endangered mammal, the northern hairy-nosed wombat, received a boost with the launch of a project involving state-of-the-art reproductive technologies and surrogate mother wombats. The collaborative project involves Queensland Parks and Wildlife Service, Rockhampton City Council, CQU and Central Queensland Fertility.

The Cluden Wildlife Management Unit was opened in Gladstone in June to provide care to injured and orphaned wildlife. The Unit is supported by CQU and the Gladstone Area Water Board. It will provide care to animals displaced by the raising of the Awoonga Dam, and valuable research, education and training opportunities to CQU students.

Dr Kerry Mummery, Senior Lecturer within the School of Health and Human Performance, together with researchers from The University of Queensland, Queensland University of Technology, and National Heart Foundation, received an \$800,000 Queensland Health grant examining the impact of the loss of physical activity from daily life.

## Community Education

Eight school teams competed in this year's Schools Science Quiz organised by Associate Professor John Parmenter. The performance of competing schools was of excellent quality and displayed outstanding knowledge and understanding of science facts and principles.

Associate Professor Dani Stehlik was guest speaker at the Annual Productivity Board General Meeting at the Rocky Point Sugar Mill attended by over 100 cane growers. The topic of the talk was 'Building on a Century of Achievements – New Scholarships in the Sugar Industry'.

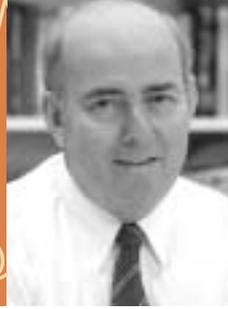
## Equity

During 2001 Women Into Science and Technology (WIST) celebrated the entry of the 2000th student into the program. A \$1000 scholarship was awarded to a WIST student who will apply to do an Engineering degree in 2002.

In May the WIST program hosted a function to salute women with successful careers in non-traditional disciplines. A number of interesting and inspirational speakers covered the areas of science, engineering and computing. Guest speaker was Angela Cabonne from the School of Information Management and Systems at Monash University.

## Occupational Health and Safety

As a component of the Faculty's risk management strategy, all Faculty of Arts, Health and Sciences research higher degree students who undertook research off-campus were required to complete a Field Trip and Off-Campus Activity risk assessment form as part of their six monthly progress reporting process. All research higher degree students were also required to complete a Data Security risk assessment form to highlight the need to secure and/or backup all original research material, research records and completed and partly completed components of research higher degree theses.



*Professor Kevin Fagg,  
Dean of the Faculty of Business and Law*



## Faculty of Business & Law

Central Queensland University's Faculty of Business and Law accepted a record number of enrolments in 2001 with over 22,000 course enrolments accepted across 13 campuses and delivery sites and by flexible delivery mode.

### Teaching and Learning

The Faculty began its pilot Quality Assurance and Enhancement project during the year, initially in the areas of teaching and learning. As part of this process, the Faculty systematically looked at its internal processes, aspects of risk management, and the relationship of these to the delivery of its core teaching and learning products.

During 2001 the Faculty continued to be an active partner in the University's Flexible Learning Strategic Plan. Staff attended WebCT workshops to refine the offering of all courses online. There has also been further development in the Faculty's use of CQU's sophisticated video-conferencing system, Integrated Systems Learning (ISL), connecting all CQU campuses.

The Faculty's online courses make innovative use of links to relevant websites around the world, as well as Internet based discussion and mailing lists where questions and answers are displayed for all.

The Faculty launched a Master of Business Administration Scholarship system to commence in 2002 aimed at increasing the number of full-time international and domestic postgraduate students at CQU Rockhampton.

During 2001 the Faculty also further developed its Exchange Student Agreement with Toyo University in Tokyo.

### Research

Postgraduate students participated at national and international conferences as part of their research training. A suite of new policies have been developed to encourage and contribute to the development of the Faculty's research profile.

Development of Working Groups are planned to generate more leverage in research activities and to assist with the development of an inclusive, participatory and celebratory research culture.

Bruce Acutt and Tony Ward received a Merit Grant of \$20,000 for research into the 'Development of a new test for Intrinsic Personal Characteristics of service providers'.

Faculty staff actively contributed to textbooks as authors or co-authors. Australian Taxation Practice (ATP), the publishers of tax reports, new legislation and commentaries on taxation in Australia, invited CQU's Rodney Fisher to co-author 'Tax Questions and Answers 2001'.

John Wiley and Sons Pty Ltd published the textbook 'Tourism Research' for CQU's Gayle Jennings. Gayle Jennings and Daniela Stehlik also received the Best Paper Award at the Travel and Tourism Research Association Annual International Conference.

The Faculty Research Committee, together with Professor Peter Smith is developing a Doctor of Business (Research) to cater for industry needs. Professor Peter Smith is involved in seminar presentations across industry.



## Strategic Alliances and Partnerships

During 2001 the Faculty launched 'BEST' (Business Enterprise Solutions Team) under the leadership of Professor of Management, Peter Smith. The project aims to develop University programs in partnership with business and industry to address core needs such as staff recruitment, retention and development, organisational change and repositioning, strategic and financial planning, marketing strategy and analysis, and business and company law.

The 'GAIN' project (Gladstone Area Industry Network) continues under the leadership of the Head, School of Management, Bruce Acutt in fostering industry links in the Gladstone area. The Faculty's courses are being further developed to satisfy educational needs identified by industry.

Under a Memorandum of Agreement with Central Queensland Institute of TAFE, the Faculty is offering a joint award using the TAFE Diploma of Hospitality Management as an entry point into the Bachelor of Business Administration and Bachelor of Tourism degrees.

The Bachelor of Hospitality Management has been further developed through agreements with South Bank Institute of TAFE to allow access for international students attending CQU Brisbane International Campus.

Agreements have been advanced with two Korean colleges to enable access to the Bachelor of Hospitality Management at CQU Rockhampton in association with CQ Institute of TAFE.

## Community Education

Faculty staff members have continued to liaise with a range of organisations in the public sector. Dean of the Faculty, Professor Kevin Fagg, has continued membership of the National Office of Overseas Skills Recognition (NOOSR), Dr John Rolfe has continued his work with the Central Highlands Trust and Jim Callan has worked extensively with schools in the Central Queensland region on projects involving application of computers to classrooms.

The Faculty initiated, sponsored and organised 'Business Challenge 2001'. Teams of three year 12 students from 10 local High Schools met at CQU Rockhampton to compete in the event, compered by ABC Broadcaster, David Anderson. The competition challenged students to correctly answer questions in a range of areas including general knowledge, accounting, legal studies, computer knowledge and business communication.

In response to requests from industry the Faculty, in collaboration with CQU's Nulloo Yumbah, developed a course in its Masters of Business Administration program that focused on indigenous workplace issues.



*Professor Jim Mienczakowski,  
Dean the Faculty of Education and Creative Arts*



## Faculty of Education & Creative Arts

The Faculty of Education and Creative Arts' continued development of the innovative Bachelor of Learning Management (BLM) was a highlight for 2001.

### Teaching and Learning

The beginning of Autumn term 2001 saw the first intake of 800 BLM students enrolled in Rockhampton, Mackay, Gladstone, Bundaberg and Pomona. By mid-year, the BLM had the required registration status from the Queensland Board of Teacher Registration. This milestone was accomplished in record time, adding to the list of 'firsts' for the BLM.

The BLM program's ties to local schools demonstrate how university-based teacher education can have a strong work-ready orientation. The delivery model is an acknowledged exemplar of the '2010' education policy and won the 'Best Practice Citation' from Education Queensland.

The Master of Learning Management (MLM) is the natural extension of the BLM. The MLM is aimed at the professional development of teachers and administrators. It is flexible so individuals, schools and districts can undertake either conventional courses or be involved in designing their own.

The Professional Doctorate 'trial' group commenced in 2001 with 15 students and finished the year with 26. The Professional Doctorate is a new kind of doctoral level program that combines future-oriented course work drawn from the Knowledge Society and New Economy concepts and an applied, problem-solving project. One of its strongest features is that course work is conducted by both university and industry-based staff in short but intensive sessions. It will be offered university-wide from 2002.

2001 saw major redirections in the area of Japanese Language Education in the Faculty. Barbara Hartley was appointed as the Director of Japanese Language Education. This appointment saw a shift away from the previous focus on the provision of international programs to a

reconcentration on programs for HECS students. A priority responsibility will be to maintain and develop the reputation it has developed as a quality provider in this area.

### Research

Research work concerned with improving the teaching of science in schools will be an important focus over the next few years with post-doctoral support, research students and a large Australian Research Council (ARC) grant. The Faculty will continue its emphasis on research partnerships and will develop agendas around new degree offerings.

During 2001, partnership research with schools continued with four projects operating in Rockhampton and Mackay schools. A partnership with the local Catholic Education Office resulted in the establishment of a PhD scholarship to support the study of improving science teaching in schools. The Traveller Education group maintained its close working collaborations with a number of international groups.

Dr Bruce Knight was awarded \$82,000 through the CQU/Fitzgerald State School Research Grant for a Comparative Analysis of Student Learning Outcomes from separate KLA's to Integrated Units.

Two researchers from the Faculty, Dr Trevor Gale and Dr Patrick Danaher, feature in the 'top 10' list of research publications for the University. Two postgraduate students had their papers accepted for the prestigious American Association for Research in Education. The ARC-funded study into online teaching and learning continued and another large ARC grant was won by Dr Allan Harrison to study improving science teaching in schools.

## Strategic Alliances and Partnerships

Industry partnerships have been at the forefront of the development of the Faculty's new suite of programs. Industry advisory groups were established to oversee the implementation of the BLM and a Memorandum of Understanding was developed with Education Queensland regarding the delivery of the BLM at Pomona.

In partnership with Education Queensland, a large number of educators and other community members have been involved in conferences such as 'Gifted and Talented' and other professional development activities.

Alliances in the vocational education and training area include those with secondary schools, TAFE colleges and private training providers to ensure quality programs and initiatives. The Beginning Teacher Program is one such initiative where participants in the program were enrolled as CQU students, following an innovative individual profiling process involving industry partners.

## Community Education

Faculty staff are involved in an extensive array of community bodies in their professional activities. Contributions of early childhood education staff include membership of the Board of Management of Child Care Services, keynote addresses, workshops and seminars at regional, state and international conferences, publications, and participation in policy consultations.

The Early Childhood Centre in Quay Street, Rockhampton is receiving increasing community use for professional development for teachers, meetings and community exhibitions. A successful seminar series, 'Conversations On Quay' was piloted and will return next year.

## Central Queensland Conservatorium of Music

2001 was a year of development for the Central Queensland Conservatorium of Music (CQCM) with highlights including the first run of the Bachelor of Performing Arts and the Master of Arts Administration in Rockhampton.

CQCM received a 42% increase in first preferences and an impressive number of overall requests for applications through QTAC as well as a number of interstate and overseas applications.

A strong link was forged with the Rockhampton Concert Orchestra and strategic alliances with the Australian Institute of Music (Sydney) and the Queensland Conservatorium at Griffith University (Brisbane) were furthered.

Online education 'iCon' (which incorporates the virtual conservatorium) serviced 570 enrolments during 2001, about \$200,000 of business.

On-going public performances in Mackay, Rockhampton, Bundaberg and Gladstone contributed to a high profile for staff and students during the year.

Projections for 2002 include expansion to the Gold Coast and Melbourne, initiating projects in Singapore and developing a stronger presence in Bundaberg, Pomona, Noosa, Gympie and Gladstone.



Professor Elizabeth Taylor, Dean of the James Goldston Faculty of Engineering and Physical Systems



## James Goldston Faculty of Engineering & Physical Systems

During 2001, the James Goldston Faculty of Engineering and Physical Systems focused on developing strategic alliances and relationships through research programs and collaboration with industry.

Highlights of the year included the successful bid for the Cooperative Research Centre for Railway Engineering and Technologies and the establishment of a new \$5 million Process Engineering and Light Metals research facility at CQU Gladstone.

### Teaching and Learning

Professor Elizabeth Taylor was appointed Dean of the Faculty in July. Professor Taylor is recognised internationally as an expert in engineering education and was previously responsible for the redevelopment of the engineering curriculum at the University of Technology, Sydney.

The Faculty's Engineering Co-op Program is a three-way partnership between CQU, students and industry. Cooperative Education is a strategy of applied learning which combines an accredited academic program with periods of paid, supervised and relevant experience in the workplace. Students undertake two six-month periods of approved industrial experience during their study. 102 CQU Engineering Co-op students were placed during 2001, including 12 placed overseas.

The International Co-op Exchange and Placement Program provides an exciting addition to the Cooperative Education program and assists in attracting high calibre students, enhancing our reputation with major international engineering companies.

Inbound, a total of six international work placement students were employed with CQU Co-op employers during 2001. The Faculty has the following International Co-op Work Placement Exchange Partnerships:

- ☀ agreement with University of Borås for Swedish work placement exchanges;
- ☀ cooperative arrangement with the Aachen University of Technology for German placements;
- ☀ agreement with Ecole Nationale d'Ingenieurs de Tarbes for French placements;
- ☀ agreement with University of Calgary for Canadian placements.

All other outgoing placements are arranged through direct negotiations with international employers.

Employer support for the program remains excellent with 100% of eligible students placed. 25% of second placement students were placed overseas against a target of 10%. The Co-op's graduate employment rate was 81.3% – the second highest in Australia according to the Association of Professional Engineers, Scientists and Managers 2001 Survey.

### Research

CQU will be the lead institution of the Cooperative Research Centre for Railway Engineering and Technologies (CRC). The CRC comprises six universities and 15 industry partners. The office for the CRC was established at CQU Rockhampton.

The Board of the CRC approved the following projects at CQU for 2002:

- ☀ National Centre for Simulation Modelling and Derailment – \$378,700
- ☀ Train health and speed restriction setting – \$636,400
- ☀ Wheel rail interaction – \$96,600

Associate Professor Peter Wolfs joined a Solar Alliance with Professor Ron Warrenner and Professor Geoff Lawrence for the promotion of solar energy research at CQU – supporting the efforts of the Centre for Molecular Architecture in organic dye sensitised solar cells.

Grants awarded during 2001 included:

- ✱ \$60,000 donation from Stanwell Corporation for research related to light metals.
- ✱ Donations of \$105,000 from Gladstone Port Authority and \$75,000 from NRG for the Gladstone Centre for Clean Coal.
- ✱ A grant of \$39,000 was received from the Built Environment Research Unit of the Department of Housing to provide instrumentation for a sustainable house which was constructed in Rockhampton and opened on 14 December. CQUETS (Central Queensland University Engineering Technical Services) performed the instrumentation work.
- ✱ Prue Howard and David Jorgensen, together with Yvonne Toft (Faculty of Arts, Health and Sciences) were granted \$8,255 by the Australian Occupational Health and Safety Trust for a two-year study to develop a flexible learning package which facilitates an understanding of the human component in engineering system design.

## Strategic Alliances and Partnerships

The Process Engineering and Light Metals (PELM) program is a collaborative effort between CQU, the Queensland Department of State Development, the Gladstone community, The University of Queensland and other partner organisations. The goal of the program is to build the 'soft infrastructure' necessary to promote and assist the development of existing and new process engineering industries and new downstream light metals industry in the Gladstone/Rockhampton corridor. The program will encompass three distinct, but highly complementary, activities – Process Engineering, Light Metals and Technology Incubation.

Professor Warren Thorpe was appointed Director of the Process Engineering and Light Metals Centre. Dr Thorpe was previously R&D Manager, Casting and Alloys, at the CSIRO Division of Manufacturing Science and Technology and was awarded the Year 2000 CSIRO Chairman's Medal for outstanding research achievement.

The program is expected to attract significant industrial support for focused programs of research and entrepreneurial development.

A delegation from Liaoning Technical University toured the Centre for Railway Engineering during December, prior to signing the Memorandum of Understanding.



Associate Professor Kevin Tickle  
Acting Dean of the Faculty of Informatics and Communication



## Faculty of Informatics & Communication

The Faculty of Informatics and Communication experienced significant growth in student numbers during 2001. The Faculty taught more than 38,200 student courses during the year, about 5,000 Equivalent Full Time Student Units (EFTSU). This is an increase of 50% from about 25,500 the previous year.

International student interest in the Faculty's programs grew exponentially, particularly in the areas of Information Technology and Multimedia. International student course enrolments jumped from about 14,000 to more than 26,000. Most of this growth occurred at the Sydney and Melbourne campuses.

### Teaching and Learning

The accreditation of the Bachelor of Professional Communication/Business Administration by the Public Relations Institute of Australia (PRIA) was announced in November 2001. The PRIA represents professional standing in public relations and provides public relations knowledge, skills and experience for its members.

Ms Sylvia Ward was awarded the Vice-Chancellor's Award for Quality Teaching for 2001. This award recognises Sylvia's commitment to providing and enhancing quality teaching services to students across all campuses of CQU.

Faculty staff participated in professional development activities during the year including workshops on multimedia authoring software and a two-day workshop on data communications and networking by Ecommerce Institute, LLC (ECI).

A three-day Faculty workshop was held in November to conduct a review of the Bachelor of Information Technology program. Outcomes included changes and updates to courses to ensure a quality educational experience.

International author, Philip Knightley visited the Faculty in March and gave an address on foreign reporting. Knightley, an expatriate Australian journalist, established

his reputation with the book 'The First Casualty' which looked at propaganda and war reporting.

Associate Professor Evelyn Hovenga was appointed a Faculty Associate with Johns Hopkins University, Baltimore, USA from July 2001. This honorary appointment is made to individuals in recognition of significant contributions to the development and quality of educational programs.

### Research

Faculty Research Grants totalling \$76,000 were awarded in 2001.

Merit Grants were awarded to Professor Xinghuo Yu for his project 'Improving learning efficiency in feed forward neural networks' and Professor Alan Knight for his project 'Representing Australia to the world: foreign correspondents based in Australia'.

A Focus Grant was awarded to Tim Roberts for his project 'World's best practice in the use of collaborative learning techniques and group assessment in an online environment' and Errol Vieth was awarded a Seed Grant for his project 'Representatives and cultural identities of motorcyclists and motorcycles in Australian media: communities of resistance'.

The Faculty of Informatics and Communication produced nine book chapters, 22 journal articles and 31 refereed conference papers in the 2000 Publication Collections. The top four authors across the University were from the Faculty with five Faculty staff/students appearing in the top 10.

Dr Victor Korotkich from CQU Mackay received the 2001 Dean's Award for Quality in Research.

In September, a Faculty Research Retreat was held in Rockhampton and involved Faculty Staff, Research Higher Degree Students and invited guests. The agenda for the three-day retreat included academic writing, mentoring, industry collaboration and grant writing.



## Strategic Alliances and Partnerships

2001 saw the continuation of business and industry links with organisations throughout Australia. These included the CSIRO Division of Livestock Industries, Telstra Research Laboratories, Department of Natural Resources, Bundaberg Sugar, Australian Geological Survey Organisation, Royal Brisbane Hospital, Prince Charles Hospital and Learning Network Queensland.

The Faculty and the Rockhampton City Council signed a Memorandum of Understanding to develop community informatics research in the Rockhampton District. This was formalised at a public function on 16 February 2001.

The COIN (Community Informatics) Internet Academy, a collaboration between the Faculty and Rockhampton City Council, was launched on 31 July 2001 by Acting Vice-Chancellor, Professor Glenice Hancock and Rockhampton Mayor, Margaret Strelow. The Academy has two funded Program Managers and will research impediments to the use of the Internet in the home and by community groups in the Rockhampton district.

## Community Education

The Faculty received government funding under the Information Technology and Telecommunications Skills Training and Role Model (I-STAR) scheme. This funding assisted facilitation of a three-day residential workshop for 15 year 11 high school students from Central Queensland. The program was hosted at CQU Mackay and proved a great success with students involved in web development, programming and database development, e-Journalism as well as promoting IT & T careers to young people.

The Faculty's multimedia careers evening 'Promoting Regional Awareness of Multimedia (PRAM)' was a finalist in the Regional Community IT Skills category of this year's Asia-Pacific Queensland IT&T Awards for Excellence, announced in November 2001.

