



# 2007 ANNUAL REPORT

# LETTER TO MINISTER

24 April 2008

The Honourable John Della Bosca, BA MLC  
NSW Minister for Education and Training  
Level 30 Governor Macquarie Tower,  
1 Farrer Place,  
SYDNEY NSW 2000

Dear Minister,

The Council of the University of Wollongong has the honour of submitting to you the Annual Report of the proceedings of the University of Wollongong for the period 1 January to 31 December 2007.

The Annual Report has been prepared in accordance with the relevant legislation, particularly Section 10 of the *Annual Reports (Statutory Bodies) Act 1984* and the *Public Finance and Audit Act 1983*.

Yours sincerely,



Chancellor



Vice-Chancellor and Principal

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## VOLUME TWO

### CONTROLLED ENTITIES

Audited Financial Statements
> Illawarra Technology Corporation Limited
> Wollongong UniCentre Ltd
> University Recreation Aquatic Centre Ltd

## THE UNIVERSITY OF WOLLONGONG AT A GLANCE

Since its inception, the University has awarded over 81,000 degrees and diplomas.<sup>1</sup> As at February 2008, it had over 23,000 students enrolled at its onshore and offshore campuses, and attracts students from more than 70 countries.

The University has forged strong links with the regional communities where it is based. Injecting more than \$700 million into regional economies each year, it is a major driver of regional development and the second largest non-government employer in the Illawarra region.

The University has active partnerships with over 250 other universities in research, teaching and exchange, as well as with major corporations, organisations and government bodies across the globe.

### UOW IN 2007

#### Campuses: 3

Wollongong, Shoalhaven and Dubai

#### Education Centres: 5

Batemans Bay, Bega, Loftus, Moss Vale and Sydney

#### Faculties: 9

Arts, Commerce, Creative Arts, Education, Engineering, Health and Behavioural Sciences, Informatics, Law, Science

#### Graduate Schools: 2

Graduate School of Business, Graduate School of Medicine

#### Course Enrolments: 22,111<sup>2</sup>

Postgraduate: 7,236

Undergraduate: 14,741

#### Total Enrolments: 23,171

- > Non Award, Enabling and Cross Institution: 1,060
- > Equivalent Full Time Student Load (EFTSL): 16,414
- > International (onshore): 3,191
- > International (offshore): 2,587

### KEY RESEARCH STRENGTHS

UOW maintains research strengths in areas including

- > International Law
- > Materials Science
- > Information and Communications Technology
- > Engineering
- > Health Services
- > Biomolecular Science
- > Geosciences

For more information on UOW's research activity, see page 24.

### VISION

To advance our international reputation as an outstanding research and teaching university distinguished by excellence, leadership and innovation in the quality of our research, in student learning and achievement, and in engagement with our communities.

The University will achieve its vision by promoting:

1. Excellent and innovative teaching
2. Excellent and innovative research
3. A rewarding student experience
4. International perspectives
5. Staff development and recognition
6. Lifelong learning
7. Productive community partnerships
8. Equity and diversity
9. Quality service to clients
10. Skilful and responsible stewardship of resources.

### UOW OBJECTIVES

The University of Wollongong (UOW) was established and incorporated by the *University of Wollongong Act 1972* (NSW) and commenced operation on 1 January 1975. The *University of Wollongong Act 1989* (the Act) gives the University the authority to operate and conduct its activities. Section 6 of the Act states that:

'The object of the University is the promotion ... of scholarship, research, free inquiry, the interaction of research and teaching, and academic excellence.'

### GUIDING PRINCIPLES

AS A UNIVERSITY COMMUNITY,  
UOW STRIVES FOR:

- > Excellence
- > Creativity
- > Mutual respect and collegiality
- > Honesty and tolerance
- > Intellectual openness and freedom of opinion
- > Receptivity to the diversity of cultures, ideas and peoples
- > Appreciation of and support for Indigenous perspectives and reconciliation.

AS A SELF-GOVERNING INSTITUTION,  
UOW STRIVES FOR:

- > Integrity and good faith in decision making
- > Consultative and timely policy development and implementation
- > Foresight, efficiency and prudence in management
- > Inclusive and open strategic planning
- > Accountability and transparency
- > Community collaboration and service
- > Equal opportunity and social justice
- > Protection of the natural environment.

<sup>1</sup> Figures are based on UOW data as at February 2008.

<sup>2</sup> Figures are based on UOW data as at February 2008. Total Course Enrolments incorporates Total Enrolments minus the number of Non Award, Enabling and Cross Institution enrolments.

## THE UNIVERSITY OF WOLLONGONG

## VICE-CHANCELLOR'S REVIEW

This report documents the final year of an extraordinary planning cycle. From 2005 to 2007, the University of Wollongong achieved a genuine international presence. We were listed on both the Times Higher Education Supplement and Shanghai Jiao Tong University indexes, both of which recognise universities of world-wide excellence. In a 2006 ceremony in London, UOW received the inaugural Commonwealth University of the Year Award for Community Engagement. In 2007, we extended our international linkages and launched an international Science degree in partnership with two leading overseas universities

On the national front, the University achieved the highest position in the Teaching and Learning Fund rankings for 2006 and 2007 and maintained its position as one of Australia's top ten universities (per capita) for ARC research income. The quality and intensity of our research effort was underscored by the Jiao Tong ranking, the growing maturity of research partnerships and commercialisation and the establishment of the Illawarra Health and Medical Research Institute.

These achievements and others recorded in the following chapters are a testament to the spirit of this University and its staff and students. They recognise an enduring capacity to excel; to go beyond the expected and move quickly towards a desired outcome. The value of such innovative thinking was particularly demonstrated in 2007 when we opened the doors of a new and different Graduate School of Medicine. The School's tailored curriculum and clinical placements program will train doctors for the crucial fields of rural, remote and regional practice.

Later in the year, the University's other major strategic development – the Innovation Campus (iC) – took tangible

shape. Construction neared completion on the first impressive buildings that will be the centre of this unique community for research, development and business growth. The Innovation Campus, unlike many similar concepts, will see university and business people sharing central facilities, coffee shops and, where possible, ideas for creative applications. iC will be a flagship for community engagement as it enhances and provides space for the mutually beneficial interactions that mark our relationship with our regional and larger communities.

For our staff, the 2005–07 cycle was demanding but, I believe, exhilarating. Their level of capability was well-proven in research, teaching and in administrative and support areas. A Workforce Survey in 2007 also provided an opportunity to look at the other side of the equation: to see how the UOW working environment was meeting their expectations. UOW registered the highest overall response rate to the survey (which involved 18 other universities) – 83% of all continuing and fixed term staff. The results showed graphically what lies behind UOW's success: an excellent level of employee engagement and commitment to the organisation; job satisfaction and a strong sense of collective purpose. These attributes are continually reinforced by improvements in communication and in the development of staff across all levels.

For our students, the last three years have been very challenging. More students have tried to balance a full-time study load with increasing part-time work commitments. The support and advocacy networks previously provided by student associations have been diminished. Partly to offset these negatives, the University placed renewed emphasis on the quality of the UOW student experience in 2007 with a more holistic



approach involving all support and service providers. The University continued to be one of the sector's leaders in providing access to student information and support through innovative online systems. Our teaching programs were highly successful in conveying to students the concepts, work-ready skills and enterprising attitudes that make our graduates prized by employers (as recognised by continuing five-star ratings for employability in The Good Universities Guide).

During the year, the University reviewed its performance against the goals and objectives for 2005–07 and developed a Strategic Plan for 2008–10. As part of that consultative review, we identified the strengths that define "the UOW way". Those strengths, demonstrated in this Report for 2007, are "diversity, partnership, enterprise and excellence". They will inform our Vision for the future.

A handwritten signature in black ink that reads "Graeme Sutton". The signature is written in a cursive, flowing style.

**JANUARY:**

The Governor of NSW, Her Excellency Professor Marie Bashir, AC, CVO, welcomed the first medical students to the University of Wollongong's new Graduate School of Medicine (GSM) in a special ceremony which was attended by over 600 people.

**FEBRUARY:**

The Australian Government announced funding of \$4.6 million to allow UOW to build a multi-purpose indoor sports facility. The University pledged a further \$2 million from its own capital funds bringing the overall project cost to \$6.6 million.

Senior Living and Aged Care provider, Horizon Living, entered into a special partnership with the Faculty of Health and Behavioural Sciences at UOW that would provide significant benefits for Horizon Living residents, UOW students, and aged care research in general. The partnership was believed to be the first of its kind between two such institutions.

**MARCH:**

Accenture, a global management consulting, technology services and outsourcing company, announced it would establish an information technology (IT) development and client support facility at UOW. At a special signing ceremony, Accenture announced that the facility would initially create about 100 IT jobs with the potential to increase to 150 jobs.

**MAY:**

A newsroom was recreated at UOW to provide hands-on skills for the University's budding new journalism students. The Journalism Newsroom was the culmination of about two years' work by staff of the School of Journalism and Creative Writing.

UOW's 'Budget wish' of funding for medical student placements came to full fruition when the Federal Government announced the University would receive \$16.3 million over four years. It was exactly the amount that Vice-Chancellor, Professor Gerard Sutton, had been seeking to help fund the medical student placements in regional and rural areas.

The Chancellor of UOW, Mr Michael Codd, AC, officially opened the University's new Moss Vale Education Centre building. The \$2.5 million building was designed by renowned architects Glenn Murcutt and Wendy Lewin.

**JULY:**

The Duck Pond Lawn, the focal open space area in the heart of the UOW grounds, was 're-opened' after undergoing a major facelift as part of a six-stage Central Square Landscape Masterplan.

**AUGUST:**

UOW moved into the Top 500 academic rankings of world universities by the respected Institute of Higher Education at Shanghai Jiao Tong University. The rankings are strongly weighted in favour of research and more than 2,000 universities were scanned for eligibility.

Integral Energy invested a further \$1 million to improve power quality and reliability to customers by funding power engineering activities at UOW.

The release of the *2008 Good Universities Guide* reaffirms UOW's standing as one of the country's leading research institutions and a place where students not only experience a five-star educational experience but a five-star chance of gaining a job with a top salary at the end of their degree.

**SEPTEMBER:**

The Federal Government announced that UOW had been named as part of a successful consortium to enhance the literacy and numeracy skills for Australian teachers by hosting a Summer School in January 2008.

The Federal Government announced \$16.5 million in Australian Research Council (ARC) Discovery Grants and Linkage Grants. Under the ARC Discovery Projects Scheme, UOW achieved 32 grants totalling \$11.3 million.

**OCTOBER:**

The Federal Government announced the allocation of \$83 million to reward excellence in teaching and learning at Australia's universities with UOW and the University of Technology Sydney the only universities to make the top A1 band for all four discipline groupings.

Illawarra based Liberal Senator, Concetta Fierravanti-Wells, announced that UOW would receive \$2.46 million in funding for three projects that will play an important role in enhancing facilities and services for students, staff and the local community.

**NOVEMBER:**

UOW was again listed in *The Times Higher Education Supplement* 'Top 200 World University Rankings'. There were more than 17,500 institutions worldwide vying for a place in *The Times*' Top 200 List and only 12 Australian universities made the cut.

Minister for the Illawarra David Campbell and Member for Wollongong Noreen Hay announced a joint education initiative involving UOW and TAFE NSW, which would deliver a \$20 million Multimedia and Design Training Centre.

**DECEMBER:**

UOW's Professor Colin Woodroffe shared in the Nobel Peace Prize which was officially awarded in Oslo, Norway to the UN Intergovernmental Panel on Climate Change (IPCC) and US former Vice-President Al Gore 'for their efforts to build up and disseminate greater knowledge about man-made climate change, and to lay the foundations for the measures that are needed to counteract such change'. Professor Woodroffe, together with a number of other eminent scientists and researchers, and other distinguished contributors, contributed to the IPCC's Fourth Assessment Report released in 2007.



## GOVERNANCE, PLANNING AND REVIEW

## FINANCIAL MANAGEMENT

The University of Wollongong and its controlled entities recorded a surplus Operating Result of \$8.731 million for the year ended 31 December 2007.

The sound result for 2007 has been underpinned by the credit rating agency Standard and Poor's maintaining its credit rating assessment of the University at AA/stable/A-+. Consistent with previous assessments, the agency noted "the University's strong balance sheet, solid reputation for its quality of teaching and research and its supportive relationship with the federal and state governments".

Reinforcing the sound Operating Result and Standard and Poor's evaluation is a positive assessment for the University in the range of financial risk assessment benchmarks used for universities by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR).

Table 1.1 provides a comparison of 2007 results for the University to the DEEWR benchmarks for Operating Performance.

Revenue growth for the year achieved a medium risk rating, as did the variance in Australian Government Funding from the previous period. Both of these indicators are influenced by the receipt of significant Australian Government capital grants in 2006 (for the Graduate School of Medicine and Global Centre for Transnational Crime Prevention).

The proportion of revenue from overseas students grew from 24.4% in 2006, to 26% in 2007, placing the University in the high risk category for this indicator for 2007. This risk assessment, however, is balanced by growth in revenue from overseas students of 8.7%, placing the University in the low risk category for this indicator.

Table 1.2 provides a risk assessment for the University's cash flow and capital management activities.

The cash flow adequacy ratio provides an indication of the University's ability to generate cash flows from operating activities. This indicator has moved marginally into the medium risk area.

As expected the capital expenditure to depreciation ratio and capital expenditure to income ratio returned low risk thresholds, reflecting the University's commitment to improving and developing infrastructure in 2007.

Table 1.3 analyses the University's risk profile in terms of liquidity and financial stability and reflects a continuing low risk assessment for the University in these areas.

The University's cash and investments remain in the low risk threshold despite decreasing slightly from the previous year. This is a result of funding major capital projects from existing reserves and is affirmed by the slight fall in the current ratio.

The debt service ratio has improved, reflecting reduced borrowing repayment commitments in 2007. Total debt for the University fell from \$15.7 million in 2006 to \$14.1 million in 2007.

Further details about the University's financial performance are outlined in the Financial Performance chapter of this report.

TABLE 1.1: OPERATING PERFORMANCE

	2007 Value	2006 Value
Revenue growth or decline for the year	2.7%	7.2%
Proportion of total Australian Government Funding	54.7%	54.5%
Variance in Australian Government Funding from previous period	0.3%	23.8%
Proportion of overseas student fees	26.0%	24.4%
Growth in revenue from overseas student fees	8.7%	-4.0%
Consecutive Deficits recorded	0.0	0.0

TABLE 1.2: CASHFLOW &amp; CAPITAL MANAGEMENT

	2007 Value	2006 Value
Cash flow adequacy	9.7%	10.6%
Capital expenditure to depreciation ratio	2.5	1.0
Capital expenditure to income ratio	16.3%	7.3%

TABLE 1.3: FINANCIAL STABILITY &amp; LIQUIDITY

	2007 Value	2006 Value
No. of weeks income cash & investments is equivalent to	23.9	26.4
Current ratio - (Current assets:current liabilities)	1.7	2.0
Borrowings to equity ratio	2.7	3.0
Borrowings to capital expenditure	\$54,921	\$17,819
Debt Service cover ratio	11.72	5.25

Risk Thresholds

Low	Medium	High
>5%	2% to 5%	<2%
<55%	55% to 65%	>65%
<0%	0% to 3%	>3%
<15%	15% to 25%	>25%
0% to 15%	15% to 25%	>25% or <0%
<1.0	1.0 to 2.0	>2.0
>10%	5% to 10%	<5%
>1.4	1.0 to 1.4	<1.0
>10%	5% to 10%	<5%
>8.0	4.0 to 8.0	<4.0
>1.0	0.75 to 1.0	<0.75
<7.0	7.0 to 10.0	>10.0
>0.0	-	<0.0
>1.5	1.1 to 1.5	<1.1

## GOVERNANCE, PLANNING AND REVIEW

## PLANNING AND REVIEW

## INTERNAL AUDIT

The University Council's Audit Management and Review Committee met on four occasions during 2007 as part of its role to continue to oversee risk management and assurance of University activities. The Committee reviewed the nine internal audits conducted during the year and continued to monitor management's implementation of audit recommendations.

In 2007, UOW Internal Audit (UOWIA) continued the emphasis on four pillars of delivery – assurance, governance, risk focus, and improvement opportunities. This was the first year of planned activities for the period to be covered in the major triennial Strategic Risk Assessment of December 2006. The reviews have delivered assurance coverage for core supporting systems and processes; functions related to revenue streams for UOW; and analysis of both strategic and operational controls. Underpinning this program are: UOWIA's drivers of providing objectivity; adding business value; having unrestricted access to all levels of staff and information; practising professional ethics; supporting the UOW Audit Management and Review Committee; and escalating effective communication. UOWIA has also transformed its website to enhance better communication and encourage greater inter-activity.

UOWIA applies professional requirements of practice, especially Australian internal auditing standards. Key areas under scrutiny this year were in: procurement frameworks; processes supporting management of staff incentives and rewards; UOW Education Centres; assessments of the JDE financial system and IT disaster recovery capabilities; and evaluation of general computer controls in the Faculties of Commerce, Engineering and Informatics. A limited update of the UOW Strategic Risks Register was performed in November 2007.

In addition, the UOWIA Manager worked as a business partner by:

- (a) providing consultative advice on the selection of probity auditors for the Division of Buildings and Grounds;
- (b) carrying out fraud and corruption prevention training modules for new staff members at various induction sessions throughout 2007; and
- (c) providing financial verification reviews for ten specific research grants.

A total of four management cadets and three work placement trainees participated in various audit activities provided by UOWIA in 2007. These included: stand-alone development of models in tracking internal audit databases and project management cycles; financial verification approaches; reporting presentation styles; appreciation of risk management methodologies; assignment planning; and control actions monitoring. Two management cadets successfully completed three-month work placements with UOWIA.

## RISK MANAGEMENT

Based on the December 2006 Strategic Risk Assessment, the University's Internal Audit Programme in 2007 emphasised risk mitigation by addressing:

- > corruption and fraud risks through conduct of training workshops and enhancement of preventative and detection methods
- > compliance and operational risks through cross-unit process evaluations and holding of risk identification workshops
- > governance risks through monitoring control actions by the UOW Audit Management and Review Committee
- > risk methodology by strengthening links between UOW strategic risks and the annual business plans of Divisions and Faculties.

Risk significance rankings were enhanced by incorporating an assessment of the strength of controls to create four new

classifications: active monitoring, control reliance, periodic monitoring, and no concern.

Examples of internal audits conducted to mitigate identified risks requiring active monitoring in 2007 were:

- > Business capacity risks – Staff Incentives and Rewards, UOW Education Centres
- > IT risks – IT Disaster Recovery Capability, Faculty General Computer Controls
- > Financial risks – JDE Post-implementation Review, Procurement Framework Assessment.

The main requirements of the Australian / New Zealand Risk Management Standard 4360:2004 were maintained, and there was a limited update of the UOW Strategic Risks Register in late 2007. Key practices continued were: the allocation of primary and operational risk responsibility owners; the identification of strategic and key operational risks; and identification of control activities.

## LEGISLATION

There were no amendments to the *University of Wollongong Act 1989* (NSW) or the *University of Wollongong By-law 2005*.

The revised *National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students 2007* (the National Code 2007) came into effect on 1 July 2007. The University of Wollongong's policies, business practices and systems relating to international students studying onshore were significantly revised in order to meet its requirements. All major revisions were completed by the effective date.

There were no significant judicial decisions affecting the University.

## STRATEGIC PLANNING

In the last year of the 2005–2007 Strategic Planning cycle, the University reviewed its performance against its goals, and developed a new Strategic Plan for the 2008–2010 cycle. The project, overseen by the University Planning and Quality Committee, involved discussion and consultation within and outside the University during the year. The Goal chapters with their respective objectives and strategies were redeveloped by relevant committees and groups, which will continue to monitor performance in their areas.

The University Council, which had monitored progress throughout the review, approved the *University of Wollongong Strategic Plan 2008–10* in October 2007. It provides the blueprint for the University's activities and further development, and identifies Strategic Priorities – areas of focus that will be critical for achieving the Vision and Mission for 2008–2010.

The 2008–2010 planning structure addresses the following areas identified for improvement during the review process:

- > Enhanced alignment across University planning, with previously separate Core Function plans incorporated as Goal chapters; clearer identification of aligned plans; and more inclusive treatment of all UOW teaching locations
- > Monitoring of performance, with the inclusion of institutional Key Performance Indicators and introduction of a Performance Monitoring Framework to track achievement through measures, targets and benchmarks and to support annual reviews against the Goals identified.

This more unified planning structure will provide the framework for implementation of policy, management and review of performance across the University.

The planning and review processes for Faculties and Units are central to the

success of the UOW planning system. Following a review in 2006, the quality and strategic focus of the planning and review processes were strengthened by the adoption of more streamlined formats and a stronger link to the budget process. Faculties and Units also benefited from continuing improvements in the quality of information available to support decision making at all levels within the University. Requirements of the Commonwealth Department of Education, Science and Training (DEST) for reporting outcomes were successfully met.

Consultation and communication were particularly important during this year of intensive review and implementation of improvements. Ongoing liaison with Faculties and Units ensured that initiatives were introduced and monitored effectively. The new UOW Strategic Plan was developed as part of a consultative process, which included a forum for community representatives in February. The Plan was launched at a forum for key staff held in November. The two other formal opportunities for setting directions and monitoring performance in 2007 were the regular Planning Forum held in January and the University Planning Retreat held in July.

## QUALITY REVIEW

During 2007, the University made substantial improvements to quality assurance policies and practices, including changes in response to the Australian Universities Quality Agency (AUQA) *Report of an Audit of the University of Wollongong* (AUQA Audit Report) released in 2006. The implementation of the *UOW Quality Improvement Plan 2006-08* – which systematically addresses recommendations, affirmations and other improvement suggestions in the Audit Report – was monitored by the University Planning and Quality Committee, with two progress reports presented to Academic Senate and Council.

In September, the University submitted a mandatory report to AUQA on progress in effecting quality improvements in response to the Audit Report. AUQA responded with positive comment and approved the progress report for publication on the UOW website, linked to AUQA's website. Actions reported included:

- > Developing revised procedures for the review of academic units
- > Improving alignment between unit planning and budget processes
- > Investigating academic benchmarking opportunities in Australia and overseas
- > Embedding the University's risk management framework into academic and administrative unit planning
- > Improving alignment of plans for the University's various operations
- > Conducting an extensive consultative review of the UOW Graduate Qualities
- > Improving procedures for monitoring and reporting comparative student outcomes across teaching locations
- > Continuing improvements in biosafety management
- > Improving procedures for monitoring the quality of the UOW student experience
- > Tightening the framework for ensuring the quality of offshore activities
- > Implementing a range of strategies to increase the number of women at senior levels within the organisation.

Other quality improvements during the year, not linked to the AUQA Audit Report, included:

- > Improving course management processes and policies
- > Developing a consistent policy framework supporting academic integrity
- > Developing management information resources to support Faculties
- > Developing an integrated research information system
- > Implementing an improved web content management system

- > Implementing a Quality Management System for UOW Administration.

A review of the University's *Quality Improvement Plan* was initiated in preparation for the second cycle of AUQA audits.

## FREEDOM OF INFORMATION

### OBJECTIVES AND KEY OUTCOMES

#### Comply with the requirements of the *Freedom of Information Act 1989 (NSW)*

- > Publication of University documents in print and electronic form.

#### Improve access rights

All of the University's key publications, policy documents and organisational information are available, electronically, free of charge to the public, in most cases via the University's website at [www.uow.edu.au](http://www.uow.edu.au). This includes:

- > University Course Handbooks
- > Annual Reports from 2001 onward
- > University Strategic Plan
- > Student Guide and Prospectus
- > Application Forms
- > Codes of Practice
- > University Policies.

Persons unable to access the University's website may obtain relevant documents by submitting a request to the Freedom of Information (FOI) Officer (a fee may apply).

The University has an FOI website: [www.uow.edu.au/about/foi](http://www.uow.edu.au/about/foi), which is designed to assist members of the public to exercise their access rights under the Freedom of Information legislation. It is the University's practice to provide staff and/or students with access to their personnel and/or student file on request, without the need to lodge a formal FOI application. Queries regarding FOI procedures and FOI applications can be made directly to the University via the FOI Officer, University of Wollongong, Building 36 (Administration), Northfields Avenue, Wollongong, NSW,

2522 (telephone: 02 4221 3277).

In 2007, the University received 18 FOI applications. (See Appendix C, 'Freedom of Information Statistics', page 59). This was a significant increase from the 6 applications received in 2006. Of the 18 applications, 7 were from one applicant regarding one activity, and 5 were from media outlets seeking material to use in news articles.

## PRIVACY

### OBJECTIVES AND KEY OUTCOMES

#### Comply with privacy legislation and improve awareness of privacy requirements

- > Comprehensive training and induction sessions were held
- > Review of privacy statements and policy compliance
- > One privacy complaint was received in 2007

Privacy training sessions continued for staff of the University and its subsidiaries in 2007. Privacy training is part of the University's staff induction program, as well as being conducted on request. The Privacy Officer is reviewing the introduction of on-line training in privacy in addition to face-to-face training for new employees in order to maximise the effectiveness of such training.

One privacy complaint was received in 2007, but there was little detail provided in the complaint regarding the alleged breach, and the applicant did not respond to requests for further detail. An investigation was conducted into the allegation under section 53 of the *Privacy and Personal Information Protection Act 1998 (NSW)*. In the absence of more details from the applicant, a determination was made that no further action be taken. The NSW Privacy Commissioner was fully informed of the complaint, the investigation and the determination. No matters were referred to the University by the Privacy Commissioner or Privacy NSW.

Many requests for privacy advice were received from University staff or Units

in relation to documents, procedures or specific requests for information, and the Privacy Officer assisted with these enquiries.

## COMPLAINTS MANAGEMENT

The University promotes quality service to its clients and recognises that an effective complaints handling system is an essential part of providing such service. The University undertakes to treat any concern or complaint seriously and impartially and to seek a resolution as quickly as possible.

The University has a range of policies regarding complaints, grievances and appeals, which are publicly available on the UOW website, including:

- > *Academic Grievance Policy (Coursework and Honours Students)*
- > *Academic Grievance Policy (Higher Degree Research Students)*
- > *Appeals against Higher Degree Research (HDR) Thesis Examination Outcomes Policy*
- > *Continuous Improvement Policy*
- > *Client Service and Complaints Handling Policy*
- > *Procedures for Investigating Grievances and Grievance Policy.*

There are also various feedback systems in place throughout UOW for making complaints, comments, compliments or improvement ideas for students and staff. Some of these include:

- > Student Complaints online
- > Administration through the Quality Assurance Unit
- > Buildings and Grounds Service Centre
- > Information Technology Services Helpdesk
- > Library 'Tell Us' online facility
- > Occupation Health and Safety Hazard & Incident Reporting
- > Personnel Phone Support
- > Student Central Enquiries

- > Student Central 'Ask Us' / 'Tell Us' online facilities
- > Privacy Complaint Procedures.

The Dean of Students is the students' ombudsman and plays an important role in resolving complaints. International students are also able to consult an International Students Advisor, who can provide support and act as a student advocate.

The University is currently undertaking a review of its complaints management and grievance management and appeals processes in order to improve complaints and grievance processes. Already, the University has implemented changes to ensure the University is compliant with the National Code 2007 related to handling complaints from international students. The review is focussing on changes to the system for managing complaints in light of the New South Wales Ombudsman's *Complaint Handling at Universities: Best Practice Guidelines, 2006*. The University is seeking to improve its system for managing complaints so that it is cost effective, will sustain the University's reputation and will lead to higher satisfaction on the part of students, staff and the wider community.

Pursuant to section 17B of the University of Wollongong Act, 1989, there were no recommendations made in any reports of the Ombudsman or the Auditor General concerning the Council or the University that required implementation action by the Council during the period of this report. Actions taken by the University during 2007 in response to the Auditor General's management letter for 2006 are set out in the UOW Finance section of this report.

## CHALLENGES, ISSUES AND SOLUTIONS

### VOLUNTARY STUDENT UNIONISM

The introduction of Voluntary Student Unionism (VSU) in 2006 posed significant challenges for higher education institutions across Australia. The transition to VSU has had an effect on the operations of the University Recreation and Aquatic Centre (URAC) and UniCentre, with each developing strategies to minimise its impact.

### THE NATIONAL CODE 2007

The University conducted a review of relevant policies and procedures to ensure compliance with Australian Government legislation following the introduction of the *Code of Practice for Registered Authorities and Providers of Education and Teaching to Overseas Students 2007* (National Code 2007) in July 2007.

### QUALITY IMPROVEMENT PLAN

In 2007, the University implemented actions arising from the AUQA Audit Report, in time for the submission in September to AUQA of the report demonstrating progress against the recommendations and affirmations.

GOVERNANCE, PLANNING AND REVIEW

UNIVERSITY STRUCTURE 2007

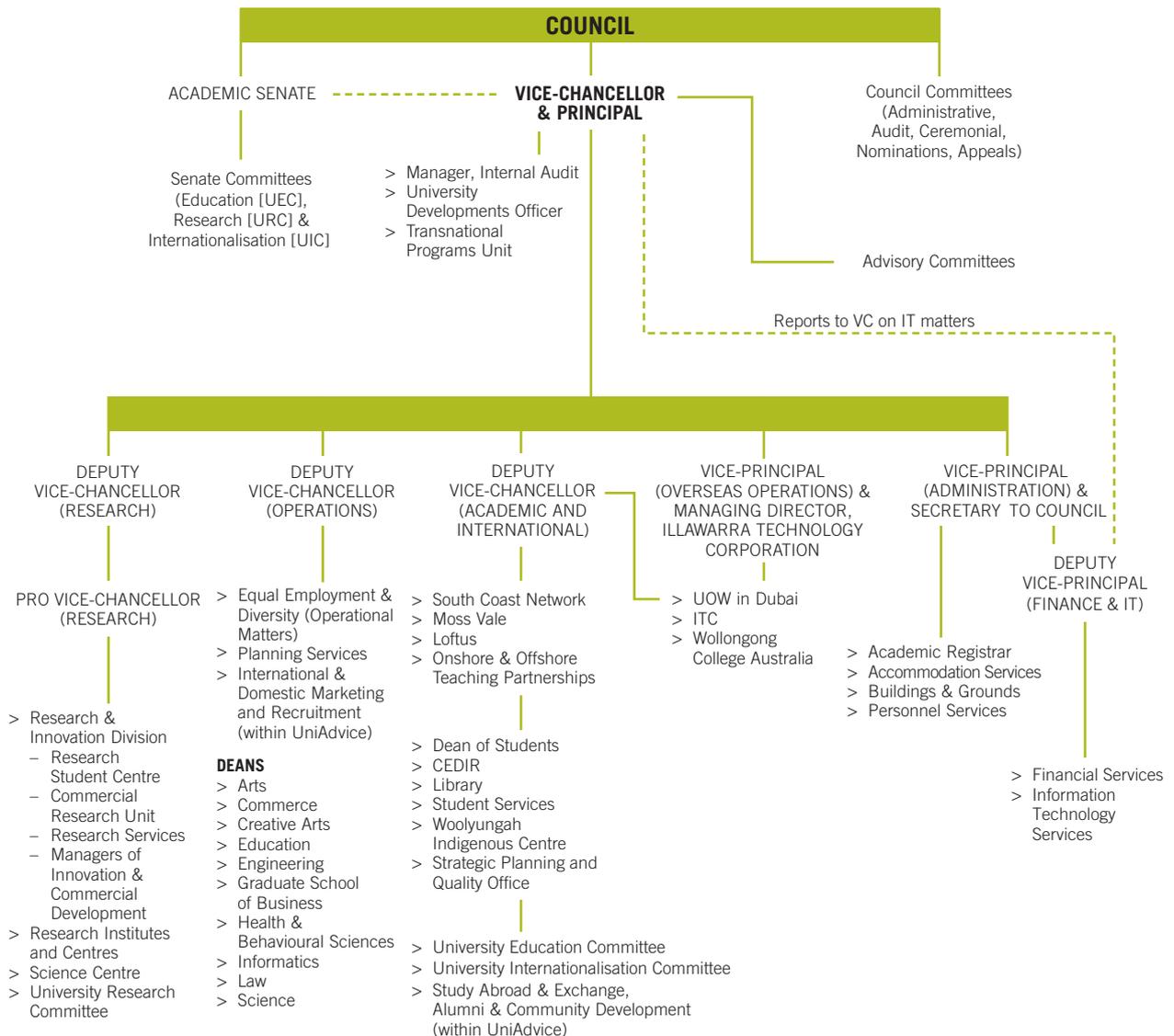


Figure 1.0: University Structure 2007

The Organisation Chart reflects the following organisational changes made during 2007:

- > In August, the position of Deputy Vice-Principal (Finance and IT) was created. The position oversees both Financial Services and Information Technology Services.
- > The Strategic Planning Unit was separated into Planning Services, under the Deputy Vice-Chancellor (Operations), and the Strategic Planning and Quality Unit, under the Deputy Vice-Chancellor (Academic and International).



## UNIVERSITY COUNCIL ACTIVITIES

Two new members joined the Council in 2007:

- > Professor Tony Hulbert was elected as one of the academic staff members
- > Ms Elizabeth Larbalestier was appointed by Council as the undergraduate student member in August on a casual basis following the resignation from Council of Mr John Adams.
- > In February, Council approved a revised *Delegations of Authority Policy*. A thorough review of the policy undertaken during 2006 resulted in the updating of existing delegations and the addition of new delegations in line with changes at the University. In February, Council also approved the *Capital Management Plan 2007–2011*. This iteration of the Capital Management Plan was significantly recast to focus on the strategic intent and financing of capital projects.

In April, Council approved the Triennial Risk Assessment, a major external risk assessment that guides the University's risk management activities and internal audit program. Throughout the year, Council received

progress report from the Audit Management and Review Committee on the University's progress against its Risk Assessment.

Council's August meeting was held at the University's Shoalhaven Campus in Nowra, the first time since 2002 that the Council had met away from the main campus. Before the meeting, Council had the opportunity to meet staff and to tour the campus's purpose-built building housing the Graduate School of Medicine.

Presentations were made to Council on several matters, including the University Financial Statements and Budget; significant research issues and initiatives at the University; preparations for the Research Quality Framework; and philanthropy at the University.

Other major items of business for the Council in 2007 included:

- > The review of the Student Associations following the introduction of Voluntary Student Unionism
- > Compliance with the Commonwealth National Governance Protocols

- > The University of Wollongong Strategic Plan 2008–2010.

During the year, Council approved a number of new and amended policies and rules, among them:

- > the Use of the University Name in Public Statements Policy
- > the Fellow, Volunteer and Visiting Student Assignment of Intellectual Property Policy

**Pictured: University Council Members**

**Back row:**

Mr Peter Fitzgerald  
 Professor David Griffiths  
 Mr Kerry Kyriakouides  
 Mr John Adams  
 Mr George Edgar  
 Dr Brian Hickman  
 Mr Zhenguo (Bernie) Huang

**Centre row:**

Mr Joe Scimone  
 The Hon David Campbell MLA  
 Mr Michael Codd AC (Chancellor)  
 Professor Tony Hulbert  
 Ms Sue Chapman (Deputy Chancellor)  
 Professor Gerard Sutton (Vice-Chancellor)

**Front row:**

Ms Lynne Wright  
 Ms Josie Castle  
 Ms Kerrie Christian

**Absent:**

Ms Nadia Verrucci  
 Mrs Sue Browbank  
 Mr Noel Cornish

- > Academic Grievance Policy (Coursework and Honours Students)
- > Academic Grievance Policy (Higher Degree Research Students)
- > Student Conduct Rules
- > Student Academic Consideration Policy
- > amendments to Grades of Performance in the General Course Rules.

Council also approved a raft of policy changes that ensured the University's compliance with the National Code 2007.

Regular reports were provided to Council by each of its core subcommittees, including the Administrative Committee, the Audit Management and Review Committee, and the Innovation Campus Oversight Committee.

The Administrative Committee met five times to monitor the University's business reports and to review and approve a number of policies, including the *Respect for Diversity Policy*, the *Standard on UOW Policy* and the revised *Purchasing and Procurement Policy*.

The Audit Management and Review Committee met four times to consider the University's financial statements and to monitor the internal audit program. From 2007 the University's controlled entities, ITC Ltd, URAC Ltd and UniCentre Ltd, began providing an annual risk assessment update to the Committee.

The Innovation Campus Oversight Committee met four times to oversee the selection of tenants and construction of buildings and infrastructure.

At each of its meetings, the University Council considered course approvals and other business referred by the Academic Senate. The Chair of the Senate provided an end of year report on key activities to Council's November meeting.

Other Council committees that met during the year included the Ceremonial and Honorary Awards Committee and the Nominations Committee. The Ceremonial and Honorary Awards Committee met twice, in April and October, and made seven recommendations to Council for the conferral of honorary

awards. The Nominations Committee met in July to make recommendations to Council on the appointment of three members by the NSW Minister for Education and Training and the appointment of one member by the Council itself.

The Council Committees of Appeal (Discipline and Student Matters) were not required to meet during the reporting year.

## ACADEMIC SENATE

The Academic Senate is the peak body advising the University Council and Vice-Chancellor on academic matters and broad issues affecting the academic excellence of the University.

In 2007, the Academic Senate received the following items for consideration and recommendation to University Council for approval:

- > The University of Wollongong Strategic Plan 2008–2010
- > The reports that reviewed the University of Wollongong's Core Function Plans for 2006 and the Quality Improvement Report on Progress against UOW's Strategic Plans
- > Revised Terms of Reference for the University Internationalisation Committee, revised Assessment Committee Standards, revised Academic Senate Standing Orders and revisions to the Course Approval Management Process
- > Student awards and prizes across all Faculties.

Other key areas of policy development approved or endorsed by the Academic Senate were:

- > New Fellow, Volunteer and Visiting Student Policy, new UOW Graduate Qualities Policy, new Course Progress Policy and new Research Misconduct Policy
- > Revisions to the General Course Rules, General Course Rules (Grades), Appeals against Higher Degree Research Thesis Examination Outcomes Policy, Academic Grievance

Policy (Coursework and Honours Students) and Academic Grievance Policy (Higher Degree Research Students), in response to changes embodied in the National Code 2007

- > Revisions to the General Course Rules (Higher Degree Research Grades), Student Conduct Rules, Code of Practice – Honours, Code of Practice – Teaching & Assessment, Code of Practice – Research, University Learning and Teaching Course Policy, Special Consideration Policy, Use of the University Name in Public Statements Policy and the International Linkages Policy.

In July 2007, the University Council approved amendments to the University's course approval management process, delegating to the Deputy Vice-Chancellor (Academic and International) the authority to approve minor course proposals. Delegation of authority to approve proposals for new courses and major amendments remains with the Academic Senate. Under the new process, details of all delegated course approvals will continue to be presented to the University Council. Following introduction of the new delegations, the Academic Senate approved major amendments to three courses and noted the actions of the Deputy Vice-Chancellor (Academic and International) in approving minor amendments to 14 courses.

Prior to the introduction of the new delegations, the Academic Senate approved the introduction of 10 new courses, major amendments to 19 courses and minor amendments to 40 courses.

The Academic Senate hosted the Meet the Chancellor Reception held in August. The reception was attended by the Chancellor, Deputy Chancellor and over 40 guests from the Faculties and student body. The evening was successful in raising the profile of staff and students in governance at all levels in the University.

## UOW ACHIEVEMENTS IN 2007

## OUR STUDENTS

The composition of UOW's student enrolments is shown in Table 2.1. In 2007, students undertaking a Bachelor Degree constituted 64% of student enrolments.

Total student enrolments increased from 22,742 in 2006 to 23,171 in 2007. While students undertaking Higher Degree, Masters and Undergraduate Diplomas decreased, the number of students undertaking other Postgraduate, Bachelor, Non-Award, Enabling and Cross Institutional studies all increased in 2007.

There was a slight decrease in the number of students undertaking part-time and external study, however there was an increase in the number of students in full-time study. This is reflected in Table 2.2.

The UOW student population is comprised of students across the age spectrum, as demonstrated in Table 2.3. Students aged between 21–25 continued to be the largest age group category, accounting for 10,588 (46%) of student enrolments in 2007.

UOW attracts students from a range of geographic areas. There was a decrease in the percentage of students enrolled from interstate and overseas in 2007, however there was an increase in students from all other regions.

TABLE 2.1:

## STUDENT ENROLMENTS

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Higher Degree & Masters	2231	2164	2308	2498	3002	4978	5557	5463	6329	6122	6113
Other Postgraduate	1063	896	633	593	588	747	807	955	984	1018	1123
Bachelor Degree	9369	9581	9711	9704	10277	12612	13274	13827	13964	14172	14741
Sub-Degree	117	62	31	17	9	2	1	434	658	440	134
Non Award, Enabling & Cross Institutional	236	162	218	255	318	682	765	884	972	990	1060
<b>Total</b>	<b>13016</b>	<b>12865</b>	<b>12901</b>	<b>13067</b>	<b>14194</b>	<b>19021</b>	<b>20404</b>	<b>21563</b>	<b>22907</b>	<b>22742</b>	<b>23171</b>

TABLE 2.2:

## GROWTH IN STUDENT POPULATION

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Full-Time	6663	7792	8082	7246	7669	10322	11146	11525	13807	12653	13175
Part-time	5818	4647	4436	5197	5725	8484	9045	9853	8845	9732	9666
External	535	426	383	624	800	215	213	185	255	357	330
<b>Total</b>	<b>13016</b>	<b>12865</b>	<b>12901</b>	<b>13067</b>	<b>14194</b>	<b>19021</b>	<b>20404</b>	<b>21563</b>	<b>22907</b>	<b>22742</b>	<b>23171</b>

TABLE 2.3:

## ENROLMENT BY AGE

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
<21	5026	5184	5291	5226	5733	4662	5131	5390	5555	5300	5104
21–25	3334	3299	3321	4030	4392	7796	8392	9559	10380	10525	10588
26–29	1363	1279	1405	1213	1354	2371	2445	2550	2884	2872	3191
30–39	1908	1736	1627	1555	1680	2680	2824	2486	2492	2430	2578
40–49	1076	1080	962	810	800	1147	1204	1180	1123	1132	1169
>49	309	287	295	233	235	365	408	398	473	483	541
<b>Total</b>	<b>13016</b>	<b>12865</b>	<b>12901</b>	<b>13067</b>	<b>14194</b>	<b>19021</b>	<b>20404</b>	<b>21563</b>	<b>22907</b>	<b>22742</b>	<b>23171</b>

Source Tables 2.1 to 2.3: University of Wollongong data as at 14 March 2008.



UOW students

## SUPPORTING OUR STUDENTS

### STUDENT CENTRAL

Student Central provides customer service and support to students and University staff in administering student matters. It provides students with conveniently co-located services such as Client Service, Study Abroad and Exchange as well as Accommodation Services.

Student Central is committed to providing an exceptional customer service experience in every customer interaction. In order to achieve this level of service, Student Central has developed and implemented a robust student communication and feedback strategy. During 2007, a variety of communication initiatives took place. These included a student communication review, increased utilisation of SOLS (Student On Line Services) (with email messages targeting specific student cohorts with relevant information) as well as the implementation of 'Hot Topics' and an on-line bulletin board to promote the dissemination of administrative information.

In order to enhance service delivery, Student Central actively seeks feedback from customers via a variety of vehicles.

A variety of focus groups have been conducted throughout 2007 to ensure Student Central is keeping in touch with its customers' needs and expectations. Individual and team training is reviewed in alignment with customer feedback to ensure Student Central maintains a service focused team of highly skilled professionals.

The coming year will provide exciting opportunities for Student Central. The focus will be on the development of initiatives to further improve service delivery and the students' UOW experience, and will rely heavily on increased interaction with, and feedback from, customers.

## THE UOW STUDENT EXPERIENCE

In 2007, UOW focussed on developing strategies to address the areas for improvement identified by students in our focus groups and surveys. These areas include;

- > Student communications
- > Service
- > Social engagement
- > Life balance
- > Career enhancement and preparation.

The results of the 2006 Student Experience Survey highlighted the need to address transition management. This includes a student's first year transition to university life and their final year transition to career.

In 2007, UOW held several workshops to develop strategies to improve the transition to university life for all first year students. Through our own and international research, recognition has grown that social engagement with peers and the academic community is critical for first year students' success. UOW has instigated a number of initiatives that will provide increased opportunities for meaningful and relevant social engagement across all student cohorts, including the development of a new Welcome and Orientation program.

In 2007, a Project Manager was appointed to manage the development and implementation of these initiatives, under the banner 'the UOW Student Experience'.

## STUDENT REPRESENTATION AT UOW

Students at the University are represented by two student representative bodies: the Wollongong Undergraduate Students' Association (WUSA) and the Wollongong University Postgraduate Association (WUPA). In addition, there are elected student representatives on the University Council and on the Boards of UniCentre and URAC, as well as on the Academic Senate.

Following the introduction of Voluntary Student Unionism (VSU) in July 2006, the student associations are no longer able to derive income from compulsory student charges. The University advised WUSA and WUPA that it would not withdraw or reduce support during the associations' transition to the new voluntary membership environment but that it would evaluate the student associations after the first year under VSU.

During the transition period, both WUSA and WUPA implemented constitutional and process changes in order to better respond to the VSU environment and to reduce their expenditures. In April 2007, the University called for submissions on the student representation issues raised by VSU from elected student representatives from WUSA, WUPA, the Academic Senate and the University Council. Following the receipt of submissions, a series of meetings was held between the University and student representatives that resulted in a number of recommendations being endorsed by the University Council to assist WUSA and WUPA to continue to provide services to students.

## INDIGENOUS STUDENTS AT UOW

### WOOLYUNGAH INDIGENOUS CENTRE

Participation of Indigenous peoples in higher education continued to lag far behind that of other Australians. The mission of the Woolyungah Indigenous Centre is to achieve, in collaboration with other sections of the University, better access to tertiary educational opportunities and more equitable educational outcomes for Indigenous Australians, with particular attention to those living in local and regional communities of the Illawarra and South Coast.

Under new directorship from mid-2007, the Centre began to consolidate and build on the achievements of previous years in the areas of teaching and learning, research and student support. The strong team of Indigenous and non-Indigenous academics continued to deliver a unique interdisciplinary Aboriginal Studies Major through the Faculty of Arts. The Centre provided research, teaching and study resources for Aboriginal Studies students, teachers and the wider community. The Academic Senate's decision to approve the Aboriginal Studies Honours Program in 2007 placed research as a central focus of the Centre's academic activity, paving the way for future postgraduate research student projects in Aboriginal Studies supervised by Centre staff.

**HIGHLIGHTS OF 2007**

- > The Centre continued to work in partnership with local Indigenous communities and regional Indigenous organisations, leading to a successful joint application for a \$5,000 University Research Development Partnership Grant.
- > The number of students completing Aboriginal Studies subjects offered through the Faculties of Arts and Education rose from 750 in 2006 to 850 in 2007.
- > The Centre conducted the Alternative Admission Program (AAP) for Aboriginal and Torres Strait Islander applicants to the University. In 2007, 29 applicants attended, 17 of whom were offered places at the University via the AAP.

- > The Aboriginal Studies Board of Studies was firmly established in its role of overseeing and coordinating teaching and research in Aboriginal Studies with other academic units across the University.
- > In September 2007, the University of Wollongong hosted the annual National Indigenous Tertiary Education Student Games which attracted Indigenous sporting celebrities and university students from across the country.
- > Woolyungah continued to have a prominent role in promoting Indigenous protocol within the University by providing Acknowledgments to Country at appropriate functions and celebrating important cultural events such as NAIDOC week and National Sorry Day.

**PARTICIPATION AND RETENTION**

A total of 131 Indigenous students were enrolled in a wide range of programs, including postgraduate study, across the University's nine Faculties. This figure included 65 commencing students (including nine postgraduates), compared to 43 in 2006.

The University's performance against the success<sup>3</sup> and retention<sup>4</sup> indicators for Indigenous students has remained higher than state and national averages. The figure of 0.98 (where 1 would indicate equivalency with non-Indigenous student success/retention figures) for 2006 indicates Indigenous students have been performing very close to the level of non-Indigenous students at the University of Wollongong in terms of passing units of study (see Table 2.5).

In terms of retention to the next year of study, the figure of 0.9 for Indigenous students is still higher than both NSW and Australian Indigenous retention (see Table 2.5) and only slightly lower than the level of non-Indigenous students.

**TABLE 2.5: INDIGENOUS HIGHER EDUCATION PERFORMANCE**

<b>UOW</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Access %	1.39	1.28	0.63	0.85	1.1	1.2
Participation %	1.14	1.15	1.04	0.96	1	0.95
Success <sup>3</sup>	0.92	0.9	1.02	0.93	0.98	0.91
Retention <sup>4</sup>	0.95	0.92	0.93	0.99	0.9	*
<b>Cohort</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Access %	1.01	1.06	1.08	1.07	1.1	*
Participation %	0.84	0.83	0.84	0.83	0.85	*
Success <sup>3</sup>	0.83	0.8	0.83	0.86	0.85	*
<b>Sector</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Access %	1.61	1.6	1.54	1.49	1.5	*
Participation %	1.26	1.26	1.26	1.2	1.25	*
Success <sup>3</sup>	0.75	0.75	0.76	0.79	0.77	*
Retention <sup>4</sup>	0.77	0.76	0.78	0.78	0.81	*

Source: 2002–2006 data, Draft IAF Portfolio; 2007 UOW data from UOW student system.

\* Data unavailable as at March 2008

3 Success is a measure of academic performance. The success ratio is calculated by dividing equity group students' progress rate by the progress rate of all other domestic students. A success ratio of 1.00 indicates that the equity group is performing at the same level as the benchmark population.

4 Retention is the number of domestic equity students who re-enrol at an institution in a given year, as a proportion of students who were enrolled in the previous year, less those who completed their course. The retention ratio is calculated by dividing domestic equity group students' apparent retention rate by the apparent retention rate of all other domestic students. A retention ratio of 1.00 indicates that the equity group is performing at the same level as the benchmark population.

## RESIDENTIAL ACCOMMODATION

Accommodation Services provided a variety of accommodation and related services to the University community (including students, visiting staff, and casual and conference guests) across its seven residence locations. The Division also provided assistance to students and others seeking rental accommodation across the region by hosting a property listing on the website and providing services within Student Central.

### CAMPUS EAST

Campus East is located on the northern section of the Innovation Campus. This residence can accommodate 560 students, and represents one of the largest single university residential communities in Australia. It offers students self-catered and communal dining options.

### GRADUATE HOUSE

Graduate House, located directly opposite the Wollongong Campus, provides residential units for postgraduate students and families through a collection of 78 self-contained units.

### GUNDI

Gundi is a collection of seven self-contained units located in the heart of North Wollongong's residential precinct. It accommodated 34 postgraduate students.

### INTERNATIONAL HOUSE

This traditional residential college provides fully catered residential services for 218 students from a variety of international backgrounds. It is a member of the Worldwide International House collective.

### KEIRAVIEW

The UOW Keiraview property is located on the fringe of the Wollongong Central Business District and provides modern, city style accommodation to 46 students. This property also provides short-term accommodation through the Youth Hostels Australia network and has 24 commercial motel rooms.

### KOOLOOBONG

Kooloobong is located on the western side of the Wollongong Campus and provides semi-independent accommodation for 190 undergraduate and postgraduate students as well as 5 self-contained units for visiting staff.

### WEERONA

A traditional college for 204 students, this fully catered facility is centrally located near the city of Wollongong. Weerona provides services to students from a variety of backgrounds and cultures.

### HIGHLIGHTS OF 2007

Combined residence events were held throughout the year including: an International Food Fair, a 'Concert in the Park', and the 'Global Highway' event. All three celebrate the diversity of nations residing in Campus accommodation. A combined residence formal was held with Dr Karl Kruszelnicki as guest speaker.

The number of student accommodation places able to be offered by UOW in 2007 was 1,340. Postgraduate students accounted for 18.5% of these places, whilst undergraduate students made up the remaining 82.5%. The geographic profile of the student cohort in 2007 was 55% Australian (domestic) with the balance (45%) from international locations. Demand for University managed accommodation again exceeded supply, with some 1,800 students wanting to stay in these University Accommodation facilities.



## INNOVATION CAMPUS

The Innovation Campus (iC) is a major strategic project for both the University and the region, worth over \$350 million and involving up to 5,000 people. The iC is being purpose-built as a creative community for collaborative research and development (R&D), enterprise and business growth. Companies are already committing to its 80,000 m<sup>2</sup> of commercial space.

In 2007, the fifth year since the project was launched with seed funding from the NSW Government, iC took on visible shape. The construction of four major University-led buildings and major infrastructure works began in November 2006. Under the skilled supervision of joint venture partner Baulderstone Hornibrook, it has progressed to schedule and budget, despite heavy rains in the mid-year.

The first building to open will be iC Central, an architectural landmark comprising three separate buildings linked by suspended walkways and a glass atrium.

It will provide space for innovative small to medium businesses as well as campus management offices, café, gym and the function/conference centre. With strong demand for its commercial space, iC Central is on track to open in June 2008. Opening soon after will be the adjacent headquarters for the Australian Institute for Innovative Materials, home to two of UOW's leading research teams in nanotechnology, intelligent polymers and superconductors. The three level, 3,500m<sup>2</sup> building for the Centre for Transnational Crime Prevention building is expected to come on line late in 2008 to receive international teams investigating cross-border activities such as money laundering, fraud and terrorism. The building being designed for the Joint TAFE/University Digital Media Facility and the Graduate School of Business is due for completion in 2009. iC's first fully commercial building is also expected to be completed in 2009.

iC marketing and tenant attraction activities were strengthened during the year by the opportunity to show actual construction activity and to conduct tours of the site and the buildings. Two iC Information Sessions were held successfully in Sydney, and the University assigned a Corporate Relations team to contact potential commercial tenants outside the region and internationally.

The University Council received progress reports on the project at each of its meetings in 2007 and more detailed monitoring and advice was provided by Council's specially appointed iC Oversight Committee. The iC Project Control Group provides direction and review of the joint venture operations, including construction, financials, external relations and marketing/tenant attraction activities.

UOW ACHIEVEMENTS IN 2007

# LEARNING AND TEACHING PERFORMANCE INDICATORS

## STUDENT SATISFACTION

### GOOD TEACHING

In 2007, UOW graduates maintained a high level of satisfaction with the quality of teaching provided to them during their studies, as demonstrated in Table 3.1.

### OVERALL SATISFACTION

As demonstrated in Table 3.2, UOW graduates have consistently reported a higher level of overall satisfaction, compared to the University's benchmark and national averages.

## GRADUATE OUTCOMES

### GRADUATES IN FULL-TIME STUDY

Table 3.4 shows the proportion of Australian citizen or permanent resident graduates proceeding to full-time study and who were Bachelor Honours, Bachelor Pass

or Bachelor's Graduate Entry Level graduates only. The further full-time study rate is defined as the number of graduates proceeding to full-time study as a percentage of all graduates.

### GRADUATES IN FULL-TIME WORK

Key measures of the quality of UOW courses are the graduate employment rates. UOW has maintained a higher level of Graduates in full-time work compared to benchmark and national averages, as demonstrated in Table 3.3.

Table 3.3 shows the proportion of graduates in full-time employment as a percentage of graduates available for full-time work. The figures shown relate to employment outcomes of Australian citizen and permanent resident graduates who were previously full-time students.

### SUBJECT EVALUATION SURVEY

The Subject Evaluation Survey was introduced across the University in 2005 and seeks students' opinions about the subjects in which they have been enrolled. Aggregated student responses to the core survey questions for Spring Session 2007 are outlined at faculty level in Figure 2.0, and show positive results were obtained for all Faculties.

TABLE 3.1: GOOD TEACHING SCALE

	UOW	Cohort	Sector
2003	48.4	44.3	46.8
2004	51.8	46.4	47.2
2005	51	51	49.7
2006	56.2	53.6	51.2
2007	51.7%	57.0%	52.5%

TABLE 3.2: OVERALL SATISFACTION

	UOW	Cohort	Sector
2003	73.2	70	68.2
2004	74.1	69.4	67.9
2005	75.2	72.3	69.4
2006	77.3	71.6	69.6
2007	75.1%	75.0%	70.9%

TABLE 3.3: WORK FT

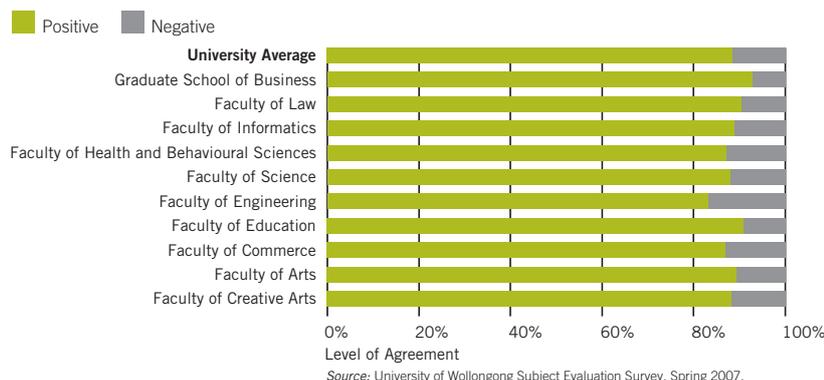
	UOW	Cohort	Sector
2003	90.3	76.2	77.5
2004	90	73.5	77.2
2005	88.6	77.7	78.3
2006	80.7	79.2	81
2007	87.9%	77.1%	82.1

TABLE 3.4: STUDY FT

	UOW	Cohort	Sector
2003	28.3	22	23.1
2004	34.4	23.2	24.2
2005	21.9	21.9	18.6
2006	22.6	19.5	16.7
2007	17.9%	19.0%	17.4%

Source: Tables 3.1 to 3.4; 2003–2006 data – IAF Portfolio, UOW 2006, (Department of Education, Science and Training (DEST), Canberra 2006); 2007 data – Graduate Careers Australia Data 2007, UOW respondents, March 2008.

Figure 2.0: University of Wollongong Subject Evaluation Survey Total Responses by Faculty - Spring 2007





UOW's Mr Peter McLean, lecturer in Management and Marketing

## LEARNING AND TEACHING

### 2005–2007 GOAL: EXCELLENCE AND INNOVATION IN TEACHING PRACTICE AND PROGRAMS

### 2007 REVIEW OF PERFORMANCE

Outstanding results for 2007 confirmed UOW's success in reaching our goal of excellence in learning and teaching. Highlights include the equal first ranking and a grant of \$5.89 million from the Federal Government's Learning and Teaching Performance Fund. UOW was one of only two institutions to achieve the top group in four out of four discipline categories. These were supplemented by nine Citations for Outstanding Contributions to Student Learning, two Awards for Teaching Excellence, and an Award for Programs that Enhance Excellence from the Federal Government's Carrick Institute.

The University also achieved important milestones under the four key objectives for 2005–2007:

1. Cultivate within our students the Attributes of a Wollongong Graduate
2. Support student learning
3. Offer quality teaching programs
4. Support quality teaching and professionalism.

#### GRADUATE QUALITIES

The approval of the Graduate Qualities Policy brought the University's existing range of graduate attributes and tertiary literacies into one simplified framework. Under the new collective title, 'the Graduate Qualities', these are the aspirational qualities that we aim to develop in all students, and they are measures of students' reflective engagement with university life and learning.

Faculties have begun to take steps to integrate the Graduate Qualities into curricula during 2008. For example, the Faculty of Engineering was successful in its application for UOW Educational Strategies Development Fund grant to map them onto the skills and abilities relevant to Engineering students. While data obtained from the annual Course Experience

Questionnaire indicates the increasing levels of positive student satisfaction with the skills they are taught, monitoring and gap analysis will identify areas in need of further attention across all Faculties.

#### STUDENT SUPPORT

The annual Student Experience Survey tracks a growing student appreciation of the University's supportive learning environment. The University delivers a range of support services to enrich the learning experience.

The Learning Development unit's Faculty Program assisted over 500 students in 2007. Workshops and consultations provided subject-based and English language tuition for Arts, Commerce, Education, Health and Behavioural Science, Informatics and Law students. The PASS (Peer Assisted Study Sessions) program supported students in all Faculties and student results showed substantial improvement for all participants. The counselling service helped over 1,000 staff and students during 3,800 consultations,

providing valuable non-academic support. One concern, however, was the rise in attrition rates from 9.3% in 2005 to 13.4 % in 2006 and the University has identified the development of strategies to address this issue as a high priority for the University.

In 2007, the introduction of the *Course Progress Policy* codified the assistance offered to students who have been identified as at risk, strategically aligning University support with student needs.

#### TEACHING PROGRAMS

Changes to the course approval process, implemented during 2007, streamlined the approval of minor amendments, thus enhancing flexibility and responsiveness to student demand. The Course Approvals Management Group was also established to assess proposals for new and major amendments at the conceptual stage to assure quality and academic standards. The Group will provide feedback to Faculties and serve as a forum for raising key course development issues. The subject proposals approval process is currently under review to improve its transparency as well as the quality of individual subject offerings.

The University's student survey process was reviewed in 2007 to test for over-surveying and improve response rates. This included a comprehensive review of questions and formats for both the teacher survey and subject survey. From Spring Session 2007, the Subject Evaluation Survey is being administered in a hard copy format, using the same processes as the Teacher Survey, for subjects that are scheduled for review under the University's Quality Review Framework timetable. That review is a key reference point for the continuing improvement of the University's curriculum. During 2007, curriculum reviews took place across all Faculties, and notably included the Creative Arts Faculty's review of postgraduate courses and the Health and Behavioural Sciences Faculty's review of the Health Sciences undergraduate program.