Conferences organised by Informatics and Communication in 2001 included:

- ✻ 'Australian Media Traditions' at Rydges Capricorn Resort
- ✻ 'Optimisation and Industry' at Great Keppel Island
- ✻ 'Information Technology in Regional Areas' (ItiRA) at CQU.



## CQU Bundaberg

2001 was a year of development for CQU Bundaberg with community partnership high on the agenda.

Major recognition of the Campus was achieved through badging on the front of Building 1. The sign includes the University crest with the words Central Queensland University Bundaberg. An interchangeable promotional sign was also erected on the Isis Highway to promote campus events such as Orientation Week and Graduation.

### Teaching and Learning

There was a marked increase in the number of Bundaberg school leavers choosing to complete tertiary studies at home with almost 50% of high school graduates bound for Central Queensland University.

The Bachelor of Aviation Technology (BAT) commenced with 10 students in the inaugural program – a good result considering the program was by direct entry only. The BAT is available only through CQU Bundaberg.

The Campus also introduced the Bachelor of Learning Management (BLM). The Faculty is also overseeing an additional 55 BLM early learning and primary students at Pomona, an off-campus delivery site.

Lecturer of Journalism and Media Studies, Helen Ester, relocated to Bundaberg allowing the Campus to offer a full journalism major in the Bachelor of Communication as well as a Bachelor of e-Journalism.

### Research Highlights

During 2001 one million dollars was pledged from the Federal Government Capital Development Pool for 2004 towards the funding of a new Science and Research Building at CQU Bundaberg.

School of Humanities research student, Wendy Davis, was one of only 14 postgraduate students throughout Australia selected to attend a two-week workshop at Canberra's Australian National University (ANU). The workshop 'Sleight of Sight: Perception, Representation, Illusion' focuses on the rapidly expanding research area of visual culture.

An initially small research collaboration between CQU Bundaberg and Bundaberg City Council in the area of plastic recycling has now resulted in the project being given the equivalent of honours status and its researcher Stacey Cunningham being awarded the Faculty of Business & Law postgraduate research scholarship. The project took a joint approach to the problem of plastic waste disposal – particularly that of agricultural trickle tape and plastic mulch. Bundaberg City Council contributed \$10,000 to the project, which was matched by CQU.

Stacey presented her report 'Reprocessing Facility for Polyethylene Plastic: Agricultural and Other Products' to Bundaberg City Council's Project Management Committee in June. Subsequently, CQU was contracted to develop a business plan for an application to fund the expansion of the recycling/waste management facility.

# Faculty & Division Highlights

## Community Education

CQU Bundaberg participated in a number of community events designed to improve recognition. These included Agrotrend and the Bundaberg Show.

In addition, several events were hosted at CQU Bundaberg to draw the general public into the University. These were:

- ✱ CQU Experience, a four-hour university experience for high school students;
- ✱ Mike Cooper, a talented folk/blues player who specialises in the lap steel Hawaiian guitar, who accompanied Murnau's silent, 1931 black and white classic, *Tabu*;
- ✱ Don Burrows and ConJazz (CQCM), which attracted over 500 participants;
- ✱ Don Rader and ConJazz, a two-day visit including the Golden Years Concert, Little Big Band Competition and a jazz spectacular finale event;
- ✱ Discover CQU, a three-hour event that provided potential students and their families a glimpse of university with course advice and mock lecture/tutorials.

In July, CQU Bundaberg took over the sponsorship of a major local marine community project – the Woongarra Marine Park Monitoring & Education Project. Initiated in 1997 by the Australian Marine Conservation Society, the group carries out regular monitoring of the benthos, water quality and tidal pools in the Woongarra Marine Park. The project works alongside Rocky Reef Watch which has established links through CQU with Dr Mike Coates. The group has been developing links with the Campus over the last three years and the granting of research status has also marked the transition to the University.

The project recently won a regional 'Education & Awareness Award' from Coastcare for its outstanding marine education and awareness work in the community and was nominated under the International Year of Volunteers for its work in the Burnett electorate. The project also nominated 12 of its volunteers, with 11-year-old Caitlin Negri recognised as an inspiration to other children in Burnett and a recipient of a IYV Medallion (one of only 20 in the region).

Senior Lecturer in Film Studies, Warwick Mules, visited the Campus in October and presented the movie classic 'Pandora's Box' to the Bundaberg film community. The 1928, black and white, silent film stars American, Louise Brooks and was directed by G.W. Pabst. The film depicts a powerful image of a woman – one that would be considered modern even by today's standards, a point that led to some discussion on the evening.

Bachelor of Learning Management students (in conjunction with the Faculty of Arts, Health & Sciences) presented their final 'Concepts of Science' day to over 180 year 1-7 students at Burnett Heads State School. The day, which is an interactive assessed practical, is now an annual event.

In 2001, CQU Bundaberg Solar Racing Group Inc. again had a major win in the Energex Model Solar Car Challenge (Queensland State Championship). Competing in the Open category, the group not only won with a sizable margin with their lead car FireFox, but also took out second place with their redesigned vehicle FireFlash. In December, the CQU Bundaberg group achieved third place in the National Solar Car Championships, which were held in Adelaide.



## CQU Emerald

Forging and fostering community partnerships has always been a focus for CQU Emerald and this year was no exception. Partnerships with schools were strengthened through the introduction of the UniLink program, school information sessions, Careers Market Day and CQU guest speakers. Fostering of partnerships was also extended to local primary schools this year through National Science Week activities.

### Community Education

Throughout 2001 CQU Emerald staff assisted visiting CQU representatives to establish links between CQU and the Emerald community. While visiting Emerald this year Professor of Journalism and Media Studies, Alan Knight, met with community representatives at the Emerald Advisory Committee, conducted school visits to promote journalism as a profession, met with both print and radio media personnel to discuss professional development options and topical issues relating to rural/regional journalists and also conducted a media awareness workshop for CQU staff. CQU Emerald will continue to support proactive visits from representatives from other CQU campuses wishing to forge both industry and community partnerships.

The Campus is able to maximise awareness of CQU and the success of its activities through joint hosting of activities and events. CQU Emerald Academic Awards Presentation ceremony was held jointly with the Emerald Shire Council and CQU Press – Outback Books, launch of *A History of Emerald 1850s – 2001* in August this year. The event gave CQU Emerald the opportunity to work within CQU as well as forging links with Emerald Shire Council. The occasion also provided CQU with the forum in which to showcase the academic achievements of students and to thank local businesses for their generous and ongoing sponsorship of these awards.

CQU and the Central Highlands Science Centre jointly hosted National Science Week 2001 activities in Emerald. CQU Emerald and Science Centre staff provided an ‘Art Work’ Competition for primary schools as well as an Open Day at the new Science Centre. The ‘Art Work’ competition was co-judged by the then Vice-Chancellor, Professor Lauchlan Chipman and members of the Emerald Art Group. An Alumni function was also hosted by CQU Emerald at the Science Centre.

CQU, CQU Student Association and TAFE jointly hosted the 2001 Emerald Community Adult Learners Week. Community groups, associations, clubs and educational providers were invited to display their activities at a morning tea held at CQU Emerald. Visitors viewed the displays, listened to guest speakers talking about their learning experiences and met fellow community members at the event. An ‘Internet Café’ under the guidance of volunteers was also provided for Senior Citizens.

# Faculty & Division Highlights

## Teaching and Learning

In a bid to meet the study demands of people living within the local region and optimise the availability of flexible delivery, CQU Emerald introduced the option of a workshop delivery mode this year. The workshop option means students come into campus four times during the term for three hours of tutorial support. The first session includes an overview of the course with the tutor, an introduction session to the Communications Learning Centre and a library induction. Workshop delivery mode utilises both distance and on campus materials, support and facilities, while benefiting students who may be shift-workers or be limited by distance. This mode also allows students to meet in focussed groups and enables them to have individual support from both peers and tutor, while extending CQU Emerald's capacity to increase student numbers.

The STEPS program increased in enrolments during 2001 and continues to extend the opportunity for those aged 19 and over within the Emerald district to access higher education. By offering STEPS in both day and evening mode, CQU Emerald has provided the opportunity for additional people to gain the skills to enter tertiary study and/or the confidence to rejoin the workforce.

## Research Highlights

During 2001, Dr John Rolfe established a higher profile for the CQU Emerald research centre through a number of research projects including work on carbon off-sets, tree clearing, and environmental values in the Fitzroy. The research group at Emerald has increased its activities throughout 2001 and currently supports eight people in a variety of roles to meet these requirements.

Dr Rolfe and his staff and students are currently running six surveys at the close of 2001. These include the 'Uptake of Information Technology', 'Organic Foods', 'Valuing Aboriginal Cultural Heritage sites', 'Valuing the Environmental Tradeoffs in the Fitzroy Basin' and Council surveys for the Emerald and Calliope Shire Councils.

Research staff at Emerald have presented papers at a number of forums throughout the year, including:

- ✱ Australian Agricultural and Resource Economics Conference Remnant Vegetation in the Brigalow Belt: Management and Conservation Symposium
- ✱ Desert Uplands Natural Resource Management Symposium



## CQU Gladstone

2001 was a most successful year for CQU Gladstone. The Campus undertook a number of activities designed to emphasise working in partnership with the community and to further develop the University's regional partnerships with the diverse Central Queensland community.

### Teaching and Learning

A record number of undergraduate students started their studies on-campus this year, an increase of 27% compared with the previous year. There are now almost 500 students studying engineering, business, education, information technology, arts, communications or combined degrees. In addition there are more than 200 students studying postgraduate engineering awards.

During the year the highly successful UniLink program continued to provide senior high school students with a taste of university study. Students were able to complete courses in introductory psychology, marketing, early childhood and journalism in addition to their normal high school studies.

The Single Non Award Program (SNAP) commenced in 2001. SNAP enables students to gain credits for their university studies while still in senior high school. Students were given the option of studying two courses, Engineering Mathematics 1A or Programming A. This program will be expanded in 2002.

2001 also saw the expansion of the STEPS program to include an external option. The trial external program was coordinated from CQU Gladstone. The external program allowed 20 students from throughout the state to complete their studies at their own pace.

### Research Highlights

The Gladstone Clean Coal Centre was established during the year. This centre will become an information store of worldwide research into the clean use of coal, and will serve as a central source of information for all coal-related industries such as mining and power generation.

The healthy condition of Gladstone Harbour was further highlighted with the completion of an 18-month marine species study. Over the last few years, the Australian Quarantine and Inspection Service (AQIS), ports and the shipping industry, in conjunction with the state and territory governments have been developing new water management arrangements to help minimise the spread of harmful marine organisms.

The Centre for Environmental Management (CEM) continued to monitor the health of the harbour environment, and expanded its research activities into other areas related to environmental issues associated with local industries. The CEM has also begun to undertake research in the Mackay and Bundaberg areas.

The new \$5 million Process Engineering and Light Metals (PELM) complex was near completion in December. PELM staff will work closely with local industry and will focus on research designed to improve the efficiency of light metals industries.

## Community Education

Throughout the year, the Campus hosted a number of local and international visitors. Tours of the Campus and relevant activities were organised for a number of groups including local high and primary schools, Japanese exchange students, Rotary International visitors and a group of over 100 United States Marines.

In July the inaugural Winter Arts School was conducted. The Arts School consists of a week long series of workshops in various media for emerging artists in the Gladstone region. The week culminated in an exhibition at the Gladstone Engineering Centre.

CQU's Golden Years Program managed an extremely successful year in Gladstone, with activities for seniors organised on a regular basis. Some of the activities included beginner Internet classes, beginner PC classes, a jazz concert and an end of year Christmas party. All activities were provided free of charge to the community.

The annual CQU Gladstone Open Day and Multicultural Festival was held on Sunday 5 August. Thousands of people flocked to the Gladstone Marina to experience the activities held throughout the day and to enquire about programs available at CQU Gladstone.

A special function involving University and Gladstone community members was held to farewell long-serving and highly regarded Head of CQU Gladstone, Mr Rex Metcalfe, to retirement.

Other community events held during the year included the Careers Market, a number of free jazz concerts and a series of free public talks on a variety of issues.



## CQU Mackay

Throughout 2001 CQU Mackay continued its strategic focus on contributing to the cultural, social and economic enrichment of the community.

A major highlight of the year was the completion of the new \$4.85 million Central Queensland Conservatorium of Music (CQCM) building in June 2001. The Premier of Queensland, Hon. Peter Beattie, officially opened the Conservatorium on 4 November 2001. The Conservatorium features a 200-seat auditorium, a recording studio and a five-storey theatre fly tower for moving sets.

A new academic building was also completed and ready for use in 2001. The new building features an Integrated Systems Learning theatre, nursing laboratory, computer laboratory, general teaching rooms and a new bookshop.

### Teaching and Learning

A number of community activities were conducted to promote tertiary level study to local high school students.

During 2001, CQU Mackay and the Faculty of Informatics and Communication hosted 'Do IT @ CQU'. 15 high school students entering year 12 in 2002 lived on campus for a week to gain practical insight into studying information technology, multimedia and e-Journalism at CQU.

A Multimedia Careers Evening organised by Mr Steven Pace from the Faculty of Informatics and Communication was selected as a finalist in the Regional Community IT Skills category of this year's Qld IT&T Awards for Excellence.

In May, CQU Mackay hosted the annual Year 10 Science Challenge as part of National Science Week. This year a record number of teams competed in the quiz aimed at rewarding excellence in science.

Bachelor of Information Technology graduate, Alison Tye, won the Mackay Graduation Medal. The medal was presented at the Mackay graduation ceremony in June.

### Research Highlights

Dr Victor Korotkich organised an international conference 'Optimisation and Industry' 1-6 July. Leading companies including AT&T, Boeing and General Motors attended the conference.

CQU and the National Youth Suicide Prevention Strategy combined for a collaborative research project titled 'Young people, parents and teachers: Protective factors for mental health'. The research team is led by Dr Helen Waite from CQU Mackay and Mr Richard Jones from Mackay Integrated Mental Health Services.

Dr Judith Wake was appointed coordinator of the Mackay Mangrove Dieback Project. The project is being conducted through CQU's Centre for Environmental Management with DPI (Fisheries) and is funded by the National Heritage Trust.

A Women in Research group was formed earlier in the year and the group is currently planning a university-wide conference to be held in February 2002 titled 'Women in Research: Versatile and Visible'.

### Publishing Milestones

Several books were published during the year including:

- ✱ Dr Victor Korotkich,  
*Logic: Framework for the new Millennium.*
- ✱ Associate Professor Greg Whateley,  
*Making the arts work for you in the primary classroom.*
- ✱ Drs Bruce Knight and Leonie Rowan,  
*Researching futures-oriented pedagogies.*

# Faculty & Division Highlights

## Community Education

The CQU Mackay student refectory was expanded and officially named after Mr Perce Leivesley on 1 September. Mr Leivesley was the trustee of the Dorothy Cook Estate and has been extremely supportive of the University. Donations from the Cook Estate have gone towards a number of academic and student facilities at CQU Mackay.

The CQU Mackay Library Society has gone from strength to strength in 2001. As well as regular film evenings and a book club, the society hosted special evenings with guest presenters such as Australian author Simon Higgins and music composer Art Phillips.

CQU Mackay Theatre Troupe, Kaleidoscope Players, performed their second production in October. Titled *For the Love of Shakespeare*, it was performed at dusk by the southern lake at CQU Mackay. The production was a contemporary blend of Shakespeare's greatest love stories. It featured students and staff of the University as well as community members.

A special Christmas concert for seniors was held in November. The concert featured CQCM lecturers Dimitri Kopanakis and Regis Danillon and graduating Conservatorium student Alesha Ravenscroft.

CQU Mackay is developing an Alumni Chapter and had its first function in June at the new Conservatorium. Around 70 past students were in attendance.



## Regional University Leads International Education Market

An exporter of education for over 10 years, CQU is recognised as a leader and innovator in the market.

CQU has emerged as the premier provider of education for overseas students among Queensland's eight universities, providing educational services to six continents in the world.

This was achieved through innovative commercial partnerships, focused marketing and recruitment, systematic and informed product development and best-practice telecommunication-based customer service strategies.

During the year CQU's international student growth rate at Sydney, Melbourne and Brisbane Campuses was three times the national average.

CQU has developed an integrated educational strategy through the creation of the International Strategy Group, comprising senior corporate development personnel and deans. The group develops export educational strategies to enhance CQU's success in education export.

The University's strategy to increase its global delivery of higher education involves key commercial partners to provide the management and delivery of educational services.

CQU generates more than a quarter of its revenue from the provision of education services to international students in Australia, at its delivery sites in Singapore, Hong Kong, Malaysia and Fiji and through additional joint ventures in Japan, Korea, Taiwan, China, Indonesia and the United States.

CQU truly is a leading provider of international education in Australia.

### Highlights

- ☀ CQU won the Education category of the Premier of Queensland's Export Awards and was a finalist in the national competition. CQU partnered with educational services management companies to develop global teaching delivery networks worth \$67.5 million in export revenue.
- ☀ A new university campus on the Gold Coast in Queensland was launched catering for international students and Australian-resident distance students enrolled in full-fee-paying courses in 2001. CQU now boasts Australia's most extensive university campus network, with a total of nine Australian campuses and joint venture operations in Fiji, Singapore, Hong Kong, Japan and Malaysia.
- ☀ CQU was the first Queensland university to sign a Memorandum of Understanding with Education Queensland International to provide international high school students with pathways to selected Queensland universities.
- ☀ Continued strong growth at CQU Melbourne, Sydney, Brisbane and Fiji campuses with enrolments in Melbourne increasing 75%, Sydney 69%, Brisbane 57% and Fiji 48%.
- ☀ CQU International coordinated a University-wide approach to the implementation of the new Education Services for Overseas Students (ESOS) Act 2000, which involved a wide range of activities including staff training, reviewing marketing material and developing new policy and procedures.
- ☀ Expansion of operations in Hong Kong, Singapore and Malaysia with enrolments in Singapore increasing 114%.
- ☀ Successful implementation of the PeopleSoft administration system at all international campuses and off-shore operations.

- ✿ 'Study with Family and Friends' incentive scheme for international students set to commence at CQU's regional campuses in March 2002.
- ✿ CQU's Australian International Campuses now have ISO9002 quality assured management procedures, which include all aspects of the administration and management of a higher education institution.
- ✿ A total of 100 Study Abroad and exchange students arrived at CQU in 2001 – 76 from the United States of America, two from Boras University, Sweden, 18 from Japanese exchange Universities and four from Europe.

## Community Education

CQU International has ensured community education by initiating the supply of numerous local media articles. These outline delegations and visitors, new initiatives and strategic alliances. The aim of the articles is to increase community awareness of CQU International's operations. Recent media articles have featured a number of outstanding CQU International student achievements.

## Indigenous Connection

CQU International understands the importance of developing the relationship between the Division and Nulloo Yumbah, CQU's indigenous higher education centre. Meetings with the new Director of Nulloo Yumbah, William Oates, were held in late 2001 to develop a relationship mutually beneficial for both parties and to promote cross-fertilisation of activities and cross-cultural experiences in 2002.

## Strategic Alliances and Partnerships

CQU International has prioritised the initiation, development and management of strategic alliances internationally.

In consultation with its partners, CQU International developed country-based strategies for both recruitment and selected in-site country delivery of programs. Focus countries include China, Malaysia, Singapore, Hong Kong,

Japan, Korea, Taiwan, India, Thailand, USA and Europe.

The following is a brief outline of the major recent alliance initiatives, including a number of Memoranda of Understanding (MOU) agreements, for Study Abroad, Exchange programs, articulation English language tuition and study tours which will result in increased international activity in the forthcoming years, particularly cohort recruitment through articulations.

## Memoranda of Understanding

Delegations to CQU, resulting in MOU agreements included representatives from the following countries, Education Queensland International (EQI) and TAFE organisations.

Korea:

- ✿ Hansung College
- ✿ Kyungin College
- ✿ Konyang University (MOU signed by Associate Professor Clayton in Korea)

China:

- ✿ Liaoning Technical University
- ✿ East China Normal University
- ✿ Jianjxi University of Finance and Economics  
China

Education Queensland International (EQI):

- ✿ CQU was the first Queensland university to sign an MOU with Education Queensland International. This is a project where high school students are recruited for program articulation and recruitment pathways to selected Queensland universities. Additional resources have been allocated to this project to maximize recruitment in 2002.
- ✿ Leverage with Education Queensland by presentation on BIC/GCIC and CQU/CMS operations.



## Hartford:

Relations with the Hartford Management Centre (Singapore, Hong Kong and Malaysia), were further strengthened in the second half of 2001. Activities included:

- ✱ CQU International staff performed training in October to improve: knowledge of the CQU product; how to act as a CQU Agent - training and processes; and, ESOS compliance of marketing materials, including recruitment practices.
- ✱ Hartford is now a contracted agent for the recruitment of students to all CQU campuses.
- ✱ Hartford online and delivery models finalized.
- ✱ Hartford HK venture defined and I&C programs will commence July 2002.
- ✱ Hartford Singapore graduation, Alumni function, all contributing to recruitment frames, public relations with Chancellor during graduation visit.

## Hong Kong College of Technology International:

Relations with HKCT were further developed in the second half of 2001. Activities included:

- ✱ training in October to improve knowledge of the CQU product; how to act as a CQU Agent – training and processes, and ESOS compliance of marketing materials, including recruitment practices.
- ✱ HKCT is now a contracted agent for the recruitment of students to all CQU campuses.

## Planned Program Roll-out

CQU International, in conjunction with Faculty representatives, CMS, CGH, Hartford and other off-shore partners, developed guidelines for the expected 'roll-out' of various new programs and program formats for all locations (including online courses) for 2002, including:

- ✱ Bachelor of Science (Psychology) and Bachelor of Information Technology roll-out

approved for February 2002 with program launch assistance at Hartford Singapore.

- ✱ Bachelor of Engineering Technology roll-out framed for July 2002 at Hong Kong College of Technology International.
- ✱ Professional Doctorate roll-out framed for July 2002 at Hartford Singapore.
- ✱ Professional Doctorate roll-out planned for Melbourne International Campus in 2002.
- ✱ Master of Arts Administration roll-out planned for Melbourne International Campus in 2002.
- ✱ Bachelor of Business Administration / Bachelor of Professional Communication roll-out planned for Melbourne International Campus in 2002.
- ✱ Bachelor of Communication / Bachelor of Information Technology roll-out planned for Melbourne International Campus in 2002.

## Overseas Visits

In order to progress the international recognition and reputation of CQU and its on-shore and off-shore operations, numerous overseas visits were undertaken during the year. Following is a brief outline of the major targeted countries:

- ✱ China
- ✱ Hong Kong
- ✱ Thailand
- ✱ Korea
- ✱ Taiwan
- ✱ Singapore
- ✱ Malaysia



# Educational Opportunity and Equity



## Student Statistics

### Student Numbers by Level of Program, 1997-2001

Program	1997	1998	1999	2000	2001	Growth 00-01
Higher Degree Research						
Doctoral	112	129	125	129	134	3.9%
Master's	79	72	63	50	62	24.0%
Subtotal	191	201	188	179	196	9.5%
Higher Degree Coursework						
Doctoral	0	0	0	0	18	
Master's	827	814	890	1021	1423	39.4%
Subtotal	827	814	890	1021	1441	41.1%
Other Postgraduate	1189	1113	894	1013	1625	60.4%
<b>Total Postgraduate</b>	<b>2207</b>	<b>2128</b>	<b>1972</b>	<b>2213</b>	<b>3262</b>	<b>47.4%</b>
Undergraduate						
Bachelor	8507	9520	10361	11639	13368	14.9%
Other Undergraduate	658	537	430	386	330	-14.5%
<b>Total Undergraduate</b>	<b>9165</b>	<b>10057</b>	<b>10791</b>	<b>12025</b>	<b>13698</b>	<b>13.9%</b>
Enabling and Non Award						
Enabling	466	315	343	370	365	-1.4%
Non Award*	178	129	160	165	214	29.7%
Subtotal	644	444	503	535	579	8.2%
<b>All Levels</b>	<b>12016</b>	<b>12629</b>	<b>13266</b>	<b>14773</b>	<b>17539</b>	<b>18.7%</b>

\* Consistent with DEST reporting, cross institutional students have been included as Non Award

### Student Load \* by Funding Type, 1997-2001

Funding Type	1997	1998	1999	2000	2001	Growth 00-01
Gov't Funded	6553.7	6700.7	6745.7	7071.7	7270.6	2.8%
Aust Undergraduate Fee Paying	0.0	0.0	29.5	32.1	58.8	83.0%
Aust Postgraduate Fee Paying	101.1	136.0	147.5	169.5	264.8	56.3%
International Fee Paying	1078.1	1250.5	1439.9	1891.2	4441.3	134.8%
Non Award #	15.8	7.1	12.8	3.1	7.8	154.1%
<b>All Student Types</b>	<b>7748.8</b>	<b>8094.3</b>	<b>8375.9</b>	<b>9167.6</b>	<b>12043.4</b>	<b>31.4%</b>

\* Measured in terms of Equivalent Full Time Student Units (EFTSU)

# Consistent with DEST reporting, cross institutional students have been included as Non Award

# Educational Opportunity and Equity

## International Student Numbers by Campus, 1997-2001

Campus	1997	1998	1999	2000	2001	Growth 00-01	Growth 97-01
Central Queensland Campuses							
Rockhampton	364	329	325	319	326	2.2%	-10.4%
Other Central Queensland Campuses	3	1	6	3	4	33.3%	33.3%
<b>Subtotal</b>	<b>367</b>	<b>330</b>	<b>331</b>	<b>322</b>	<b>330</b>	<b>2.5%</b>	<b>-10.1%</b>
Australian International Campuses							
Brisbane	0	0	188	301	518	72.1%	
Gold Coast	0	0	0	0	71		
Melbourne	98	410	646	954	1608	68.6%	1540.8%
Sydney *	674	832	923	1326	2057	55.1%	205.2%
<b>Subtotal</b>	<b>772</b>	<b>1242</b>	<b>1757</b>	<b>2581</b>	<b>4254</b>	<b>64.8%</b>	<b>451.0%</b>
Overseas Locations							
Dubai	52	22	29	0	0		
Fiji	51	37	79	347	735	111.8%	1341.2%
Hong Kong	54	125	264	295	329	11.5%	509.3%
Japan	0	0	0	36	31	-13.9%	
Malaysia	0	0	0	0	37		
Singapore	188	153	131	123	356	189.4%	89.4%
<b>Subtotal</b>	<b>345</b>	<b>337</b>	<b>503</b>	<b>801</b>	<b>1488</b>	<b>85.8%</b>	<b>331.3%</b>
<b>All Campuses</b>	<b>1484</b>	<b>1909</b>	<b>2591</b>	<b>3704</b>	<b>6072</b>	<b>63.9%</b>	<b>309.2%*</b>

\* Includes students enrolled through Billy Blue Group Pty Ltd

## Student Numbers and Load by Attendance Mode, 1999-2001

Mode of Attendance	1999		2000		2001	
	EFTSU	Students	EFTSU	Students	EFTSU	Students
Internal & Multi Modal						
Full-Time	4553.0	4712	4516.5	4583	7460.9	7423
Part-Time	1220.6	2829	1915.0	4335	1758.7	3997
<b>Total Internal/Multi Modal</b>	<b>5773.6</b>	<b>7541</b>	<b>6431.4</b>	<b>8918</b>	<b>9219.6</b>	<b>11420</b>
External	2602.3	5736	2736.2	5855	2823.8	6119
<b>Total</b>	<b>8375.9</b>	<b>13277</b>	<b>9167.6</b>	<b>14773</b>	<b>12043.4</b>	<b>17539</b>

# Educational Opportunity and Equity



## Student Numbers by Gender and Level of Program

Level of Program	2000			2001		
	Female	Male	All	Female	Male	All
Higher Degree Research						
Doctoral	65	64	129	69	65	134
Master's	19	31	50	25	37	62
Subtotal	84	95	179	94	102	196
Higher Degree Coursework						
Doctoral	0	0	0	3	15	18
Master's	427	594	1021	529	894	1423
Subtotal	427	594	1021	532	909	1441
Other Postgraduate	291	722	1013	384	1241	1625
<b>Total Postgraduate</b>	<b>802</b>	<b>1411</b>	<b>2213</b>	<b>1010</b>	<b>2252</b>	<b>3262</b>
Bachelor	6098	5541	11639	6955	6413	13368
Other Undergraduate	199	187	386	178	152	330
<b>Total Undergraduate</b>	<b>6297</b>	<b>5728</b>	<b>12025</b>	<b>7133</b>	<b>6565</b>	<b>13698</b>
Enabling and Non Award						
Enabling	292	78	370	272	93	365
Non Award*	96	69	165	125	89	214
Subtotal	388	147	535	397	182	579
<b>All Levels</b>	<b>7487</b>	<b>7286</b>	<b>14773</b>	<b>8540</b>	<b>8999</b>	<b>17539</b>

\* Consistent with DEST reporting, cross institutional students have been included as Non Award

## Awards conferred at CQU graduation ceremonies

Brisbane on 4 April 2001	41	Rockhampton on 21 September 2001	536
Sydney on 5 April 2001	169	Fiji on 11 October 2001	78
Melbourne on 6 April 2001	151	Singapore on 17 November 2001	72
Hong Kong on 7 April 2001	69	Rockhampton on 11 December 2001	34
Bundaberg on 21 April 2001	140	Brisbane on 12 December 2001	67
Japan on 28 April 2001	24	Melbourne on 13 December 2001	276
Gladstone on 12 May 2001	51	Sydney on 14 December 2001	565
Mackay on 2 June 2001	114		
Rockhampton on 30 June 2001	1112		
Rockhampton on 26 July 2001	20		
Brisbane on 15 August 2001	34		
Melbourne on 16 August 2001	165		
Sydney on 17 August 2001	312		

## Graduation Honorary Awards

Degree of *Honorary Master of Science*  
Edwin Henry Churchward (21 April 2001)

Honorary award of *Companion of the University*  
Shirley Constance Hopkins (21 September 2001)

# Educational Opportunity and Equity



## CQU Student Association

In accordance with the 2001 CQU Student Association Strategic Plan, the CQU Student Association has considerably strengthened its ability to meet the projected future demands of its members through the expansion of member services across all CQU Student Association Service Centres.

This increase in service provision by the CQU Student Association (CQUSA) has been predominantly encompassed by an increase in Student Academic Support Services across all CQU Campuses and the increased focus on the flexible delivery of services to its members.

In 2001, the CQUSA held the largest Student Scholarship Program to be co-ordinated by a student organisation within Queensland/Northern New South Wales. The CQUSA offered \$22,000 in student scholarships across various categories including sports and academia. The local business community sponsored the majority of student scholarships. The successful student/club recipients of the 2001 CQUSA Student Presentation Evening are as follows:

### Student Scholarship Awards

- ☀ Kimberly Collier CQU Rockhampton
- ☀ Patrick Allwood CQU Gladstone
- ☀ Robyn Scott CQU Distance Education
- ☀ Miles Rider CQU Rockhampton
- ☀ Rebecca Noordermeer CQU Gladstone
- ☀ Annette Wisnewski CQU Mackay
- ☀ Amy Chen CQU Rockhampton
- ☀ Tracey Bauer CQU Bundaberg
- ☀ Blake Harvey CQU Rockhampton
- ☀ Petrina Berry CQU Rockhampton
- ☀ Androula Vouvolis CQU Gladstone

### Club Executive of the Year

- ☀ Jordan Ho – Rockhampton Overseas Student Alliance, CQU Rockhampton

### Club of the Year

- ☀ Health and Human Performance Social Club, CQU Rockhampton

### Sporting Club Executive of the Year

- ☀ Carl Carter – CQU Tigers Cricket Club, CQU Rockhampton

### Sporting Club of the Year

- ☀ CQU Tigers Cricket Club, CQU Rockhampton

### Club Service Awards

- ☀ Michelle Stocks – Bachelor of Music Theatre Club, CQU Mackay
- ☀ Cheryl Ryan – Human Resource Management Club, CQU Rockhampton
- ☀ James Lindley – Human Resource Management Club, CQU Rockhampton
- ☀ Cheryl Mitchell – Bachelor of Music Theatre Club, CQU Mackay
- ☀ Hoshidar Fallah – Bahai Society, CQU Rockhampton
- ☀ Surianah Rosli – Rockhampton Overseas' Student Alliance, CQU Rockhampton
- ☀ Andrea Lanham – Equity Recreation Club, CQU Rockhampton

### CQU Full Sporting Scholarships

- ☀ Rosalie Tennent – Athletics CQU Rockhampton

### CQU Half Sporting Scholarships

- ☀ Renae Read – Basketball, CQU Mackay
- ☀ Narelle Anderson – Golf, CQU Mackay
- ☀ Mary Ferguson – Swimming, CQU Bundaberg

### Sporting Club Service Awards

- ☀ Martin Frost – Kendo, CQU Rockhampton
- ☀ Tetsuya Enomoto – CQU Tennis Club, CQU Rockhampton
- ☀ Peter Mehlose – CQU Baseball Piranahs, CQU Rockhampton

# Educational Opportunity and Equity

## Half Blue Awards

- ☀ Narelle Anderson – Golf, CQU Mackay

## Full Blue Awards

- ☀ Rosalie Tennent – Athletics, CQU Rockhampton

## CQUSA Sports Star of the Year

- ☀ Rosalie Tennent – Athletics, CQU Rockhampton

## Research and Learning

The CQUSA developed the following research reports, policies and policy adaptation during 2001:

- ☀ CQU Student Association Academic Support Review of Grade Process Report and Recommendations – identified flaws that directly affected students within the Review of Grade process and resulted in changes to CQU policy.
- ☀ CQU Student Association Honorary Life Membership Policy – substantially reformatted to clearly recognise the direct involvement of those who have contributed to the long-term betterment of all students of CQU.
- ☀ The Council of Postgraduate Students response to CQU Draft Leave of Absence Policy – resulted in a significant rewrite of the draft resulting in a more workable and empathetic policy. This included allocation for consideration for parental and maternity leave for postgraduate students.
- ☀ 2001 Postgraduate Symposium Report and WHO ARE COPS? – two reports were used to gauge the perception of the strengths, weaknesses, opportunities, and threats in relation to the Council of Postgraduate Students.
- ☀ Online Revolution or Disillusion – a report on the effects of flexible learning initiatives. This paper recognises and identifies problems involved with online learning and will be used as a learning initiative for new CQU Student Association Board Directors.

- ☀ A Guide to Representation and Advocacy Report – outlines and details the role of the Vice President of the CQU Student Association Board of Directors providing the elected representative a good example of the role and expectations of the position.
- ☀ The 2001 CQU Student Association Federal Election Campaign Action Plan – used to inform students of their choices at the last Federal Election. This was developed as a non-biased web page and simply gave students the opportunity to gain information from several political parties.
- ☀ The CQU Student Association is presently implementing various recommendations identified within the CQU Student Association Services Review Report developed during 2001. These recommendations are in relation to minor changes in the organisational structure to assist in the increased efficiency in the delivery of services to its members.

## Community Service

The CQU Student Association initiated a pilot program of Community Integration Funding System in 2001 as an initiative to promote student participation within community organisations/clubs.

The CQU Student Association has progressed with four community sporting club mergers: the CQU Tigers Cricket Club, CQU North's Rugby League Club, CQU Piranha's Baseball Club, CQU Rugby Union Club and now the possibility of a fifth, the CQU Berserker Bears Soccer Club.

The CQU Student Association completed 48 high school visits throughout CQU Regional Campuses including Rockhampton, Emerald, Gladstone, Bundaberg and Mackay.

# Educational Opportunity and Equity



## 2001 Northern University Games

140 CQU Students participated in the 2001 Northern University Games hosted by James Cook University.

### CQU Results

Golf Women	Bronze Medal
Volleyball Men	Bronze Medal / Merit Team – Steven Moore, Dale Strohfeldt, Aaron Bachmann
Volleyball Women	4 <sup>th</sup> Merit Team – Yukie Kamijo
Touch Football Mixed	4 <sup>th</sup> Merit Team - Josh Tranberg, Nicole Higlett, Kelly Spottiswood
Touch Football Women	4 <sup>th</sup> Merit Team – Caroline Strathdee, Danae Logan
Rugby League	4 <sup>th</sup>
Rugby Union	5 <sup>th</sup> Merit Team - Jordan Hilse
Soccer Men	5 <sup>th</sup> Merit Team – Dane Tappenden, Nicholas Foley
Hockey Men	5 <sup>th</sup> Merit Team – Mathew Hughes
Touch Football Men	6 <sup>th</sup>
Netball Women	9 <sup>th</sup>
Overall Point Placing	8 <sup>th</sup> Place

## 2001 Eastern University Games (first time in the history of CQU)

- ☀ CQU students from Sydney Campus competed for the first time in the Eastern University Games.
- ☀ The games were held at Coffs Harbor, hosted by Macquarie University.
- ☀ 33 CQU Students attended the 2001 Eastern University Games.

### CQU Results

- ☀ Soccer Men's 18th Place
- ☀ Basketball Men's 16th Place

## 2001 Australian University Games

- ☀ The 2001 Australian University Games were held in Sydney, attracting up to 6000 student competitors from around Australia and abroad.

- ☀ Students from 45 Universities were eligible to attend and compete in 16 team and individual sports.

- ☀ 24 CQU Students attended the 2001 Australian University Games.

### CQU Results

- ☀ Touch Football Mixed 7th Place
- ☀ Rosalie Tennent Gold Medal - Heptathlon
- ☀ Kim Logan Discus – 4th
- ☀ Keith Bawden Judo – 4th

## Strategic Alliances and Partnerships

The CQU Student Association Melbourne International Campus affiliated with Melbourne University Sports Association in order to provide CQU Students with sporting facilities at a subsidised rate.

The Association further strengthened its strategic alliances with various local/state corporate businesses and with various Student Organisations throughout Queensland / Northern New South Wales. These alliances were in relation to Student Scholarships, increased provision of products and services to its members, development of a comprehensive APN partnership across CQU Central Queensland Campuses and continued joint initiatives implemented through Queensland Health under the DrinkSmart Program (DrinkSmart O'Week Band Tour, DrinkSmart State Band Finals and the CQU Student Association DrinkSmart Program).

## Awards

The CQU Student Association won three awards at the 2001 Australasian Campus Union Managers Association (ACUMA) Conference in Launceston – Tasmania. The CQU Student Association received Best Student/Staff Development Program, Best Newsheets and High Commended Student Organisation Website.

The Association also won two awards at the 2001 QR Traveltrain Central Queensland / Southern Reef Tourism Awards, including Tourism Project and Information Technology in relation to the successful hosting of the 2000 Northern University Games by the CQU Student Association and it's positive economic impact on the Central Queensland Tourism Industry.

# Educational Opportunity and Equity



## Nulloo Yumbah

As the indigenous higher education centre at CQU, Nulloo Yumbah has the core task of encouraging Indigenous peoples equitable access to participation, retention and success in studies at CQU.

In part this is achieved through:

- ☀ promotional and recruitment activities conducted throughout the state and the islands;
- ☀ 'Alternative Entry Pathways' – a course that facilitates the entry of indigenous peoples to a range of pre-tertiary, undergraduate and post-graduate programs;
- ☀ 'Introduction to Tertiary Skills' – a course specifically designed to familiarise indigenous students with Nulloo Yumbah and CQU. A particular feature of this program is the field trip/skills workshops for all commencing indigenous students;
- ☀ implementing a range of support mechanisms to ensure that indigenous students are supported academically, culturally, personally and socially.
- ☀ providing workshops that support advanced level indigenous students;
- ☀ support for indigenous researchers at CQU included participation in the Indigenous Researchers' Conference in Melbourne;
- ☀ Nulloo Yumbah has acquired a wide range of indigenous-related resources. The Nulloo Yumbah Resource Centre has a wide range of resources that are available to indigenous students, indigenous community members and, to a certain degree, to the non-indigenous community at CQU.

The newly created Community Liaison position within Nulloo Yumbah has strengthened the links both Nulloo Yumbah and CQU have with the local Indigenous communities. Nulloo Yumbah has forged productive links with indigenous community organisations and individuals throughout the region, state and nationally.

William Oates was appointed Director of the Division and commenced duties in late July.