#### QUALITY TEACHING

The introduction of the National Code 2007 prompted a wide range of policy review and development, targeting the *General Course Rules*, the *Code of Practice – Teaching & Assessment*, and the *Admissions and Advanced Standing*. A review of the Assessment Committee Guidelines also resulted in more rigorous standards for assessment committee practices and integrity.

In a complementary initiative, the Academic Integrity Project, launched in 2006, developed a coherent and consistent framework for integrating academic integrity into learning, teaching, and research. The academic integrity framework includes the revised *Student Discipline Rules*, the *Acknowledgement Practice & Plagiarism Guidelines*, and good practice models that strengthen and standardise practice and standards across the University.

Improvements in the adaptation of technologies and in the provision of physical infrastructure accompanied the policy advances. An integrated Plan for eLearning was developed under the UOW Strategic Plan for 2008–2010 to further enhance student learning opportunities by harnessing the potential of technology-assisted teaching, an approach that will be expanded over the next two years.

Improvements to the physical environment in 2007, included in particular the upgrade of the Michael Birt Library, which was expected to be completed by February 2008. Also notable was the construction of the Newsroom in the Faculty of Creative Arts for use by students enrolled in the new Bachelor of Journalism.

These improvement initiatives are identified, implemented and supported by continued monitoring of academic risk matrices and the construction of national and international external benchmarking partnerships.

#### KEY OUTCOMES IN 2007

- > Launch of the integrated *Graduate Qualities Policy* – a platform for developing student capabilities, perspectives, employability
- > Further increase in UOW student satisfaction levels (Student Experience Survey feedback, top ranking in the national *Good Universities Guide 2007*)
- > Academic standards advanced via policy initiatives and reforms, including: Course Progress, Student Discipline, Plagiarism, Admissions, Advanced Standing and Teaching Assessment Code of Practice
- > Major upgrade of central Library building and facilities

#### PLANNING PRIORITIES FOR 2008

- > Co-ordinate benchmarking partnerships and conduct reviews of UOW teaching and learning against external reference points.
- > Develop case studies of good practice and delivery
- > Develop and implement a Code of Practice for Sessional Teaching Staff and a Scholarships Policy and Guidelines
- > Implement Subject Proposals Review outcomes
- > Implement faculty-based welfare support for international and domestic students
- > Integrate language and academic literacy development practices into programs
- > Communicate and implement eLearning Strategic Plan
- > Redesign of Hope Theatre, a major teaching facility
- > Extend informal learning spaces
- > Establish relationship with Teaching and Learning Scholars' Network
- > Review Student Awards
- > Implement Learning and Teaching Audit Plan
- > Prepare for a second AUQA audit

## UOW ACHIEVEMENTS IN 2007

# RESEARCH AND INNOVATION PERFORMANCE INDICATORS

## RESEARCH INCOME

Total UOW research income has continued to increase in recent years, as demonstrated in Table 4.1. Research income was \$41.2 million in 2006, compared to \$31.3 million in 2004, representing a 24% increase over three years.<sup>5</sup>

In this table, research income is shown relative to each full-time equivalent, full-time and fractional full-time research or teaching and research staff member (casuals not included).

Research income relative to higher degree research load at UOW has increased in recent years from \$36,500 in 2003 to \$49,200 in 2006, representing an increase of 28.4% over four years (see Table 4.2).

Research income relative to academic staff numbers for UOW also increased, from \$49,700 in 2003 to \$59,000 in 2006, representing an increase of 15.8% over four years (see Table 4.3).

## RESEARCH PUBLICATIONS

As demonstrated in Table 4.4, UOW has maintained a higher average of research publications relative to academic staff numbers in comparison to benchmark and national averages.<sup>6</sup> UOW's weighted research publications exceed both sector and benchmark averages for 2003–2006.

TABLE 4.1: TOTAL RESEARCH INCOME \$M\*

	2003	2004	2005	2006
UOW	30.80	31.30	38.60	41.20
Benchmark	129.00	148.60	157.40	186.90
National	1899.40	2050.30	2303.50	2704.60
% of Benchmark	24%	21%	25%	22%
% of National	1.6%	1.5%	1.7%	1.5%

\* Includes Institutional Grant Scheme (IGS), Research Institutional Block Grants (RIBG)

TABLE 4.2: RESEARCH INCOME RELATIVE TO HIGHER DEGREE RESEARCH STUDENT LOAD

	2003	2004	2005	2006
Institution	\$36,494	\$35,825	\$45,415	\$49,235
Benchmark	\$46,816	\$49,497	\$48,697	\$55,597
National	\$59,900	\$61,969	\$69,188	\$79,969

TABLE 4.3: RESEARCH INCOME RELATIVE TO ACADEMIC STAFF NUMBERS

	2003	2004	2005	2006
Institution	\$49,705	\$47,261	\$54,897	\$58,955
Benchmark	\$48,322	\$53,685	\$55,224	\$63,041
National	\$57,526	\$59,894	\$64,798	\$74,435

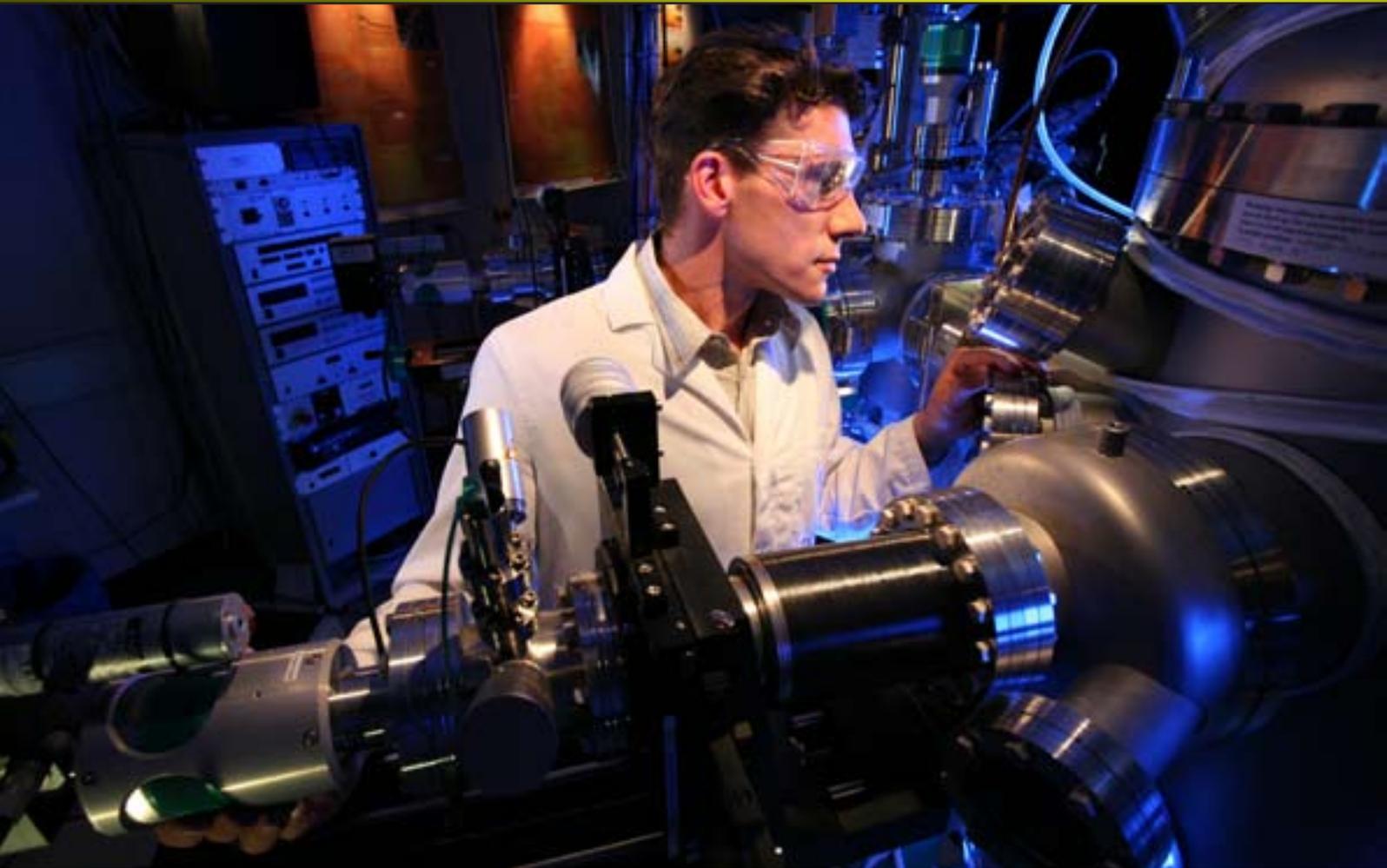
TABLE 4.4: INDEX OF RESEARCH PUBLICATIONS RELATIVE TO ACADEMIC STAFF NUMBERS

	2003	2004	2005	2006
UOW	1.24	1.26	1.40	1.34
Benchmark	0.98	0.94	0.98	1.01
National	1.00	1.00	1.00	1.00

Source: Tables 4.1 to 4.4: draft IAF Portfolio, UOW, DEEWR. January 2008.

<sup>5</sup> Includes competitive grants, other public sector, industry grants, co-operative research centres, Institutional Grant Scheme and Research Infrastructure Block Grants.

<sup>6</sup> The benchmark average is the University of Wollongong's selection of an appropriate cohort of universities which incorporates: the University of Tasmania, Macquarie University, Murdoch University, University of Technology Sydney and the University of Wollongong.



UOW's Associate Professor Alexey Pan (Faculty of Engineering) and the Laser Ablation System

## RESEARCH AND INNOVATION

2005–2007 GOAL: EXCELLENCE AND INNOVATION IN RESEARCH

### 2007 REVIEW OF PERFORMANCE

UOW enhanced its research profile in 2007, gaining recognition in the two major international ranking indices – the *Academic Rankings of World Universities 2007* (Institute of Education, Shanghai Jiao Tong University) and 'Top 200 World University Rankings' (*The Times Higher Education Supplement/QS*). The Jiao Tong index, strongly weighted in favour of research, placed the University in the top 3–5% of research universities worldwide.

Other major indicators of research performance and quality – for example, research income, Higher Degree Research students and partnerships – highlighted strong performances at both the institutional and individual level in 2007. UOW Research Strengths continued to yield excellent dividends for overall performance and development of research staff. The UOW's Research Strengths are outlined on page 27.

In 2007, the ground was broken for a dedicated research building on the University's new Innovation Campus (iC). Custom-designed to house the leading research teams that will comprise the Australian Institute for Innovative Materials, the building will enhance the iC vision of promoting collaboration and co-location between the University and commercial enterprises.

Major achievements for 2007 are recorded below under the six key research objectives in the University's 2005–2007 Strategic Plan:

1. Increase externally-funded research
2. Improve quality of higher degree research student scholarship and training
3. Improve quality, impact and recognition of research outcomes
4. Encourage linkage, Partnerships and Commercialisation opportunities
5. Promote research activities that enhance UOW's international reputation
6. Create a strong culture for research excellence.

**RESEARCH INCOME**

The University continued to expand its research activities and its reputation as a leading research intensive university:

- > Research Training Scheme income: \$12,320,141 representing 2.06% of the national pool
- > Institutional Grants Scheme income: \$5,847,312 representing 1.9% of the national pool
- > Research Infrastructure Block Grant income: \$3,673,652 representing 1.77% of the national pool.

Table 4.5 shows growth in UOW's competitive research income from 2005 to 2006 (with 2006 being the most current year for which information is available)

**TABLE 4.5: UOW COMPETITIVE RESEARCH INCOME 2005 TO 2006**

Source	2005 (\$million)	2006 (\$million)
Australian Competitive Grants	15.4	17.9
Other Public Sector Grants	5.4	6.3
Industry Grants	6.3	5.7
Co-operative Research Centres	2.9	1.9
Total	30.0	31.9

In 2007, the University ranked third nationally in total Australian Research Council (ARC) grant income (relative to size), and received eight fellowships:

- > Australian Professorial Fellowships – Professors Nick Dixon and Bert Roberts
- > Australian Research Fellowships – A/Professor Zhengyi Jiang and Dr Alexey Pan
- > Australian Postdoctoral Fellowships - Dr Lee Arnold, Mr Adam Brumm, Dr Jung Ho Kim and Dr Xuebin Yu.

In a positive outcome, ARC Discovery and Linkage Grants were awarded to researchers in the Humanities and Social, Economic and Behavioural Sciences. UOW Research Strengths, including the Institute for Superconducting and Electronic

Materials (ISEM), received a total of \$4 million via 13 grants and fellowships while GeoQuest researchers received a total of \$1.48 million for four projects.

In other highlights, Professor David Steel (Mathematics and Applied Statistics) was awarded over \$900,000 from the DEST Collaboration and Structural Reform Fund. The NSW Government also provided a \$1 million grant in the field of nanotechnology, with matching funding provided by the Commonwealth Government under the National Collaborative Research Infrastructure Scheme (NCRIS).

**HIGHER DEGREE RESEARCH STUDENT SCHOLARSHIP AND TRAINING**

The successful Higher Degree Research (HDR) Student Conference was a major highlight for 2007. The conference allowed HDR students to present their work to their peers, industry partners, university staff and members of the community, and for the university to showcase its ground breaking research.

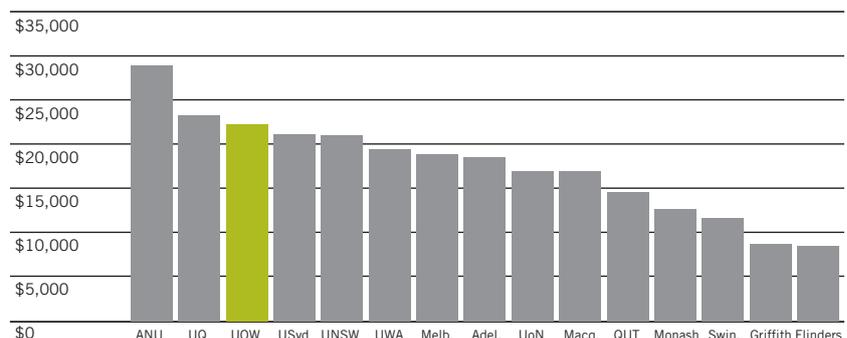
In 2007, 158 HDR students graduated, giving a total of 505 HDR graduands over the past three years.

A new network for research students, *Big Ideas* was launched. *Big Ideas* aims to expose UOW research students to the processes involved in innovation and commercialisation of research and, it is hoped, will assist them to commercialise their own ideas or obtain employment in commercial positions.

In 2007, the University entered into arrangements for French Cotutelle Agreements to permit research students to undertake a joint doctoral degree from the University of Wollongong and a French Institution, with recognition of both degrees on each institution's relevant certification.

Six Commercialisation Training Scheme (CTS) Scholarships were awarded to provide high quality research commercialisation training to HDR students whose research outcomes show potential for commercialisation. The CTS scholarship allows Doctoral students to undertake a Graduate Certificate in Research Commercialisation to equip them with skills necessary to bring ideas, inventions and innovations to the market.

**Figure 3.0: Total ARC Funding Announced in 2007 per Full-Time Equivalent Staff**



Source: Staff Full Time Equivalent (Academic Classifications) from Department of Education Science and Training Current Release Staff 2006: Selected Higher Education Statistics, Table 1.7; ARC Selection Reports for funding announced in 2007 (Discovery Projects, Linkage Projects, Linkage Infrastructure, Linkage International).

### QUALITY, IMPACT AND RECOGNITION OF RESEARCH OUTCOMES

In August 2007, the *Good Universities Guide* awarded UOW the maximum five stars for research intensity.

Preparations for the proposed Research Quality Framework (RQF) assessment continued during the year with the implementation of new online systems for managing research publications, the *Research Information System*, and the open access digital archive, *Research Online*.

University researchers who received exceptional recognition for their achievements in 2007 included:

- > Fellowship of the Australian Academy of Science – Professor Gordon Wallace (ARC Centre of Excellence for Electromaterials Science)
- > Fellowship of the Institute of Mathematical Statistics – Professor Matthew Wand (Mathematics and Applied Statistics)
- > Fellowship of the Australian Academy of Technological Sciences and Engineering – Professor Kiet Tieu (Mechanical, Materials and Mechatronic Engineering)
- > Royal Australian Chemical Institute Rennie Memorial Medal for contributions towards development of a branch of chemical science – Dr Stephen Blanksby (Chemistry)
- > Dietitians Association of Australia award for Outstanding Contribution to Nutrition and Dietetics – Professor Linda Tapsell (National Centre of Excellence in Functional Foods)
- > The Kenneth Slessor Prize for Poetry in the 2007 NSW Premier's Literary Awards – Mr John Tranter (Creative Arts)
- > The John Mulvaney Award, Australian Archaeological Association (AAA) Annual Conference for The Discovery of the Hobbit – Professor Mike Morwood (Earth and Environmental Sciences) and Penny van Oosterzee.

### LINKAGES, PARTNERSHIPS AND COMMERCIALISATION OPPORTUNITIES

The Commercial Research Unit (CRU) was established in late 2007 to support growth in commercial research and encourage staff to make their expertise and equipment available to industry, business and government through consulting and contract research activities. The year 2007 also marked the third year of the University's partnership with leading Australian university technology commercialisation company, UniQuest, the commercialisation arm of the University of Queensland.

During the year, UOW consolidated long standing partnerships with BlueScope Steel, Integral Energy, Amrad/Avexa and Johnson & Johnson Research. New partnerships included the Salvation Army, Smith Family, and Redarc Electronics. We also joined three new Co-operative Research Centres (CRCs): the CRC for Hearing; the CRC for Rail Innovation; and the CRC for Smart Services. This was in addition to the existing Bushfire CRC. In the largest ever commercial research contract, one for more than \$2 million, the Faculty of Education and DEST will conduct summer schools in literacy and numeracy for about 250 of the nation's leading teachers.

In a landmark development, the University joined with the South Eastern Sydney and Illawarra Area Health Service (SESAHS) to establish the Illawarra Health and Medical Research Hub, within which are two core research units: the Illawarra Health and Medical Research Institute and the Centre for Health Service Development.

### INTERNATIONAL REPUTATION

Inclusion in the premier world rankings, noted above, testified to UOW's growing international reputation for outstanding research. Another strong indicator was performance in the Australian Research Council (ARC) Linkage International Scheme. UOW researchers were awarded six Awards (total \$224,000) and three Fellowships (total \$302,000) to undertake research with partner institutions including

Cambridge University (UK), University of California (USA), and Hong Kong Baptist University (China). Other highlights at the international level included:

- > Professor Graeme Clark (ARC Centre of Excellence for Electromaterials Science) – the 2007 Klaus Joachim Zülch prize for outstanding achievements in basic neurological research for developing the multi-channel Cochlear implant (Bionic Ear)
- > Dr Martina Sanderson-Smith (Biological Sciences) – a Humboldt Research Fellowship to conduct research in the area of human infections (working with Professor G.S. Chhatwal, Helmholtz Centre for Infection Research Braunschweig, Germany)
- > Dr Deepa Liyanapathirana (Civil, Mining and Environmental Engineering), and Professor Harry Poulos (University of Sydney) – the American Society of Civil Engineers 2007 Thomas A. Middlebrooks Award for their paper Pseudostatic approach for seismic analysis of piles in liquefying soil
- > Professors Gordon Wallace (ARC Centre of Excellence for Electromaterials Science) and Shi Xue Dou (Institute for Superconducting and Electronic Materials) – the first University of Wollongong / Shanghai Jiao Tong University bilateral symposium on the application of nano and energy materials held in Shanghai, China
- > Professor Jan Wright and Dr Valerie Harwood (Education) and their NZ and UK partners – ARC Linkage International Social Science Collaboration Award to study the impact of attitudes and policies relating to obesity and related health issues on school policy and practice.

## RESEARCH CULTURE

Training programs were conducted for staff and students on human, animal and gene technology research ethics. The University has gained accreditation as a lead Human Research Ethics Committee in the NSW Health 'Single Ethical Review of Multi-site Research' system. Significant revisions were made to the *UOW Code of Practice – Research* and a new *UOW Research Misconduct Policy* was developed to meet the requirements of the new *Australian Code for the Responsible Conduct of Research* released by the Australian Government in late 2007.

A range of research events were held, designed to promote the University's research staff, students and their projects to international, national and local communities. These included: Professorial Lecture Series, Uni in the Brewery, and Trailblazer and Innovation Idol competitions.

## KEY RESEARCH OUTCOMES IN 2007

- > Ranking on key, research-based international indices
- > Third place nationally in total Australian Research Council (ARC) grant income (relative to size); outstanding individual performances
- > Higher Degree Student Research Conference and launch of *Big Ideas* network
- > Implementation of the *Research Information System* and *Research Online*
- > New Institute Building for two leading research teams in innovative materials under construction on Innovation Campus
- > Illawarra Health and Medical Research Hub and Institute launched
- > Commercial Research Unit established

## UOW RESEARCH STRENGTHS

- > ARC Key Centre for Asia Pacific Social Transformation Studies (CAPSTRANS)
- > National Centre of Excellence in Functional Foods / ARC Key Centre for Smart Foods
- > Centre for Health Service Development
- > Oceans and Transnational Security
- > Engineering Manufacturing
- > Engineering Materials Institute
- > GeoQuEST Research Centre
- > Centre for Medical Bioscience
- > Centre for Medicinal Chemistry and Pharmacology
- > Centre for Medical Radiation Physics
- > Centre for Statistical and Survey Methodology
- > Institute for Conservation Biology and Law
- > Institute for Superconducting and Electronic Materials
- > Intelligent Polymer Research Institute / ARC Centre of Excellence for Electromaterials Science
- > Telecommunications and Information Technology Research Institute

## RESEARCH PRIORITIES FOR 2008

- > Promote ethical practice in education and research as an integral part of the University culture
- > Maintain and extend UOW's leading research performance through outstanding scholarship, ground-breaking discovery, collaborative networks and commercial outcomes
- > Ensure UOW students and graduates are valued, in their communities and by employers, for their knowledge, skills and distinctive qualities
- > Develop excellence and innovation in targeted areas of health and medical research through the Illawarra Health and Medical Research Institute
- > Develop strategies for enhancing key existing research partners and identifying new partners, utilising the Innovation Campus as a successful space for developing new ideas and applications through University-business partnerships



UOW students

## INTERNATIONAL PERSPECTIVES

2005–2007 GOAL: A STRONG INTERNATIONAL FOCUS IN ALL OUR ACTIVITIES

### 2007 REVIEW OF PERFORMANCE

In 2007, the University continued to enhance its capacity to monitor emerging internationalisation issues, further embed the international student experience and strengthen the development of international alliances. Part of this operation included the successful refocussing of the policy and monitoring responsibilities of the committee structure within the area.

The major achievements against the 2005–2007 Strategic Plan are discussed below under its strategic objectives:

1. Identify and develop key international alliances
2. Prepare students for roles in an international, multicultural context
3. Enhance cultural sensitivity and understanding among staff and students

4. Support the diversification of the student profile
5. Equip international students with the skills and knowledge to engage fully in the UOW student experience
6. Enhance the University's capacity to compete in the international market.

Strategies were bolstered during the year by UOW's placement in international rankings (*The Times Higher Education Supplement* and the *Shanghai Jiao Tong index*), as noted in previous chapters.

#### KEY INTERNATIONAL ALLIANCES

During 2007, the International Linkages Policy and associated documents were revised to support staff in the development of international alliances. In another initiative, the Strategic International Partners (SIP) list identified an initial 15 key strategic universities to be targeted for new or more intensive relationships in learning, teaching and research.

Agreements under development included several with institutions from China, Thailand, Malaysia, and Indonesia. They covered expansion of offshore teaching programs; twinning; and study abroad arrangements with the Singapore Institute of Management (SIM) and Huazhong University of Science and Technology (HUST).

The University allocated a further \$104,000 of International Grants funding to 12 recipients to support their research collaborations. They included, for example, links with the University of Cambridge and Shanghai Jiao Tong University.

The central repository for external international funding information was developed in 2007 for expected completion in early 2008.

#### STUDENTS IN AN INTERNATIONAL, MULTICULTURAL CONTEXT

Student exchange programs, short-term research placements, short courses and internships provided attractive international opportunities for over 200 students. A cohort of 66 education students undertook teaching practicums in China, Fiji and Malaysia. In addition, 11 Master of Business Administration students from the Graduate School of Business attended the Asian Intensive School for Advanced Management (AISAM). A total of \$398,000 in travel grants was made available to these students.

Five International Bachelor of Science (Honours) students participated in the course's special, global class room experience with students from the University of Colorado at Boulder and Dublin City University.

#### PROMOTING CULTURAL UNDERSTANDING

The University actively promoted cultural sensitivity among staff and students by providing opportunities for individuals and groups to expand their involvement with its diverse community. Events such as International Week allowed students to showcase their varied cultural backgrounds with performances, a 'global highway' event, dance, films and displays. During the Chinese New Year, about 100 Chinese students, staff, and their families celebrated on campus with a range of festivities.

The Illawarra Committee for International Students organised weekly cultural exchanges. For example, international students gained an insight into the region's Indigenous community through activities organised by the Illawarra Aboriginal Cultural Centre. The students reciprocated with a Chinese cooking demonstration.

*Gathering Momentum* – a peer mentoring program for international students – recorded increased participation levels, with 17 mentors and 344 participants in Autumn session and 22 mentors and 270 participants in Spring session.

#### DIVERSIFICATION OF THE STUDENT PROFILE

A restructured international unit in the Faculty of Commerce, and a newly established unit in the Faculty of Engineering supported international recruitment, offshore studies and alliances. Further support was available across all Faculties through cross-functional collaboration in course development based on market needs, as well as regular faculty planning meetings. International numbers increased overall by 8%, with significant increases in the numbers of students from India (+51%), Pakistan (+69%) and Saudi Arabia (+228%). Student numbers from the US, Canada and China fell slightly by 4%, 5% and 2% respectively.

Almost 588 students from around 30 countries attended non-award studies at UOW. Thirty European students received Visiting Research Practicum program placements in a range of fields.

#### INTERNATIONAL STUDENTS AND THE UOW STUDENT EXPERIENCE

Faculties and student support services continued initiatives to enhance the international student experience. The Learning and Development Centre provided six Faculties with tuition support in the English language. Participants included Arts students in Hong Kong, 440 accounting students and 180 Informatics students. Additionally, Student Equity and Diversity Liaison Officers in conjunction with staff held English conversation sessions once per week to assist international students with their language development.

The Faculty of Health and Behavioural Sciences developed a CD Rom for its Hong Kong students and second session postgraduate students mentored commencing postgraduate coursework students.

### UOW POSITIONING IN THE INTERNATIONAL MARKET

The National Code 2007 was implemented successfully through a range of initiatives from process and systems changes to policy reviews and training of staff in the new legislative requirements.

The following highlights illustrate the diversity of contributions to UOW's international profile:

- > The Faculty of Informatics developed UOW's first multilingual website for prospective students from China
- > Professor Julie Steele was elected President-Elect of the International Society of Biomechanics for a two-year term beginning July 2007 to be followed by two years as president (from July 2009) of this the main international professional association
- > The University of Cambridge awarded Professor Colin Woodroffe (Earth and Environmental Sciences) the degree of Doctor of Science, on the basis of published works, for his distinct and original contribution to the advancement of science or learning
- > International alumni activities included events in Canada, Dubai, Singapore, Sweden, Thailand and Vietnam. The Alumni Network maintained and supported six international Chapters and a further seven country contacts. A total of 4500 alumni living internationally received regular University email updates, while 9,400 alumni received the Campus News magazine twice per year.

Conferences, visits and workshops attracting international guest speakers and academics, included:

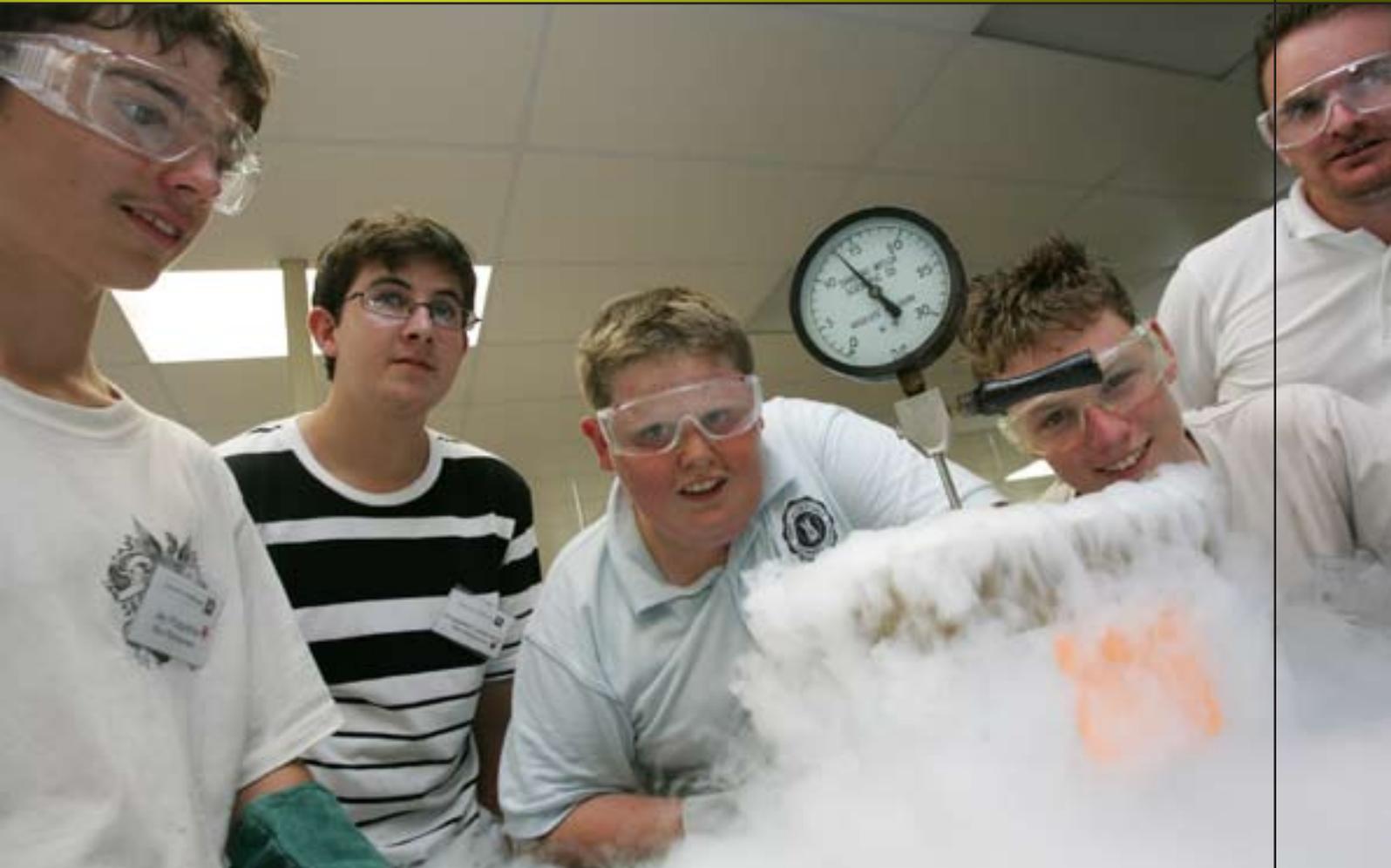
- > The Centre for Transnational Crime Prevention (CTCP) hosted a delegation of 15 high-ranking Chinese Ministry of Public Security representatives from 11 different provinces in China
- > The 32nd Annual Congress of Applied Linguistics Association of Australia (ALAA) hosted by the Centre for Research in Language and Literacy in the Faculty of Education was attended by academic guest speakers from Europe and Oceania
- > International leading trainers in the psychological intervention program 'Acceptance and Commitment Therapy' (ACT) attended a UOW conference for training and presentations in the newest developments
- > Thailand's Minister of Tourism and Sports, His Excellency Dr Suvit Yodmani, came to speak on global warming initiatives.