Some of the significant community activities undertaken by Nulloo Yumbah in 2001 were:

- ☀ representation on indigenous inter-agency committees;
- ☀ representation on committees that deal with youth, juvenile justice, corrective services, aged care and health;
- ☀ provision of training to indigenous community organisations in the area of information technology and financial management and administration;
- ☀ representation on TAFE and school management/steering committees;
- ☀ guest speakers at schools, TAFE and community functions;
- ☀ links with elder's committee;
- ☀ correctional centre committees;
- ☀ regional Ministerial Advisory Group;
- ☀ attendance at local and state AITAP and AICAP career markets;
- ☀ assistance with North Rockhampton State High School 'High Achievers' activities;
- ☀ higher education network communities.

Nulloo Yumbah also conducted 'CapricornConnect', a project with Networking the Nation funding. Nulloo Yumbah established 17 sites in regional communities with the necessary hardware, software and training support to connect the communities to the Internet and each other.

'Foundations for Indigenous Learning' and 'Indigenous Pedagogies' are fully accredited undergraduate courses offered and delivered by Nulloo Yumbah but sponsored by the Faculty of Education and Creative Arts. During 2001 'Foundations for Indigenous Learning' was offered in both terms two and three meeting demand from international students. In total there were 34 international students enrolled in 'Foundations for Indigenous Learning'.

# Educational Opportunity and Equity

Nulloo Yumbah further developed links with CQU International offering indigenous study courses of interest to international students. Recent discussions with CQU International explored ways Nulloo Yumbah can provide educational services to international students both here and on the international campuses.

Nulloo Yumbah's excellent working relationship with CQU International is an ongoing alliance keenly encouraged by both parties. Nulloo Yumbah has also worked with the Faculty of Business and Law in designing and delivering a course in the Master of Business Administration. Discussions with other faculties and divisions have been encouraging with initiatives planned for 2002 that will further enhance Nulloo Yumbah's contribution to the strategic initiatives of CQU.

The local Rockhampton indigenous elders peak body has access to facilities and expertise at CQU. Opportunities for Nulloo Yumbah to be involved in education and training programs by the elder group are being explored.

A Memorandum of Understanding between ATSIC and CQU has been negotiated during the year and is now with ATSIC for final endorsement.

## CQU Reconciliation Statement



During 2001, CQU Council approved a Reconciliation Statement to publicly recognise CQU's commitment to a just and meaningful partnership of reconciliation with Aboriginal and Torres Strait Islander people throughout its Australian campuses and neighbouring local communities.

Developed by a sub-committee of Council in consultation with staff, students and communities associated with all five regional campuses, plus CQU Brisbane International Campus, a recurring message from the consultation was that 'the statement needs to be more than just words'.

A Reconciliation Taskforce was set up to work with Chancellery and other relevant departments to develop policy and suggest mechanisms to effectively implement CQU's commitments as identified in the Reconciliation Statement.

The Reconciliation Statement will be publicly released during Orientation Week in 2002 in order to effectively communicate the Statement to the University and local community.

Students, staff and local community will be invited to the joint signing of CQU's Reconciliation Statement.

# Educational Opportunity and Equity



## Counselling, Careers & Health

The staff at Counselling, Careers & Health offer a range of services designed to help CQU students and staff make the most of their university experience. During the year CC&H continued to work toward the reduction of attrition rates and preparing students to be life-long learners.

### Student Support

Counselling, Careers & Health consider Orientation an integral part of student life. The 2001 Orientation program aimed to give students optimum opportunity to gain useful information, meet other students and staff, and become comfortable with their new environment. A record number of students participated in Orientation 2001 with 85% of the 1,120 students surveyed noting that they found the program very useful and enjoyable.

Modern university studies are carried out under high pressure, over relatively short periods. The Mentor program assists first year students to adjust more easily to the university environment, particularly during Orientation week.

First year on-campus students at Rockhampton, Bundaberg, Gladstone and Mackay are allocated a senior student Mentor at the beginning of Orientation. Approximately 96% of the 2001 first year students were allocated a mentor. External students also gained valuable transition skills through the Distance Mentor program.

In 2001 the demand for workshops conducted by Counselling, Careers and Health continued to be very strong. The workshops fell into three basic categories; Introductory (orientations), Personal Development and Career/Educational Development. The pre-orientation enabling workshops focussing on Time Management /Studying Effectively, Study Reading, Listening & Note taking had capacity attendances.

### Personal Counselling

The Counselling Section contributed toward the personal and academic success of students with the counselling and coaching support provided for approximately 6,000 members of the CQU community. During the year a survey was conducted to assess the effectiveness of CC&H's efforts toward student retention. Survey results showed that 86.6% of students thinking of leaving study actually continued to study as a direct result of counselling.

The Counselling Section continued to offer learning and life skills workshops for the Residential College and other members of the University community throughout 2001.

CC&H maintained its commitment to the health and well being of students and staff, through the organisation of a Breast Screen Clinic, Measles and Mumps vaccination campaign and flu vaccination clinics.

Overall there was an increase in client interviews /sessions in 2001 with approximately 12,000 students and staff attending for counselling, careers and health support across our constituent campuses.

The CQU Chaplaincy Service hosted by CC&H continues to be an integral part of the University community. The fundamental mission of this service is to help promote a more compassionate, reflective and radical life in both the individual and in the University community as a whole. This mission has been, and continues to be, fulfilled whilst providing consistent support, guidance and understanding in an environment typified by change and challenge. The addition of the 'Sacred Garden' to the Chaplaincy Service has added a special non-denominational space for people to access for meditation and reflective time.

# Educational Opportunity and Equity



CQ Connections has assisted increasing numbers of students throughout all campuses and externally since its inception in 1997. The program is designed to help students from low socio-economic backgrounds in their quest to further their education and improve their lives. The program has 132 currently enrolled students with 12 graduands and has an overall retention of 78.03%.

During 2001 CQU participated in a national survey which focused on students' financial circumstances, and was managed by the CQ Connections coordinator. Over 30,000 students (2,038 CQU students) from 19 Australian Universities completed the survey sponsored by the AVCC. The final report, '*Paying Their Way*' (AVCC 2001) provides valuable information concerning students' struggle to finance their study and is of national importance for Australian higher education policy. Counselling Careers and Health maintains their commitment to student success by facilitating financial assistance through the University's student loans scheme.

## Careers

'Final Year and Beyond' workshops held in 2001 were highly successful. These workshops target students who are completing their studies and looking to join the workforce. They are held in an endeavour to maintain student motivation and enhance employment capacity throughout the final year.

Students in their final year from a broad range of disciplines participated in a Work Experience program with Sunstate Airlines. CC&H Careers Unit staff were involved with the recruitment and organisational issues relevant to the successful outcome of the program. The Careers Unit continues to host representatives from national companies on-campus marketing potential positions for our graduates.

CQU was one of 11 Australian Universities who fielded student teams for the Ericsson Higher Education Workplace Skills Olympiad. The program provided experiential learning in a competition framework, made up of teams drawn from a variety of disciplines. The Queensland Department of Main Roads was the local host employer involved in the HEWSO program. The aim of such programs is to expose students to the culture and structure of organisations. The experience, coupled with input from organisation staff, will contribute to better informed career choices and opportunities, and the further development and refinement of transferable occupational skills.

## Inception of Golden Key Honour Society at CQU

CC&H, in conjunction with the CQU Development Office, conducted an extremely successful Golden Key Induction Ceremony on 18 July 2001 when CQU became the 20th Australian University to charter as a Golden Key International Honour Society Chapter. Golden Key is a non-profit academic honours organisation.

# Educational Opportunity and Equity



## Learning Network Queensland

Learning Network Queensland (LNQ), formerly Queensland Open Learning Network, was established in 1990 following State Government endorsement and funding approval. Its purpose is to expand the scope and range of educational opportunities available to regional, rural and remote locations through a state-wide network of Learning Centres supported by a sophisticated information and communications technologies infrastructure.

The Network is unique in Australia in providing a comprehensive suite of program-related services to its members and external clients, which include program design, development, delivery and support, and program management and administration. Students enrolled in accredited distance education courses in universities and TAFE institutes Australia-wide draw on various learner support services provided by the local LNQ centres. The University is a member of LNQ and CQU students can use the Learning Centre facilities free of charge.

In 2001, LNQ changed its name and further increased its geographical coverage adding six new centres. Reflecting its decentralised structure, LNQ now has 50 Learning Centres across the state, and a number of satellite centres are being developed in very small communities to meet their specific short-term needs for education and training. The Learning Centres are as diverse as the communities they serve and each centre is managed by a locally-recruited Coordinator who is considered a learning leader in the community.

Some projects and programs that illustrate the Network's approach to lifelong learning include:

*Plan Your Career*, (PYC) an accredited Certificate 11 training program developed as a stepping stone for women wishing to re-enter the workforce. It is designed to give women in rural Queensland equal opportunity to develop workplace skills and a greater sense of self-esteem.

*Back to Work (BTW)*, a Department of Employment and Training funded program designed and delivered by LNQ for the mature-aged unemployed. The modules include preparing for work and introduction to computers and the Internet.

*Tertiary access/bridging courses.* LNQ has developed UNILEARN as a set of individualized bridging courses to facilitate entry or re-entry to formal education. Courses that have flexible entry time and are self-paced include academic literacy skills, mathematics, chemistry and biology.



## Quality Assurance System

A Quality Assurance system for CQU was developed during 2001 under the direction of the Acting Deputy Vice-Chancellor and Operations Manager, Professor Leo West. The system was developed through input from a range of QA Working Parties – Teaching and Learning, Research, Commercial, Community Relations and Administration. The Executive of Academic Board, and the Planning and Development Committee have approved the system for initial implementation and review in 2002.

The Quality Assurance (QA) System has five components:

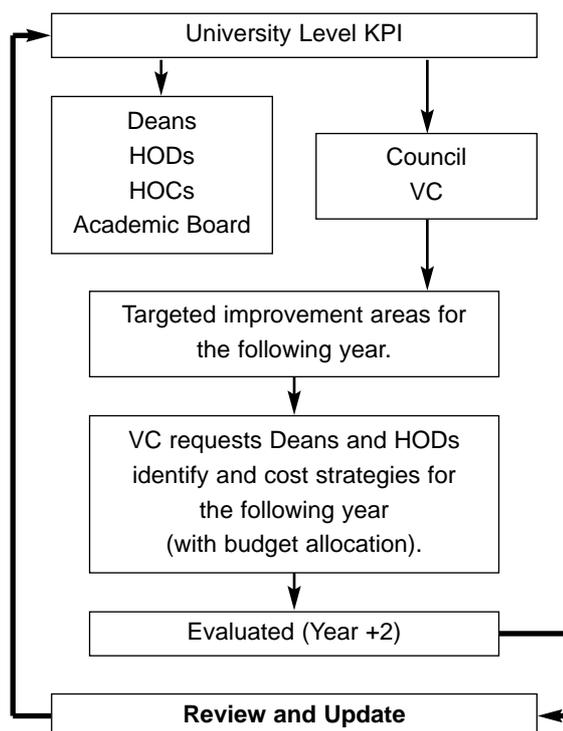
- ✱ CAKE – Continuous Advancement via KPI Evaluation – a University-wide set of Key Performance Indicators, collected and published annually, as part of a process of monitoring the University's performance against its objectives and implementing strategies for continuous improvement.
- ✱ Quality Management (QM) Plans – developed and implemented at the Faculty, Division and other Unit levels.
- ✱ Periodic Quality Reviews of Programs on campuses against a Self-Review based on a set of principles that have been developed.
- ✱ Other Periodic Reviews.
- ✱ An Intercampus Quality Monitoring group to meet after each term and to review specific aspects of cross-campus performance with the purpose of continuous improvement.

The QA System will be introduced in its initial format in 2002, and is expected to evolve over time.

CAKE is an annual process that will operate at three levels and will 'sit on top of' Faculty and Division QM systems. CAKE is based on a concept of QA that includes three repeating elements: *monitoring of performance/ feedback/ continuous improvement.*

## CAKE

CAKE at the University Level can be represented diagrammatically as follows:



The KPIs have been drawn from three functions of the University:

- ✱ The 'conventional' objectives of a university (Teaching and Learning, Research and Research Training, Community and Professional Service).
- ✱ The 'special' objectives that characterise CQU and/or are drawn from its Strategic Plan.
- ✱ The administration of the University which supports its achievement of objectives.

## Quality Management Plans

Each Faculty, Campus and Division, and other Centres will develop a Quality Management Plan. The responsible centres will have autonomy concerning the nature of that plan. The relevant University Level, Faculty Level and Division Level KPIs will need to be incorporated into the plans.

Despite this level of autonomy, there will be a requirement that the QM plans are developed with the conception of QA of having three components:

- ✱ Monitoring/Benchmarks
- ✱ Feedback to the appropriate level
- ✱ A process of Continuous Improvement.

The CAKE process incorporates this approach, but the same concept should be evident in the broader components of the QM plan.

## Periodic Quality Reviews of Programs offered on CQU campuses in Australia and Off-shore

As part of the University's QA system, it is planned to introduce periodic Quality Reviews of programs offered on other campuses. The method of review will be a three-stage one:

- ✱ Self-Review by the responsible Faculty and the Campus, guided by a set of agreed principles.
- ✱ A visit by a Review Team to both the responsible Faculty and the Campus to meet various stakeholders (administrators, teaching staff and students, for example).
- ✱ Follow-up of the implementation of any recommendations made in the Review Team's report.

This process mirrors the process of Audit to be used by the Australian Universities Quality Agency.

It is likely that the periodic review will include a range of programs offered on a campus at the same time.

## Other Periodic Reviews

There are a range of other periodic reviews already undertaken:

- ✱ Access and Equity
- ✱ Indigenous Education
- ✱ Review of Centres
- ✱ Review of Schools
- ✱ Review of Faculties

In the next update of the QA system, policies and procedures for the on-going review of Faculties, Schools and Centres will be reviewed and incorporated into the QA system.

## Intercampus Quality Monitoring Group

An Intercampus Quality Monitoring Group will be established to meet once a term to review the quality of activities that have cross-campus responsibilities. This Group would be serviced by the QA Officer and would be represented by a member of Business and Law, Informatics and Communication, Academic Board and the AICs. The Group would be charged with analysing the performance of the previous term.

Building upon the report of the Commercial Working Group, KPIs in areas of admission, enrolment, provision of teaching materials, assessment and examinations are being developed for the Intercampus Quality Monitoring Group.



## Staffing Matters

### Industrial Relations

The enterprise bargaining agreements for both the academic and general staff were certified in the Australian Industrial Relations Commission on 19 February 2001 following the successful completion of negotiations with unions representing University staff and the completion of a ballot of all staff. The agreements will remain in force until 30 June 2003 and provide for salary increases totalling 12.62% over the life of the agreements.

The Joint Consultative Committee, the primary union/university consultative body in relation to workplace reform and other significant employee relations issues, met on a regular basis during the year and a number of working parties were formed to investigate options for the successful implementation of specific initiatives contained in the enterprise bargaining agreements.

The Workloads Planning working party of the Joint Consultative Committee has been working toward providing a process for planning workloads, setting priorities and regulating workloads for employees across the organisation. The planning process will seek to ensure that the demands placed on employees are managed within existing levels of staffing and other relevant resources and facilities. It is anticipated that the workloads planning process will be introduced across the organisation during 2002.

A Student Retention Working Party has been meeting regularly during 2001 and has identified a range of factors that affect student retention. The working party will continue to meet during 2002 and provide feedback to the Joint Consultative Committee in accordance with the enterprise bargaining agreements.

CQU Council endorsed the policy document 'Workplace Grievances Policy and Procedures' in December 2001. There was consultation with the Joint Consultative Committee about the development of the University-wide policy and strategy. This policy and procedures document details the ways in which complaints of workplace bullying and discrimination as referenced within the University's Code of Conduct policy document are handled. Early in

2002, there will be an official launch of the policy including information sessions that all staff of the University will be required to attend. Information in respect to the policy will also be made available to students.

Another working party of the Joint Consultative Committee has identified ways in which the University could increase earnings. It was identified by the working party that, in relation to Travel Crew, CQU Bookshop and Capricornia College, staff across the organisation need to be made aware of the ownership of these companies and the associated benefits that would flow onto staff, such as profits indirectly contributing to salary increases through EBA3. Information sessions have been held in various organisational units during 2001 and will continue in 2002. This working party will continue to meet to identify actions to increase earnings in accordance with the enterprise bargaining agreements.

The Joint Consultative Committee will continue to meet in 2002 to continue to investigate a range of initiatives to strengthen the University's competitive position.

### Organisational Change and Development

The University continued to experience a period of significant change in 2001. The implementation of an integrated information technology system 'Project Renaissance' required the University plan and manage the accompanying changes in administrative processes and consequential impact on the roles and responsibilities of staff across the University. 'Project Renaissance' was completed in 2001 with the implementation of the finance and student administration systems. The University has established a production support team to maintain and improve the system.

The restructure of a number of service areas of the University and the formation of the Division of Teaching and Learning Services was intended to provide the necessary resources to enhance CQU's position at the forefront of the delivery of flexible learning within the university sector. The new division encompasses the

previous Distance and Flexible Learning Centre, together with Educational Services and Learning Support and part of Educational Media Services. In addition, a new client services section has been established within the Information Technology Division incorporating the remaining part of the Educational Media Section to more effectively service student and staff technology needs. In 2001, Personnel Services and the Equity and Diversity office were restructured within the Personnel Services Division. This working arrangement was designed to facilitate the more effective integration of some staff and student services.

Personnel Services staff have been involved in facilitating these change initiatives through a process of consultation with staff and their union representatives about the impact of the proposed changes. The commitment to working with our staff and their representatives in a consultative manner has contributed to a positive industrial climate free from dispute.

## **Occupational Health and Safety**

The Health and Safety Unit continues to coordinate all health and safety issues and injury management (both work and social injury and illness) including rehabilitation. Four personnel staff the Unit with a fifth joining in 2002. There is a strong link between the Health and Safety Unit and the Staff Relations Unit particularly in the area of management of stress claims and medical assessments. The Unit has received strong senior management support in continuing to address the 2000 audit requirements. An outside body will conduct a further audit of management systems in 2002.

## **Health and Safety Awareness**

There has been a marked increase in health and safety awareness, through the appointment of Workplace Health and Safety Officers (WHSOs), mandatory Staff Inductions, a monthly health and safety newsletter, ongoing training programs and promotion during Queensland Health and Safety week.

## **Health and Safety Structure**

There are now 27 staff accredited as WHSOs by the Division of Workplace Health and Safety. These staff are given time to fulfil health and safety duties within their normal position and have been designated as the Faculty or Division WHSO or in some cases for a designated group of work units. The majority of WHSOs have received their training through the University's School of Health and Human Performance and this has encouraged good networking amongst the WHSOs. All faculties and most divisions now have health and safety committees which report regularly to the University Health and Safety Committee. The links between the Faculty/Division Committees and the Health and Safety Unit have been strengthened through increased cooperation and discussion.

## **Mandatory Health and Safety Inductions**

All current staff are required to attend health and safety inductions and only a small number are yet to receive training. The faculties of Engineering and Physical Systems and Business and Law and the Division of Library and Information Services as well as regional campuses conduct their own inductions (through their WHSOs) with a central register kept within the Health and Safety Unit. All other inductions are conducted by unit staff who have upgraded their training skills during the year.

## **Management of Hazardous Substances**

The 'Chemwatch' program including regular updates has been purchased and staff have been trained in its use. There has been an intensive program to reduce chemicals held on CQU campuses.

## **Worker's Compensation**

There was a satisfactory reduction both in the number of claims and in the WorkCover insurance premium. However the number of stress claims increased considerably. Review of the Policy for Early Intervention of Stress in the Workplace and stress management workshops are planned for 2002. There has been an excellent reduction in the number of Occupational Overuse Injuries attributed to greater awareness and the use of the trained Ergonomic Key Personnel across the University.