### KEY OUTCOMES IN 2007

- > Strategic Internationalisation Partners list developed
- > International Grants Scheme growth
- > Central repository for external funding information development
- > Introduction of International Bachelor of Science
- > International Student Experience initiatives
- > Successful implementation of National Code 2007

### INTERNATIONALISATION PRIORITIES FOR 2008

1. Promote international benchmarking
2. Develop baseline targets to measure student engagement in the student experience and active relationships with strategic institutions
3. Establish a coordinated, strategic approach to initiating and developing mutually beneficial relationships
4. Establish an electronic system for tracking staff overseas visits
5. Develop reporting systems for tracking international links
6. Identify opportunities and embed internationalisation in course and subject development and approval process



Visiting school students undertaking the 'Siemens Science Experience'

## COMMUNITY ENGAGEMENT

2005–2007 GOAL: PRODUCTIVE ENGAGEMENT WITH OUR REGIONAL, NATIONAL AND INTERNATIONAL COMMUNITIES

### 2007 REVIEW OF PERFORMANCE

The University's Community Engagement objectives were reviewed during 2007 as part of the development of the UOW Strategic Plan for 2008–10. The new plan confirms, as a core goal, the essential role that community engagement plays in the achievement of the UOW vision.

The key monitoring body, the Community Engagement Committee (CEC), was restructured during the year to strengthen its visibility and lines of reporting. The Deputy Vice-Chancellor (Academic and International) was appointed as CEC Chair. To improve opportunities for community involvement, a new Community Reference Group was established late in 2007 with an external Chair and ten community representatives.

The Community Engagement achievements for 2007 are discussed below under the 2005–07 strategic objectives:

1. Promote the sharing of knowledge between the University and its communities
2. Contribute to sustainable economic and environmental management
3. Strengthen incentives and resources for educational growth and development
4. Take an active role in community social and cultural development and well-being.

#### SHARING KNOWLEDGE

Public forums continued to be one of the main ways that the University shared its knowledge with the broader community and encouraged public discourse and 2007 saw a new record set for the number of public forums held. A total of 55 public lectures and seminars were promoted via UOW's online Events Calendar compared with 37 last year. They addressed issues ranging from climate change, energy options and water recycling to national security, indigenous affairs and community health.

The Office of Community and Partnerships (OCP) continued to facilitate public access, acting as the conduit for public enquiries, especially, through the community tours program and publications. The popular community tours highlighted interest areas such as the UOW racing car, Howard Worner Mineral Collection, 'Hobbits of Flores' discovery and the new Graduate Medical School. More tours are planned for 2008.

OCP issued a new publication highlighting good practice case studies – *A University Engaged*. The regular publications, including the web-based 'Community Spotlight' stories, *UOW Community* newsletter and the *Community Connections* supplement in the local newspaper, continued to receive positive feedback.

The number of visitors to the media web site increased by nearly 50% on the previous year and the number of subscribers to the news service grew by 22% to 448.

The recognition of achievements in sharing knowledge was enhanced through initiatives such as:

- > The Community Engagement Grants Scheme (third round) allocation of \$50,000 for seven new projects related to: community and mental health, climate change, youth legal resources, local indigenous students, and cultural harmony.
- > The inaugural *Chancellor's Awards for Community Service* conferred at a special 'Celebrating Community' function. The 'alumni' category recognised an outstanding contribution to disadvantaged Indigenous communities by Mr Paul Wand; and the 'general community' award went to the Illawarra Cancer Carers for their support for cancer patients and their families in the Illawarra since 1991. (This group has donated more than \$270,000 to UOW Cancer research over the past three years).
- > The *Vice-Chancellor's Award for Excellence in Community Engagement* awarded to Computing Science's Mr Daniel Saffioti for encouraging school students' interest in mathematics and computing science.

#### ECONOMIC AND ENVIRONMENTAL MANAGEMENT

The University's contribution to the regional economy continued its upward trend with export earnings in 2007 of over \$95 million and its overall benefit estimated at over \$600 million. Three major building projects – the iC Central building, the Australian Institute for Innovative Materials building and the University Library extension – alone injected over \$32 million into the regional economy in 2007. The development of the Innovation Campus (iC) remains a high-priority strategy for creating employment and attracting investment to the region.

The new Graduate School of Medicine (GMS) opened in January with an initial intake of 80 students and a vision to improve the health of people in regional, rural and remote Australia. As part of a series of engagement strategies, over 300 honorary clinicians will assist with the GMS teaching and student placement programs, and plans are well underway to establish Community Advisory Committees in each rural area in which the School operates.

Other major partnership and communication activities included:

- > Integral Energy's investment of a further \$1 million in UOW's Power Quality and Reliability Centre to improve power quality and reliability
- > Accenture, a global technology services company, established an IT development centre at the University with some 80 mainly IT graduates employed and plans for future expansion
- > UOW continued support for the Illawarra Regional Information Service (IRIS), and the FutureWorld Eco-technology Centre
- > Collaboration with Wollongong City Council, BlueScope Steel and other groups to address the region's higher than average level of youth unemployment

- > UOW participation in the Australian Innovation Festival and the Illawarra Innovation Showcase
- > Networking events and specially organised tours of the Innovation Campus.

University representatives continued to support key regional economic and business forums including: the Illawarra Regional Development Board, Illawarra Connections, Illawarra Business Chamber, IRIS Advisory Panel, Wollongong City Council Reference Groups, Tourism Wollongong and the Shoalhaven City Council.

The University's role as a model for environmental sustainability was enhanced by approval of the UOW Water Saving Action Plan 2007–2011 and Energy Saving Action Plan 2007–2011. A Climate Change Workshop involving Faculty of Science researchers attracted representatives from Australian Nuclear Science and Technology Organisation (ANSTO), Commonwealth Scientific and Industrial Research Organisation (CSIRO) and the NSW Department of Environment and Climate Change. The University also hosted an international water recycling seminar 'Bring water recycling into the mainstream' and a symposium focused on water quality in the Illawarra, as well as a public forum on 'Energy Options for 2020'; and supported Sustainability Week through a public lecture by Professor Ian Lowe, AO, on 'A Comprehensive Response to Climate Change' held in collaboration with Futureworld. A community engagement grant sponsored a new project on the impacts of climate change on the local region, involving Environmental Science staff and students in collaboration with local government, various government agencies and other community stakeholders.

## EDUCATIONAL GROWTH AND DEVELOPMENT

The University efforts under this objective centred around mentoring and school enrichment and outreach programs, such as:

- > The second year of the Shoalhaven-based high school mentoring program *UniConnections* and its adoption by schools in the southern Illawarra region
- > The STEP UP tertiary preparation program for disadvantaged students (first introduced in 2005)
- > A series of Faculty programs for school students, such as the Informatics Enrichment Program in maths and computing; Science's annual 'Siemens Science Experience; and the Engineering Faculty's 'Guides in Engineering and Science' Saturday workshops
- > The Faculty of Education's innovative programs for the professional development of teachers and its hosting of Australia's largest educational leadership conference – the sixth annual International Conference on Educational Leadership (300 delegates) – and the Australian Teacher Education Association annual conference (100 delegates)
- > Hosting of the second Regional Science Fair which attracted 238 projects involving over 330 students from 28 primary and high-schools across the state, showcasing their developing technological capabilities.

Applications to the Indigenous Alternative Admissions Program increased to 41 with 29 students gaining entry to a UOW course. Indigenous cadetships were developed in the Faculty of Science and support services were enhanced through new appointments in the Woolyungah Indigenous Centre.

The impact of these activities was measured by the 2006 census data on higher education participation rates for the University's catchment regions. Preliminary census data for 2006 shows that nearly 24% of 15–24 year olds in Wollongong are studying at a university or tertiary institution, compared with 16% nationally. Although this includes students coming here from overseas and other parts of Australia, it indicates just to what extent Wollongong has become a 'University town'.

The Science Centre and Planetarium continued to play an important role in science education and as a major tourist attraction for the region. Its many activities are supported by the corporate sector, especially by BlueScope Steel and Illawarra Coal.

Compared to the same period last year, public attendance grew by 15%; school attendance by 12% and overall attendance by 14%. A strong marketing campaign in schools resulted in visitor numbers more than doubling those for 2006. With a grant from the IMB Community Foundation, the Science Centre hosted evening public forums, attracting audiences of all ages and from as far away as Sydney. An internal community engagement grant also allowed the Science Centre to support children who, for various reasons, are disadvantaged and would not otherwise access the Centre's weekend (family) programs.

## SOCIAL AND CULTURAL DEVELOPMENT

Engagement in this area focussed on the arts, health and fitness, charitable giving and cultural awareness.

Highlights in the arts included support for the Wollongong Conservatorium of Music, the Wollongong Symphony Orchestra, the Southern Stars Schools Spectacular, Illawarra Innovation Showcase, Film Illawarra, and The South Coast Writers Centre. A total of 32 exhibitions in the Faculty of Creative Arts' galleries were open for free public viewing, and 11 drama productions showcased student performances including some at the Illawarra Performing Arts Centre and at the PACT Youth Theatre in Sydney. Local (including Indigenous) artists were supported through UOW's acquisition of new art works for its growing Art Collection.

In sport and fitness, the Federal Government recognised a strong history of community interaction in its decision to fund a 3,000 seat multi-purpose indoor sports facility to the tune of \$4.6 million (with a further \$2m from UOW) to benefit the University and the wider community.

The University's community health initiatives continued in areas such as nutrition, disease prevention, ageing and dementia care. It received, in turn, over \$680,000 in community support of scholarships and \$58,000 for cancer research. The University's alumni raised funds in support of dementia research and an education fund for disadvantaged students. The Eastern Australia Dementia Training and Study Centre (hosted by UOW) held regular clinical workshops, guest lectures and a Dementia Awareness Ball. A partnership with aged care provider, Horizon Living, also opened opportunities for mutual benefits in sharing research outcomes and facilities and in student clinical placements.

The implementation of a staff Workplace Giving Program (*UOW CARES*) demonstrated the University's commitment to 'community collaboration and service'. A take-up rate of 8% was achieved after four months.

UOW promotion of awareness and understanding of other cultures included support for the Illawarra Committee for International Students, the International Friendship Program, *Diversity Week* and *International Week* activities, and student exchange and visiting scholar/artist programs. A major focus for attention was a proposal to improve cross-cultural dialogue between international students and both domestic students and the broader community. The outcome, supported by the IMB Community Foundation, will be a combined civic reception and international student festival to be held in the centre of Wollongong in February 2008.

KEY OUTCOMES IN 2007

- > Introduction of the Chancellor's Awards for Achievement in Community Service
- > Launch of a staff Workplace Giving program *UOW CARES*
- > Construction of the Innovation Campus, a flagship for engagement
- > Opening of the Graduate School of Medicine with its community-linked curriculum
- > Strong environmental and cultural initiatives
- > Launch of a new publication supporting UOW's community links
- > Support of seven new collaborative community based projects
- > Growth in school mentoring programs

PLANNING PRIORITIES FOR 2008

1. Improved mapping and management of partnerships
2. Continued investigation into the feasibility of a 'community gateway' program to provide a more visible access point for community organisations seeking to engage with the University
3. Building on the potential for community engagement at the Innovation Campus
4. Continued support for a Australian Universities Community Engagement Alliance (AUCEA) benchmarking pilot



UOW staff

## OUR STAFF

### 2007 IN REVIEW

As can be seen in Figure 4.1 the overall number of staff employed by the University of Wollongong continued to grow in 2007, consistent with the trend over the last few years. Much of the growth is attributable to the University's continued research success, with a number of new academic staff employed on research grant funding.

The student staff ratio at UOW was 17.1 in 2007 compared to 18.1 in 2006.

#### STAFF POLICIES AND PRACTICES

The University successfully undertook a major upgrade of its Personnel and Payroll system in 2007. The upgraded system provides a number of enhancements in functionality and an improved employee online self service kiosk. Importantly the upgraded system will allow UOW to implement a range of further university-specific functionality improvements which have been developed to further improve business operations and payroll processing efficiency in the coming year.

Figure 4.1: Full-time and Fractional Full-time Staff 1998-2007

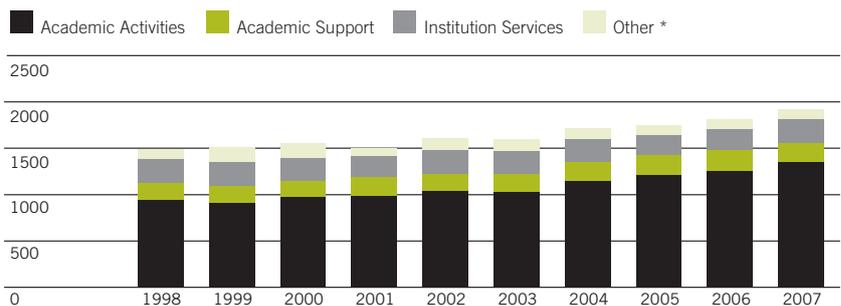
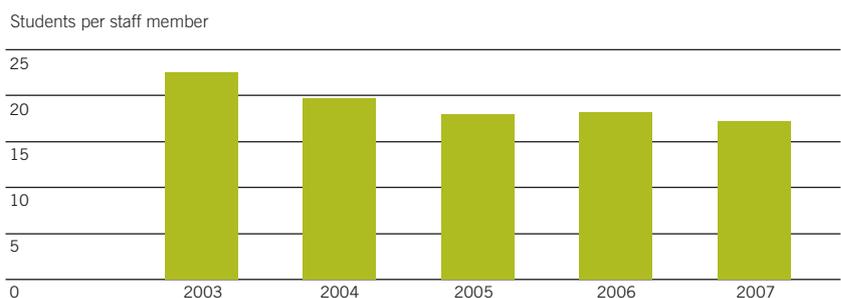


Figure 4.2: Student Staff Ratios 2003-2007



Source: Figures 4.1 and 4.2: UOW data as at March 2008

As part of the University's ongoing workforce planning and staff communications strategy the University undertook a workforce survey in 2007. The survey aimed at providing a structured approach to obtaining feedback from staff on the workplace and work environment to assist in University planning and in identifying factors that are positively correlated to staff retention, productivity and engagement.

The survey instrument covered 34 dimensions and was developed by a team of researchers and consultants from Sydney. It has been used widely across many organisations. As well as reporting on our own performance, the survey has enabled benchmarking against a broad range of Australian organisations, including 18 other Australian universities. The University achieved an excellent response rate, with 83% of all fixed-term and continuing staff participating. The overall results of the survey were very positive, particularly in terms of staff commitment to and engagement with UOW. The broad outcomes have been communicated to all staff. The information from the survey will inform the University's future human resource planning.

In 2007, the University again participated in the national universities Human Resources (HR) benchmarking program. The program, which includes data from 32 universities, provides comparative data on a series of key HR performance indicators. The University of Wollongong performed well across the range of indicators, including employee initiated turnover rates which are well below the sector average. This reflects the success of the University's retention planning strategies. The University's OH&S performance indicators and percentage of staff with doctoral qualifications are also well ahead of the sector averages.

In September 2007, the Federal Minister for Science Education and Training, the Hon Julie Bishop, announced that the University was successful in its application

under the Federal Government's Workplace Productivity Program. The funding awarded for the project is \$1.515 million over 2 years. The project aims to establish a comprehensive 'Workforce Planning Model' for the University of Wollongong (UOW) in order to maintain a high quality, versatile and diverse workforce which is continually aligned with the University's emerging strategic priorities. The project consists of four main elements, which are

- > The development of a 'staff profile planning framework'.
- > The development and implementation of an 'online staff portfolio and career management' system module.
- > Implementing a workforce communications strategy including regular workforce surveys of staff of the University.
- > The implementation of a faculty leadership development program..
- > Work on finalising the project plan and resources commenced in the latter part of the year.

#### MANAGING INDUSTRIAL AND EMPLOYEE RELATIONS

The University's application for additional funding under the Higher Education Workplace Relations Requirements (HEWRRs) program for 2007 was successful, resulting in a funding increase of 7.5%, which represented \$4.88 million. In its submission for funding for 2008, due by September 2007, the University was required to demonstrate that its staffing policies were compliant and that its workplace agreements had continued in practice to operate in accordance with the HEWRRs.

During the year, the University complied with the requirement to issue to all employees a copy of the Workplace Relations Fact Sheet. Also, additional information was provided to the Workplace Authority on individual workplace agreements when required to comply with the fairness test requirements.

The three year enterprise agreements for both academic and general staff that were negotiated in 2005 continued in operation. The nominal expiry date of these agreements is not until November 2008. Salary increases for all staff were comprised of 3% from 1 March 2007 and 2% from 1 October 2007.

There were no significant industrial issues and no industrial action during the year.

#### OVERSEAS VISITS BY EMPLOYEES

University of Wollongong employees made 715 visits to 58 international destinations in 2007. The main purpose of such visits was to attend academic conferences and undertake research and related scholarly activity while on formal study leave.

#### PROFESSIONAL AND ORGANISATIONAL DEVELOPMENT

In 2007, consultancies continued to be a major focus for Professional and Organisational Development Services. Consultancies provide tailored organisational development strategies that address specific work areas and issues. Consultancies covered areas such as teamwork, planning, conflict resolution and customer service.

As in previous years a wide range of training programs was also offered, with 242 courses conducted for 3,266 participants, plus an additional 252 one-on-one training sessions. This represents a 33% increase in the number of participants when compared to 2006. New courses delivered included: Communicating with Clients Via Email, Facilitating Focus Groups, How do you do it? – A Working Mothers Forum, Pre Retirement Strategies for Academic Staff, Networking Tips and Tactics for Researchers and The Power of Networking. Feedback from programs continues to be very positive with 91% of programs receiving higher evaluation ratings than the benchmark set by the Unit.

In June, a new Research Mentoring Program for early career researchers was piloted with the Faculty of Arts and the School of Information Systems

and Technology within the Faculty of Informatics. This initial program will continue for 12–18 months with eight mentoring partnerships, and form the basis for future research mentoring programs across the University. Preliminary evaluation results are very positive and indicate that program participants are achieving their identified goals and that the program is receiving strong support.

A range of leadership programs to support leadership development across all levels within the University were conducted. Nineteen staff participated in the Academic Heads Program, while 12 staff participated in the Leadership Program for Senior General Staff and 10 staff in the Frontline Management Program. Feedback from these programs was also very positive and indicates that participants find them invaluable in supporting their development as leaders and managers.

Professional and Organisational Development Services received external recognition as a Finalist in the Australian Institute of Training and Development (AITD) Excellence in Design Awards for the Leadership Program for Senior General Staff. Meredith Morgan and Lorraine Denny attended the AITD annual conference in Melbourne to receive their award.

## OCCUPATIONAL HEALTH AND SAFETY

The University's positive performance in Occupational Health and Safety (OHS) continued in 2007, with significant improvement in each of the key performance indicators: namely the number of lost time injuries, lost time injury frequency rate (LTIFR) and average time lost rate (ATLR). A comparative analysis of the University's OHS performance indicators for 2007 compared to 2006 is summarised in Table 5.0 below.

While there was a slight increase in the number of workers compensation claims reported in 2007, the majority of claims

were minor in nature as is evidenced in the LTIFR and ATLR performance. This positive result reflects the success of the University's OH&S management system in reducing the risk of significant injuries in the workplace, early reporting of injuries and effective claims management.

In June 2007, the University's OH&S management system was audited by WorkCover NSW as part of the triennial self insurance licensing requirements. The areas that were audited in order to verify implementation of OH&S policy and procedures were the Graduate School of Medicine, the Buildings and Grounds Division and the University Library. The elements were risk management, purchasing, OH&S records and statistical techniques. All four elements were considered to be implemented sufficiently, which enabled WorkCover to pass the University and extend our self insurance licence for workers compensation for another three years.

Several initiatives were undertaken during the year, including the promotion of Safe Work Australia Week during October. Awareness raising activities and information sessions were conducted by the OH&S Unit and included a presentation by the Australian Soccerroos doctor on strain and sprain injuries to first aiders, a healthy lifestyles expo, and a drawing competition for the 2008 Working Safely at UOW Calendar.

Other highlights of 2007 included internal verification audits conducted in the School of Mechanical, Materials and Mechatronics Engineering, the Buildings and Grounds Unit of the Administration Division, the School of Biological Sciences and the Department of Chemistry.

New online safe work procedures were designed and implemented in the University's *SafetyNet* system creating a repository of OH&S information which can be utilised across the campus community. A review of OH&S performance measures was also conducted in line with the Performance Indicator Project to ensure statistical validation and the introduction of a new performance measure Medically Treated Injury Frequency Rate (MTIFR).

There were no reportable injuries or prosecutions under the *Occupational Health and Safety Act 2000* (NSW).

	2006	2007	% Difference
<b>TABLE 5.0: UOW OHS PERFORMANCE INDICATORS</b>			
Loss Time Injury Frequency Rate	3.89	0.84	-78.41
Average Time Lost Rate	6.58	2.33	-64.59
Number of Workers Compensation Claims Reported	76	85	+11.84
Number of Workers Compensation Claims derived from work related activities	68	69	+1.47
Number of Lost Time Injury Claims	11	3	-72.73
Number of Hazards/Near Misses Reported	341	344	+0.88

Source: UOW Occupational Health and Safety Unit

## SUPPORTING EMPLOYMENT EQUITY AND DIVERSITY

### EMPLOYMENT EQUITY AND DIVERSITY

#### POLICY REVIEW

During 2007, a number of key policies were revised and approved by the University Council. These included the *Respect for Diversity Policy*, *Disability Policy – Staff*, *Grievance Policy* and *Procedures for Investigating Grievances*.

The Director, Employment Equity and Diversity (EED) visited a number of Faculties and business units to provide guidance to managers and supervisors on the implementation of the new *Grievance Policy* and *Procedures for Investigating Grievances*. The revised policies will be included in all future leadership and supervisors training programs.

A complete revision of the Disability Action Plan was carried out as a project funded by the Vice-Chancellor. The Action Plan will go to the relevant committees for discussion and approval in 2008.

#### INDIGENOUS EMPLOYMENT

Jade Kennedy (pictured below) and Hayley McCarroll were the first Indigenous Cadets to graduate from the University with degrees in Commerce. After graduating in July, Jade



has been employed with the EED Unit as the Indigenous Employment Officer and has successfully established a second Indigenous Cadetship program.

Professor Paul Chandler was recruited to the position of Dean of Education and a short term lecturing position in Indigenous Health has been converted to a continuing position and filled by an Indigenous academic. Employment of Indigenous general staff has increased to 2.3%, exceeding our benchmark of 2%, and employment of Indigenous academic staff has remained constant at 1%.

#### EMPLOYMENT OF PEOPLE WITH DISABILITIES

The University of Wollongong was a finalist in this year's Prime Minister's Employer of the Year Awards acknowledging excellence in the employment of people with a disability in the category of 'Large Employer of the Year Award'. The nomination recognised the University's employment strategies and how it has embraced technology as one means of accommodating the needs of its staff with disabilities. University staff have received valuable support from Department of Employment and Workplace Relations' Workplace Modifications Scheme to ensure that they are able to operate effectively in the workplace.

#### IMPROVED REPRESENTATION OF WOMEN

As a result of the ongoing proactive approach to supporting women in the organisation, the University was once again awarded the Employer of Choice for Women (EOCFW) citation and granted a reporting waiver to the Equal Opportunity for Women in the Workplace Agency (EOWA) until 2010.

Representation of women at level E, the most senior academic level, has increased to 19% as at December 2007. This is a slight improvement of 1% over the March 2007 figures and equates to five additional positions.

Women secured several key senior positions, including that of the Dean of the Graduate School of Medicine.

A survey of academic women was conducted to evaluate the current support programs offered to women. The survey data, which was gathered from one quarter of permanent academic women, will determine the effectiveness of the programs for assisting women applying for promotion. It will also serve as an opportunity to gain feedback on any gaps in the programs or necessary revisions.

#### RESPECT FOR DIVERSITY

Diversity Week was conducted for the second time in week four of Autumn Session. Highlights included three art exhibitions, Indigenous films, guest talks by Amnesty International and a Comedy Festival.

Cultural Awareness training for staff working with Saudi students was initiated by UniAdvice and involved the Wollongong College Australia (part of the University's Illawarra Technology Corporation Education (ITC Education operations) and the EED unit. All sessions were well attended and presenters received positive feedback.

The development of a student equity and diversity online training program is well underway. Initial feedback from an Australian equity and diversity practitioners' conference indicates that this is a long awaited resource for the sector.

#### PRIORITIES FOR 2008

- > Deliver revised programs for academic women based on the survey feedback
- > Revise the Indigenous Employment Strategy with the aim to develop a long term strategy to increase the representation of Indigenous staff and in particular Indigenous academic staff.
- > Develop a new cadetship program for Indigenous students
- > Implement the student EO Online module and seek approval for compulsory student completion
- > Implement and monitor the Disability Action Plan

# ETHNIC AFFAIRS PRIORITIES STATEMENT

EAPS IS A MEASURE OF AGENCY PERFORMANCE WHERE THE NEEDS OF CULTURALLY DIVERSE CLIENTS ARE FULLY INTEGRATED INTO CORE BUSINESS, WHICH IN TURN RESULTS IN QUALITY SERVICE DELIVERY WITHIN THE FRAMEWORK OF THE PRINCIPLES OF MULTICULTURALISM AND SOCIAL JUSTICE OBLIGATIONS.

NSW Government (May 2006) White Paper, p 66

A small working party met over several months to revise the University's Ethnic Affairs Priorities Statement (EAPS) and during the process consulted with the NSW Community Relations Commission (CRC). Feedback from the Community Relations Commission resulted in a number of revisions, particularly regarding actions that were not within the scope of an EAPS.

The revised document, which spans 2007–2010, links with the University's Strategic Plan and in particular to the following four goals:

- > Excellence in innovation in learning and teaching
- > Excellence and innovation in research
- > Dynamic engagement with our communities
- > Students engaged with learning and university life.

The EAPS is publicly available from the Employment Equity and Diversity website and the achievements will be monitored by the Employment Equity and Diversity Committee.

The University's achievements are outlined under the four key objectives of the Principles of Multiculturalism.

## LEADERSHIP

The University has promoted multilingual skills of its staff as a benefit and is actively recruiting multilingual staff into client service roles and, in the Faculty of Arts, all new advertisements have a second language as a desirable skill. This is a very positive way of encouraging employees from non English speaking backgrounds to value their first language and view it as an asset.

## COMMUNITY HARMONY

Diversity Week, a week where all students and staff celebrate the diverseness of the University and Wollongong community, was launched by Senator Concetta Fierravanti-Wells. The daughter of a migrant who came to Australia to carve out a new life for himself, she started her schooling in Port Kembla with many other migrant children who had little or no English, and was well placed to launch Diversity Week where respect and tolerance for diversity is a key focus.

## ACCESS AND EQUITY WITHIN A FRAMEWORK OF SOCIAL JUSTICE OBLIGATIONS

The University draws staff from International, Australian and local populations. This results in a very diverse and talented range of employees who enrich the University community with the background, knowledge, skills and experience they bring to their position at the University.

Statistics as at March 2007 indicate that 25% of our general staff and 35% of our academic staff are people from ethno religious minority groups; and 18% of general staff and 30% of academic staff are people whose first language is not English.

## ECONOMIC AND CULTURAL OPPORTUNITIES

Didier Balez, who works as a technical officer in the Faculty of Creative Arts, is a sculptor with a strong community focus. As a migrant to Australia, he believes that 'It is important to give back to your adopted country'. A sculpture titled 'Comradeship' was built by Didier and placed in the Mike Dwyer Reserve at Coledale in memory of the late Mike Dwyer, an admired South Coast teacher, community activist and unionist.

## PRIORITIES FOR 2008

- > Introduce International Studies Minor to raise awareness of cultural diversity globally
- > Promote opportunities, within degree courses and through on-line delivery, for the acquisition of foreign language skills and cultural awareness
- > University Learning and Teaching (ULT) program includes multicultural workshops for staff
- > Ensure CALD students and all other sections of the community have equal rights to participate in UoW research
- > Implement the Welcome to Wollongong project including mini international festival, civic reception and international student website

## OUR FACILITIES

### CAMPUS FACILITIES

A major refurbishment of the Building 38 (Graduate Business School) Lecture Theatre was completed in February. The refurbishment included additional seating, audio visual equipment and upgraded air-conditioning.

On 18 May the Chancellor of the University of Wollongong, Mr Michael Codd AC, officially opened the University's new Moss Vale Education Centre building. Designed by award winning architects Glenn Murcutt and Wendy Lewin, the building replaces accommodation 'borrowed' from TAFE NSW Illawarra Institute which is a partner in the joint venture at Moss Vale. The new building and Education Centre demonstrates the great co-operation between the three tiers of government – Federal, State and Local.

Stage 2 of the Central Square Landscape upgrade at the University's Wollongong Campus was completed in May and the 'Duck Pond Lawn' component was officially opened by the Vice-Chancellor, Professor Gerard Sutton AO, in July. The Central Square is undergoing a face lift as part of the six-stage Landscape Master Plan with improvements including:

- > Increasing the amount of quality seating and improving paved and grassed areas
- > Removal and replacement of treated pine seating and retaining walls
- > Improved lighting
- > Provision of power outlets for outdoor functions.

Stage 3 of the upgrade was completed in December and the remaining stages are scheduled for completion through 2008.