# Excellence & Quality Improvement



## Key Appointments

Name	Position	Faculty/Division
Warren Thorpe	Director – PELM	Faculty of Engineering & Physical Systems
Darren Joubert	Lecturer in Occup.Health	Faculty of Arts, Health & Sciences
Harvey Griggs	Senior Lecturer in HRM	Faculty of Business & Law
Anne Gribbin	Executive Director	CQU Development Office
Philip Bretherton	Lecturer B in Marketing & Strategy	Faculty of Business & Law
Michael Harte	Lecturer in Humanities	Faculty of Arts, Health & Sciences
William Oates	Director	Nulloo Yumbah
Pamela Savage	Lecturer Nursing & Health Studies	Faculty of Arts, Health & Sciences
Kenneth Fakamur	Lecturer Computing & Info. Systems	Faculty of Informatics & Communications
Rupert Holzapfel	Lecturer in Tourism	Faculty of Business & Law
Vitale Di Mili	Senior Lecturer School of Management	Faculty of Business & Law
Robert O’Sullivan	Lect in Prof Communication	Faculty of Informatics & Communication

## Honorary Appointments

Name	Designation	Faculty/Division
Dr Ani Nkang	Visiting Scholar	Faculty of Arts, Health & Sciences
Prof Doug Butler	Honorary Professor	Faculty of Arts, Health & Sciences
Prof John Dekkers	Honorary Professor	Faculty of Informatics & Communication
Prof Amy Zelmer	Honorary Professor	Faculty of Arts, Health & Sciences
Prof Yuping Tian	Visiting Scholar	Faculty of Informatics & Communication
AProf David Officer	Visiting Scholar	Faculty of Arts, Health & Sciences
Dr Mihail Mukaren	Visiting Scholar	Faculty of Arts, Health & Sciences
Dr Stephen Robson	Honorary Fellow	Faculty of Arts, Health & Sciences
Dr Greg Roos	Visiting Scholar	Faculty of Arts, Health & Sciences
Dr Dennis Arnold	Visiting Scholar	Faculty of Arts, Health & Sciences
AProf Ian Gray	Honorary Senior Fellow	ISRD
Dr Thomas Graham	Honorary Fellow	Faculty of Arts, Health & Sciences
Dr Bill Ellis	Honorary Fellow	Faculty of Arts, Health & Sciences
Dr Gregg Brunski	Honorary Fellow	Faculty of Arts, Health & Sciences
Dr Leo West	Honorary Professor	Chancellery
Ms Robyn Donovan	Honorary Fellow	Faculty of Informatics & Communication
Mr Hongzhi Wang	Visiting Scholar	Library
Mr Andrew Rank	Honorary Fellow	Faculty of Arts, Health & Sciences
Dr Susan Yates	Honorary Fellow	Faculty of Arts, Health & Sciences
Dr Larrelle Fabbro	Honorary Residential Fellow	Faculty of Arts, Health & Sciences
Dr Jim Cavaye	Adjunct Professor	ISRD
Dr Roger Harris	Visiting Scholar	Faculty of Informatics & Communication
Mr Graham Larcomb	Honorary Senior Fellow	ISRD
Mr Steve Lloyd	Honorary Fellow	Faculty of Informatics & Communication
Prof Guanrong Chen	Honorary Professor	Faculty of Informatics & Communication
Dr Janos Pinter	Visiting Scholar	Faculty of Informatics & Communication
Mr Charles Mowle	Adjunct Senior Lecturer	Faculty of Informatics & Communication

# Excellence & Quality Improvement



## Staff Profile

Sum of Head Count			GENDER		GENDER		Grand Total
Status	Contract	CLASSIFICATION	F	%	M	%	
Academic Staff	Contract	Level A	14	64%	8	36%	22
		Level B	9	47%	10	53%	19
		Level C	2	22%	7	78%	9
		Level D	1	25%	3	75%	4
		Level E & Above	3	30%	7	70%	10
Principal Research Staff	Contract	Post Doctoral Fellow		0%	1	100%	1
		Research Officer	6	37.5%	10	62.5%	16
		Senior Research Fellow		0%	2	100%	2
		Senior Research Officer	3	37.5%	5	62.5%	8
<b>Contract Total</b>			<b>38</b>	<b>42%</b>	<b>53</b>	<b>58%</b>	<b>91</b>
Academic Staff	Permanent	Level A	18	62%	11	38%	29
		Level B	54	50%	55	50%	109
		Level C	20	24%	65	76%	85
		Level D	5	22%	18	78%	23
		Level E & Above	0	0%	12	100%	12
Principal Research Staff	Permanent	Snr Research Fellow	0	0%	1	100%	1
		Senior Research Officer	0	0%	1	100%	1
<b>Permanent Total</b>			<b>97</b>	<b>37%</b>	<b>163</b>	<b>63%</b>	<b>260</b>
<b>Academic and Principal Research Staff Total</b>			<b>135</b>	<b>38%</b>	<b>216</b>	<b>62%</b>	<b>351</b>
General Staff	Contract	HEW 2	3	100%	0	0%	3
		HEW 3	31	97%	1	3%	32
		HEW 4	33	80%	8	20%	41
		HEW 5	11	92%	1	8%	12
		HEW 6	14	58%	10	42%	24
		HEW 7	3	75%	1	25%	4
		HEW 8	3	43%	4	57%	7
		HEW 9	0	0%	2	100%	2
		Senior HEW 10 & Above	6	40%	9	60%	15
		<b>Contract Total</b>			<b>113</b>	<b>71%</b>	<b>46</b>
General Staff	Permanent	HEW 2	6	32%	13	68%	19
		HEW 3	59	75%	20	25%	79
		HEW 4	95	79%	25	21%	120
		HEW 5	49	64%	27	36%	76
		HEW 6	48	53%	42	47%	90
		HEW 7	44	69%	20	31%	64
		HEW 8	16	44%	20	56%	36
		HEW 9	10	53%	9	47%	19
		Senior HEW 10 & Above	7	30%	16	70%	23
<b>Permanent Total</b>			<b>334</b>	<b>63%</b>	<b>192</b>	<b>37%</b>	<b>526</b>
<b>General and Support Research Only Staff Total</b>	<b>447</b>	<b>65%</b>	<b>238</b>	<b>35%</b>	<b>685</b>		
<b>Grand Total</b>		<b>582</b>	<b>56%</b>	<b>454</b>	<b>44%</b>	<b>1036</b>	



## University Awards

### Vice-Chancellor's Award for Quality Teaching

Ms Sylvia Ward of the School of Mathematical & Decision Sciences in the Faculty of Informatics and Communication was awarded the Vice-Chancellor's Award for Quality Teaching for 2001. This award recognises Sylvia's commitment to providing and enhancing quality teaching services to students across all campuses of CQU.

### Vice-Chancellor's Award for Progress in Research

Vice-Chancellor's Award for Progress in Research was awarded to Dr Nanjappa Ashwath from the Primary Industries Research Centre, Plant Sciences Group. Dr Ashwath completed a two-and-a-half year research project supported by the National Heritage Trust which explored ways of storing seeds and germinating native plants.

### Supervisor of the Year

The Council of Postgraduate Students presented Professor Richard Smith from the Faculty of Education and Creative Arts with the 2001 Supervisor of the Year award for his commitment to providing quality supervision to students at CQU.

### 2000 EXCEL Awards

The Vice-Chancellor's Award for Excellence to General Staff is awarded on a yearly basis and consists of a development grant of \$2000 to be used for further professional development and a citation of excellence.

Three awards were made to staff from the Mackay and Gladstone campuses on Friday 2 November and Wednesday 21 November.

### Gerda Whiteley, De-Ann Brown and Sue Oakey

In their role as the administrative team for CQU Gladstone, Gerda, De-Ann and Sue have consistently displayed an outstanding work performance, demonstrated by their readiness to actively participate in working parties,

committees and campus events. In addition, they have planned and initiated complex administrative tasks for the best advantage of staff and students on the Gladstone Campus by working skillfully and co-operatively as a strong team, recognising collective and individual skills. Gerda, De-Ann and Sue have shown the ability to apply a creative approach to challenges and demonstrated initiative and methodical support to enhance the operational outcomes of the Gladstone Campus.

### Susie Nagle

In her role as Administration Officer for the Faculty of Education and Creative Arts at CQU Gladstone, Susie has displayed a high degree of leadership and vision, demonstrated through her ability to effectively meet the administrative demands of the recent increase in student numbers in the Faculty of Education and Creative Arts at the Gladstone Campus. Susie has demonstrated innovation by undertaking to provide printed resource materials to students to support practicum placements in schools. She has also significantly improved workplace practices by a proactive approach to timetabling and role allocation within the team. Susie's dedication, professionalism and positive approach to her work are an asset to the Faculty and to the University.

### Melinda Midgley

Melinda has the dual roles of Program Co-ordinator for the Faculty of Informatics and Communication and Community Relations Officer for CQU Mackay and has consistently performed at an outstanding level. Melinda has been responsible for significant innovation and successfully promoting a positive image of the University. She has achieved a high level of creative work and has been successful in initiating activities that have benefited the University community. Melinda's active involvement in activities such as Orientation Week, Campus Open Days and Graduation Ceremonies has helped raise the profile of CQU in the Mackay community.



## Research and Research Training

In its *Statement of Strategic Intent – 2000–2004*, Central Queensland University identifies research as one of four priority areas, noting strategies should be developed to:

- ✱ Further focus and develop the University's research profile and strengthen the management of research by implementing and refining the Research Training Management Report.
- ✱ Develop research that contributes to the scientific, technological, economic, social and cultural development of the Central Queensland region.
- ✱ Ensure that curriculum in all areas is continuously enriched and informed by the rapid transfer of relevant new research.

2001 has been a year of development and achievement for research at Central Queensland University, with a number of significant milestones achieved and exciting ventures identified for the future. In 2001 we have exceeded our 2000 success in securing research grant funding; in producing valuable publications and in providing quality supervision to candidates, leading to enhanced completions and improved completion times.

Over 200 students undertook postgraduate research study in 2001. The University graduated some 25 research higher degrees and continued to offer postgraduate research scholarships to high quality students.

The University sponsored five designated research centres and an institute:

- ✱ Centre for Environmental Management
- ✱ Centre for Railway Engineering
- ✱ Centre for Social Sciences Research
- ✱ Centre for Molecular Architecture
- ✱ Primary Industries Research Centre
- ✱ Institute for Sustainable Regional Development.

Arguably one of the highlights of 2001 was our success in securing the Cooperative Research Centre (CRC) for Railway Engineering and Technologies. It is particularly

significant that the CRC will be headquartered in Rockhampton, whereas most CRCs are based in capital cities. Other national competitive grant and private sector income secured for research activity at CQU totalled about \$2 million (See Table 1). The University also provided some \$1 million in competitive internal funding, some targeted at particular groups of researchers to encourage the pursuit of discovery and innovation. Internal funding programs were aimed at, but not exclusive to, early career researchers, established researchers with a demonstrated track record and those engaged in research concerning sustainable regional development. Each of these internal programs includes incentive schemes to encourage staff to pursue Australian Research Council (ARC) competitive funding in the following year.

The Pro-Vice-Chancellor launched the Staff Research Incentives Program in late 2001, guaranteeing a place to any continuing academic staff member who was eligible to undertake a research higher degree at CQU. The program attracted widespread interest and resulted in an additional six staff commencing awards in late 2001 or early 2002. It was also resolved through the Pro-Vice-Chancellor's office in 2001 to dedicate commercial income to purchasing additional places and that initiative, approved in 2001, will be implemented in 2002 in a bid to improve overall growth in research load. The Pro-Vice-Chancellor finalised and released the University's first ever Intellectual and Moral Rights policy, which was released in August 2001.

Under the Research Training Scheme (RTS), the University implemented a number of new initiatives including the appointment of a research Librarian, recruitment for a research Statistician, enhanced Library access for research candidates and the provision of a series of training and skills development opportunities for research candidates and staff. It is intended that the combination of training opportunities and the implementation of the Candidature Toolkit, to be launched in 2002, will ensure the research experience at CQU is a pleasant and manageable experience. It is also intended that the toolkit will assist in defining the roles and responsibilities of both the candidate and the supervisor, leading to easier relationships in the future.

**TABLE 1 – Research income 1998-2001**

	<b>Research Quantum</b>	<b>University contribution</b>	<b>External funding</b>
<b>1998</b>	695 000	31 555 000	2 310 593
<b>1999</b>	689 000	2 811 000	2 796 808
<b>2000</b>	666 000	2 534 000	2 804 699
<b>2001</b>	731 000	519 000	2 865 000*

\* Figure subject to audit.

### Research Highlights

While the University is proud to be a member of other CRCs, including the successful Coastal Zone, Estuary and Waterway Management and Sustainable Sugar Centres, it is particularly excited to be the host institution to the Railway CRC. The Railway CRC will be the first hosted at Central Queensland University and has the potential to inject a great deal of infrastructure and potential to the Centre for Railway Engineering and the James Goldston Faculty of Engineering and Physical Systems.

2001 saw the establishment of the University's first research start-up company. Registered under the trading name of Hortical, the company is engaged in the provision of hardware and calibration services to fruit growers who wish to assess the sweetness of their fruit crop using non-invasive near-infrared spectroscopy. Shareholders in the company are CQU and Colour Vision Systems, located in Victoria. This is an exciting venture for the University and is intended to present commercialisation as a positive and viable option to other researchers in the University who have commercially valuable intellectual property.

The Population Research Laboratory has continued to provide a useful and relevant service to the University and wider community in conducting surveys to support local initiatives in business, industry and research. The Laboratory anticipates expansion in 2002 and is endeavouring to achieve co-location with the Centre for Social Science Research in the first half of 2002.

The Faculty of Education and Creative Arts secured a series of externally funded research grants in 2002,

including collaborative projects with Education Queensland and Catholic Education Queensland. This is indicative of the Faculty's endeavours to enhance its research profile specifically through community engagement and local collaboration.

The Faculty of Arts, Health and Sciences enjoyed a successful year in terms of completions and external grants, with Professor David Midmore securing some \$1.1 million through an external collaboration with the Australian Centre of International Agricultural Research to investigate the applications of bamboo in emerging economies as both a food source and a building material.

### Research Collaboration

In acknowledging the research sector is becoming increasingly competitive, CQU researchers have continued their efforts to establish new collaborative relationships in the region and continue to enhance those already established. The internally funded CQU/Industry Collaborative Grants Scheme afforded CQU the opportunity to forge new links with agencies including the Gladstone Port Authority and Boyne Smelters Ltd. Outside this program, exciting new relationships have also been established with diverse partners including State Parks and Wildlife Service, Central Queensland Fertility and the Rockhampton City Council. The University remains committed to enhancing its relationships with significant research partners including Stanwell Corporation, Gladstone Area Water Board and Queensland Rail and welcomes the opportunity to develop new relationships with other agencies and organisations.

The University continues to develop collaborative relationships with many industries and government agencies in the region and encourages the community to continue assisting with and participating in field and plant trials, surveys and social activities.

### Future Research at CQU

The University is presently enjoying success in a number of key areas of research, including but not restricted to Railway Engineering, Plant Sciences, Social Sciences

and Sustainable Regional Development. Internal funding mechanisms including the Research Advancement Awards Scheme (RAAS), Research Development and Incentives Scheme (RDI) and one-off competitive funding rounds have provided incentives and the means for researchers to continue pushing the boundaries of their work. Most research policies were the subject of internal review in 2001, both to ensure compliance with new RTS legislation and to enhance ease of implementation and interpretation. The *Guidelines for the Designation, Support and Review of Research Centres and Institutes* is in 2001/2002 the subject of a comprehensive external review, which is intended to assist in more clearly establishing the broad research themes of the University and to ensure strategic distribution of research funding.

The establishment of the Process Engineering and Light Metals (PELM) centre at Gladstone has attracted significant government funding and is now enabling the establishment of important relationships with industry and business in the region. It is anticipated that PELM and the recently announced Australian Magnesium Company venture will designate the Gladstone/Rockhampton corridor as a light metals industry region, which will bring significant collaborative research potential to the region and to CQU. The location of these two developments and the CRC in one region presents a clear message to the region and clearly identifies research needs for the immediate and mid-term future. CQU is excited by those opportunities and will further expand on its initial efforts in 2001 to be key players in the research which will support the success of the CRC, the light metals processing industry and the rail sector.

Continued progress in plant science-based research at Emerald indicates the Central Highlands region will be a focus area for plant science research and development at Central Queensland University.

Informatics and communication experienced a particularly strong demand in research in 2001 and it is anticipated this demand will remain strong as the world relies more on electronic communication and commerce.

In accord with its internal policies, the University conducted internal and external reviews of five of its research centres in 2001, leading to redesignation or continued support for each centre and to a somewhat clearer sense of direction for those centres. At the time of writing, the Centre for Environmental Management, Centre for Social Science Research and the Primary Industries Research Centre reviews had been completed and the Centre for Molecular Architecture and Centre for Railway Engineering reviews were in progress. No reviews are scheduled for 2002.

### **Today's Success – Tomorrow's Opportunities**

Early career researcher Dr Allan Harrison in the Faculty of Education and Creative Arts secured ARC funding through the Discovery program to the value of \$110,000.

Professor Ron Warrener, Professor Doug Butler and Dr Martin Johnston from the Centre for Molecular Architecture secured some \$280,000 over three years with Dr Johnston's porphyrin chemistry offering potentially exciting new opportunities for the University.

Dr Kerry Mummery, Director of the Population Research Centre within the Centre for Social Science Research was pivotal in securing some \$800,000 for the *10,000 Steps Rockhampton* program, in collaboration with The University of Queensland and Queensland Health. The project extends over two years and aims to promote physical activity in the Rockhampton community.

Professor Lawrence, Professor Yu and Dr Ashwath each secured funding for Australian Postgraduate Award (Industry) positions in 2002, between them totalling an additional five places in 2002.

The University looks forward to further assisting researchers from all disciplines, in all faculties and research centres to produce research outcomes which will not only assist them, but also the University, the region and the nation. As identified in the *Statement of Strategic Intent 2000-2004*, the generation of regionally relevant and globally significant research remains a priority for Central Queensland University.



## Institute for Sustainable Regional Development

The major outcome of the Institute's Review in 2000, was the recommendation that the Institute be maintained for a further period of up to five years. The Institute's 'flagship' status within the University was confirmed and, although ISRD is no longer bound to the Constituent Centres, it was viewed as essential that the Institute interact with as many researchers and research nodes as possible throughout the University. By the end of 2001, the Institute had signed up 43 members (excluding ex-officio members), from industry, community groups and academics, who then became eligible to apply for contestable funding from a pool of \$100,000 per year provided by CQU.

A further recommendation from the Review was that the original Advisory Board be replaced by a Board which would comprise representatives from the constituencies of Major Industry Associations or Groups, Ecologically Sustainable Research and Development, State Government, CQ Community, Federal Government, Indigenous Communities, Major Producers and Industries and Academic Teaching, Research and Administration. The first full meeting of the new Board took place on 10 December, and allocated a total of \$76,230 across eight applications for contestable funding.

Three Honorary Fellows were appointed to the institute during 2001. Dr Jim Cavaye, BAgrSc(Hons), MRurSc, PhD(Rural Community Development), was appointed as an Adjunct Associate Professor. Associate Professor Ian Gray, BA, GdipRecPlan, MA, PhD(Sociology), Associate Director of the Centre for Rural Social Research at Charles Sturt University, was appointed Honorary Senior Fellow in April 2001. And finally, Graham Larcombe was appointed Honorary Senior Fellow December 2001. He is currently the Director of National Economics, a firm that is one of the key contributors to regional research and policy formation in Australia.

### Quality Teaching and Learning

Dr Jill Windle (Senior Projects Manager), worked to fully develop the website for the Award programs in Sustainable Development (Masters, Graduate Diploma and Graduate Certificate), to ensure all program material, including course profiles, is now available online.

### Internationalisation

Professor Geoffrey Lawrence presented a paper at the XIXth Congress of the European Society for Rural Sociology, Society, Nature, Technology - the Contribution of Rural Sociology: *Creating the Active Citizen: Fostering Entrepreneurship in Rural Australia*, Dijon, France 3-7 September (with L. Herbert-Cheshire). Professor Lawrence also held discussions on aspects of sustainable development and globalisation with officials from the Economics Division, OECD Environmental Outlook.

Professor Lawrence co-edited the *International Journal of Sociology of Agriculture and Food* and the Institute continued to provide editorial assistance to the Journal in 2001. Dr Janet Norton developed a website for the Journal for electronic publication.

Bill Blackwood (Economic Developer), gave a paper entitled '*Models for Indigenous Enterprise Development in Australia*' at the European Summer School on Sustainable Regional Development in Kassell, Germany, 24-30 June and a presentation on the work of the Institute.