In June, the final stage of a two stage major upgrade and refurbishment of the Faculty of Health and Behavioural Sciences' Anatomy Laboratory was completed. The upgrade was in compliance with new and stringent safety codes for such facilities.

In June, construction commenced on a \$5.5 million Ecological Research Facility (ERF) to support extensive research

studies ranging from the impact of climate change on native flora and fauna to the development of vaccines to fight infectious diseases. The facility is being constructed at the western end of the Wollongong Campus in the foothills adjacent to the native rainforest of the Illawarra Escarpment. The area was chosen as it provides uninterrupted natural sunlight for glasshouses and experimental vegetation plots and is protected from dominant high winds during storms. The facilities will include a plant physiology laboratory with growth chambers and mossarium, outdoor aviaries, and an immunocology laboratory and three additional on-site research labs to allow ongoing experimental work supported by the Australian Research Council and other external bodies in compliance with Federal and State requirements. Completion is expected by mid-2008.

Construction was completed in December on an \$8.9 million extension to the northern and eastern sides of the Wollongong Campus Library. The works include a new entrance and northern wing and extensively refurbished internal areas providing lighter and more open study areas. The project will be fully commissioned in February 2008.

During December, a major refurbishment of Building 8 (Mechanical Engineering) was completed. The two staged upgrades comply with new building codes and provide improved teaching and staff accommodation facilities.

Also during December, construction commenced on a \$3.3 million building for the School of Nursing at the Shoalhaven Campus. Completion is expected in mid-2008.

In October, a Development Application was lodged to construct a \$6.6 million Multi-Purpose Sports Hall for the University Recreation and Aquatic Centre at the Wollongong Campus. Funding of \$4.6 million towards the project was provided by the Federal Government under the Voluntary Student Unionism Transition Fund and the Support Businesses on Regional University

Campuses Program. The new facility, which will cater for a wide range of sporting activities benefiting both the University and the wider community, is expected to be completed at the end of 2008.

In June, the University purchased seven NSW Department of Housing properties in an area adjacent to the Wollongong Campus to allow future development. During the year, the University also purchased two properties adjacent to the Bega Education Centre to allow future expansion.

The major building construction program on the University's Innovation Campus (iC) proceeded to timetable during 2007.

The first major building, iC Central, is scheduled for completion in May 2008. iC Central is essentially three separate buildings linked by suspended walkways enclosed by a glass atrium. The building will serve as the campus hub, providing retail, recreation and health services for the entire campus. It will also provide meeting and conference rooms, office space and a function room.

The Australian Institute for Innovative Materials building, due for completion in the third quarter of 2008, will provide space for research into nanotechnology, intelligent polymers and electronic materials.

The Centre for Transnational Crime Prevention building is scheduled for completion in October 2008. The three level 3,500sqm building will provide research space for transnational crime prevention, international maritime security, forensic accounting, IT security and encryption.

The Buildings and Grounds Unit has continued to work with the University's Faculties on water saving projects and overall delivery of the University's Water Saving Action Plan (WSAP), which was approved by the NSW Minister for Water Utilities on 27 March 2007. The WSAP will be implemented between 2007 and 2011 and includes the installation of water saving devices such as pressure reduction valves, water efficient shower heads, water meters,

tap flow restrictors, non-potable water systems and rain water harvesting. Projects completed in 2007 included adjustments to air-conditioning cooling tower cycles to reduce water consumption.

The University is committed to supporting the principles of environmental sustainability and applying such principles and practices in the University's functions. To facilitate this, an *Environmental Policy* was approved by the University Council in 2006 and implemented in 2007. The Policy provides the framework to maintain a structured Environmental Management System to ensure continual improvement and regular review; compliance with environmental regulations; minimisation of energy and water consumption; and waste management and recycling.

## CARING FOR THE ENVIRONMENT

### WASTE MANAGEMENT REPORT:

Waste and Recycling services have been further expanded across the Wollongong Campus, with additional recycling material being collected in 2007. Approximately 900 cubic metres of material was collected for recycling. This included cardboard, office paper, mixed containers, printer/copier cartridges and timber pallets. The Hazardous Waste service was also well utilised with 6% more waste being collected for appropriate treatment and disposal.

Waste reduction and recycling initiatives are in support of environmental sustainability and an Environmental Management System has been prepared and made available online for ongoing review and improvement.

### ENERGY MANAGEMENT REPORT:

The University's Energy Saving Action Plan (ESAP) has been developed to ensure the efficient operation of buildings across the University's campuses. The ESAP has been approved by the NSW Government's Department of Environment and Climate Change and will be implemented between 2007 and 2010. The plan includes extensive energy saving projects including comprehensive lighting upgrades and the installation of energy efficient heating, ventilation and air-conditioning (HVAC) systems across the campuses. It is estimated that these are accruing savings of approximately 9,300 GJ per annum. A series of other projects with the potential to save an additional 3,500 GJ per annum are at various stages of delivery.

### HERITAGE MANAGEMENT REPORT:

As a relatively young institution the University does not have any buildings or land with heritage significance in terms of the guidelines of the Heritage Council other than three former Commonwealth Migrant Hostel 'Nissen and Quonset Huts' at the Innovation Campus. In 2006, these Huts were refurbished for adaptive reuse as a childcare facility in accordance with Heritage Council requirements. These Huts have been recommended by the Heritage Council for listing on the State Heritage Register



UOW students at Shoalhaven Campus

## EDUCATION CENTRES AND SHOALHAVEN CAMPUS

Student numbers at the Shoalhaven Campus and our Education Centres have continued to meet expectations, as illustrated in Table 6.1. The large increase in enrolments in 2007 at Shoalhaven resulted from the first intake of 27 medical students, an increase in interest in the Bachelor of Arts program and an increased number of students choosing to stay at the local Campus in their second year, rather than travel to the Wollongong Campus. Loftus also saw a continued increase in numbers due mainly to the flow into the second year of the 2006 commencing students, despite new enrolments at Loftus being slightly lower for 2007.

Overall, numbers of commencing students have fluctuated slightly, as demand has been unpredictable. Batemans Bay had an increase in commencing students due mainly to a heavy marketing campaign, however the Batemans Bay Centre continued to see a number of students choosing to travel to Wollongong in their second and third years of study to complete Commerce majors not offered locally, which affects the total enrolment numbers.

Students at our Centres continued to perform as well as, or better than, those at the Wollongong Campus as measured by average marks received and failure rates in individual subjects. There were three students undertaking Doctoral studies at our Centres in 2007, two of whom are Graduates of the Bachelor of Arts programs, while two other recent graduates have gone on to undertake Doctoral programs with other institutions. A student at our Bega Centre won the University Medal for the Faculty of Arts in 2007, making him the second medal winner to come from the Bega Campus.

Physical development of our Centres continued with the opening of a new building that has accommodated the Graduate School of Medicine and the Marine and Freshwater Research Centre at Shoalhaven Campus. A purpose built facility has also been completed at the Moss Vale site. Two adjacent properties were also purchased at the Bega site to accommodate Diploma of Education Students and provide additional space for staff and research students.

An additional 30 Commonwealth places were allocated to Shoalhaven for the Bachelor of Nursing which will commence in 2008 and a further 30 places for the Graduate Diploma in Primary Education program at Batemans Bay.

**TABLE 6.1: TOTAL ENROLMENTS AT UOW EDUCATION CENTRES 2004–2007**

	2004	2005	2006	2007
Batemans Bay	70	82	90	105
Bega	125	137	139	144
Loftus	113	236	260	229
Moss Vale	95	106	110	101
Shoalhaven	260	234	317	409

Source: UOW data as at 31 March 2007

**TABLE 6.2: COMMENCING STUDENTS AT SHOALHAVEN CAMPUS AND UOW EDUCATION CENTRES 2004–2007**

	2004	2005	2006	2007
Batemans Bay	36	29	28	42
Bega	38	56	59	53
Loftus	46	64	125	113
Moss Vale	66	44	34	42
Shoalhaven	136	138	112	160

Source: UOW data as at 31 March 2007

## UOW SERVICES LIBRARY

Maintaining excellent client service was a key priority for staff during the year-long extension and refurbishment of the Wollongong Campus Library, thus achieving the performance target of minimal client complaints despite a year of noise, dust and constant change. Now close to completion, the project has transformed the building by creating a lighter, more transparent exterior. A new entrance with adjacent café has created a lively, attractive hub in the centre of the campus. Much of the interior has been upgraded with over 400 additional study places configured for a range of learning styles and computer access via wireless or cabled workstations. Collections have been rearranged to take advantage of additional shelving capacity. A passageway linking the Library and the Student Central Computer Laboratories was constructed allowing students to move seamlessly between the two areas, making best use of the University's computing infrastructure during busy periods. Whilst reorganising the physical building, the virtual Library via its website also underwent a review resulting in enhanced searching via the Catalogue and more streamlined entry points to all online services.

### LEARNING AND TEACHING

New technologies were assessed for their potential to improve processes and services. As a result, information resources and study tips are now highlighted via a subscribed listserv: *library\_info4u*; research students can learn about using theses for their literature review via a podcast; and online information literacy learning modules have been developed. The percentage of subjects including assessable information literacy tasks increased from 15% to 69% over the past three years, resulting in progress towards the goal of integrating information literacy into all core subjects.

### RESEARCH

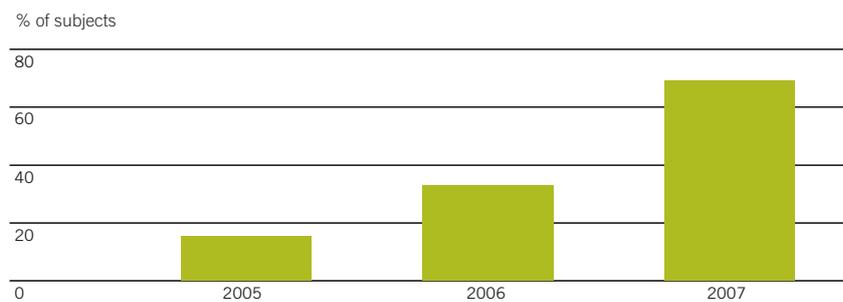
Library staff assisted in the development and implementation of the University's Research Information System. The publications module was utilised for the annual publications collection which saw a continuing increase (24% over the last three years) in the number of high quality research articles produced by academic staff. The Research Online repository was successfully used in a Research Quality Framework trial where international assessors accessed 120 secure copies of research publications. The open access section of the repository highlighted the visibility of UOW research, generating a 254% annual increase in full-text downloads.

Commitment to quality assurance continued to include review of processes resulting in improvements such as reduced turnaround time for document delivery requests from six to four days, a time-saver for researchers.

### PEOPLE

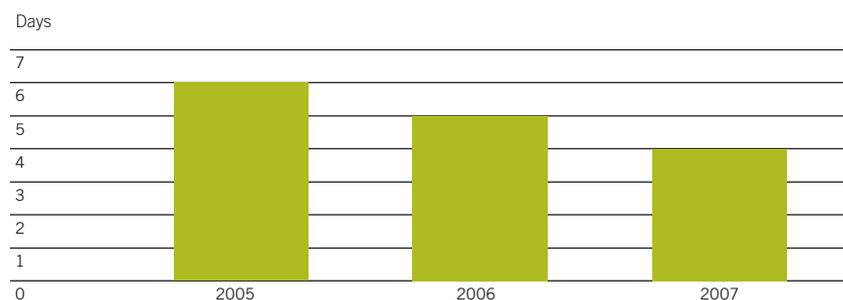
Following an intensive accreditation process, the Library became only the second organisation in Australia to be accredited against the recently upgraded Investors in People Standard (IiP). The IiP is an international business improvement tool designed to advance an organisation's performance through its people. IiP accreditation provided recognition of the Library's longstanding commitment to the effective management and development of its people.

Figure 5.1: Percentage of subjects with assessable information literacy task



Source: Library Business Plan (2007)

Figure 5.2: Average turnaround time for document delivery requests



Source: Library Client Service Charter (2007)

## UOW SERVICES

## STUDENT SERVICES

## 2007 IN REVIEW

Student Services delivered resources, programs and services in the University learning environment to facilitate the student journey from application through to graduation. Six professional units within Student Services foster student progress, retention and development of UOW Graduate Qualities:

- > Careers Service
- > Counselling Service
- > Disability Service
- > Learning Development
- > Peer Assisted Study Sessions (PASS)
- > Student Equity and Diversity Liaison Officers (SEDLO).

## CAREERS SERVICE

The Careers Service won the Australian Association of Graduate Employers (AAGE) Graduate Recruitment Industry Award for Best Careers Service for Employers. The Careers Service continued to assist students to 'put their knowledge to work' during 2007 and in doing so won a Carrick Institute Citation for Outstanding Contribution to Student Learning for '*Strategies, programs and services that help students make connections between their disciplines and the world of work*'.

The Careers Service worked closely with Faculties to implement a set of extra curricula Workplace Learning programs which provided students with opportunities to work with local employers on a project in their workplace. Students and graduate employers provided very positive feedback on this program.

Assistance was also provided to students in preparation for the graduate recruitment process – 554 careers counselling appointments took place. Emphasis on the provision of online services continued, with 73,293 visits to the Careers Service homepage in 2007.

## COUNSELLING, DISABILITY AND EQUITY AND DIVERSITY STUDENT SERVICES

The University's Counselling Service provided support to 978 students for a wide range of personal problems. This represents a 7% increase in demand over that of the previous year.

The Disability Service offered assessments of reasonable adjustments combined with assistive technology and independent learning programs to 559 students during the year. An increasing number of students are making use of the Disability Service, with 203 new registrations in 2007 compared with 151 new registrations the previous year.

Five Student Equity and Diversity Liaison Officers (SEDLOs) provided liaison, information, support and referral to students. They also supplied programs supporting student equity and diversity both within Faculties and across campus. Some 2,390 individual student consultations were provided by SEDLOs, who also successfully managed major university events including International Week, the International Student Orientation program and the EdStart Financial Assistance Scheme.

## LEARNING DEVELOPMENT FACULTY AND STUDENT PROGRAMS

Learning Development's Faculty Integration program occurs within curricula in collaboration with Faculty Education Committees and staff and focuses primarily on language, academic literacy and graduate qualities development for domestic and international students.

## KEY ACHIEVEMENTS IN THE FACULTY PROGRAM IN 2007

- > Wide coverage with approximately one third of the total student population provided with resources and/or learning design input into curricula focusing on language and/or academic literacy and/or graduate qualities development
- > Support for transition students with 49% of the subjects receiving integrated assistance from Learning Development identified as 'commencing' or 'transition' subjects
- > A major focus on academic integrity in the Faculties of Commerce, Health and Behavioural Sciences and Law reaching over 2,900 enrolled students in targeted subjects (Learning Development consequently played a key role in the UoW Academic Integrity Symposium held in November 2007.)
- > Transnational support delivered in Hong Kong for students enrolled in an Arts program and the implementation a pilot online learning support program for postgraduate students at UOW Dubai delivered through WebCT Vista

Some 1,261 hours were spent in individual consultations with 489 students on the Wollongong and Shoalhaven Campuses and at the Loftus, Moss Vale and Batemans Bay Education Centres. A total of 301 individual students attended Learning Development academic literacy, language and learning workshops during 2007. Of this cohort, 181 were International students.

Usage of online learning resources, accessed through many subjects and vista sites, has remained relatively stable since 2005 with peaks exceeding 2,000 downloads per month at the beginning of the academic year.

Learning Development took the initiative to lead a national benchmarking project in which 33 universities participated. The report is available at <http://cedir.uow.edu.au/projects/AALL>.

#### PEER ASSISTED STUDY SESSIONS (PASS)

To aid increased academic progress and retention of commencing students, the PASS program continued in 2007 focusing on subjects with which students historically have difficulty. During Spring Semester, PASS offered the 50,000th student contact hour. This is an indication of the ready uptake of this voluntary student program. A total of 1,715 individual students participated in PASS programs in 2007 which represents a substantial increase over the 1,290 participants in 2006.

During Spring Semester, the PASS program was implemented on a particularly challenging first year Electrical Engineering core subject and resulted in a rise in the student pass rate from 68% to 80%.

PASS is offered across all nine Faculties at UOW – no other Australian University utilises PASS across all Faculties.

The UOW PASS team received a Carrick Citation for Outstanding Contributions to Student Learning in 2007 and UOW's Sally Rogan is the National PASS Trainer for Australia and New Zealand.

## CENTRE FOR EDUCATIONAL DEVELOPMENT AND INTERACTIVE RESOURCES

#### LEADERSHIP AND SUPPORT IN THE ACADEMIC CAREER DEVELOPMENT OF TEACHERS

- > 450 staff participated in 45 workshops that were focussed on teaching and learning. 60 new staff, including a Dubai intake, participated in four intakes of the compulsory University Learning and Teaching course. A revised ULT Policy, aimed at improving completion rates, was approved.
- > Quality assurance processes for teaching were expanded with the introduction of a new paper-based subject survey (232 subjects in Spring Session), in addition to the usual teacher surveys (700). Three academic staff from the Graduate School of Medicine piloted Peer Observation of Teaching which will be rolled out more widely in 2008.
- > CEDIR provided support to 51 applicants for Vice-Chancellor's Teaching Awards, Carrick Citations and Carrick Teaching Awards. UOW repeated its Carrick success of 2006, receiving nine Carrick Citations, and another National Teaching Award, this time for the Early Career Academic category. In 2007, UOW was the lead institution on two Carrick Grants and CEDIR staff were partners in an additional four.

#### LEADERSHIP FOR STRATEGIC PLANNING IN ELEARNING WITH A FOCUS ON MULTI-LOCATION TEACHING

- > CEDIR finalised the consultation process for the UOW Strategic Plan for eLearning and eTeaching 2008–2010 in conjunction with the University Education Committee (UEC). Over 50% of subjects now incorporate eLearning techniques.
- > Videoconference facilities were successfully changed from a single videoconference point to over 30 endpoints on the Wollongong campus and other NSW centres. Use of videoconference and streamed lectures is the highest ever.
- > Ray Stace, the Manager of CEDIR's Educational Systems Development, received an Australian College of Educators Award for his sustained contribution to supporting teachers with technology. CEDIR designed part of the Graduate Medical School's online learning environment, which won a Learning Impact Award from the IMS Global Learning Consortium.

#### IMPROVING AWARENESS OF THE IMPACT OF SPACES AND FACILITIES ON TEACHING AND LEARNING WITH A FOCUS ON COLLABORATIVE SPACES

- > A website for disseminating information about local, national and international innovations in the design and use of teaching spaces was launched. Evaluation and renovation of teaching spaces around the university continues and includes two new categories: collaborative spaces and informal learning spaces.

## UOW SERVICES

**INFORMATION TECHNOLOGY SERVICES**

The University's IT infrastructure upgrade programme continued during 2007, guided by the IT Strategic Plan. During the year, the supporting Business and Project Plans were also reviewed and adjusted to reflect changing University requirements.

At the corporate level, progress was monitored by the IT Policy Advisory Committee (ITPAC), with support from the ITPAC User Subcommittee, while the IT Forum review group continued to facilitate consultation with Faculties and Units on IT related issues. 2007 also saw the successful transition to a new Executive management structure, with the appointment of the Deputy Vice-Principal (Finance and IT), and the Associate Director (IT) following the retirement of the previous IT Director in early 2007.

Activities were completed largely as planned and no major unforeseen issues affected progress during the year. A major external review of the network infrastructure strategy took place including facilitated meetings with Deans, Directors and other key stakeholders. This assisted in the preparation of the network strategy for the new Innovation Campus as well as the main Wollongong Campus. A new telecommunications contract was also negotiated and implemented during 2007 saving some \$850,000 over 5 years on fixed and mobile telephone calls.

The centralisation of IT support continued, with the IT management responsibilities for the Faculty of Arts, the Sydney Business School, the Halls of Residence, and numerous off-site locations being successfully transferred to ITS.

Major upgrades affected several important central systems. A new Junk Mail Manager was integrated into the central email system to combat SPAM, a Web Content Management System (Oracle CMS) was successfully implemented to better manage the UOW Website, and the Human Resource System (Alesco) was moved to a new version. The student management system (SMP) was substantially upgraded

adding new functionality for users, as well as meeting a significant number of new legislative reporting requirements. All activities were completed successfully, within budget, and with minimum disruption to staff and students.

In the background, the quality and reliability of the University's central server, network, storage and desktop infrastructure were further upgraded and expanded, and their redundancy and support arrangements improved. Significantly, a focus on reducing physical servers in the machine room has resulted in 65 Windows servers being built within a new Virtual Server environment (VMWare), and seven Solaris servers being virtualised, reducing power requirements, cooling costs, and providing improved redundancy capabilities. Wide Area Network (WAN) connections from the Main Wollongong Campus to Moss Vale and Shoalhaven were also upgraded, and the main University Firewall was successfully migrated to a new version.

The IT Disaster Recovery facilities were upgraded with the installation of a Diesel Generator to provide backup power, and the University's IT disaster recovery plan successfully underwent a major simulated disaster recovery exercise and external audit.



Wollongong College Australia

## CONTROLLED ENTITIES

# ILLAWARRA TECHNOLOGY CORPORATION

The Illawarra Technology Corporation (ITC) Group's vision is to be:

*A builder of successful education brands*

The ITC Group's mission is to:

*Build knowledge capacity for individuals, organisations and countries profitably and globally*

The ITC Group achieves this by applying its core brand values to all operations: 'capacity building with a global reach to deliver value through flexible thinking'.

The ITC Group of Companies consists of:

- > University of Wollongong in Dubai (UOWD)
- > ITC Education

## UNIVERSITY OF WOLLONGONG IN DUBAI (UOWD)

The University of Wollongong in Dubai (UOWD) was established in 1992.

Consistent growth since its inception has enabled UOWD to become one of the most respected universities in the region, with quality education provided to about 2,500 students comprising 80 nationalities.

UOWD provides tuition across a variety of language, undergraduate and postgraduate programs; it is considered the pre-eminent university for postgraduate education in the UAE, as evidenced by its market leading status. All degree programs offered at UOWD have been initially accredited by the UAE Ministry of Higher Education and Scientific Research and are subject to audit by the Australian Universities Quality Agency (AUQA).

### UOWD HIGHLIGHTS IN 2007

In 2007, despite increased competition from 47 other licensed institutions, UOWD continued to distinguish itself through a number of achievements. UOWD increased its Faculty Research Output with a number of book, journal, and conference paper contributions; co-hosted a number of

successful student and international business conferences; and partnered with Lloyd's Register Quality Assurance (LRQA) to provide student training opportunities. Additional highlights included:

- > UOWD was awarded the Middle East Magazine's 2006 Educational Institute of the Year in the field of promoting Supply Chain Management.
- > UOWD became the first university in the UAE to obtain European Foundation of Quality Management (EFQM) membership, joining an elite club of 17 UAE EFQM members.
- > UOWD signed a Memorandum of Understanding with the Dubai Municipality to foster co-operation in the fields of training, academic research and educational seminars.
- > UOWD students won Public Speaking, Crossfire Debating and Drama Competitions.

**STUDENT ENROLMENTS**

The Autumn Session (September) of 2007 saw UOWD achieve its highest ever enrolment for a single intake, with 2,203 students (1,111 postgraduate and 1,092 undergraduate students) enrolled over a total of eight Masters degree programs and four Bachelor degree programs.

UOWD is renowned for the multi-cultural nature of its student body, and student satisfaction surveys show that diversity is a key attraction for students. Approximately nine percent of UOWD's students are International Students. The top 20, of more than 80 nationalities comprising the UOWD student body, are detailed below.

**PROGRAM OFFERINGS**

As part of UOWD's commitment to meeting the needs of students and employers in the UAE, the development of new programs is of critical importance to maintaining and enhancing market share and the strengthening of ties with industry. During 2007, seven new programs were developed and received initial accreditation status.

The following programs have already been launched:

- > Master of Applied Finance and Banking
- > Master of Engineering Management
- > Master of Information Technology Management.

The Master of Science (Logistics), Bachelor of Commerce (Insurance), Bachelor of Commerce (International Business) and Bachelor of Commerce (Property Development and Management) programs received initial accreditation status and will be offered early in 2008.

UOWD also offered professional development courses through the Centre for Management Excellence (CME) in the areas of accounting, marketing, human resources, international business and quality management.

**CENTRE FOR LANGUAGE AND CULTURE**

The Centre for Language and Culture (CLC), an academic department of UOWD, is committed to providing language learning opportunities that meet students' needs in a context of educational excellence. CLC combines best practice to design and deliver a range of language programs, including International English Language Testing System (IELTS) testing and teacher training through the Certificate for English Language Teaching for Adults (CELTA) program.

During 2007, the CLC realised a number of significant achievements, including:

- > IELTS testing more than doubled in capacity from 100 per test in December 2006 to 220 per test in December 2007.

- > Average student numbers per term increased from 216 in 2006 to 252 in 2007.
- > Computer-aided Language Learning (CALL) was integrated in all language programs.
- > A successful Arabic Summer Program was presented to international students from the US, South America and Iran.

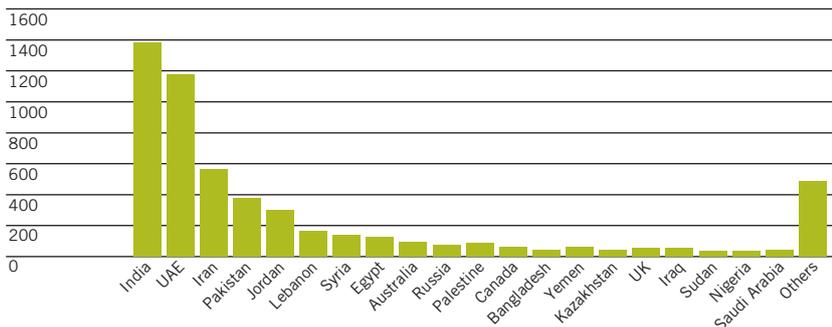
**ITC EDUCATION**

ITC Education continued its College operations on the UOW Wollongong Campus and at Wollongong College Auckland, New Zealand. In April 2007, the Wollongong Campus operation changed its name to Wollongong College Australia (WCA) under requirements for Higher Education Providers (HEP).

WCA had a very successful 2007, providing programs to 2,267 students compared to 1,868 in 2006. The student profile was diverse, comprising students from 35 different countries. 1,233 students undertook English Language Intensive Courses for Overseas Students (ELICOS) programs while an additional 649 students studied in the Academic pathway programs. Another 385 international students from 34 different off-shore institutions undertook tailored Study Tour programs in 2007. The year's achievements also included the following:

- > The Diploma in Information Technology and Diploma in Business were delivered for the first time under WCA's HEP registration, enabling domestic students to access FEE-HELP.
- > The University Access Program (UAP) was delivered for a second year at the UOW Shoalhaven Campus, providing students with a pathway into degree programs at that UOW campus.
- > The Special Tertiary Entrance Program (STEP) to UOW program, designed as a pathway for students who have experienced some type of disadvantage in years 11 or 12, enrolled 50 students in 2007, all preparing for undergraduate

**Figure 6.0: Country of Origin of Students at UOWD 2007**



Source: University of Wollongong in Dubai (UOWD) data as at March 2008

studies at UOW Wollongong Campus.

- > Student academic achievements remained strong in 2007. A tracking report showed that WCA students academically performed as well as or better than the 'all UOW student cohort' in nearly all areas.

During 2007, Wollongong College Auckland continued to struggle to attract the targeted number of students within the very competitive New Zealand education market, which focuses heavily on international student recruitment from China. At the end of 2007, the Auckland College had 110 students enrolled, the majority in the Diploma of Business programme.

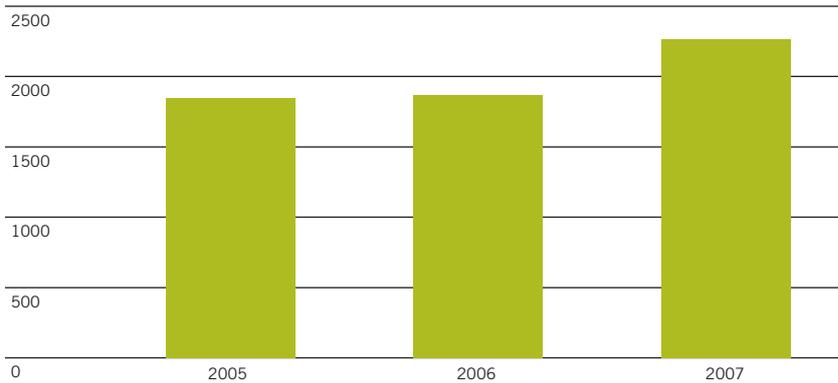
## UNIADVICE

In 2007, UniAdvice provided a range of services for UOW and Wollongong College Australia under service level agreements. Services included international and domestic student recruitment, alumni and community engagement, scholarships and fundraising.

In 2007, the number of international onshore commencing students increased by 4.85% in 2007 (as against 2006 commencing internationals), primarily due to continued growth in enrolments from China and India and a significant increase in Saudi Arabian enrolments.

UniAdvice achieved its targets for domestic student recruitment with approximately 4,000 main round offers being made, including 2,727 Universities Admission Centre (UAC) offers to school leavers. UOW received more NSW and ACT school leaver first preferences than ever before and received a greater proportion of preferences from students with a higher University Admissions Index (UAI) than in previous years.

Figure 7.0: Student Enrolments at WCA



Source: UOW data as at March 2008

The Customer Relationship Management (CRM) system continued to provide a streamlining of customer services processes within the Service Centre. The system now features online forms for event bookings, acceptance or deferral of offers, etc., and broadcasts can now be sent using HTML branded templates.

Following the 2006 Alumni Census, Career Ahead, a mentored interview program was piloted in the Faculty of Commerce, enabling penultimate and final year Commerce students to participate in mock interviews. The event was extremely successful and will be expanded in 2008.

Fundraising had a very successful year. Education graduates donated over \$4,000 towards the establishment of an equity scholarship and alumni donated over \$28,000 to the University to support research and equity scholarships.

The 2007 Annual Appeal concentrated its support on research in the Eastern Dementia Research Training Centre and equity scholarships for students in financial need, with the average gift rate from donors increasing from previous years to over \$100. Philanthropic gifts totalled over \$185,000 in 2007, with an additional \$70,000 in outstanding pledges still to be made to UOW. New donors joined the program and externally-funded scholarships totalled over \$750,000.

Branding continued to strengthen in 2007 with the key activities including the 'WOW' campaign for domestic recruitment activities, completion of the International Recruitment DVD, development of the corporate publication 'In Profile', and development of the UOW Brandbook slated for release in the first quarter of 2008.



At the UniBar

## WOLLONGONG UNICENTRE LTD

Wollongong UniCentre Ltd (UniCentre) is a company limited by guarantee. In 2007, the UniCentre provided retail, catering, child care services, entertainment, student activity programs and support.