Dr Jill Windle presented the paper *Envelopment or Development? The Role of Roads as Conductors of Change in Upland Areas of Sarawak, Malaysia*, at the International Institute for Asian Studies Workshop 'Impact of New Roads on Urban and Regional Development in Southeast, Leiden University, 2-3 August.

## Community Education

Throughout the year Sandy Paton (Community Developer), conducted a very successful series of training courses in partnership with the Centre for Regional and Rural Innovation. They were:

- ☀ Designing a Prosperous Future: a short course (two-day) was held in Ayr in March, May and August.
- ☀ *Working Together*: a series of one-day courses were developed in response to community demand and were held in the Longreach/Boulia /Aramac region in November and December.

## Research and Training

The following collaborative and interdisciplinary research between the ISRD and the former constituent research centres continued during 2001:

- ☀ Potential for Organic Production and 'Green Jobs' in Central Queensland
- ☀ Indigenous Natural Resource Management
- ☀ Potential for Biotechnologies to Enhance Sustainable Development of the CQ Region

This research culminated in the Institute's first Occasional Paper being launched on 22 November. The paper is entitled *Organics, Biotechnology and Indigenous Natural Resource Management in Central Queensland*.

Other projects undertaken by the Institute were:

- ☀ *Vision Mackay* – a partnership with Mackay Whitsunday Regional Economic Development Corporation to develop a vision for Mackay's future development.
- ☀ *Indigenous Business Enterprise Feasibility Study* – in partnership with ATSIC, Bill Blackwood produced a report on a feasibility study for the establishment of an Indigenous Economic Development Centre in Central Queensland.
- ☀ *Regional Eco-Efficiency Project* – Bill Blackwood worked with the Environmental

Protection Agency to identify potential cost savings for regional businesses in terms of their energy and natural resource use.

- ☀ *Central Highlands Organic Farming Information Strategy* – the Commonwealth Department of Transport & Regional Services funded \$31,000 for Dr Janet Norton to undertake the project.
- ☀ *The Sustainability of Australian Rural Communities* – an ARC funded project (total \$137,000 – ISRD \$13,500), set up by the Academy of Social Science (Monash University) in collaboration with five regional universities. Research was conducted by Professor Geoff Lawrence and doctoral student Lynda Herbert-Cheshire on the impacts of change in the Monto area.
- ☀ *Fitzroy Basin Floodplain Management Study* – Dr Jill Windle continued her work with two economists at CQU, Emerald. This project has been investigating the trade offs between development (in this case increased water allocations for irrigators) and the environment.
- ☀ *Non Market Valuation of Environmental Goods and Services: An Indigenous Perspective* – Dr Windle commenced work on this research project funded under the Central Queensland University Seed Grant Scheme.
- ☀ *Water Quality Management* – A complete analysis of the Natural Heritage Trust funded *Survey of Central Queensland Planning Advisory Committee and Fitzroy Basin Association* (in relation to water quality management) was conducted Dr Norton in conjunction with Dr Nick Edgar.
- ☀ *DNRM – ATLAS evaluation* – Dr Norton developed focus group scripts for DNRM to assess the implementation of a service that provides maps and information about data available from the Departments of Natural Resources and Mines and the Environmental Protection Agency.



## Strategic Alliances and Partnerships

The ISRD receives funding from the Queensland Department of State Development (DSD) and maintains a strong relationship with the DSD Office of Regional Development.

Throughout 2001 ISRD also continued to maintain strong alliances with:

- ☀ Centre for Regional and Rural Innovation (CRRI)
- ☀ Many State government organisations, eg. DPI, DNRM, EPA, DGLP
- ☀ Local councils
- ☀ Regional and local planning groups, eg. Fitzroy Basin Association, Central Highlands Regional Resource Use Planning Project, Mackay Whitsunday Economic Development Corporation, Central Highlands Development Corporation, Fitzroy Integrated Research Development Extension and Adoption, CQ: A New Millennium, Coordinating Committee on Science and Technology
- ☀ National funding bodies, eg. Land and Water Australia, ARC
- ☀ Other universities, both nationally and internationally
- ☀ The Indigenous Community
- ☀ Community groups eg. Landcare, Community Communicating Across the Central Highlands (CCATCH).

The Executive Director of the Institute, Professor Geoffrey Lawrence, received invitations to attend, and participated in, a number of significant events over the year. Some of these were:

- ☀ Keynote Address at the 2001 State Landcare Conference, *Partnerships and Diversity*, Mandurah, Western Australia, 11-14 September
- ☀ University's and Regional Development Forum in Canberra, 28 March;
- ☀ 2001 Queensland Landcare Awards Judge
- ☀ Workshop on DNRM/University/Community Collaboration – *The Education Reform Agenda*

– *Drivers from the Tertiary Perspective*, Brisbane, 25 October

- ☀ Queensland Regional Development Conference 'Building Diversity in Economic Development Opportunities for Regional Queensland – Keynote Address, *Regional Development: a Way Forward for Queensland*, Toowoomba, 24 October
- ☀ Addressed the forum for DPI Senior Management – *The Future of Agriculture in the New Millennium*, Brisbane, 24 September
- ☀ Presentation for Stanwell Corporation Management entitled *Global Change and Natural Capitalism*, Rockhampton, 10 May
- ☀ Member of the ABC Panel *Australia Talks*, presented by George Negus, (televised 27 September)
- ☀ AgForce Conference – member of a moderated panel session, Chaired by Robyn McConchie, from the ABC Country Hour, Mackay, July.

In addition, Professor Lawrence took up the invitation to participate in the review of the Centre for Social Research, Edith Cowan University, WA, was a member of the Moratorium Referral Panel workshop relating to the Water Act 2000 and a member of the Steering Committee for the evaluation of the Office of Regional Development, Queensland Government.

## Major Publications

Professor Lawrence, in association with colleagues, published two books in the first half of 2001. These are *Environment, Society and Natural Resource Management: Theoretical Perspectives from Australasia and the Americas* (Edward Elgar, Cheltenham, UK) and *Altered Genes II: the Future?* (Scribe Melbourne). His co-authored book on the difficulties faced by regional Australia, and some suggestions on how to address these problems was released in August and received a great deal of media attention. It is entitled *A Future for Regional Australia: Escaping Global Misfortune* (Cambridge University Press, Cambridge).



## Division of Teaching & Learning Services

The Division of Teaching & Learning Services (DTLS) was established in May by drawing together the Educational Services & Learning Support Unit, the Video Production Unit from Educational Media Services and the Distance & Flexible Learning Centre.

The specific purpose of the Division is to promote and support CQU teaching staff improve the effectiveness of teaching, the use of educational technology and the efficiency of the development of programs, resources and infrastructure for learning.

Present functions include learning support, tertiary bridging programs, production and distribution of flexible learning materials, support for the delivery of off-campus courses, multimedia design and development, print and web publishing, the evaluation of teaching programs, and academic staff and curriculum development.

A new multipurpose digital (video, still and audio) studio was created in the Multimedia Design Centre for the relocation of staff from the Educational Media Services from the Library.

The despatch warehouse was refurbished to ensure compliance after a health and safety walkthrough survey. New shelving and materials handling equipment have been introduced, in addition to heating and cooling which now ensures the warehouse is a safe working environment.

The Axapta management information system is now fully functional for the despatch of materials and also the receipt and despatch of print assignments for distance education students. Development and implementation continues to improve the scheduling and tracking of material through the production process including a second stage of development to incorporate the specialised needs of the Publishing area.

The Division has now successfully met despatch deadlines for materials to distance education students as well as Australian International Campuses for three terms in a row, despite the introduction of new systems (PeopleSoft, Axapta) during despatch periods.

The Multimedia Design Centre (MDC) continues to provide design and development support for online, print and CD-ROM learning materials. The MDC has been actively involved with two Focus Grant Research projects on flexible learning, and multimedia development models.

Educational Designers have continued to develop and expand their evaluation work with student survey tools and student focus groups to support the redesign of University learning materials.

This year MDC completed a three-year project with Queensland Alumina Pty Ltd to provide training materials on CD-ROM and will also be closing a four-year project with NS Komatsu in early 2002.

The first Vice-Chancellor's Teaching and Learning Showcase was held in December 2001. CQU and external experts gave presentations on issues facing university teaching and learning. These presentations were either face-to-face or via videoconferencing.

Educational Designers contributed to the showcase providing staff development workshops in the use of WebCT and Dreamweaver.

*The Strategic Plan for Flexible Learning 2001-2003* (White Paper) was approved by Academic Board at its March Meeting and adopted by Council at the meeting held on 23 April 2001, following wide consultation across the University and building upon work by various groups on the Green and Yellow Papers (*The Review of Distance Education & Flexible Learning, and CQU Online*, both 1999).

The Plan identifies eight facets of a flexible learning system with related objectives, strategies, responsibilities, timelines and resource requirements; the whole of which is underpinned by a Quality Assurance platform. A major recommendation of the White Paper is the establishment in 2002 of a Learning, Evaluation, Innovation and Development (LEID) Centre, headed by a Professor, to provide leadership in the development and diffusion of innovative flexible learning practice.

STEPS (Skills for Tertiary Education Preparatory Studies) continued successfully across all regional campuses. It was entered as CQU's nomination to the Australian University Teaching Committee for services to the region.

As part of the University's Quality Assurance initiatives, a student feedback system was implemented across all campuses and modes of delivery. Students are surveyed via questionnaires, online and telephone surveys.

Learning Services staff conducted workshops for academic staff on the University-wide Performance Review, Planning and Development Process. The majority of academic staff are now trained and are using the process.

Three teaching and learning grants were offered in 2001:

- ✿ Dr John Fitzsimmons 'Authentic learning experiences in literary studies'.
- ✿ Library staff 'Introducing generic skills through a discipline specific program'.
- ✿ Dr David Weedon 'Finding a 'simulated' black cat in a 'virtual' dark room using flyingfish'.

Staff within the Social Work and Welfare Studies commenced work on a project to develop an Internet reference site for Problem-Based Learning at CQU.

## Information Technology Division



The year saw substantial change within the Information Technology Division (ITD). During the first half of the year the Gartner organisation was engaged to assist the University with the development of a Strategic Plan for Information Technology and Telecommunications. The plan takes a whole of university view of IT and outlines the steps necessary for transition from the current method of operation to what has been termed a Federated mode of operation. The transition plan concentrates on the transformational issues of:

- ✿ Governance
- ✿ Budget
- ✿ Organisational Design
- ✿ Informational technology architecture, with particular emphasis on the application portfolio

For historical reasons various work units in the University have been organisationally linked together. During the year Educational Media Section was split from the Library as it was considered that the functions performed by that section were more closely aligned with other areas of the University. Consequently some of the functions were transferred to the Division of Teaching and Learning Services. Those that dealt with information technology and telecommunications were transferred to ITD.

This move enabled ITD to restructure the way in which services could be delivered. The Division now consists of three operational sections.

- ✿ Client Services
- ✿ Corporate Information Systems
- ✿ Corporate Technology Infrastructure

The transfer of EMS staff to ITD has enabled the Division to place a greater emphasis on quality of service and customer relations.

The other major organisational change for the Division in 2001 occurred as the result of the completion of Project Renaissance. This Project developed and implemented the University's PeopleSoft ERP system. After its completion in October 2001 maintenance, support and future development of the system became the responsibility of ITD.

From an infrastructure perspective, the major achievements for the year included:

- ✱ a restructure of the University's internet links, upgrading from 2Mbps to 16Mbps from Rockhampton to Brisbane and from Rockhampton to Mackay;
- ✱ the restructure of parts of the CQU Rockhampton network backbone to provide a greater level of redundancy;
- ✱ commencement of a program to deploy gigabit connections to the CQU Rockhampton buildings;
- ✱ the implementation of network connections to the Conservatorium of Music in Mackay;
- ✱ an upgrade to the CQU Mackay network;
- ✱ the deployment of a new Storage Area Network (SAN);
- ✱ the deployment of a new student account management system with integration to PeopleSoft;
- ✱ the deployment of a new file, print and email services in the regional campuses;
- ✱ the deployment of a SUN Server and WebCT solutions.

In 2002 the Division's main emphasis will be on the transition components of the Strategic Plan. This will centre on ensuring that our processes and procedures are properly in place, fully documented and meet the changing needs of the University. This will require a transition to a role-based organisation that enables staff to perform different roles depending on the requirements of the tasks.

The main tasks for the Corporate Information Systems group will be to consolidate the PeopleSoft systems into a stable operational environment. This will provide an appropriate platform for future enhancements and the full realisation of benefits to be derived from this significant investment.

The Technical Infrastructure group will be concentrating on consolidation of services with a particular emphasis on security and continuity of service. In addition work will proceed with the following:

- ✱ development of directory services;
- ✱ implementation of a system for internet usage accounting;
- ✱ the commencement of an IP based video conferencing;
- ✱ implementation of video streaming;
- ✱ implementation a fail-over cluster for staff and student email, file and print services.

The Client Services section is planning for a higher level of service with an emphasis on training and customer satisfaction.



## Division of Library Services

During 2001 the Division of Library, Information and Media Services underwent a restructure. The Educational Media Section (EMS) was divided and transferred to other divisions to provide a greater synergy of services. The Division of Library and Media Service's title was changed to the Division of Library Services.

The Library is implementing the *VTLS Virtua* library management system as a result of a tender process undertaken earlier in the year. The system is due to go live in February 2002. The Library is acquiring additional modules that will enable enhanced viewing of images such as maps and photographs, and will enable the remote input of metadata.

Work has commenced on a \$1.3 million refurbishment of the ground floor of the Rockhampton Library (Bruce Hiskens Building). The project, due for completion in March 2002, includes additional storage, a revamped circulations area and a reading room.

The Library commissioned Rodski Behavioural Research Group to undertake a Customer Survey during 2001. The survey reported, "When compared against other Libraries, CQU is performing in the highest half (Top 50% of Libraries) on all categories. Customers perceive performance as highest on the category of 'Library Staff'..."

The Library is participating in a Council of Australian University Libraries (CAUL) project to develop an information literacy assessment tool. The first stage of the project involves developing a set of criteria to assess individual information literacy skills. At CQU the survey will be piloted with 250 education students in March 2002.

The Faculty Liaison Librarian for the Faculty of Education and Creative Arts has been working with lecturers to embed information literacy into the Bachelor of Learning Management. In 2002 information literacy will be embedded in two courses.

Continued collaboration through membership of the Council of Australian University Librarians (CAUL) and Queensland University Libraries Office of Cooperation (QULOC) has resulted in significant contributions to the following projects:

- ☀ University Library Australia
- ☀ Australian Digital Theses Project
- ☀ E-book and Endnote Workshops

'Compass', the University's web-based information literacy tutorial, was completed during the year. 'Compass' provides an introduction to the skills needed for searching and accessing information. The Library is also further developing its e-book collection and increasing access to electronic resources.

With the appointment of a Research Librarian to plan, deliver, assess and revise programs and services, training opportunities have increased on all campuses. Workshops have been offered on all campuses and voice chat software has enabled the Research Librarian to demonstrate databases, describe processes and discuss issues with researchers on other campuses.

Mr Hongzhi Wang attended the CQU library for 12 months as a visiting research scholar from Library of Liaocheng Teachers University, China.

### Community Education

CQU Mackay Library provided a tour and Information Literacy workshops for students as part of the Do IT@CQU Mackay program.

The CQU Bundaberg Library conducted library tours for high school students as part of the Tertiary Awareness Program. "Discover CQU – library tour and information sharing session" was also conducted in the CQU Bundaberg Library for 81 prospective students.

CQU Gladstone Library participated in the Golden Years program offering three Beginners Internet classes. A total of 28 seniors attended.

The CQU Mackay Library Society went from strength to strength in 2001. Membership this year has grown from 35 to 95 members. The Society held an evening with Art Phillips, President of the Australian Guild of Screen Composers, in August at the CQCM theatre. 100 people attended and were entertained by stories and music compositions from Arts recent works. The Society also held a Public Lecture by Australian author Simon Higgins in the Cook Lecture theatre. These events were kindly sponsored by the Regional Centre Of The Arts.



## Direct Edge

In keeping with ongoing changes in work practices in Australia and overseas, Direct Edge programs are continually evolving. Direct Edge programs are flexible and innovative, supported by dynamic and vibrant partnerships with government, industry and other stakeholders.

Direct Edge programs are developed to demonstrate best practice and the most appropriate principles of flexible delivery.

A continuing challenge for Direct Edge is providing appropriate levels of support while equipping clients to become effective and committed independent and lifelong learners.

Considerable effort was expended in 2001 developing new courses and products. The most significant was the implementation of the online version of the Purchasing Training and Certification programs.

Several of the Purchasing Materials Management programs have been updated to reflect workplace practices. It is important that Direct Edge programs continue to provide practical information and theoretical grounding needed to do jobs with excellence.

The suite of nursing programs offered through Direct Edge has included Certificates in Perioperative Nursing, Neonatal Nursing, Paediatric Nursing, Child and Adolescent Community Health Nursing, Catheter Laboratory Nursing and Wound Management.

A new Occupational Health and Safety learning package for Heat Stress was developed as a result of extensive consultations involving Direct Edge, the Division of Teaching and Learning Services, McCosker Safety Management, Queensland Rail and other industry representatives.

The Direct Edge team has engaged in varied professional partnerships in 2001. The most significant of these have been:

- ☀ Australian Institute of Purchasing Materials Management (AIPMM) – links have been set

up from the Direct Edge website to the AIPMM website. This means that the Direct Edge Newsletter, Supply Zone, is now available, in electronic form, to all AIPMM members.

- ☀ Queensland Purchasing (Department of Public Works) – the relationship with Queensland Purchasing has been consolidated through the writing and implementation of improved processes and interaction with the Queensland Purchasing team in Brisbane and our network of suppliers including writers, presenters, tutors and markers. The potential for this project to promote improved training for government and government agency purchasing staff has never been greater.
- ☀ Pacific Coal Pty Ltd (PCPL) – Direct Edge has continued its partnership with PCPL by completing an organisational survey on Leadership Performance and Working Relationships at Pacific Coal.
- ☀ Anglo Coal – Direct Edge is involved with Anglo Coal in the development of a company-wide initiative, the Anglo Coal Leadership Development Programme.
- ☀ Queensland Rail – Direct Edge has continued its relationship with sections of Queensland Rail through development of short courses and learning packages.
- ☀ Consolidated Meat Group (CMG) – Direct Edge has worked with CMG on a proposal for a Meat Processing Training Facility to be built at the CMG Meat Processing Plant at Rockhampton.

The Direct Edge team members are committed to researching several dimensions of education and training, especially in relation to learning experiences, learning organisations and lifelong learning.

Direct Edge staff presented a paper at the 2001 Continuing Professional Education Conference ‘cpe.dot.com’ – a conference to explore the nature of Continuing Professional Education in the dotcom world.



## Project Renaissance

The final stage of the implementation of the PeopleSoft educational administration system dubbed 'Project Renaissance' was completed in October 2001.

CQU committed \$20 million to the project to re-engineer its academic administrative and management processes, and progressively migrate them to e-commerce platforms to improve efficiencies and reduce costs.

Lasting two years, it was the biggest single project undertaken in the history of CQU, and included financial and student administration, as well as asset management.

PeopleSoft was chosen in a highly competitive environment because of its capacities in line with CQU's needs and the company's considerable experience and success with major US universities and colleges.

The new system will maximise efficiency and flexibility to enable CQU to optimise the experience of students and respond to new challenges within the higher education sector.

Faculty personnel now have full responsibility and accountability to maintain the Course Catalogue and Schedule of Classes.

In PeopleSoft, the Course Catalogue is the central repository of information that defines each course offered by the University – past, present and proposed. The Catalogue is the backbone for all student records processing including enrolment, examinations, grading and graduations.

The ability to manage course catalogue and class data at the Faculty level will enhance service delivery to students as information is controlled and maintained at the source. Classes for a full academic year should be scheduled for the forthcoming academic year enabling students to enrol in classes for the full year.

'E-rolement', the student self-service interface of PeopleSoft, was launched in July. E-rolement enables students to manage their own enrolment processes entirely online from anywhere in the world. Students can make direct course choices and changes, view their account history and course progression details.

A Post-Project Implementation Group chaired by the Deputy Vice Chancellor was formed to oversee the continued support of the PeopleSoft Enterprise Resource Planning system at the University.

A Student Users Group will address ongoing production uses and maintenance. It will have faculty and divisional representation and is scheduled to convene in early 2002.

The Corporate Information Systems Unit in the Information Technology Division is now responsible for the ongoing maintenance of the PeopleSoft system.



## Community Relations

The role of CQU's Community Relations is to communicate with stakeholder groups to ensure the University's goals, operations and achievements are recognised and promoted.

One of the highlights of the year was the launch of E-rolment on 9 July at CQU Rockhampton and simultaneously at campuses in Mackay, Gladstone, Bundaberg and Emerald.

CQU Campuses took part in a region-wide 'electronic' launch of the new web-based enrolment system. The launch featured colourful graphics, musical fanfare and hand-outs for students, staff and interested members of the public.

### Marketing and Advertising

During 2001, the Marketing and Advertising Unit's focus was on increasing full-fee-paying postgraduate student numbers. Key initiatives included increased follow-up to enquiries, direct mail to prospects and alumni, and targeted advertising.

A substantial 41% increase in full-fee-paying postgraduate student numbers was achieved compared with the same period last year.

The profile and attendance of the marketing and communication committee 'Marcomm' increased during the year. The result was a university-wide coordinated approach to marketing.

A greater emphasis was placed on market research to gain an awareness of target audiences. Research methods included telesurveys and data from the CQU Statistical Survey from the Population Research Laboratory.

Towards the end of the year, Community Relations assumed responsibility for the despatch of marketing material. Benefits will be achieved in the following year through the close connection of messages and materials.

### Public Relations

CQU's network of staff involved with public relations had a busy year highlighting community projects and newsworthy initiatives.

A total of 485 media releases went out, leading to almost 3,000 items in newspapers and on TV and radio

stations. More than 90% of coverage was positive in nature. Around 10% reached national audiences.

The year featured the first-ever thorough survey of CQU's public image, which will provide baseline data for the future.

According to CQU's Population Research Laboratory, 46% of Central Queensland residents believe CQU is either average, above average or far above average compared with other universities in Australia. Less than 3% perceive CQU as below average. A total of 50.6% were uncommitted (don't know), showing there is plenty of work ahead to convince them.

When asked if CQU was important to its region, the figures were more resolute, with a total of 96.5% of respondents stating that CQU is important or very important to its region. Only 0.4% saw CQU as unimportant.

### Corporate Events

During the year a number of highly successful events were conducted, including the annual Multicultural Fair and Open Day at CQU Rockhampton. 30,000 people attended the largest community event in the Central Queensland region.

Co-hosted by CQU and the Australian Broadcasting Corporation, the Fair is a spectacular event where people of many nations celebrate cultural diversity with traditional music, dance, food and costumes.

New activities in 2001 included cultural workshops and a sound playground and percussion area. Faculties and divisions also showcased programs offered at the University through the combined Open Day.

Open Days were held at all regional CQU Campuses in 2001 to promote community involvement and awareness of the University.

The inaugural 'Music Spectacular in the Bullring' attracted a capacity crowd of 1,200 people in November.

A partnership between Rockhampton Concert Orchestra, the Great Western Hotel, Rockhampton Tourist and Business Information, Central Queensland University Performing Arts students, the CQCM and

# Community Partnership

community performers, the event included dance, theatre, comedy and popular music as well as light opera classics.

The show was aimed at an audience of all ages and included some of the best-known tunes from the last few centuries, as well as contemporary numbers.

Other events coordinated through Community Relations included 'IT in Regional Areas' (ItiRA) conference, the Professorial Lecture series and National Science Week events.

## Publications

The number of corporate publications grew during 2001 as a result of development of courses and longer timelines required for international student recruitment. Two versions of the Undergraduate and Postgraduate Prospectuses, and three versions of the Postgraduate and Undergraduate Handbook were produced in 2001.

During 2001 all marketing material was reviewed for compliance with the ESOS Act 2000. Under the Act all marketing material from registered providers of education programs to international students in Australia must comply with a set of national standards.

## Photography

In August a photographer from the Educational Media Services joined the Community Relations Office to complete the range of services available to the University. The Photography Unit was formed and is now responsible for providing a professional photography service to CQU campuses, faculties and divisions. The Unit produces high quality photographs that can be distributed to the media via the Public Relations Unit or used in corporate publications, websites, advertisements etc.

During the year the Photography Unit progressed to almost a totally digital environment, providing quality material with shorter lead times.

## Student Recruitment

During 2001 the Student Recruitment Officer travelled approximately 35,000 kilometres promoting CQU on the Careers Market Circuit.

Apart from the many annual careers markets, school visits and regional shows conducted across the state, this year a number of new initiatives were trialled to increase the effectiveness of participation and to refine the system.

As a member and Chair of the Queensland Chapter of the National Association of Prospective Student Advisors (NAPSA), CQU worked closely with advisors from across the State and also organised information sessions by other organisations.

At Bundaberg AgroTrend a series of talks on relevant topics by CQU experts proved to be highly successful. An invitation to hold the talks again in 2002 has already been received.

In response to the success of these trials during the year, the Student Recruitment Unit will conduct professional seminars in 2002 on issues of interest to prospective students including university lifestyle, costs and accommodation.

During the year, CQU contributed to an official NAPSA handbook on how to run a successful careers market. The book will provide information to assist NAPSA and school communities prepare an effective careers market, what to expect from NAPSA and what is required of them.

A NAPSA Code of Conduct is also being formulated. The code will address issues of safety while on the circuit including travelling, accommodation and efficiency.

The Tertiary Awareness Program (TAP) also continued successfully during the year informing students on the realities of university life.

The annual Discovery Day was held in August with about 400 local high school students experiencing a real working day at the University.

An 8% increase in first preferences for undergraduate programs was achieved for the fourth year in a row, a testament to the success of the marketing, advertising and student recruitment initiatives.



## CQU Press

CQU Press aims to capture the niche of 'Outback Books' and regional Queensland heritage and history publishing in order to achieve a national and international reputation for Central Queensland University.

During 2001 mass mailouts to bookshops, newsagencies and individual customers nationwide with telephone follow-up increased the number of bookshops dealing with CQU Press directly.

Due to high profile book launches there has also been extensive free publicity nationwide in publications such as *The Australian*, *Campus Review*, *G'Day*, *QCL* and most Queensland regional newspapers and community radio stations.

A very successful 'Outback Book Launch Tour' was conducted during 2001. The key to the success of this multiple point launch tour was the production of local books in which each community could consider themselves the true community owners of the book. Regional councils were therefore happy to take on the hosting of the launch, the catering, invitations, advertising and media releases for newspaper and radio.

During 2001 book launches were held for the following new titles:

### *Unsung Heroes of the Queensland Wilderness*

Location: Mareeba, Atherton, Cairns

June. Three launches with the mayors and councils of Mareeba, Atherton and Cairns.

Nett sales from all three book launches: \$3,300

### *From Bullock Team to Puffing Billy*

Location: Mareeba, Atherton, Cairns

June. Three launches with the mayors and councils of Mareeba, Atherton and Cairns.

### *Capricornia Queensland*

Location: Old Supreme Court, Rockhampton.

A Centenary of Federation Council book.

July 30th 2001

Nett Sales: \$2,200

### *Flynn's Outback Angels*

Location: The Multicultural Fair, CQU Rockhampton.

Joint venture with ABC with free promos statewide and Colin Munro, ABC Sydney

August 12th 2001

Nett Sales at the launch: \$2,600

### *West of Matilda*

Location: Multicultural Fair, CQU Rockhampton.

A Centenary of Federation Council book.

August 12th 2001

Nett Sales at the launch: As above.

### *West of Matilda and Capricornia Queensland*

Location: Winton

29th August 2001

Nett Sales at the launch: \$2,300

### *West of Matilda and Capricornia Queensland*

Location: Longreach

30th August 2001

Nett Sales at the launch: \$2,100

### *History of Emerald*

Location: Emerald

31st August 2001

Nett Sales at the launch: Over \$3,500

(plus about \$5,000 pre-paid to Council)

### *West of Matilda*

Location: Charleville

1st September 2001

In addition, substantial retail sales were made during the tour at the Waltzing Matilda Centre and the Corfield Shop in Winton, Qantas Founders' Museum Longreach, Workers' Heritage Centre Barcaldine, and McKendry's Newsagency Emerald.

CQU Press will continue to seek funding from federal, state and local governments (currently over \$260,000 in eight years) and to operate through joint ventures with regional business and shire councils throughout Queensland. Book launches with the Governor, Premier and Ministers of the Crown and city mayors are a regular occurrence and will continue all over Queensland, the Northern Territory and New South Wales. The prestigious annual partnership with Arts Queensland will also continue.

CQU Press won \$22,000 from the Queensland Government in 2001. The Emerald Shire Council also awarded CQU Press \$25,000.

The Mayors of Winton, Aramac and Mareeba approached CQU Press at book launches for help to establish a joint venture to publish their shire histories. CQU Press' experiences with joint ventures with the Councils of Whitsundays, Gayndah, Hervey Bay and Emerald indicate that this is a successful part of the community services of CQU Press and also acceptably productive financially.

During the year it emerged that CQU Press should control three smaller companies or imprints:

- ✻ Queensland Heritage
- ✻ Outback Books
- ✻ Gold Coast Books

An editorial/publishing office was established at CQU Gold Coast to discover new and talented authors for Gold Coast Books and to aim to establish a national reputation for CQU Press.

## In Production

- ✻ *The Missing Masterpiece* by Ian Callinan is with the typesetter in proof stage.
- ✻ *True Blue Queenslanders* is almost ready for the printer. Cover design is finished.
- ✻ *Flynn's Outback Angels*, volume II is being completed by the author in Toowoomba.
- ✻ *The Magic Millions* is at contract stage with author-revisions and plans for a meeting about a possible joint venture with the Gold Coast Turf Club underway.

## The 2002 Publishing List

2002 is the Year of the Outback. CQU Press has been invited to participate in a three-week camel-ride as part of the festivities from Oodnadatta to Alice Springs with a triple book launch in Alice Springs on completion.

Work in underway on commissioning books and finding publishing sponsors for books for the Year of the Outback and also Gold Coast Books for 2002.



## Capricornia College

Capricornia College continued to augment its overseas student membership during 2001 to approximately 15% of the College community. This increasing trend greatly assisted in further developing the College into a diverse and interesting 'home away from home' for residents.

The College had another successful year with its community service program. Throughout the year the College supported and assisted many community groups, charities and organisations to fulfill their fund raising and civic responsibilities. Capricornia College also entered into a partnership with the Queensland Police Service to further enhance the safety and security of persons and property within the College precinct.

Capricornia College is becoming well known for its participation in and contribution to the wider University and Rockhampton communities. A large number of civic leaders, community guests, academics and employers attended many of the 35 or so formal dinners and functions held during the year. The College also developed an excellent reputation for its commercial catering services. College staff catered for numerous external functions and events during 2001.

Capricornia College is ever-increasing its support and assistance to students with special needs. The facilities, staff training and ethos of the College are constantly upgraded to better ensure that the College becomes an attractive and supportive community for students in need.

The College has committed significant financial resources this year to further upgrade and develop the services, amenities and overall presentation of the College. All student study/bedrooms have private telephones, data access, and television reception. Additional security lights have been installed in many parts of the College to further enhance the safety and security on-campus. The College's two student/member car parking areas have also been recently sealed. Additional pedestrian footpaths have also been established to enhance safety and presentation.

The College's website was upgraded and linked to many more areas within the University. Additional fliers and a commercial brochure have been developed to increase occupancy and patronage of the College's 350 single study/bedrooms.



## Buildings and Grounds

During 2001 the Buildings and Grounds Division facilitated several major projects.

Construction commenced in June 2001 on the Process Engineering and Light Metals building in Gladstone with a project budget of \$5 million provided by the State Government. The successful tenderer was Cordukes Pty Ltd with Andrews and Girle Architects Pty Ltd as the architects.

The refurbishment of the ground floor of the Library at CQU Rockhampton commenced in 2001, with a project budget of \$1.3 million. T F Woollam and Son Pty Ltd won the building tender. The project architect is Paul Cruice Architect Pty Ltd. Construction commenced in late December.

Development of the Building Management System continued primarily across CQU Rockhampton, with some regional campuses involved. The system is a centralised computer control system that enables Buildings and Grounds staff to monitor and alter air conditioning plant throughout the University's buildings. Staff were trained to monitor the system and as required, modify the software package. The system has the future capability to close key entrance doors, control lighting and improve the in-house security system.

The CQCM and academic building projects in Mackay were completed in 2001. The projects had a combined budget of \$4.84 million with the building construction by JM Kelly Pty Ltd and project architects Sanders Turner Ellick from Mackay.

The Mackay Student Refectory extensions were also completed during the year at a cost of over \$300,000. Abigroup Pty Ltd was the successful tenderer with architects Sanders Turner Ellick.

Other projects included:

- ✱ renovations and relocations to various buildings in the CQU Rockhampton City Centre precinct;
- ✱ improvements to landscaping around the Student Union Building Rockhampton, new DTLS walkways, stairs and plans for future shrub planting;
- ✱ completion of the CQU Bundaberg demountable project;
- ✱ new bitumen surfacing and kerbing roadway at CQU Rockhampton;
- ✱ commencement on new concrete ponds for the Biology Department at CQU Rockhampton, with future work to be completed in the following year;
- ✱ general maintenance to plant and equipment across all campuses, improvements for Workplace Health and Safety and Security, ongoing repairs to pathways, roads and associated security lighting;
- ✱ upgrading of the computerised security surveillance and monitoring system.

# Community Partnership



## Major Benefactors

### CQU Foundation Members

#### *Benefactors*

Chaiyang Limthongkul Foundation

Moya Gold

Helene Jones, OAM

#### *Founding Governors*

Arthur Birkbeck

Burnett Shire Council

Mal Forman

Golding Contractors Pty Ltd

Tony Goodwin

Howard Smith Industries

The Hon. Justice Stan Jones

John Santalucia

John Tait

#### *Governors*

Chris Childs

Mackay Sugar Co-op Association

#### *Founding Fellow*

Australian Provincial Newspapers

Calliope Shire Council

Central Queensland Mining Supplies

Finemore Walters and Story

J.M. Kelly Group of Companies

Mackay Port Authority

Dick MacNevin

Queensland Cement Limited

Rees R. & Sydney Jones

Evan Ryan

John and Sharon Taylor

#### *Fellow*

Mervyn Gold

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#### *Founding Friends*

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Dr Robert Galley

Ian George

Professor Ian Goulter

Dr Bruce Greiner

Holcan Construction Pty Ltd

J.P. Cordukes Pty Ltd

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Merilyn Luck

Macrossan and Amiet

Carole Marsden

Dr Neil McDermott

Dr Hilary Mercer

Peter Peirano

Pioneer Permanent Building Society

Reef City Ford

S.H. Tait and Co

Dr Michael South

Gary St George

Swanwick Murray and Roche

Ruth Wade

Ross Wallace

Ken Window

Jocelyn Wood

Woodman McDonald Hardware Pty Ltd

#### *Friends*

Michael Bryce

Professor Lauchlan Chipman

Clare Davis

Ipex Information Technology Group

Kolan Shire Council

K.C. and L.D. Neven

Rockhampton Community Service Club

Viive Thompson

Gerald Victor

Drs S. and S.Waite



## Report on Overseas Travel

### Arts, Health and Science

Moxham, L.	Wellington, New Zealand	Conference	28/08/01 – 31/08/01
Lawrence, G.	Dijon, via Paris	Meeting	20/08/01 – 09/09/01
Blackwood, B.	Kassel, North	Summer school	23/06/01 – 11/07/01
Windle, J.	Holland	Workshop	30/07/01 – 15/08/01
Lawrence, G.	New Zealand	Meeting	01/12/01 – 09/12/01
Mummery, K.	Greece	Conference	26/05/01 – 05/06/01
Irons, C.	London and Bergen	Conference and research	03/08/01 – 30/08/01
Lockie, S.	London and Thailand	Conference	01/07/01 – 10/07/01
Ho, R.	Phoenix, San Jose	Workshops	26/08/01 – 04/09/01
Mummery, K.	Dallas, Texas	Conference	03/10/01 – 10/10/01
Lockie, S.	Osaka, Japan and Sydney	Conference & meeting	15/10/01 – 27/10/01
Schofield, G.	Auckland, New Zealand	OSPRO arrangements	12/02/01 – 06/03/01
Schofield, G.	Greece	Conference	26/05/01 – 05/06/01
Mcallister, J.	Minneapolis, USA	Conference	06/06/01 – 03/07/01
Davidson, G.	Honolulu, Hawaii	Workshop	23/07/01 – 05/08/01
Faraizi, A.	Dhaka, Bangladesh	Supervision	13/06/01 – 06/07/01
Waite, H.	London, England	Conference	19/06/01 – 13/07/01
Davidson, G.	Singapore	Program launch	24/11/01 – 30/11/01
Davidson, G.	Switzerland	Workshop	08/12/01 – 02/01/02
Mules, W.	London, England	Conference	17/01/01 – 03/02/01
Miller, H.	London, England	Conference	17/01/01 – 03/02/01
Seeker, V.	USA	Research	18/01/01 – 18/03/01
McConnell, R.	Hamilton, New Zealand	Conference	06/07/01 – 09/07/01
Nwe, T.	Yangon, Singapore	Course development	16/06/01 – 03/07/01
Shimizu, N.	Japan	Meeting	25/12/01 – 24/01/02
Killion, F.	Singapore	Conference	30/07/01 – 06/08/01
Warner, L.	Hamilton, New Zealand	Conference	26/06/01 – 30/06/01
Midmore, D.	Canada, London	Meetings	24/03/01 – 13/04/01
Walsh, K; Greensill, C;			
Golic, M; Guthrie, J	Korea	Conference	09/06/01 – 16/06/01
Ockerby, S	Philippines	Research	08/05/01 – 23/05/01
Midmore, D	Philippines	Conference	25/05/01 – 04/06/01
White, D	Tokyo, Japan	Research	08/06/01 – 17/06/01
Yates, E	Tokyo, Japan	Conference	08/07/01 – 23/07/01
Midmore, D	Japan and Phillipines	Research	05/07/01 – 25/07/01
Long, R	Narita, Japan	Conference	25/09/01 – 04/10/01
Bhatia, P	Bangladesh	Research & Conference	29/09/01 – 05/01/02
Bhatia, N	New Delhi, India	Research & Conference	13/12/01 – 19/02/02
Midmore, D	Marshall Islands	Meetings	07/10/01 – 19/10/01
Jirojwong, S	Melbourne and Thailand	OSPRO	09/02/01 – 15/07/01
Walker, S	Auckland, New Zealand	Conference	03/08/01 – 11/08/01
Hay, D	Fiji	Research	04/08/01 – 20/08/01
Sander, T	Fiji	Meeting	04/08/01 – 12/08/01
Parson, J	Fiji	Meeting	04/08/01 – 11/08/01
Ritchie, B	Fiji	Graduation	10/10/01 – 13/10/01
Szorenyi, N	Fiji	Research	05/08/01 – 06/08/01
Pegg, G	Glasgow, Scotland	OSPRO	09/04/01 – 08/07/01
Hay, D	Taiwan	Seminars	27/03/01 – 04/04/01
Warrener, R	Japan, France, Italy	Conference, OSPRO	26/07/01 – 11/10/01
Warrener, R	San Diego, USA	Symposium	04/08/01 – 09/08/01
Ashwath, N	Tokyo, Japan	Symposium	09/07/01 – 15/07/01
Piva, T	Fiji	Meetings	12/08/01 – 17/08/01
Lockie, S	Santa Cruz and New Zealand	Workshop	21/11/01 – 25/12/01