The UniCentre's core mission is:

*Creating services, spaces and activities that enhance the University experience.*

Key initiatives in 2007 included:

- > The 2007 VIP Membership program to support voluntary membership was well received (the program included membership of the local 'Rewards Club' with substantial local discounts). VIP Membership for the year exceeded 30% of the target population (target 35%).
  - > The South Coast Workers Childcare Centre, a not-for-profit childcare centre located in Wollongong, was acquired.
  - > The Centre for Student Development ran many student focused programs, the particular highlight being Black Opal Phase 3 Students organising the 'Students 4 Students' Leadership Conference.
  - > Kids Uni and OOSH (Out of School Hours Care) achieved the highest level of 'Quality Accreditation'.
  - > UniCentre Clubs and Societies saw a large increase in the number of affiliated clubs. In November 2007 there were 65 Clubs and Societies affiliated. That is an increase of 55% from 2006.
  - > The Customer Service Index survey report indicated an overall improvement for UniCentre from 80 to 81 (target 75).
- UniCentre was successful in receiving Commonwealth Grants for 'Small Business Establishment on Campus' for:
- > A Medical Hub (Optometrist, Doctor, Dentist and Pharmacist) to the value of \$670,000
  - > Shoalhaven Campus Food and Beverage Service to the value of \$105,000
  - > Library Café to the value of \$180,000
  - > Commercial internet provision (partnership with Accommodation Services) to the value of \$40,500.



Artist's impression of proposed URAC indoor sports facility

## UNIVERSITY RECREATION & AQUATIC CENTRE LTD

### OBJECTIVES FOR 2007:

#### IMPROVE COMMERCIAL RETURNS AND REDUCE OPERATIONAL SUBSIDIES

Operational income was below target but significant capital funds were secured (\$6.6 million) that will see major construction in 2008 and expanded facilities and services from 2009. Health and fitness programs, holiday sports camps and conference servicing (predominately through the Novotel) have expanded significantly, but ovals and aquatics still remained heavily subsidised services.

#### FOCUS ON CUSTOMER RELATIONSHIP-BUILDING MEASURES

URAC began its first external analysis of customer satisfaction and needs analysis through a professional, verifiable survey, and small focus group discussion. URAC also employed a part-time membership co-ordinator, and embarked on long-term customer service workshops and training with the Zento group.

#### BUILD ON COMMUNITY PARTNERSHIPS AND INVOLVEMENT AT ALL LEVELS

External group visits to the Centre remained very high, with major professional teams as well as schools, NSW Institute of Sport (NSWIS) athletes and coaches, NSW Tennis, NSW/ACT AFL development, Austswim, local schools and many other groups.

#### DEVELOP SUSTAINABILITY THROUGH DIVERSIFICATION OF SERVICES AND INCOME

Medium term rental agreements were signed for rehabilitation and physiotherapy services, junior dance classes (NRG Dance Studio), rental office space, Coerver soccer and external swim school use, and potentially for a local AFL team to be based on campus.

#### COMPLETE THE INITIAL STAGES FOR THE URAC BUSINESS EXCELLENCE MODEL

Second stage of self assessment was successfully completed.

#### MAJOR CAPITAL AND OTHER WORKS COMPLETED:

- > LCD TV advertising now throughout the building
- > Main change areas refurbished, including new lockers
- > Expansion of gym facilities to Innovation Campus negotiated while also replacement of ageing equipment for the main campus for 2008
- > Major expansion of most popular group exercise classes with superior sound system installation in Sports Hall
- > CERM benchmarking study completed for sixth consecutive year with URAC performing well above norm for similar sized centres
- > CCTV video security surveillance was introduced
- > New pool thermal blankets purchased to reduce heat loss and operational expenses.

## APPENDIX A

**UOW FACULTY STRUCTURE****FACULTY OF ARTS**

School of English Literatures, Philosophy and Languages

School of Social Sciences, Media and Communication

School of History and Politics

**FACULTY OF COMMERCE**

School of Accounting and Finance

School of Economics

School of Management and Marketing

**GRADUATE SCHOOL OF BUSINESS****FACULTY OF CREATIVE ARTS**

School of Music and Drama

School of Art and Design

School of Journalism and Creative Writing

**FACULTY OF EDUCATION****FACULTY OF ENGINEERING**

School of Civil, Mining and Environmental Engineering

School of Engineering Physics

School of Mechanical, Materials and Mechatronic Engineering

**FACULTY OF HEALTH AND BEHAVIOURAL SCIENCES**

Division of Health and Behavioural Sciences

> School of Health Sciences

> School of Nursing, Midwifery and Indigenous Health

> School of Psychology

Graduate School of Medicine

**FACULTY OF INFORMATICS**

School of Computer Science and Software Engineering

School of Information Systems and Technology

School of Mathematics and Applied Statistics

School of Electrical, Computer and Telecommunications Engineering

**FACULTY OF LAW****FACULTY OF SCIENCE**

School of Biological Sciences

School of Chemistry

School of Earth and Environmental Sciences

# SENIOR UNIVERSITY OFFICERS

## CHANCELLOR

Mr Michael Codd AC, BEc (Hons) *Adel*

## DEPUTY CHANCELLOR

Ms Sue Chapman DipHlthAdmin *CSturt*, BA MBA *UOW*

## VICE-CHANCELLOR AND PRINCIPAL

Professor Gerard R Sutton AO, BE MEngSc *UNSW*, PhD *CUA*

## VICE-PRINCIPAL (ADMINISTRATION)

Mr Chris Grange BA *UNSW*, MCom *UOW*

## VICE-PRINCIPAL (OVERSEAS OPERATIONS) AND MANAGING DIRECTOR, ILLAWARRA TECHNOLOGY CORPORATION

Mr James Langridge BBus DipTech (Public Admin) *UTS*, DipTert Ed MEd (Admin) *UNE*, FAICD

## DEPUTY VICE-CHANCELLOR (ACADEMIC AND INTERNATIONAL)

Professor Rob Castle BEc MEc *Syd*

## DEPUTY VICE-CHANCELLOR (OPERATIONS)

Professor John Patterson DipPhysEd *STC*, MSc *Oregon*, MEd *Syd*, EdD *N Colorado*, FAICD

## DEPUTY VICE-CHANCELLOR (RESEARCH)

Professor Margaret Sheil BSc (Hons) PhD *UNSW*, FRACI (1 January – 16 August 2007)

## ACTING DEPUTY VICE-CHANCELLOR (RESEARCH)

Professor Lee Astheimer BSc (Hons) *Lakehead*, PhD *UCDavis* (17 August – 31 December 2007)

## PRO VICE-CHANCELLOR (RESEARCH)

Professor Lee Astheimer BSc (Hons) *Lakehead*, PhD *UCDavis*

## DEPUTY VICE-PRINCIPAL (FINANCE AND IT)

Mr Damien Israel BBus MAcc *CSU*, CPA (from 8 August 2007)

## DEAN OF FACULTY OF ARTS

Professor Andrew Wells BA (Hons) MA *Monash*, PhD *ANU*

## DEAN OF FACULTY OF COMMERCE

Professor Shirley Leitch BA, MA (Hons), PhD *Auckland*

## DEAN OF FACULTY OF CREATIVE ARTS

Professor Andrew Schultz BMus PhD *Qld*, MMus *London*

## DEAN OF FACULTY OF EDUCATION

Professor Barry Harper BSc DipEd *UNSW*, PhD *UOW* (1 January – 5 April 2007)

Professor Paul Chandler BSc (Hons) Dip Ed *Sydney* MSc PhD *UNSW* (30 April – 31 December 2007)

## DEAN OF FACULTY OF ENGINEERING

Professor Chris Cook BSc BE *Adel*, PhD *UNSW*

## EXECUTIVE DEAN OF FACULTY OF HEALTH AND BEHAVIOURAL SCIENCES

Professor Don Iverson BSc MSc PhD *Oregon*

## DEAN OF FACULTY OF HEALTH AND BEHAVIOURAL SCIENCES

Professor Patrick Crookes BSc (Nurs) *Leeds*, CertEd *York*, PhD *Hull*, RGN, RN

## FOUNDATION DEAN OF THE GRADUATE SCHOOL OF MEDICINE

Professor John Hogg AO, MBBS *Sydney*, FRCS Ireland, FRCS England, FRACS DDU Vascular

**DEAN OF FACULTY OF INFORMATICS**

Professor Joseph Chicharo BEng (Hons) PhD *UOW*, FIEAust, SMIEEE

**DEAN OF FACULTY OF LAW**

Professor Luke McNamara LLB *UNSW*, LLM *Manitoba*, PhD *UOW* (from 1 May 2007)

Associate Professor Damien Considine BA LLB *UNSW*, LLM *Syd*, (Acting Dean, 1 January – 30 April 2007)

**DEAN OF FACULTY OF SCIENCE**

Professor Rob Whelan BSc (Hons) *Flin*, PhD *UWA*

**DEAN OF THE GRADUATE SCHOOL OF BUSINESS**

Professor John J Glynn MA PhD *Kent*, MPhil *Exeter*, FCCA, FCPA

**DEAN OF STUDENTS**

Ms Yvonne Kerr DipPhysEd CertHealthEd MSc *Oregon*, MEd *Sydney*, FACHPER

**UNIVERSITY LIBRARIAN**

Ms Felicity McGregor BA DipLib *UNSW*, AALIA

**ACADEMIC REGISTRAR**

Dr David Christie BSc (Hons) PhD, *Sydney*

**DIRECTOR, BUILDINGS AND GROUNDS**

Mr Bruce Flint BBuild (Hons) *UNSW*, MBA *UOW*

**DIRECTOR, PERSONNEL SERVICES**

Mr John Steele BSocStud *Sydney*, Grad Dip HRM *CSU*

**DIRECTOR, RESEARCH SERVICES OFFICE**

Ms Sharon Hughes BSocSc *UNE*, MBA *UOW*

**GENERAL MANAGER, ACCOMMODATION SERVICES**

Mr Michael Gillmore

**GENERAL MANAGER, UNIADVICE**

Ms Robin Buckham BA DipEd *Sydney*, MCom *UOW*

**DIRECTOR, CEDIR**

Professor Sandra Wills BA DipEd TTC *Tas*, MEd *Monash*, FACS, FACCE

**DIRECTOR, EMPLOYMENT EQUITY AND DIVERSITY**

Ms Lynne Wright DipTeach *WIE*, DipLib *RMIE*

**DIRECTOR PLANNING SERVICES**

Aden Steinke BCom-Econ Med *UOW*

**LEGAL COUNSEL**

Ms Angela Taylor BA LLB (Hons) GDipLegPrac *UOW*

**INTERNAL AUDIT MANAGER**

Mr Kevin Yong BAcc (Hon) *Universiti Malaya*, CPA Australia, CA Malaysia

APPENDIX B

# UNIVERSITY COMMITTEE STRUCTURE

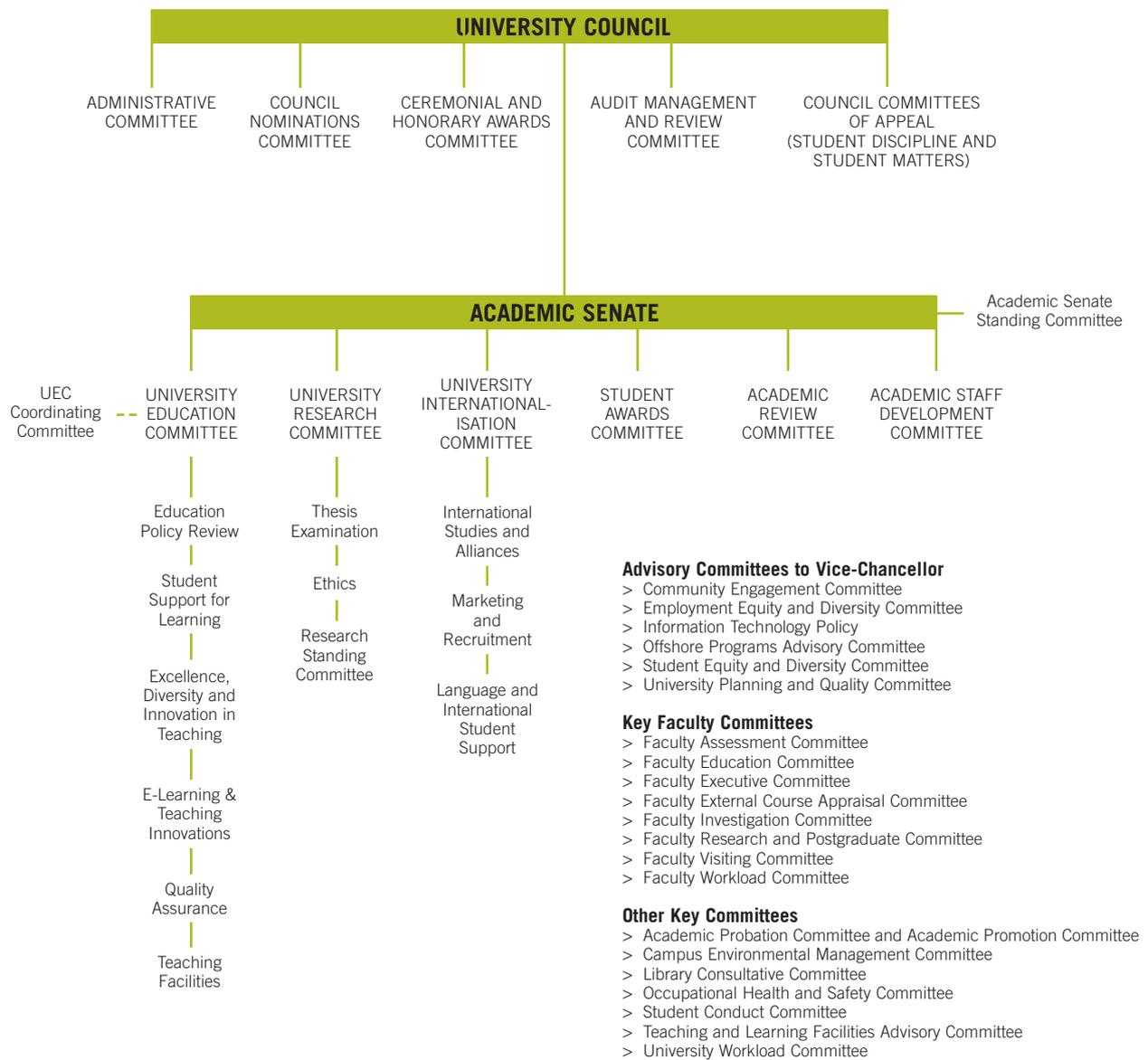


Figure 8.0: University Committee Structure 2007

## UNIVERSITY COUNCIL ROLE AND FUNCTION

Under the *University of Wollongong Act 1989*, the Council is the governing authority of the University. The Council acts for and on behalf of the University and controls and manages the University's affairs and concerns.

Section 16 (1B) and (1) of the Act states that, in exercising the University's functions the Council may:

- > monitor the performance of the Vice-Chancellor
- > oversee the University's performance
- > oversee the academic activities of the University
- > approve the University's mission, strategic direction, annual budget and business plan
- > oversee risk management and risk assessment across the University (including, if necessary, taking reasonable steps to obtain independent audit reports of entities in which the University has an interest but which it does not control or with which it has entered into a joint venture)
- > approve and monitor systems of control and accountability for the University (including in relation to controlled entities within the meaning of section 16A of the Act)
- > approve significant University commercial activities (within the meaning of section 21A of the Act)
- > establish policies and procedural principles for the University consistent with legal requirements and community expectations
- > ensure that the University's grievance procedures, and information concerning any rights of appeal or review conferred by or under any Act, are published in a form that is readily accessible to the public
- > regularly review its own performance (in light of its functions and obligations imposed by or under this or any other Act)
- > adopt a statement of its primary responsibilities
- > make available for members of the Council a program of induction and of development relevant to their role as such a member
- > provide such courses, and confer such degrees and award such diplomas and other certificates, as it thinks fit
- > appoint and terminate the appointment of academic and other staff of the University
- > borrow money within such limits, to such extent and on such conditions as to security or otherwise as the Governor on the recommendation of the Treasurer may approve
- > invest any funds belonging to or vested in the University
- > promote, establish or participate in (whether by means of debt, equity, contribution of assets or by other means) partnerships, trusts, companies and other incorporated bodies, or joint ventures (whether or not incorporated)
- > establish and maintain branches and colleges of the University, within the University and elsewhere
- > make loans and grants to students and
- > impose fees, charges and fines.
- > Section 16A of the Act also sets out Council functions in regard to controlled entities.
- > The Dean of Students
- > The University Librarian
- > The Director of the Centre for Educational Development and Interactive Resources
- > The Director of the Woolyungah Indigenous Centre
- > The Academic Registrar
- > The Director of Wollongong College Australia
- > Faculty nominated ex-officio positions

### Elected Members

- > The number of academic staff elected by and from each Faculty is determined by subtracting the Dean and Faculty nominated ex-officio positions for that Faculty from the number of allocated positions for that Faculty. Faculties must have at least 50% of their allocated positions available to elected members.
- > Two members elected by and from the Academic Services Division, which includes Woolyungah Indigenous Centre academic staff, Learning Development staff, Library staff and CEDIR educational consulting staff
- > One member elected by and from the Institute Directors
- > Six students elected by and from the students enrolled for a degree or diploma at the University: four undergraduate students and two postgraduate students

### Chair and Deputy Chair

- > Every two years, the Academic Senate must elect a Chair and a Deputy Chair from among the Professors and Associate Professors of the University. The term of office for the current Chair and Deputy Chair will conclude on 30 June 2008.

Council meets six times per year.

## ACADEMIC SENATE

### MEMBERSHIP

#### Ex-Officio Members

- > The Vice-Chancellor
- > The Deputy Vice-Chancellor (Academic & International)
- > The Deputy Vice-Chancellor (Operations)
- > The Deputy Vice-Chancellor (Research)
- > The Pro Vice-Chancellor (Research)
- > The Vice-Principal (Administration)
- > The Vice-Principal (Overseas Operations)
- > The Deans of Faculties

## SENATE COMMITTEES

### UNIVERSITY EDUCATION COMMITTEE

The University Education Committee (UEC) provides leadership in the development of policies and strategies aimed at achieving the University's objectives in teaching and learning.

The Committee consists of:

- > The Deputy Vice-Chancellor (Academic and International) who shall be Chair
- > The Dean of Students who shall be Deputy Chair
- > The Director of Information Technology Services
- > The Academic Registrar
- > The Chairs of each Faculty Education Committee
- > The Chair or Deputy Chair of the Academic Senate or nominee
- > Five senior academic (senior lecturer and above) members of staff appointed by the Academic Senate
- > A nominee of the University Research Committee
- > The Head of the Centre for Educational Development and Interactive Resources
- > The University Librarian or nominee
- > A person appointed by the Deputy Vice-Chancellor (Academic and International), in consultation with the Vice-Chancellor, who shall be the liaison officer for TAFE articulation agreements and the technical adviser on policies and procedures relating to course rules, admissions and conditions of prizes and scholarships for all coursework degrees
- > A nominee of the Wollongong University Postgraduate Association who is enrolled in a postgraduate diploma or degree at the University
- > A nominee of the Wollongong Undergraduate Student Association who is enrolled in a diploma or degree at the University

- > Additional members may be co-opted as required.

### UNIVERSITY INTERNATIONALISATION COMMITTEE

The University Internationalisation Committee (UIC) provides policy advice, goals and strategies for internationalisation within the University. The UIC Terms of Reference were revised in 2007.

The Committee consists of:

- > The Deputy Vice-Chancellor (Academic and International) who shall be Chair
- > The Chair of International Alliances Committee (IAC) who shall be Deputy Chair
- > The Chair of the International Student Experience Committee (ISEC)
- > The Deputy Chair of the Offshore Programs Advisory Committee (OPAC) and Director Transnational Programs Unit
- > The Academic Registrar
- > An Academic Senate Member (1)
- > The General Manager, UniAdvice
- > The Regulatory Affairs Manager
- > A student representative
- > Additional members may be co-opted as required.

### UNIVERSITY RESEARCH COMMITTEE

The University Research Committee (URC) is the central body for research management at the University. It has the responsibility of developing policies and procedures regarding research and overseeing their implementation. The URC Terms of Reference were revised in 2006.

The Committee consists of:

- > The Deputy Vice-Chancellor (Research) who shall be Chair
- > The Pro Vice-Chancellor (Research) who shall be Deputy Chair
- > The Deputy Chair of the University Research Standing Committee
- > The Chair of the Academic Senate
- > The Chairs of each Faculty Research Committee

- > The Dean of each Faculty
- > Directors of University Research Committee Research Strengths
- > The University Librarian or nominee
- > Two nominees of Deputy Vice-Chancellor (Academic and International) or University Internationalisation Committee
- > Two higher degree research students nominated by the Wollongong University Postgraduate Association
- > The Chair of the Thesis Committee
- > The Chair of the Ethics Policy Committee
- > Up to six additional members nominated by the Deputy Vice-Chancellor (Research).

## MEMBERSHIP AND ATTENDANCE 2007

UNIVERSITY COUNCIL	Meetings	
	attended	possible
<b>EX OFFICIO</b>		
<b>The Chancellor</b>		
Mr Michael Codd AC, BEc (Hons) <i>Adel</i>	6	6
<b>The Vice-Chancellor and Principal</b>		
Professor Gerard Sutton AO, BE MEng Sc <i>UNSW, PhD CUA</i>	6	6
<b>The Chairperson of the Academic Senate</b>		
Professor David Griffiths BSc <i>UNSW, DPhil Oxon</i>	6	6
<b>NSW MINISTERIAL NOMINEES</b>		
Mr George Edgar BSc <i>UNSW FAIM</i>	4	6
Ms Susan Browbank BSc <i>C Sturt, MPubHealth UOW, DipEd UNE</i> <sup>*</sup>	1	2
The Hon David Campbell MLA	3	6
Mr Noel Cornish BSc (Metallurgy) MEngEc <i>Newcastle</i>	3	6
Mr Kerry Kyriakoudes BLaws <i>Syd</i>	4	6
Mr Joe Scimone BEng GDipIR MBA <i>UOW</i>	5	6
<b>APPOINTED BY COUNCIL</b>		
<b>The Deputy Chancellor</b>		
Ms Sue Chapman DipHealthAdmin <i>C Sturt, BA MBA UOW</i>	6	6
Mr Peter Fitzgerald BCom <i>UOW FCA</i>	6	6
Dr Brian Hickman BSc MSc DSc <i>Melb</i>	5	6
<b>ELECTED BY THE STUDENTS OF THE UNIVERSITY</b>		
Mr John Adams BEc <i>UNSW</i> <sup>*</sup>	2	3
Mr Zhenguo (Bernie) Huang BEng MEng <i>Northeastern University, China</i>	6	6
<b>ELECTED BY CONVOCATION</b>		
Ms Josie Castle BA (Hons) <i>Syd, MA Warwick</i>	6	6
Ms Kerrie Christian BMet <i>UOW</i>	4	6
<b>ELECTED BY THE FULL TIME ACADEMIC STAFF OF THE UNIVERSITY</b>		
Professor Tony Hulbert BSc PhD DSc <i>UNSW</i>	5	6
Ms Nadia Verrucci BA (Hons), DipEd, MCom (Hons) <i>UOW</i>	4	6
<b>ELECTED BY THE FULL TIME GENERAL STAFF OF THE UNIVERSITY</b>		
Ms Lynne Wright DipTeach <i>Woll College, GradDip School Librarianship Riverina-Murray Inst of Higher Ed</i>	3	6
<b>ELECTED BY COUNCIL</b>		
Ms Elizabeth Larbalestier <sup>*</sup>	2	3

<sup>\*</sup> Ms Browbank was granted leave of absence for four Council meetings in 2007

<sup>\*</sup> Ms Larbalestier replaced Mr Adams on Council from August 2007

## COUNCIL COMMITTEE ATTENDANCE 2007

ADMINISTRATIVE COMMITTEE	Meetings	
	attended	possible
Ms Sue Chapman (Chair)	5	5
Mr John Adams <sup>*</sup>	2	2
Ms Kerrie Christian	4	5
Mr Zhenguo (Bernie) Huang <sup>*</sup>	3	3
Mr Kerry Kyriakoudes	5	5
Mr Joe Scimone	4	5
Professor Gerard Sutton	3	5
Ms Lynne Wright	5	5
<sup>*</sup> Mr Huang replaced Mr Adams from the July meeting onwards		
<b>AUDIT MANAGEMENT &amp; REVIEW COMMITTEE</b>		
		Meetings
		attended possible
Mr Peter Fitzgerald (Chair)	4	4
Dr Brian Hickman	4	4
Mr George Edgar	3	4
Mr Noel Cornish	4	4
Professor John Patterson	3	4
<b>CEREMONIAL &amp; HONORARY AWARDS COMMITTEE</b>		
		Meetings
		attended possible
Mr Michael Codd AC (Chair)	2	2
Professor David Griffiths	2	2
Mr Joe Scimone	2	2
Professor Gerard Sutton	2	2
Professor Rob Whelan	2	2
<b>COUNCIL NOMINATIONS COMMITTEE</b>		
		Meetings
		attended possible
Mr Michael Codd AC (Chair)	1	1
Ms Sue Chapman	1	1
Professor Gerard Sutton	1	1
Mr Noel Cornish	1	1
Mr Joe Scimone	1	1
<b>COUNCIL INNOVATION CAMPUS OVERSIGHT COMMITTEE</b>		
		Meetings
		attended possible
Ms Sue Chapman (Chair)	4	4
Mr Noel Cornish	3	4
Mr Peter Fitzgerald	4	4
Mr Chris Grange	4	4
Professor Margaret Sheil	2	2
Professor Gerard Sutton	3	4

APPENDIX C

# FREEDOM OF INFORMATION STATISTICS 2007

## SECTION A - NEW FOI APPLICATIONS

	Personal	Other	Total
A1 New	3	15	18
A2 Brought forward	0	0	0
<b>A3 Total to be processed</b>	<b>3</b>	<b>15</b>	<b>18</b>
A4 Completed	2	13	15
A5 Discontinued	0	0	0
<b>A6 Total processed</b>	<b>2</b>	<b>13</b>	<b>15</b>
A7 Unfinished (carried forward)	1	2	3

## SECTION B - DISCONTINUED APPLICATIONS

	Personal	Other	Total
B1 Request transferred out to another agency (s. 20)	0	0	0
B2 Applicant withdrew request	0	0	0
B3 Applicant failed to pay advance deposit (s. 22)	0	0	0
B4 Applicant failed to amend a request that would have been an unreasonable diversion of resources to complete (s. 25(1)(a1))	0	0	0
<b>B5 Total discontinued</b>	<b>0</b>	<b>0</b>	<b>0</b>

## SECTION C - WHAT HAPPENED TO COMPLETED REQUESTS

	Personal	Other	Total
C1 Granted or otherwise available in full	1	2	3
C2 Granted or otherwise available in part	2	7	9
C3 Refused	0	1	1
C4 No documents held	0	2	2
<b>C5 Completed</b>	<b>3</b>	<b>12</b>	<b>15</b>

## SECTION D - APPLICATIONS GRANTED OR OTHERWISE AVAILABLE IN FULL

	Personal	Other	Total
All documents requested were:			
D1 Provided to the applicant	1	3	4
D2 Provided to the applicant's medical practitioner	0	0	0
D3 Available for inspection	0	0	0
D4 Available for purchase	0	0	0
D5 Library material	0	0	0
D6 Subject to deferred access	0	0	0
D7 Available by a combination of any of the reasons listed in D1-D6 above	0	0	0
<b>D8 Total granted or otherwise available in full</b>	<b>1</b>	<b>3</b>	<b>4</b>

## SECTION E - APPLICATIONS GRANTED OR OTHERWISE AVAILABLE IN PART

	Personal	Other	Total
Documents made available were:			
E1 Provided to the applicant	1	6	7
E2 Provided to the applicant's medical practitioner	0	0	0
E3 Available for inspection	0	0	0
E4 Available for purchase	0	0	0
E5 Library material	0	0	0
E6 Subject to deferred access	0	0	0
E7 Available by a combination of any of the reasons listed in E1-E6 above	0	1	1
<b>E8 Total granted or otherwise available in part</b>	<b>1</b>	<b>7</b>	<b>8</b>

## SECTION F - REFUSED APPLICATIONS

	Personal	Other	Total
F1 Exempt	0	0	0
F2 Deemed refused	0	3	3
<b>F3 Total refused</b>	<b>0</b>	<b>3</b>	<b>3</b>

## SECTION G - EXEMPT DOCUMENTS

	Personal	Other	Total
G1 Documents affecting personal affairs (Clause 6)	0	8	8
G2 Documents affecting law enforcement and public safety (Clause 4)	1	0	1
<b>G3 Total applications including exempt documents</b>	<b>1</b>	<b>8</b>	<b>9</b>

\* exemptions shown above indicate the first exemption exercised in a determination, as directed by the NSW Ombudsman's FOI Manual. Other exemptions may have been used in the same determination.

## SECTION H - MINISTERIAL CERTIFICATES

H1 Ministerial Certificates issued	0		
------------------------------------	---	--	--

## SECTION I - FORMAL CONSULTATIONS

I1 Number of requests requiring formal consultations	7		
I2 Number of persons formally consulted	16		

## SECTION J - AMENDMENT OF PERSONAL RECORDS

J1 Agreed in full	0		
J2 Agreed in part	0		
J3 Refused	0		
<b>J4 Total</b>	<b>0</b>		

**SECTION K - NOTATION OF PERSONAL RECORDS**

K1	Applications for notation	0		
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**SECTION L - FEES AND COSTS**

		Assessed Costs	Fees Received	
L1	All completed applications	\$550	\$420	

**SECTION M - FEE DISCOUNTS**

		Personal	Other	Total
M1	Processing fees waived in full	0	1	1
M2	Public interest discounts	0	0	0
M3	Financial hardship discounts pensioner or child	0	0	0
M4	Financial hardship discounts - non profit organisation	0	0	0
<b>M5</b>	<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>

**SECTION N - FEE REFUNDS**

N1	Number of fee refunds granted as a result of significant correction of personal records	0		
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**SECTION O - DAYS TAKEN TO COMPLETE REQUEST**

		Personal	Other	Total
O1	0–21 days – statutory determination period	1	9	10
O2	22–35 days – extended statutory determination period for consultation or retrieval of archived records	1	4	5
O3	Over 21 days – deemed refusal where no extended determination period applies	0	0	0
O4	Over 35 days – deemed refusal where extended determination period applies	0	0	0
<b>O5</b>	<b>Total</b>	<b>2</b>	<b>13</b>	<b>15</b>

**SECTION P - PROCESSING****TIME: HOURS**

		Personal	Other	Total
P1	0–10 hours	0	4	4
P2	11–20 hours	1	7	8
P3	21–40 hours	0	2	2
P4	Over 40 hours	1	0	1
<b>K4</b>	<b>Total</b>	<b>2</b>	<b>13</b>	<b>15</b>

**SECTION Q - NUMBER OF REVIEWS**

Q1	Internal reviews	0		
Q2	Ombudsman reviews	0		
Q3	ADT reviews	0		

**SECTION R - RESULTS OF INTERNAL REVIEWS**

Original Agency Decision

		Upheld	Varied	Upheld
R1	Access refused	0	0	0
R2	Access deferred	0	0	0
R3	Exempt matter deleted from documents	0	0	0
R4	Unreasonable charges	0	0	0
R5	Failure to consult with third parties	0	0	0
R6	Third parties views disregarded	0	0	0
R7	Amendment of personal records refused			
<b>R8</b>	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

# EMPLOYMENT EQUITY AND DIVERSITY STATISTICS 2007

## 3.1 TRENDS IN THE REPRESENTATION OF EEO TARGET GROUPS IN %.

2006 data is as at the census date of March 2007. Data source: UOW data.