# Overseas Travel

<b>Bookshop</b>			
Lancaster, P	Fiji	Finance procedures	27/03/01 – 31/03/01
<b>CQU Bundaberg</b>			
Grady, A	USA	Study program	05/05/01 – 20/05/01
Duffy, L	Italy	Study tour	03/10/01 – 28/10/01
<b>Business and Law</b>			
Charbonneau, J	Hong Kong	Workshops	01/02/01 – 07/02/01
Fisher, R	Hong Kong	Workshops	04/02/01 – 10/02/01
Shepherd, D	Singapore and Malaysia	Workshops	09/01/01 – 21/01/01
Baxter, P	Hong Kong	Workshops	04/02/01 – 14/02/01
Acutt, B	London	Conference	07/03/01 – 18/03/01
McSwiney, C	Tokyo, Japan	Meetings	08/03/01 – 18/04/01
Vanderstaay, C	China	Conference	27/04/01 – 09/05/01
Alcock, D	Hong Kong and Singapore	Graduation & workshop	05/04/01 – 12/04/01
Dooley, K	Helsinki, Finland, Hong Kong	Conference	02/04/01 – 28/04/01
Ramm, K	Hong Kong	Workshops	18/04/01 – 24/04/01
Baxter, P	Hong Kong	Workshops	26/04/01 – 01/05/01
Dobele, A	Singapore	Workshops	19/04/01 – 25/04/01
Dooley, K	Singapore	Workshops	17/05/01 – 25/05/01
Reaney, J	Malaysia	Workshops	25/05/01 – 30/05/01
Dobele, A	Malaysia	Workshops	17/05/01 – 24/05/01
Ward, T	Orlando, USA	Conference	20/07/01 – 30/07/01
Neish, R	Auckland, New Zealand	Conference	28/06/01 – 04/07/01
Gadenne, D	Auckland, New Zealand	Conference	28/05/01 – 04/07/01
Kofoed, J	Auckland, New Zealand	Conference	28/05/01 – 04/07/01
Smith, Lawson	Netherlands	Conference	31/05/01 – 13/06/01
Medhekar-Smith, A	Amsterdam	Conference	01/06/01 – 12/06/01
Tennent, B	Auckland, New Zealand	Conference	29/06/01 – 12/07/01
Acutt, B	Bangkok	Exhibition	07/06/01 – 12/06/01
Jennings, G	Los Angeles, San Diego	Conference & meetings	06/06/01 – 20/06/01
Callan, J	USA	OSPRO	01/07/01 – 19/12/01
Clissold, G	Japan	Symposium	08/09/01 – 15/09/01
Smith, P	UK	Meetings	05/07/01 – 02/08/01
Griggs, H	UK	Conference & research	01/09/01 – 10/09/01
Jennings, G	Houston, USA	Meeting & conference	20/10/01 – 03/11/01
Kofoed, J	Hong Kong	Classes	14/08/01 – 25/08/01
Tennent, B	Hong Kong	Workshops	21/08/01 – 30/08/01
Waters-Marsh, T	Hong Kong	Workshops	26/08/01 – 08/09/01
Bretherton, P	Singapore	Workshops	27/08/01 – 03/09/01
Zaman, M	Singapore and Malaysia	Workshops	04/09/01 – 11/09/01
Fisher, R	Hong Kong	Workshops	06/09/01 – 13/09/01
Barclay, M	Singapore and Malaysia	Workshops	08/09/01 – 17/09/01
Waters-Marsh, T	Berlin, Germany	Conference	22/11/01 – 02/12/01
Heinemann, J	Hong Kong and Singapore	Meetings	14/09/01 – 26/09/01
Gadenne, D	Auckland, New Zealand	Conference	04/12/01 – 10/12/01
Ward, T	Auckland, New Zealand	Conference	23/11/01 – 06/12/01
Bretherton, P	Auckland, New Zealand	Conference	02/12/01 – 08/12/01
Waters-Marsh, T	Auckland, New Zealand	Conference	04/12/01 – 10/12/01
Acutt, B	Auckland, New Zealand	Conference	04/12/01 – 09/12/01
Clissold, G	Auckland, New Zealand	Conference	04/12/01 – 09/12/01
Heinemann, J	Hong Kong and Singapore	Meetings	24/10/01 – 07/11/01
Acutt, B	Fiji	Meetings	10/10/01 – 16/10/01
Kofoed, J	Fiji	Workshops	17/10/01 – 23/10/01
Alcock, D	Fiji	Management	11/11/01 – 15/11/01
Jennings, G	San Diego, Houston	Research	13/01/01 – 01/02/01
<b>Capricornia College</b>			
Robert, I	Kansas City, USA	Tour & Conference	07/06/01 – 26/06/01
Robert, I	Singapore	Trade delegation	05/08/01 – 12/08/01

# Overseas Travel

## Chancellery

Window, K	Bangalore, India	Conference	17/03/01 – 24/03/01
Window, K	Botswana	Workshops	24/08/01 – 31/08/01
Laakso, E	China	Meetings	10/02/01 – 20/02/01
Laakso, E	Los Angeles and Denver, USA	Australearn	30/07/01 – 05/08/01
Laakso, E	Singapore	Meetings	16/11/01 – 18/11/01
Hancock, G	Fiji	Graduation	10/10/01 – 12/10/01
Stokes, T	Hong Kong	Graduation	05/04/01 – 10/04/01
Marshall, S	Buenos Aires, Argentina	Conference	29/11/01 – 09/12/01
Laakso, E	China and Singapore	Meetings	20/08/01 – 28/08/01

## Community Relations

Laakso, E	USA and New Zealand	Australearn	02/05/01 – 07/05/01
Laakso, E	Denver, USA	Australearn	13/12/01 – 17/12/01

## Counselling, Careers and Health

Ryan, M	New York, USA	Prof. development	29/09/01 – 12/11/01
Kennedy, P	New Zealand	Conference	25/11/01 – 09/12/01
Mckavanagh, M	New Zealand	Conference	23/11/01 – 06/12/01

## CQU International

Clayton, D	China	Meetings	09/02/01 – 19/02/01
Pullyn, G	Thailand	Exhibition	01/03/01 – 09/03/01
Pullyn, G	Taiwan and China	Exhibitions, seminars	27/03/01 – 19/04/01
Jensen, J	Singapore	Austrade	15/03/01 – 19/03/01
Clayton, D	Singapore and Malaysia	Meetings	04/04/01 – 13/04/01
Pullyn, G	Bangkok, Thailand	Exhibition	07/06/01 – 14/06/01
Clayton, D	China and Singapore	Meetings	19/08/01 – 26/08/01
Pullyn, G	China, Singapore, Hong Kong	Marketing & training	11/09/01 – 26/09/01
Pullyn, G; Longden, S	Singapore, Hong Kong	Training	24/10/01 – 29/10/01
Clayton, D	Singapore	Graduation & meeting	15/11/01 – 18/11/01

## CQU Press

Myers, D	Japan	Book launch	16/04/01 – 27/04/01
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## DTLS

Priest, A	Minnesota, USA	OSPRO	17/02-01 – 01/05/01
Ferguson, I	Loughborough, UK	Conference	28/06/01 – 02/08/01
Miller, J	Rockhampton	Presentation	04/12/01 – 05/12/01

## Education and Creative Arts

Appleton, K	Los Angeles, USA	Presentation	16/01/01 – 25/01/01
Duffy, L	Singapore	Course support	02/01/01 – 08/01/01
Appleton, K	St Louis, USA	Conference	22/03/01 – 31/03/01
Harrison, A	St Louis, USA	Conferences	21/03/01 – 31/03/01
Ikeda, Toshio	Japan	Meetings	19/02/01 – 26/02/01
Hartley, B	Japan	Course delivery	15/02/01 – 26/02/01
Duffy, L	Singapore	Courses	09/03/01 – 01/06/01
Chapman, D	Japan	Meetings	19/03/01 – 27/03/01
Danaher, P	Johannesburg, South Africa	Conference	29/06/01 – 15/07/01
Steffen, K	Tokyo & Narita, Japan	Study	03/04/01 – 09/12/01
Thompson, R	Japan	Graduation	26/04/01 – 30/04/01
Mienczakowski, J	Los Angeles, Charlottesville	Conference	08/05/01 – 20/05/01
Hartley, B	Japan	Course delivery	19/04/01 – 29/04/01
Thompson, R	Los Angeles	Study program	05/05/01 – 19/05/01
Morgan, S	Los Angeles, Charlottesville	Conference	08/04/01 – 15/05/01
Smith, R	Japan	Graduation	26/04/01 – 30/04/01
Newdick, J	Japan	Graduation	26/04/01 – 30/04/01
Nagata, Y	Japan	Present lecture	24/05/01 – 28/05/01
Johns, N	Tokyo, Japan	Organise classes	10/05/01 – 14/05/01
Hartley, B	Tokyo, Japan	Organise classes	10/05/01 – 14/05/01
Sutcliffe, K	Taipei, Taiwan	Teaching	27/06/01 – 23/07/01

# Overseas Travel

Raff, P	Taipei, Taiwan	Teaching	27/06/01 – 23/07/01
Hartley, B	Tokyo, Japan	Course	24/05/01 – 07/06/01
Kato, K	Japan	Present lecture	15/06/01 – 24/06/01
Woodrow, C	Christchurch, NZ	Pecera conference	10/07/01 – 15/07/01
Chapman, D	Tokyo, Japan	Meetings	17/01/01 – 29/01/01
Newdick, J	Auckland	Meetings	17/09/01 – 21/09/01
Mienczakowski, J	Auckland/Hamilton, NZ	Meeting	18/09/01 – 21/09/01
Whateley, G	Auckland	Meeting	18/09/01 – 21/09/01
Hartley, B	Japan	Student supervision	29/08/01 – 11/09/01
Hartley, B	Japan	Supervision	27/09/01 – 17/10/01
Cutter, A	Seoul Korea	Conference	24/10/01 – 05/11/01
Lee, C/Sze, J/Wu, C	Japan	Contest	23/11/01 – 30/11/01
Hartley, B	Japan	Contest	22/11/01 – 30/11/01
Ruhland, D	Japan	Contest & symposium	23/11/01 – 30/11/01
Mienczakowski, J	Singapore	Meeting	02/12/01 – 06/12/01
Whateley, G	Singapore	Meeting	02/12/01 – 06/12/01
Smith, R	Singapore	Meetings	02/12/01 – 06/12/01
Hartley, B	Japan	Lectures	06/12/01 – 11/12/01
<b>Educational Media Section</b>			
Patterson, D	Singapore	Conference	17/03/01 – 25/03/01
<b>Educational Services and Learning Support</b>			
Hinton, L	Singapore, Hong Kong	Student evaluation	19/02/01 – 25/02/01
Hinton, L	Suva, Fiji	Seminar	05/08/01 – 11/08/01
<b>Engineering and Physical Systems</b>			
Limpus, D	Vancouver, Canada	Conference	11/08/01 – 18/08/01
Gyasi-ageyi, Y	Nice, France	Conference	23/03/01 – 30/04/01
Kwong, K	Hong Kong	Graduation	04/04/01 – 09/04/01
Kwong, K	USA	Study tour	05/05/01 – 17/05/01
Khan, M	Vancouver, Canada	Conference	07/07/01 – 15/07/01
Roach, D	Budapest, Rome & Paris,	Conference	12/09/01 – 08/10/01
Cole, C	Singapore, London & Budapest	Conference	22/09/01 – 01/10/01
Taylor, E	Denmark	Management	10/09/01 – 21/10/01
Cardnell, D	USA	Study program	07/10/01 – 21/10/01
Cao, Z	Hong Kong	Conference	05/11/01 – 20/01/02
Weedon, D	Germany	Conference	19/09/01 – 01/10/01
Jorgensen, D	Auckland, NZ	Accreditation	14/10/01 – 20/10/01
Khan, M	Dhaka & Bangladesh, India	Conference	10/12/01 – 17/01/02
Jorgensen, D	Hong Kong	Meetings	05/11/01 – 10/12/01
<b>Equity Office</b>			
Boardman, E	Turkey, Austria	Conference	08/06/01 – 16/07/01
<b>Financial Services Division</b>			
Campobassi, D	Auckland, New Zealand	Meeting	31/03/01 – 12/04/01
<b>Informatics and Communication</b>			
Taylor, W	Hawaii	Conference	01/01/01 – 10/01/01
Gregor, S	Mauri Island	Conference	01/01/01 – 09/01/01
Romm-Livermore, C	Florida, USA	Conferences	24/01/01 – 10/02/01
Pace, S	Singapore	Programs	15/01/01 – 19/01/01
Lindsay, S	Palmerston, New Zealand	PhD	04/02/01 – 17/02/01
Romm-Livermore, C	USA and Israel	Conferences	30/04/01 – 22/06/01
Alexander, D	Singapore	Deliver tutorials	09/04/01 – 16/04/01
Gregor, S	Salzberg, Bled, London	Conference	18/06/01 – 07/07/01
Murphy, B	Singapore, Kuala	Research	14/04/01 – 21/05/01
Buchanan, R	Hong Kong	Conferences	16/06/01 – 14/07/01
Knight, A	USA	Study tour	05/05/01 – 19/05/01
Schlotzer, A	Singapore	Lectures	10/05/01 – 14/05/01
Hovenga, E	London	Workshops	26/08/01 – 07/09/01

# Overseas Travel

Coulston, E	Singapore, Kuala Lumpur	Conduct tutorials	18/05/01 – 30/05/01
Korotkich, V	Greece & England	Conference	22/05/01 – 02/06/01
Yu, X	Shanghai, Beijing	Workshop	26/06/01 – 04/07/01
Hovenga, eE	Denmark & The Netherlands	Project	12/06/01 – 24/06/01
Ward, S	Florida, USA	Conference	20/07/01 – 29/07/01
Stonier, R	Las Vegas, USA	Conference	07/07/01 – 15/07/01
Hovenga, E	Nashville, USA	Conference	03/07/01 – 18/07/01
Shepherd, R	Queenstown, New Zealand	Conference	27/07/01 – 05/08/01
Taylor, W	Mongolia	Business	08/06/01 – 19/06/01
Whymark, G	Orlando/Florida/Dallas, USA	Conference	17/07/01 – 28/07/01
Marshall, S	Lancaster, UK	Conference	14/07/01 – 27/07/01
Jewell, R	Copenhagen, Denmark	Conference	27/07/01 – 11/08/01
Romm Livermore, C	USA	Conference	01/08/01 – 12/08/01
Marshall, S	Shanghai & Beijing, China	Forum	11/09/01 – 21/09/01
Griswold, P	London, England	Conference	29/08/01 – 09/09/01
Hovenga, E	Amsterdam, The Netherlands	Congress	17/10/01 – 26/10/01
Maruthapillay, S	Hong Kong, Singapore	Meetings	24/10/01 – 03/01/02
Yu, X	Hong Kong	OSPRO	11/10/01 – 20/01/02
Salam, M	Kuala Lumpur, Malaysia	Conference	27/09/01 – 02/11/01
Korotkich, V	Florida/San Francisco, USA	Meetings	07/11/01 – 23/11/01
Dekkers, J	New Delhi, India	Meetings	28/10/01 – 07/11/01
Wasimi, S	Christchurch, New Zealand	Conference	25/11/01 – 02/12/01
Jamieson, K	Singapore	Lectures	19/09/01 – 24/09/01
Smith, S	Paris, France	Conference	11/10/01 – 03/11/01
Schlotzer, A	Nadi, Fiji	Campus visit	23/09/01 – 29/09/01
Salam, M	Kuala Lumpur	Conference	15/10/01 – 23/10/01
Ndeta, P	Nairobi, Kenya	Conference	05/09/01 – 11/09/01
Roe, P	Singapore	Lectures	06/10/01 – 11/10/01
Lynch, T	Fiji	Graduation	09/10/01 – 14/10/01
Tickle, K	Singapore	Graduation	16/11/01 – 18/11/01
Roberts, T	New Orleans, USA	Conferences	13/12/01 – 14/01/02
Balsys, R	Brisbane/Sydney	Conference	10/11/01 – 16/11/01
Tickle, K	Christchurch, New Zealand	Conference	23/11/01 – 06/12/01
Korotkich, G	Florida, USA	Meetings	07/11/01 – 23/11/01
Daley, J	Christchurch, New Zealand	Summer institute	12/12/01 – 19/12/01
Jones, D	Europe	Conference	16/06/01 – 30/07/01
Taylor, W	Buenos Aires, Argentina	Conference	27/11/01 – 09/12/01
Danaher, G	Johannesburg, South Africa	Conference	29/06/01 – 12/07/01
<b>Library</b>			
Black, G	Montreal	Meeting	14/04/01 – 30/04/01
Appleton, M	Fiji	Conference	24/10/01 – 30/10/01
<b>CQU Mackay</b>			
Korotkich, G	Greece and England	Conference	22/05/01 – 02/06/01
<b>Maths Learning Centre</b>			
Fuller, M	London, England/Stockholm	Conferences	20/06/01 – 13/07/01
<b>Nullo Yumbah</b>			
Raciti, M	New Zealand	Conference	13/02/01 – 18/02/01
<b>Project Renaissance</b>			
Baker, M	Auckland, New Zealand	Meetings	07/04/01 – 11/04/01
Muir, G	Auckland, New Zealand	Meetings	08/04/01 – 15/04/01
<b>Student Administration</b>			
Reich, H	Fiji	Training	22/11/01 – 29/11/01
<b>Sydney International Campus</b>			
White, P	Hong Kong	Exhibition	15/08/01 – 20/08/01

# Functions and Constitution



In 1967, the University commenced operations as the Queensland Institute of Technology (Capricornia) and later became the Capricornia Institute of Advanced Education in 1971. It was renamed the University College of Central Queensland in 1990 and gained full university status on 1 January 1992. At that time the University was known as the University of Central Queensland, the name being changed on 1 January 1994 to be Central Queensland University.

The University is established and derives its functions and powers by virtue of the *Central Queensland University Act 1998* (the Act). The Act establishes the University as a body corporate, with a seal, and may sue, and be sued in its corporate name.

## Functions of the University

Section 5 of the Central Queensland University Act 1998.

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

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

## General powers of the University

Section 6 Central Queensland University Act 1998.

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

# Entities Controlled by CQU, Public Sector Ethics



## Entities Controlled by the University

The University has formed, according to the relevant corporations law regulations, a number of entities, which serve to further the functions of the University.

Each of the following controlled entities prepares a set of financial statements for audit by the Queensland Audit Office. Once certified, the financial information is combined with those for the University to produce a consolidated financial position (refer to financial summary).

CQU Foundation—is a foundation established to promote philanthropic fundraising in aid of the University. The entity is 100% owned by the University and has a Board of Directors.

CQU Travel Centre Pty Ltd—provides travel agency services and educational travel programs for University staff and students as well as the general public. The entity is 100% owned by the University and has a Board of Directors.

C\_Management Services Pty Ltd—provides management services to the Australian International Campuses operated jointly with the University. The entity is 50% owned by the University with the casting vote on the Board of Directors.

Australian International Campuses Trust—is a trust established to hold the University's shareholding in C\_Management Services Pty Ltd. The entity is 100% owned by the University and has a Board of Directors.

Australian International Campuses Pty Ltd—acts as trustee of and administrators for the Australian International Campuses Trust. The entity is 100% owned by the University and has a Board of Directors.

Note: Each entity presents an annual report to Council through the Property and Finance Committee.

## Public Sector Ethics

The University is required under the Public Sector Ethics Act 1994 to provide an implementation statement giving details of actions taken during 2000 in order to comply with the Act.

The University's Code of Conduct was developed and approved by the University's Council on 3 December 1999. A copy of the Code of Conduct can be obtained free of charge via the University's website. Go to [http://www.cqu.edu.au/documents/unipol/code\\_of\\_conduct.htm](http://www.cqu.edu.au/documents/unipol/code_of_conduct.htm)

An on-going education and training program for University staff is currently being developed.

The University is also developing a Bullying and Harassment Policy which, once completed, will complement the operations of the Code of Conduct.

## Whistleblowers

The University is required under the Whistleblowers Protection Act 1994 to provide statistical information on the operations of the Act.

Number of disclosures received by the University during 2001: Nil.

Number of disclosures substantially verified during 2001: Not applicable.

## Expenditure on consultancies

Management	\$ 1,313,127.78
Human Resource Management	\$ 34,732.56
Information Technology	\$ 386,306.06
Communications	\$ Nil
Finance/Accounting	\$ 894,310.10
Professional/Technical	\$ 477,952.01
<b>Total Expenditure during 2001</b>	<b>\$ 3,106,428.51</b>



## Contact Details



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