### 3.1.1 ALL STAFF

EEO target group	Benchmark or target	% of Total Staff			
		2003	2004	2005	2006
Women	50	49	47	48	49
Aboriginal people & Torres Strait Islanders	2	1.3	1.2	1.5	1.5
People whose first language was not English	19	21	22	22	21
People with a disability	12	8	8	8	7
People with a disability requiring work-related adjustment	7	3.2	3	3.1	2.5

### 3.1.2 ACADEMIC STAFF

EEO target group	Benchmark or target	% of Academic Staff			
		2003	2004	2005	2006
Women	50	34	35	36	38
Aboriginal people & Torres Strait Islanders	2	1	0.7	1	1
People whose first language was not English	19	25	27	29	30
People with a disability	12	10	10	9	9
People with a disability requiring work-related adjustment	7	4	4.6	3.8	4

### 3.1.3 GENERAL STAFF

EEO target group	Benchmark or target	% of General Staff			
		2003	2004	2005	2006
Women	50	60	57	60	59
Aboriginal people & Torres Strait Islanders	2	1.9	1.7	2	2.3
People whose first language was not English	19	20	18	17	18
People with a disability	12	7	7	8	7
People with a disability requiring work-related adjustment	7	2.4	2	2.6	2

## 3.2 TRENDS IN THE DISTRIBUTION OF EEO TARGET GROUPS

A Distribution Index of 100 indicates that the centre of the distribution of the EEO Group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

### 3.2.1 ACADEMIC STAFF

EEO target group	Benchmark or target	Distribution Index			
		2003	2004	2005	2006
Women	100	82	82	80	80
Aboriginal people & Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	92	95	90	91
People with a disability	100	108	110	116	119
People with a disability requiring work-related adjustment	100	114	116	117	122

### 3.2.2 GENERAL STAFF

EEO target group	Benchmark or target	Distribution Index			
		2003	2004	2005	2006
Women	100	80	83	89	87
Aboriginal people & Torres Strait Islanders	100	n/a	n/a	n/a	50
People whose first language was not English	100	83	91	92	94
People with a disability	100	104	96	104	102
People with a disability requiring work-related adjustment	100	105	n/a	115	n/a

## APPENDIX D

**ACADEMIC PROMOTIONS 2007****PROMOTED TO PROFESSOR**

Dr Brian Martin	School of Social Sciences, Media and Communication, Faculty of Arts
Dr Brian Ferry	Faculty of Education
Dr Fazel Naghdy	School of Electrical, Computer and Telecommunications Engineering, Faculty of Engineering
Dr Paul Else	School of Health Sciences, Faculty of Health and Behavioural Sciences
Dr Sandra Jones	School of Health Sciences, Faculty of Health and Behavioural Sciences
Dr Patrick Heaven	School of Psychology, Faculty of Health and Behavioural Sciences
Dr Song-Ping Zhu	School of Mathematics & Applied Statistics, Faculty of Informatics
Dr William Buttemer	School of Biological Sciences, Faculty of Science

**PROMOTED TO PRINCIPAL FELLOW**

Dr Guoxiu Wang	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Alison Ung	School of Chemistry, Faculty of Science

**PROMOTED TO ASSOCIATE PROFESSOR**

Dr Timothy Scrase	School of Social Sciences, Media and Communication, Faculty of Arts
Dr Gary Noble	School of Management and Marketing, Faculty of Commerce
Dr Pauline Harris	Faculty of Education
Dr Karen Malone	Faculty of Education
Dr Brett Lemass	School of Civil, Mining and Environmental Engineering, Faculty of Engineering
Dr Alexey Pan	School of Engineering Physics, Faculty of Engineering
Dr Andrzej Calka	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Tim Coltman	School of Information Systems and Technology, Faculty of Informatics
Dr Mark Dowton	School of Biological Sciences, Faculty of Science

**PROMOTED TO SENIOR FELLOW**

Dr Stephen van Duin	Faculty Office, Faculty of Engineering
Dr David Wexler	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Jun Chen	Intelligent Polymer Research Institute, Faculty of Science

**PROMOTED TO SENIOR LECTURER**

Dr Georgine Clarsen	School of History and Politics, Faculty of Arts
Dr Ben Maddison	School of History and Politics, Faculty of Arts
Dr Julia Martinez	School of History and Politics, Faculty of Arts
Dr Brian Yecies	School of Social Sciences, Media and Communication, Faculty of Arts
Dr Mary Zournazi	School of Social Sciences, Media and Communication, Faculty of Arts
Dr Jane Andrew	School of Accounting and Finance, Faculty of Commerce

Dr Anura De Zoysa	School of Accounting and Finance, Faculty of Commerce
Dr Elias Sanidas	School of Economics, Faculty of Commerce
Dr Mike Clements	School of Management and Marketing, Faculty of Commerce
Dr Penelope Harris	School of Art and Design, Faculty of Creative Arts
Ms Jacky Redgate	School of Art and Design, Faculty of Creative Arts
Dr Roselyn Dixon	Faculty of Education
Dr Phil Fitzsimmons	Faculty of Education
Dr Lisa Kervin	Faculty of Education
Dr Julie Kiggins	Faculty of Education
Dr Long Nghiem	School of Civil, Mining and Environmental Engineering, Faculty of Engineering
Dr Michael Lerch	School of Engineering Physics, Faculty of Engineering
Dr Alexey Pan	School of Engineering Physics, Faculty of Engineering
Dr Martin Gold	Graduate School of Business
Dr Ghassan Beydoun	School of Information Systems and Technology, Faculty of Informatics
Dr Ping Yu	School of Information Systems and Technology, Faculty of Informatics
Dr Carolyn Dillon	School of Chemistry, Faculty of Science
Dr Marc in het Panhuis	School of Chemistry, Faculty of Science
Ms Robbie Collins	Shoalhaven Campus

## PROMOTED TO FELLOW

Dr Philip Whitten	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Guergana Guerova	School of Chemistry, Faculty of Science
Dr Minyan Tang	School of Chemistry, Faculty of Science
Dr Rao Yepuri	School of Chemistry, Faculty of Science

## PROMOTED TO LECTURER

Dr Zeenobiyah Hannif	School of Management and Marketing, Faculty of Commerce
Dr Anne Vo	School of Management and Marketing, Faculty of Commerce
Mr Marcus O'Donnell	School of Journalism and Creative Writing, Faculty of Creative Arts
Ms Meeta Chatterjee Padmanabhan	Student Services
Dr Celeste Rossetto	Student Services

## APPENDIX E

**MAJOR WORKS**

	<b>Cost</b>	<b>Completion</b>
Building 38 (Business School) Lecture Theatre refurbishment	\$712,000	Completed February 2007
Moss Vale Education Centre	\$2,500,000	Completed April 2007
Central Square Landscape upgrade	\$1,000,000	Completed December 2007
Anatomy Laboratory refurbishment and upgrade	\$2,400,000	Completed June 2007
Ecological Research Facility	\$6,000,000	Construction proceeding, due for completion mid-2008
Library extension and refurbishment	\$8,900,000	Completed December 2007
Building 8 (Mechanical Engineering) refurbishment	\$3,500,000	Completed December 2007
School of Nursing Building, Shoalhaven Campus	\$3,000,000	Construction proceeding, due for completion mid-2008
iC Central Building, Innovation Campus	\$27,000,000	Construction proceeding, due for completion May 2008
Institute for Innovative Materials Building, Innovation Campus	\$28,000,000	Construction proceeding, due for completion June 2008
Transnational Crime Building, Innovation Campus	\$13,000,000	Construction proceeding, due for completion October 2008

**LAND DISPOSAL**

The University did not dispose of any property in 2007.

# UNIVERSITY AND SUBSIDIARIES FINANCIAL PERFORMANCE

## INTRODUCTION

The financial statements for the University of Wollongong consolidated group for the year ended 31 December 2007 follow. These represent the consolidated accounts for the University of Wollongong (UOW) and its controlled entities:

- > Illawarra Technology Corporation Ltd (ITC)
- > Wollongong UniCentre Ltd (UniCentre)
- > University of Wollongong Recreation & Aquatic Centre Ltd (URAC)

## CONSOLIDATED OPERATING RESULT OVERVIEW

The operating result for the year for the UOW and its subsidiaries was a surplus of \$9.085. This consisted of surpluses recorded by the UOW: \$7.998M and the ITC: \$2.331M, offset by deficits for the UniCentre: \$0.261M and the URAC: \$0.983M.

The surplus for the consolidated University group for the year represented 2.6% of total revenue (excluding Deferred government superannuation contributions). The surplus for 2007 as a percentage of revenue has decreased from 2006 due to the receipt of significant Australian Government capital grants in that year. The result for 2007 reflects a more standard operating environment however several matters should be taken into consideration:

- > Revenue items impacting on the result:
  - Grant funds of \$2.5M were received in relation to the Capital Development Pool program. These funds were for construction of the Nursing program building at the Shoalhaven Campus;
  - A total of \$4.05M received for the Voluntary Student Unionism Transition Fund. Of this \$3.88M remained unspent at year end. These funds were received by the University and partly offset

the reduced income from the Compulsory Service Charge. Whilst these altered funding arrangements had minimal impact on the consolidated entities result, the reduced CSG contributed to the loss for University of Wollongong Recreation & Aquatic Centre Ltd and Unicentre;

- Targeted Commonwealth funding was received in 2007 and remained partially unspent at the end of the year - including \$2.55M from the Teaching & Learning Performance program, \$0.302M from the Workplace Productivity Program and \$0.773M from the Collaboration & Structural Reform Program;
- Research funds of \$1.189M, which are committed for use in the 2008 year, also contributed to the headline surplus.
- > In contrast, Expense items impacting on the result :
  - Closure of the Wollongong College operations in Auckland in 2007 .This reduced the consolidated result by \$2.5M in 2007, (\$3.1M in 2006);
  - 2007 was the first year of operation of the Graduate School of Medicine (GSM). Consistent with the GSM's strategic financial plan, it will move to break even in 2010 when its student load achieves its maximum.

## STATE SUPERANNUATION SCHEMES

Both expenses and revenues are distorted by an unusual item for deferred income and deferred expense of \$9.006M (\$18.517M in 2006). This relates to actuarially assessed changes in the liability of State Superannuation Schemes for University employees. In 2007, the unfunded liability for the State Superannuation Scheme reduced by \$10.714, whilst prepaid contributions for the State Authorities Superannuation Scheme increased by \$1.709M. These transactions have a nil effect on the operating result for 2007.

The unfunded liability is matched by an asset based on future funding expected from the Commonwealth government in accordance with the Higher Education Funding Act 1988 (as amended).

## CONSOLIDATED INCOME ANALYSIS

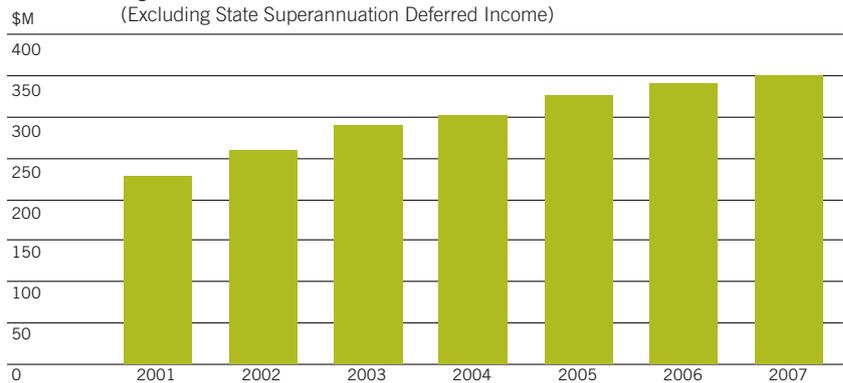
Excluding deferred income for the State Superannuation Schemes, income totalled \$350.612, an increase of 2.8% in comparison to the 2006 year. Excluding one off specific capital grants received in 2006 (\$21.365M), the overall increase was 9.6%. This increase was driven by a number of revenue lines:

- > Commonwealth Grants Scheme revenue increased by \$8.174M (12.6%) compared to 2006. In 2007, the UOW had 8,825 fully funded student places compared to 8,444 in 2006;
- > HECS HELP revenue increased by \$5.029 (13.5%) driven by increased student numbers and the growing pipeline of a 25% increase in contribution rates approved by Council for the 2006 year;
- > Fee-paying overseas student income increased by \$6.316M (7.6%). International onshore fee-paying student load fell from 3,280 EFTSL in 2006 to 3,207 EFTSL in 2007, a reduction of 2.2%. Conversely, international students studying offshore grew by 394 EFTSL (30.4%);
- > Consultancy & contract research income increased by \$2.788M (21.0%). This reflects favourably on the University's strategy to invest in commercial research development.

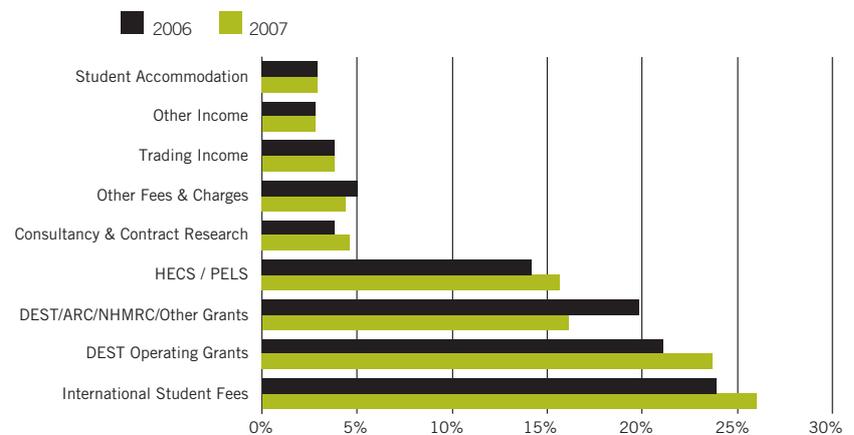
The pattern of income growth since 2001 is illustrated in the Figure 9.1. The impact of deferred income for the State Superannuation Schemes has been excluded to assist in comparisons from year to year.

A different perspective of income is provided by analysis of income sources derived by the University. Figure 9.2 highlights the changes in revenue sources for 2007 in comparison to 2006.

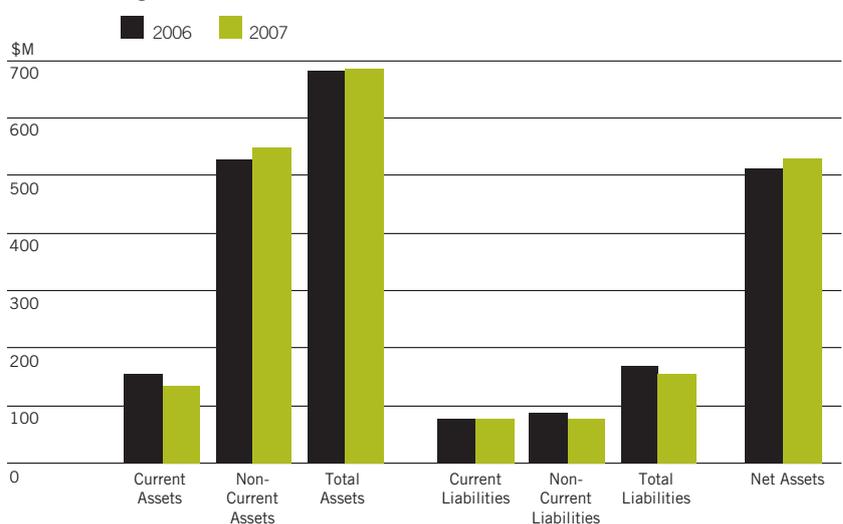
**Figure 9.1: Consolidated Income - 2001 to 2007**  
(Excluding State Superannuation Deferred Income)



**Figure 9.2: Changes in Revenue Sources**



**Figure 9.3: UOW Consolidated Balance Sheet 2006/2007**



## CONSOLIDATED EXPENSE ANALYSIS

After excluding the Deferred Government Superannuation Scheme item, expenses totalled \$339.110M and grew by 8.1% in comparison to 2006.

Employee related expenses increased by \$20.358M or 11.48%. The overall increase reflects various factors including natural growth such as promotions and reclassifications as well as pay increases awarded to UOW staff on 1 March 2007 (3%) and 1 October 2007 (2%). Total employee expense increases were also driven by staff appointed for the Graduate School of Medicine and by the appointment of several highly cited researchers (particularly in mathematics and statistics).

Depreciation & amortisation expenses decreased by \$3.067M or 12.02%. This variation is not unexpected and reflects a change in accounting policy in 2006 in relation to capitalisation thresholds. The change in policy in 2006 resulted in a write down of assets with a resultant once off increase in depreciation in that year.

Repairs & Maintenance expenses increased by \$1.793M or 19.13%. This reflects the University's continuing investment in maintaining a high standard of infrastructure and facility.

Borrowing costs reduced by \$0.61M consistent with the reduction in debt during the year.

Other expenses increased by \$6.475M or 6.5%. Material variations in expense items include:

- > Scholarships & Prizes increased by \$1.585M (14.33%);
- > Contract payments increased by \$2.165M (41.8%). Expenditure on minor building refurbishments and refits, not classified as repairs or maintenance, was the main reason for this increase;
- > Utilities expenses increased by \$1.4M (45.25%). This reflects growing infrastructure and increased base prices for utilities such as gas, water and electricity;
- > These major increases were partially offset by decreases in Subscription costs and Fees, which in 2006 included costs in relation to the Innovation Campus development.

## CONSOLIDATED BALANCE SHEET

Demonstrated in Figure 9.3, Net Assets for the consolidated University group grew by \$16.153M. This is a result of an increase in Total Assets by \$5.335M and a decrease in Total Liabilities by \$10.818M.

The net change in Total Assets is comprised of a \$21.01M decrease in Current Assets offset by a \$26.29M increase in Non-Current Assets. Within Current Assets the key changes were a decrease in Cash (\$9.35M) and Held-to-maturity investments (\$14.73M). These decreases are a result of planned investments in capital developments funded from reserves during 2007 and are reflected in the increase in the Property Plant and Equipment (\$32.87M) item within Non-Current Assets. These capital developments include the extension and upgrade to the Library and works in progress on the Innovation Campus. The other significant change within Non-Current Assets is the decrease in Trade and Other Receivables of \$12.17M. This decrease substantially reflects a reduction in the actuarial assessment of the amount due from the Australian Government for the Universities Deferred Contribution for Superannuation.

Current Liabilities reduced by \$273K. Current loan debt was reduced by \$1.56M and Other Liabilities fell by \$1.227M – this consists mainly of Income in Advance for prepaid HECS from domestic students. Off-setting these reductions in liabilities were increased provisions for employees' annual leave, \$0.748M, and long service leave, \$1.337M.

Non Current Liabilities decreased by \$10.788M. Debt remained steady at \$14.1M, whilst provisions for employees' entitlements fell by \$10.691M with the major elements being an increase in Non-Current Long Service Leave of \$0.433M and an increase in the State Superannuation Scheme Liability of \$10.714M.

## RISK ANALYSIS

The Australian Government Department of Education, Employment and Workplace Relations (DEEWR) has determined a range of financial risk assessment benchmarks for universities. These benchmarks, analysed below, are included in the UOW's Institution Assessment Portfolio each year.

**Table 1.1** provides a comparison of 2007 results for the University to the DEEWR benchmarks for Operating Performance.

Revenue growth for the year achieved a medium risk rating, as did the variance in Australian Government Funding from the previous period. Both of these indicators are influenced by the receipt of significant Australian Government capital grants in 2006 (for the Graduate School of Medicine and Global Centre for Transnational Crime Prevention).

The proportion of revenue from overseas students grew from 24.4% in 2006, to 25.5% in 2007, placing the University in the high risk category for this indicator for 2007. This risk assessment however is balanced by growth in revenue from overseas students of 6.8%, placing the University in the low risk category for this indicator.

**Table 1.2** provides a risk assessment for the University's cash flow and capital management activities.

The cash flow adequacy ratio provides an indication of the University's ability to generate cash flows from operating activities. This indicator has moved marginally into the medium risk area.

As expected the capital expenditure to depreciation ratio and capital expenditure to income ratio returned low risk thresholds, reflecting the University's commitment to improving and developing infrastructure in 2007.

**Table 1.3** analyses the University's risk profile in terms of liquidity and financial stability and reflects a continuing low risk assessment for the University in these areas.

The University's cash and investments remain in the low risk threshold despite decreasing slightly from the previous year. This is a result of funding major capital projects from existing reserves and is affirmed by the slight fall in the current ratio.

The debt service ratio has improved, reflecting reduced borrowing repayment commitments in 2007. Total debt for the University reduced from \$15.7 million in 2006 to \$14.1 million in 2007.

**TABLE 1.1: OPERATING PERFORMANCE**

	2007 Value	2006 Value
Revenue growth or decline for the year	2.7%	7.2%
Proportion of total Australian Government Funding	54.7%	54.5%
Variance in Australian Government Funding from previous period	0.3%	23.8%
Proportion of overseas student fees	26.0%	24.4%
Growth in revenue from overseas student fees	8.7%	-4.0%
Consecutive Deficits recorded	0.0	0.0

**TABLE 1.2: CASHFLOW & CAPITAL MANAGEMENT**

	2007 Value	2006 Value
Cash flow adequacy	9.7%	10.6%
Capital expenditure to depreciation ratio	2.5	1.0
Capital expenditure to income ratio	16.3%	7.3%

**TABLE 1.3: FINANCIAL STABILITY & LIQUIDITY**

	2007 Value	2006 Value
No. of weeks income cash & investments is equivalent to	23.9	26.4
Current ratio - (Current assets:current liabilities)	1.7	2.0
Borrowings to equity ratio	2.7	3.0
Borrowings to capital expenditure	\$54,921	\$17,819
Debt Service cover ratio	11.72	5.25

### Risk Thresholds

Low	Medium	High
>5%	2% to 5%	<2%
<55%	55% to 65%	>65%
<0%	0% to 3%	>3%
<15%	15% to 25%	>25%
0% to 15%	15% to 25%	>25% or <0%
<1.0	1.0 to 2.0	>2.0
>10%	5% to 10%	<5%
>1.4	1.0 to 1.4	<1.0
>10%	5% to 10%	<5%
>8.0	4.0 to 8.0	<4.0
>1.0	0.75 to 1.0	<0.75
<7.0	7.0 to 10.0	>10.0
>0.0	-	<0.0
>1.5	1.1 to 1.5	<1.1

# UNIVERSITY FINANCIAL PERFORMANCE

The following commentary focuses on the financial performance of the University, excluding its controlled entities.

## INCOME STATEMENT

**Table 1** compares the University's actual revenues, expenses and operating result for 2007 to budget.

Excluding Deferred Government Superannuation Contributions revenues exceeded budget by \$27.494M for 2007. This was due mainly to grants from the Australian Government in excess of budget expectations including basic Commonwealth Grants Scheme funds (\$6.3M), Learning and Teaching Performance funds (\$5.42m), Capital Program funds (\$2.5M), VSU Transition Funds (\$4.17M) and Research Funds (\$6.4M). In addition revenue from fee paying overseas students was \$5.9M in excess of expectations and investments generated earnings \$2.19M more than anticipated.

Expenses before Deferred Government Superannuation Contributions exceeded budget by \$22.556M. The major contributing factors were higher than forecast Employee Expenses which has been discussed above within the Consolidated analysis. Other expenses were also higher than budget. The key influencing factors within this category included increased contributions to other organisations, equipment purchases not capitalised as a result higher capitalisation thresholds compared to last year, and an increase in scholarships, grants and prizes.

	Initial 2007 Budget \$000	2007 Actual \$000	Variance \$000
<b>TABLE 1</b>			
<b>Revenue from Continuing Operations</b>			
Australian Government Grants	113,832	136,154	22,322
NSW State & Local Financial Assistance	3,772	2,907	(865)
HECS-HELP - Australian Government Payments	43,782	42,290	(1,492)
FEE-HELP	4,165	2,717	(1,448)
HECS-HELP - Student Payments	9,800	10,505	705
Fees & Charges	76,061	82,259	6,198
Investment Income	1,692	3,885	2,193
Consultancy & Contract Research	15,227	16,021	794
Other Revenue	4,672	3,759	(913)
<b>Subtotal</b>	<b>273,003</b>	<b>300,497</b>	<b>27,494</b>
Deferred Government Superannuation Contributions	0	(9,006)	9,006
<b>Total Revenue from Continuing Operations</b>	<b>273,003</b>	<b>291,491</b>	<b>18,488</b>
<b>Expenses from Continuing Operations</b>			
Employee Benefits	157,543	167,652	(10,109)
Depreciation & Amortisation	21,472	20,016	1,456
Repairs & Maintenance	10,928	10,649	279
Bad & Doubtful Debts	200	0	200
Other	76,700	93,242	(16,542)
Finance Costs	3,100	940	2,160
<b>Subtotal</b>	<b>269,943</b>	<b>292,499</b>	<b>(22,556)</b>
Deferred Employee Benefits for Superannuation	0	(9,006)	9,006
<b>Total Expenses from Continuing Operations</b>	<b>269,943</b>	<b>283,493</b>	<b>(13,550)</b>
<b>Operating Result</b>	<b>3,059</b>	<b>7,998</b>	<b>4,939</b>

## BALANCE SHEET

**Table 2** provides a comparison of the University's budgeted balance sheet to the actual results for 2007.

Current Assets were \$30.130 under budget as at 31 December 2007. The key changes to expectations were within balances of cash and investments. Whilst Cash held at year end was \$21.23M higher than expected, Held to Maturity Investments were \$51.560 lower than anticipated. The primary reason for these variations was that anticipated borrowings were not received prior to year end and cash reserves were used to fund infrastructure developments, particularly at the Innovation Campus.

Non-Current Assets were below budget by \$74.915M. The two major factors influencing this were the change in liability for the State Superannuation Schemes which affected the estimate for non-current receivables, and building construction not proceeding as quickly as initially anticipated resulting in a lower than expected balance for Property, Plant & Equipment.

Current Liabilities exceeded budget by \$6.913M with the change in accounting treatment and classification for long service leave liability, not reflected in budget estimates, being the major cause for the variance. In contrast, debt did not grow as initially planned for 2007. The 2007 financial plan estimated that increased borrowings would be obtained to provide additional funds for the capital program. However, those borrowings are now expected to occur in 2008.

Non-Current Liabilities were below budget by \$125.242M. There are several reasons for this variation, including a large proportion of the provision for non-current long service leave being reclassified as a current liability as stated above, and estimated provisions for superannuation lower than expected. Additionally, borrowings did not occur as previously discussed hence Interest Bearing Liabilities were lower than expected.

	Initial 2007 Budget \$000	2007 Actual \$000	Variance \$000
<b>TABLE 2</b>			
<b>Current Assets</b>			
Cash & Cash Equivalents	8,000	29,230	21,230
Inventories	320	301	(19)
Receivables	25,864	23,446	(2,418)
Available for Sale Financial Assets	51,392	53,222	1,830
Held to Maturity Investments	55,772	4,212	(51,560)
Other Non-Financial Assets	4,000	4,807	807
<b>TOTAL CURRENT A SSETS</b>	<b>145,348</b>	<b>115,218</b>	<b>(30,130)</b>
<b>Non-Current Assets</b>			
Receivables	79,150	39,966	(39,184)
Available for Sale Financial Assets	54,138	57,945	3,807
Property, plant and equipment	476,930	431,590	(45,340)
Intangible Assets	0	913	913
Other Non-Financial Assets	9,219	14,108	4,889
<b>TOTAL NON-CURRENT A SSETS</b>	<b>619,437</b>	<b>544,522</b>	<b>(74,915)</b>
<b>TOTAL ASSETS</b>	<b>764,785</b>	<b>659,740</b>	<b>(105,045)</b>
<b>Current Liabilities</b>			
Payables	12,621	11,703	(918)
Interest Bearing Liabilities	4,388	0	(4,388)
Provisions	9,762	27,586	17,824
Other Liabilities	28,568	22,963	(5,605)
<b>TOTAL CURRENT LIABILITIES</b>	<b>55,339</b>	<b>62,252</b>	<b>6,913</b>
<b>Non-Current Liabilities</b>			
Interest Bearing Liabilities	79,248	14,100	(65,148)
Provisions	122,806	62,712	(60,094)
Other Liabilities	10,380	10,380	0
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>212,434</b>	<b>87,192</b>	<b>(125,242)</b>
<b>TOTAL LIABILITIES</b>	<b>267,773</b>	<b>149,444</b>	<b>(118,329)</b>
<b>NET ASSETS</b>	<b>497,012</b>	<b>510,296</b>	<b>13,284</b>
<b>EQUITY</b>			
Reserves	21,759	27,412	5,653
Retained Surplus	475,253	482,884	7,631
<b>TOTAL EQUITY</b>	<b>497,012</b>	<b>510,296</b>	<b>13,284</b>

## PAYMENT OF ACCOUNTS

**Table 3** has been prepared in accordance with New South Wales Treasury guidelines and provides details of the University's account payment performance for 2007:

Payment performance in the above table has been measured using the University's standard payment terms of 30 days from invoice date. The percentage of accounts paid on time is based on the number of accounts not their value. Aged accounts payable at each quarter end are not significant in comparison to the value of current invoices on hand.

**TABLE 3**

Quarter Ended:	31-Mar-07	30-Jun-07	30-Sep-07	31-Dec-07
	\$	\$	\$	\$
<b>Interest Paid due to late payment</b>	-	-	-	-
<b>Accounts Payable at month end</b>				
<b>Current</b>	1,782,493	1,104,302	1,305,202	1,818,161
<b>Between 30-60 days</b>	(105)	(12,960)	(887)	63,686
<b>Between 60-90 days</b>	(1,285)	149	(1,170)	(17,750)
<b>Between 90-120 days</b>	7,500	0	0	13,027
<b>Over 120 days</b>	(15,619)	(3,910)	(3,554)	7,716
<b>Total</b>	1,772,984	1,087,581	1,299,591	1,884,840

*\* Figures with brackets are outstanding credit notes that will be applied against future payments or for which refunds will be sought*

### Details of Accounts paid

Percent of accounts paid on time	61.1%	55.5%	65.2%	57.1%
Number of accounts paid on time	3,616	2,539	3,505	2,503
<b>Total number of accounts paid</b>	5,917	4,578	5,378	4,382

## RISK MANAGEMENT AND INSURANCE

The University has in place an Audit Management and Review Committee with the following terms of reference:

- > assess the risks, both internal and external, that affect the University and ensure that the identified risks are appropriately managed;
- > review policies and procedures relating to risk management and compliance with applicable laws and regulations;
- > oversee the planning and execution of the internal audit program and ensure that the independence and integrity of the internal audit function is maintained;
- > follow up the implementation of recommendations made by internal and external auditors;
- > act as a mechanism for the external auditor to communicate with Council, and review the reports of the external auditor and the management responses thereto; and
- > review the annual financial statements of the University and recommend their acceptance to Council.

The Committee monitors the internal control environment and the management and stewardship of University assets.

In April 2005, the University Council approved a comprehensive risk

management policy to apply a structured and consistent approach to risk management in accordance with the Australian Risk Management Standard AS/NZS4360:2004.

The University holds a self-insurance license for workers compensation purposes. A liability for outstanding claims has been measured as the present value of expected future payments. The expected future payments include amounts in relation to unpaid reported claims and claims incurred but not reported. Reinsurance for occurrences in excess of \$500,000 has been obtained.

The University's Occupational Health and Safety Committee undertakes regular campus inspections and actively reports on safety in the workplace. The Committee meets regularly to ensure that awareness of safety and ergonomics is promoted throughout the University. Occupational Health & Safety performance is reported to every meeting of the University Council and the Administrative Committee of Council.

The University has in place a range of insurance policies to cover property, general third party and product liability, directors' and officers' indemnity, professional indemnity, comprehensive motor vehicle, marine hull, marine cargo, voluntary workers, overseas travel for university officers and employees, business interruption and consequential loss, and student personal accidents. Property cover includes industrial

special risk, burglary, fidelity guarantee, accidental damage, property in transit and machinery breakdown.

The majority of these policies are arranged through Unimutual Limited. Unimutual was formed for the purpose of offering its members a commercially feasible alternative to insurance. Membership is available to universities, other educational or research institutions or entities associated with educational or research or with education or research institutions that have more than 20 employees. Unimutual is a discretionary mutual and was established to provide its members with access to a facility for the management of financial risks that have been traditionally difficult to place at an affordable price in the insurance market.

The University maintains a Legal Services Unit to actively risk assess its services and programs, and to ensure compliance with statutory requirements in respect to its commercial activities.

The Human Research Ethics Committee is accredited by National Guidelines. It protects the welfare and rights of the participants in the research. A secondary aim is to facilitate research of benefit to the wider community. The Committee's approval is necessary for research ranging from examination of records containing personal information, to anonymous surveys and medical intervention.

## MANAGEMENT OF INVESTMENTS

The University continued to utilise the services of MLC Implemented Consulting as its investment manager throughout 2007.

The University's MLC investments are split into a medium term portfolio and a long term reserve portfolio.

**Table 4.1** summarises performance for the medium term portfolio for the 2007 year, in comparison to industry benchmarks, whilst **Table 4.2** provides performance for the reserve portfolio.

The benchmarks used in this analysis are shown in **Table 4.0**.

## GRANTS TO NON-GOVERNMENT COMMUNITY ORGANISATIONS

The University made the following grants to community organisations in 2007:

Organisation	Grant	Purpose
Conservatorium of Music	\$128,000	Contribution towards operating expense
Illawarra Regional Information Service	\$135,476	Contribution towards operating expense
Illawarra Academy of Sports	\$16,500	Contribution towards operating expense

**TABLE 4.0 – BENCHMARKS USED IN MANAGEMENT OF INVESTMENTS ANALYSIS**

Asset Class	Market Benchmark
Australian Equity	S&P/ASX 300 Accumulation Index, S&P/ASX 200 Accumulation Index prior to 1 November 2002
Global Equity (Unhedged)	MSCI All Country World Index in A\$, MSCI World Index prior to 1 September 2002
Global Equity (Hedged)	MSCI All Country World Index hedged into A\$, MSCI World Index hedged into A\$ prior to 1 September 2002
Global Listed Property	UBS Global Real Estate Investors Index (including Australia)
Australian Fixed Interest	UBS Warburg Australia Composite Bond Index
Australian Inflation-linked bonds	Customised Index appropriate to strategy
Global Fixed Interest	Customised Index appropriate to strategy
Cash	UBS Warburg Australian Bank Bill Index

**TABLE 4.1 – MEDIUM TERM PORTFOLIO**

Fund	Weighting (LTP) %	5 Years*	3 Years	2 Years	1 Year
		% pa	%pa	%pa	%
<b>MLC (NCIT) Australian Share Trust</b>	<b>15.5</b>	<b>20.4</b>	<b>19.9</b>	<b>18.3</b>	<b>14.6</b>
Index		21.1	21.0	20.3	16.2
<b>MLC (NCIT) Global Share Trust</b>	<b>12.0</b>	<b>8.7</b>	<b>10.8</b>	<b>6.0</b>	<b>0.4</b>
Index		8.7	10.7	6.7	0.7
<b>MLC (NCIT) Global Share Trust with Currency Hedged</b>	<b>10.0</b>	<b>17.9</b>	<b>16.4</b>	<b>13.0</b>	<b>8.1</b>
Index		18.9	16.3	14.1	9.3
<b>MLC (NCIT) Property Securities Trust</b>	<b>2.5</b>	<b>13.1</b>	<b>8.2</b>	<b>5.5</b>	<b>-13.3</b>
Index		12.3	7.6	5.2	-14.4
<b>MLC Diversified Debt</b>	<b>55.8</b>	<b>6.6</b>	<b>5.8</b>	<b>4.8</b>	<b>5.8</b>
Index		6.5	5.5	4.4	5.1
<b>NSIM Enhanced Cash Trust</b>	<b>4.2</b>	<b>5.8</b>	<b>6.2</b>	<b>6.3</b>	<b>6.6</b>
Index		5.8	6.2	6.4	6.7
<b>Total – Medium Term Portfolio</b>	<b>100.0</b>	<b>10.3</b>	<b>9.8</b>	<b>8.1</b>	<b>6.3</b>
Index		10.3	9.7	8.4	6.4

**TABLE 4.1 – RESERVE PORTFOLIO**

Sector	Weighting (LTP) %	5 Years	3 Years	2 Years	1 Year
		%pa	%pa	%pa	%
<b>Australian Shares</b>	<b>32.0</b>	<b>20.5</b>	<b>20.0</b>	<b>18.4</b>	<b>14.7</b>
Index		21.1	21.0	20.3	16.2
<b>Global Shares</b>	<b>17.0</b>	<b>8.7</b>	<b>10.8</b>	<b>6.0</b>	<b>0.4</b>
Index		8.7	10.7	6.7	0.7
<b>Global Shares with Currency Hedged</b>	<b>17.0</b>	<b>17.9</b>	<b>16.4</b>	<b>13.0</b>	<b>8.1</b>
Index		18.9	16.3	14.1	9.3
<b>Listed Property Securities</b>	<b>4.0</b>	<b>14.0</b>	<b>9.8</b>	<b>7.4</b>	<b>-13.4</b>
Index		12.6	8.0	6.1	-14.4
<b>Diversified Debt</b>	<b>30.0</b>	<b>6.5</b>	<b>5.8</b>	<b>4.7</b>	<b>5.6</b>
Index		6.5	5.5	4.4	5.1
<b>MLC (NCIT) Moderate Trust</b>	<b>100</b>	<b>13.7</b>	<b>13.2</b>	<b>11.0</b>	<b>7.5</b>
Index		13.9	13.3	11.6	7.8

## MATTERS RAISED BY THE AUDITOR-GENERAL

The following summarises matters raised by the New South Wales Audit Office in its management letter for the year ending 2006. The actions agreed and undertaken during the 2007 year by the University's management in response to each point are also detailed:

### 1.1 US DOLLAR BANK ACCOUNT.

**In 2006, the University of Wollongong (the University) did not make any payments from its US Dollar bank account.**

The US Dollar bank account is maintained as a hedge against any depreciation of the Australian dollar (AUD) relative to the US dollar (USD). Throughout 2006, the AUD remained strong relative to the USD and no call on the US dollar account was required.

In addition, throughout 2006 US interest rates were increased and this allowed the University to obtain better returns on US currency balances. The cost benefit of maintaining this account has continued to be monitored throughout 2007.

### 1.2 PREPAYMENTS

**The library department incorrectly expensed subscriptions that ran over two or more calendar years.**

A quarterly review of general ledger accounts has been implemented.

### 1.3 PROPERTY, PLANT AND EQUIPMENT

**Apart from the Science Centre stocktaking its works of art every year, the University had not performed a stocktake of its remaining works of art portfolio for at least three years.**

Works of Art were revalued for the whole of the University late in 2007; however the stocktake remains outstanding at this stage.

**The University changed its capitalisation threshold to \$5,000 in 2006. In preparing its 2006 consolidated financial report, the**

**University did not consider, in detail, the impact of inconsistent policies between its subsidiary the Illawarra Technology Corporation Limited (ITC) and itself.**

Analysis of the policy change with respect to the ITC was conducted during 2007 and consideration was given to the materiality of any required changes to the University's consolidated accounts.

**The University should reconcile the Science Centre's fixed asset register with asset 1013286 in the JD Edwards fixed asset register.**

This reconciliation is now regularly performed.

### 1.4 PARKING REVENUE

**The University does not reconcile parking meter cash receipts with parking meter audit reports.**

A reconciliation process for parking meter receipts has been implemented.

**The University does not reconcile parking fines issued with fines processed by the Infringement Processing Bureau (IPB).**

This is considered this to be a matter for the IPB not the University.

### 1.5 LIBRARY COLLECTION

**The University does not conduct a regular, formal stocktake of its library holdings.**

The development of a stocktake policy for library holdings was discussed with the University Librarian. Sample checks are already conducted. However, it was determined that stocktaking the collection has resource implications which are secondary to other priorities at this point to the University.

### 1.6 STUDENT REVENUE

**Revised and new course fees uploaded into the master file section of the Student Management Package (SMP) are not checked by a second officer for accuracy.**

A procedure has been developed to ensure that courses and fees manually added to the

course database are checked by a second officer for accuracy.

**There is no formal, written approval of course fees applicable to international and post graduate domestic students.**

Course fees applicable to international and postgraduate domestic fee paying students for new courses are recorded in papers presented to the UOW Senate. Domestic fees for the year ahead are signed off by the deans of faculties. Email records are retained for fee approvals agreed with faculties for international students and the Deputy Vice Principal (Academic & International) for study abroad students.

### 1.7 UNCLAIMED SALARIES

**The general ledger included unclaimed salary transactions that were older than seven years.**

The unclaimed salaries were reviewed and forwarded to the Office of State Revenue as required.

### 1.8 PROVISION FOR DOUBTFUL DEBTS.

**Long outstanding accommodation debtors were not actively followed up during the year.**

The financial management team within Accommodation Services was restructured early in the 2007 year. Review of accommodation debtors has been a major focus for the new team and active management of the debtors has been undertaken throughout 2007.

### 1.8 CONEXA COMPUTER SYSTEM

**The University had not obtained independent controls assurance over Conexa's computer systems. The University uses a third-party e-procurement service (Conexa) to process its Australian purchases with the transaction data residing on Conexa's computer systems.**

The University obtained advice from Conexa that two companies have undertaken security audit reviews of its systems.

## UNIVERSITY OF WOLLONGONG

### STATEMENT BY MEMBERS OF COUNCIL

In accordance with a resolution of the Council of the University of Wollongong and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that:

1. the accompanying financial statements exhibit a true and fair view of the financial position of the University as at 31 December 2007 and financial performance for the year then ended;
2. the statements have been prepared in accordance with the requirements of the Public Finance and Audit Act 1983, the Australian Government Financial Statement Guidelines for Australian Higher Education Providers for the 2007 reporting period, Australian Accounting Standards and other mandatory professional reporting requirements;
3. there are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate;
4. there are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due;
5. the amount of Australian Government financial assistance expended during the reporting period was for the purpose(s) for which it was intended;
6. the University has complied with applicable legislation, contracts, agreements and programme guidelines in making expenditure;

  
**G. R. Sutton**  
Vice-chancellor

18 April 2008

  
**S. Chapman**  
Deputy Chancellor



GPO BOX 12  
Sydney NSW 2001

## INDEPENDENT AUDITOR'S REPORT

### University of Wollongong and Controlled Entities

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the University of Wollongong (the University), and the University and controlled entities (the consolidated entity), which comprises the balance sheet as at 31 December 2007, and the income statement, statement of changes in equity and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

#### **Auditor's Opinion**

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the University and the consolidated entity as at 31 December 2007, and of their financial performance and their cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005
- complies with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2007 Reporting Period', issued by the Australian Government Department of Education, Employment and Workplace Relations, pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*.

#### **Council's Responsibility for the Financial Report**

The Council is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

#### **Auditor's Responsibility**

My responsibility is to express an opinion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Council, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

- about the future viability of the University or the consolidated entity,
- that they have carried out their activities effectively, efficiently and economically, or
- about the effectiveness of their internal controls.

***Independence***

In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.



J. Khair B Ec FCPA  
Director, Financial Audit Services

21 April 2008  
SYDNEY

# INCOME STATEMENT

## FOR THE YEAR ENDED 31 DECEMBER 2007

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Revenue from continuing operations</b>					
Australian Government financial assistance					
Australian Government grants	2	136,154	141,418	136,154	141,418
HECS-HELP - Australian Government payments	2	42,290	37,261	42,290	37,261
FEE-HELP	2	2,717	2,443	2,717	2,443
State & Local Government financial assistance	3	2,907	2,085	2,907	2,085
HECS-HELP - student payments		10,505	9,948	10,505	9,948
Fees and charges	4	114,601	111,686	82,259	83,897
Investment income	5	4,511	4,199	3,885	3,770
Consultancy and contracts	6	16,052	13,264	16,021	13,425
Other revenue	7	20,344	18,892	3,759	4,380
<b>Total revenue from continuing operations before deferred government superannuation contributions</b>		<b>350,081</b>	<b>341,196</b>	<b>300,497</b>	<b>298,627</b>
Deferred government superannuation contributions		(9,006)	(18,517)	(9,006)	(18,517)
<b>Total revenue and income from continuing operations</b>		<b>341,075</b>	<b>322,679</b>	<b>291,491</b>	<b>280,110</b>
<b>Expenses from continuing operations</b>					
Employee related expenses	8	197,697	177,339	167,652	150,331
Depreciation and amortisation	9	21,918	25,516	20,016	23,551
Repairs and maintenance	10	11,166	9,373	10,649	8,748
Finance costs	11	974	1,035	940	979
Impairment of assets		-	-	-	-
Other expenses	12	106,824	100,349	93,242	91,567
<b>Total expenses from continuing operations before deferred employee benefits for superannuation</b>		<b>338,579</b>	<b>313,612</b>	<b>292,499</b>	<b>275,176</b>
Deferred employee benefits for superannuation		(9,006)	(18,517)	(9,006)	(18,517)
<b>Total expenses from continuing operations</b>		<b>329,573</b>	<b>295,095</b>	<b>283,493</b>	<b>256,659</b>
<b>Operating result before income tax</b>		<b>11,502</b>	<b>27,584</b>	<b>7,998</b>	<b>23,451</b>
Income tax benefit	13	(106)	(489)	-	(640)
Operating result from continuing operations		<b>11,608</b>	<b>28,073</b>	<b>7,998</b>	<b>24,091</b>
Operating result from discontinued operations	14	(2,523)	(3,115)	-	-
<b>Operating result after income tax for the period</b>		<b>9,085</b>	<b>24,958</b>	<b>7,998</b>	<b>24,091</b>
Operating result attributable to minority interest		-	-	-	-
<b>Operating result attributable to members of The University of Wollongong</b>		<b>9,085</b>	<b>24,958</b>	<b>7,998</b>	<b>24,091</b>

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

# BALANCE SHEET

## AS AT 31 DECEMBER 2007

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Assets</b>					
<b>Current Assets</b>					
Cash and cash equivalents	15	41,787	51,138	29,230	40,305
Trade and other receivables	16	23,501	25,317	23,446	28,747
Inventories	17	2,190	3,355	301	281
Assets held for sale	18	56,414	51,955	53,222	50,276
Held-to-maturity investments	20	4,212	18,942	4,212	18,942
Other non financial assets	23	7,798	6,005	4,807	3,041
Tax assets	24	-	202	-	-
<b>TOTAL CURRENT ASSETS</b>		<b>135,902</b>	<b>156,914</b>	<b>115,218</b>	<b>141,592</b>
<b>Non-Current Assets</b>					
Trade and other receivables	16	39,866	52,039	39,966	52,207
Assets available for sale	19	58,753	55,859	57,945	54,266
Property, plant and equipment	21	437,028	404,152	431,590	398,243
Intangible assets	22	1,350	661	913	266
Other non financial assets	23	14,108	12,104	14,108	12,004
<b>TOTAL NON-CURRENT ASSETS</b>		<b>551,105</b>	<b>524,815</b>	<b>544,522</b>	<b>516,986</b>
<b>TOTAL ASSETS</b>		<b>687,007</b>	<b>681,729</b>	<b>659,740</b>	<b>658,578</b>
<b>Liabilities</b>					
<b>Current Liabilities</b>					
Trade and other payables	25	16,100	16,456	11,703	11,755
Borrowings	26	3	1,564	-	1,500
Provisions	27	32,387	29,507	27,586	26,327
Income tax payable	24	19	28	-	-
Other liabilities	29	30,364	31,591	22,963	25,057
<b>TOTAL CURRENT LIABILITIES</b>		<b>78,873</b>	<b>79,146</b>	<b>62,252</b>	<b>64,639</b>
<b>Non-Current Liabilities</b>					
Borrowings	26	14,100	14,103	14,100	14,100
Provisions	27	63,586	74,277	62,712	73,199
Deferred tax liabilities	24	189	266	-	-
Other liabilities	29	151	168	10,380	10,930
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>78,026</b>	<b>88,814</b>	<b>87,192</b>	<b>98,229</b>
<b>TOTAL LIABILITIES</b>		<b>156,899</b>	<b>167,960</b>	<b>149,444</b>	<b>162,868</b>
<b>NET ASSETS</b>		<b>530,108</b>	<b>513,769</b>	<b>510,296</b>	<b>495,710</b>
<b>Equity</b>					
Parental entity interest		-	-	-	-
Statutory funds		-	-	-	-
Reserves	30.1	30,228	22,974	27,412	20,824
Retained surplus	30.2	499,880	490,795	482,884	474,886
<b>TOTAL EQUITY</b>		<b>530,108</b>	<b>513,769</b>	<b>510,296</b>	<b>495,710</b>

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

# STATEMENT OF CHANGES IN EQUITY

## FOR THE YEAR ENDED 31 DECEMBER 2007

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Total equity at the beginning of the financial year</b>		513,769	477,413	495,710	460,979
Loss of control of Enikos	30.2	-	33	-	-
Change in fair value of available for sale financial assets	30.1	7,098	11,412	6,588	10,640
Exchange differences on translation of foreign operations	30.1	156	(47)	-	-
<b>Net income recognised directly in equity</b>		521,023	488,811	502,298	471,619
Operating result for the period		9,085	24,958	7,998	24,091
<b>Total recognised income and expense for the period</b>		530,108	513,769	510,296	495,710
<b>Total equity at the end of the financial year</b>		530,108	513,769	510,296	495,710
Total recognised income and expense for the year is attributable to:					
Members of The University of Wollongong		16,339	36,356	14,586	34,731
Minority interest		-	-	-	-

The statement of changes in equity should be read in conjunction with the accompanying notes.

# CASH FLOW STATEMENT

## FOR THE YEAR ENDED 31 DECEMBER 2007

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>					
Australian Government Grants received					
CGS & Other DEEWR grants	39.1	83,035	74,006	83,035	74,006
Higher Education Loan Programs	39.2	44,828	41,619	44,828	41,619
Scholarships	39.3	3,926	3,279	3,926	3,279
DEEWR research	39.4	22,538	22,206	22,538	22,206
Voluntary student unionism	39.5	4,170	-	4,170	-
ARC Grants - Discovery	39.6(a)	8,690	8,402	8,690	8,402
ARC Grants - Linkages	39.6(b)	3,545	3,841	3,545	3,841
ARC Grants - Networks & Centres	39.6(c)	2,548	3,005	2,548	3,005
Other Australian Government grants		7,811	26,708	7,811	26,708
NSW state government grants received		2,907	2,085	2,907	2,085
HECS-HELP - Student payments received		10,505	9,948	10,505	9,948
Receipts from student fees and other customers		134,324	128,385	87,002	84,982
Interest received		4,106	3,968	3,885	3,770
Trading income received		12,227	15,751	-	-
Other income received		27,403	16,810	29,927	18,715
Payments to suppliers and employees (inclusive of GST)		(337,057)	(314,371)	(285,175)	(264,421)
Interest and other costs of finance paid		(975)	(1,039)	(943)	(979)
Income taxes paid		202	279	-	-
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	37	<b>34,733</b>	<b>44,882</b>	<b>29,199</b>	<b>37,166</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>					
Proceeds from sale of financial assets		1,249	1,936	633	1,161
Proceeds from sale of plant and equipment		351	187	107	94
Proceeds from dividends		-	-	1,493	-
Payments for property, plant and equipment		(57,297)	(25,525)	(55,199)	(23,532)
Payments for financial assets		(236)	(63)	(236)	(63)
Other outflows		(19)	(18)	(19)	(18)
<b>NET CASH USED IN INVESTING ACTIVITIES</b>		<b>(55,952)</b>	<b>(23,483)</b>	<b>(53,221)</b>	<b>(22,358)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>					
Proceeds from borrowings		-	1,500	-	1,500
Proceeds from secured loans		18	18	18	18
Repayment of borrowings		(2,190)	(7,690)	(1,500)	(5,237)
<b>NET CASH USED IN FINANCING ACTIVITIES</b>		<b>(2,172)</b>	<b>(6,172)</b>	<b>(1,482)</b>	<b>(3,719)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>(23,391)</b>	<b>15,227</b>	<b>(25,504)</b>	<b>11,089</b>
Cash and cash equivalents at the beginning of the financial year		70,080	54,640	59,247	48,292
Effect of exchange rate changes on cash and cash equivalents		(690)	213	(301)	(134)
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR</b>	15	<b>45,999</b>	<b>70,080</b>	<b>33,442</b>	<b>59,247</b>
Financing arrangements	26				

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

# NOTES TO AND FORMING PART OF THE ACCOUNTS

## NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The consolidated entity's financial report for the year ended 31 December 2007 was authorised for issue in accordance with a resolution of the Council on 18 April 2008.

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial report includes separate financial statements for The University of Wollongong ("The University") as an individual entity and the consolidated entity consisting of the University and its subsidiaries.

### (A) BASIS OF PREPARATION

The financial report is a general purpose financial report which has been prepared on an accrual basis in accordance with Australian Accounting Standards, AASB Interpretations, the requirements of the Department of Education, Employment and Workplace Relations and other State/Australian Government legislative requirements.

#### Compliance with IFRSs

The financial statements and notes of the University comply with the Australian Accounting Standards some of which contain requirements specific to not-for-profit entities that are inconsistent with IFRS requirements.

#### Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of available-for-sale financial assets, financial assets and liabilities (including derivative instruments) at fair value through profit or loss.

#### Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University's accounting policies.

In particular, information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements are described in the following notes:

Note 27 – Provisions

Note 28 – Superannuation Plans

### (B) PRINCIPLES OF CONSOLIDATION

#### (i) Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of the University as at 31 December 2007 and the results of all subsidiaries for the year then ended. The University and its subsidiaries together are referred to in this financial report as the Group or the consolidated entity.

Subsidiaries are all those entities (including special purpose entities) over which the Group has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one-half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the Group controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are de-consolidated from the date that control ceases.

The purchase method of accounting is used to account for the acquisition of subsidiaries by the Group. See accounting policy (g).

Intercompany transactions, balances and unrealised gains on transactions between Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group except for Property plant and equipment, see accounting policy (o).

Minority interests in the results and equity of subsidiaries are shown separately in the consolidated income statement and balance sheet respectively.

#### (ii) Joint ventures

Joint venture operations

The proportionate interests in the assets, liabilities and expenses of a joint venture operation have been incorporated in the financial statements under the appropriate headings.

A joint venture operation was established in December 2003 with Baulderstone Hornibrook for the development of the Wollongong Innovation Campus. Transactions recorded as at 31 December 2007 by the joint venture operation are not considered material and have not been included in these financial statements.

Joint venture entities

The interest in a joint venture partnership is accounted for in the consolidated financial statements using the equity method and is carried at cost by the parent entity. Under the equity method, the share of the profits or losses of the partnership is recognised in the income statement, and the share of movements in reserves is recognised in reserves in the balance sheet.

Profits or losses on transactions establishing the joint venture partnership and transactions with the joint venture are eliminated to the extent of the Group's ownership interest until such time as they are realised by the joint venture partnership on consumption or sale, unless they relate

to an unrealised loss that provides evidence of the impairment of an asset transferred.

## (C) FOREIGN CURRENCY TRANSLATION

### (i) Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is the University's functional and presentation currency.

### (ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement.

Translation differences on non-monetary financial assets and liabilities are reported as part of the fair value gain or loss. Translation differences on non-monetary financial assets and liabilities, such as equities held at fair value through profit or loss, are recognised in profit or loss as part of the fair value gain or loss. Translation differences on non-monetary financial assets are included in the fair value reserve in equity.

### (iii) Group companies

The results and financial position of all the Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- > assets and liabilities for each balance sheet presented are translated at the closing rate at the date of that balance sheet;

- > income and expenses for each income statement are translated at average exchange rates (unless this is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the dates of the transactions); and
- > all resulting exchange differences are recognised as a separate component of equity.

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other financial instruments designated as hedges of such investments, are taken to shareholders' equity. When a foreign operation is sold or any borrowings forming part of the net investment are repaid, a proportionate share of such exchange differences are recognised in the income statement as part of the gain or loss on sale where applicable.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity and translated at the closing rate.

## (D) REVENUE RECOGNITION

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances rebates and amounts collected on behalf of third parties.

The Group recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Group and specific criteria have been met for each of the Group's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved. The group bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

Revenue is recognised for the major business activities as follows:

### (i) Government grants

The University treats operating grants received from Australian Government entities as income in the year of receipt. Net accrual adjustments to the operating grants received are recognised as recoveries of prior year financial assistance or an over-entitlement of the current year's operating grants.

### (ii) Student fees and charges

Fees and charges are recognised as income in the year of receipt, except to the extent that fees and charges relate to courses to be held in future periods. Such income is treated as income in advance. Conversely, fees and charges relating to debtors are recognised as revenue in the year to which the prescribed course relates.

### (iii) Lease income

Lease income from operating leases is recognised in income on a straight-line basis over the lease term.

### (iv) Interest income

Interest income from cash and cash equivalents is recognised in income when it is earned.

### (v) Consultancy and Contract Revenue

Consultancy and contract revenue is recognised in income when it is earned.

## (E) INCOME TAX

The income tax expense or revenue for the period is the tax payable on the current period's taxable income based on the national income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences between the tax bases of assets and liabilities and their carrying amounts in the financial statements, and to unused tax losses.

Deferred income tax is provided in full, using the liability method, on temporary

differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, the deferred income tax is not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantially enacted by the balance sheet date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Deferred tax liabilities and assets are not recognised for temporary differences between the carrying amount and tax bases of investments in controlled entities where the parent entity is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Current and deferred tax balances attributable to amounts recognised directly in equity are also recognised directly in equity.

## (F) LEASES

Leases of property, plant and equipment where the Group, as lessee, has substantially all the risks and rewards of ownership are classified as finance leases (note 21). Finance leases are capitalised at the lease's inception at the lower of the fair

value of the leased property and the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other short term and long term payables. Each lease payment is allocated between the liability and finance cost. The finance cost is charged to the income statement over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases are depreciated over the shorter of the asset's useful life and the lease term.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (note 34). Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis over the period of the lease.

Lease income from operating leases is recognised in income on a straight-line basis over the lease term.

## (G) BUSINESS COMBINATIONS

The purchase method of accounting is used to account for all business combinations involving entities or businesses under common control, regardless of whether equity instruments or other assets are acquired. Cost is measured as the fair value of the assets given, equity instruments issued or liabilities incurred or assumed at the date of exchange plus costs directly attributable to the acquisition. Where equity instruments are issued in an acquisition, the value of the instruments is their published market price as at the date of exchange unless, in rare circumstances, it can be demonstrated that the published price at the date of exchange is an unreliable indicator of fair value and that other evidence and valuation methods provide a more reliable measure of fair value. Transaction costs arising on the issue of

equity instruments are recognised directly in equity.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date, irrespective of the extent of any minority interest. The excess of the cost of acquisition over the fair value of the Group's share of the identifiable net assets acquired is recorded as goodwill. If the cost of acquisition is less than the fair value of the identifiable net assets of the subsidiary acquired, the difference is recognised directly in the income statement, but only after a reassessment of the identification and measurement of the net assets acquired.

Where settlement of any part of cash consideration is deferred, the amounts payable in the future are discounted to their present value as at the date of exchange. The discount rate used is the Group's incremental borrowing rate, being the rate at which a similar borrowing could be obtained from an independent financier under comparable terms and conditions.

The University's policy is to capitalise purchases of land, buildings, infrastructure, library collection, works of art, motor vehicles, computer and other equipment over \$5,000, as part of a business combination.

## (H) IMPAIRMENT OF ASSETS

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of

an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

### (I) CASH AND CASH EQUIVALENTS

For cash flow presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

### (J) TRADE RECEIVABLES

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. Trade receivables are due for settlement no more than 120 days from the date of recognition for related parties, and no more than 30 days for other debtors.

Collectibility of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for impairment of receivables is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash

flows, discounted at the effective interest rate. Cash flows relating to short-term receivables are not discounted if the effect of discounting is immaterial. The amount of the provision is recognised in the income statement.

The carrying amount of the asset is reduced through the use of an allowance account and the amount of the loss is recognised in the income statement within 'other expenses'. When a trade receivable is uncollectible, it is written off against the allowance account for trade receivables. Subsequent recoveries of amounts previously written off are credited against other expenses in the income statement.

### (K) INVENTORIES

#### (i) Stores, work in progress and finished goods

The Group value inventory using two methods. The printing stores, work in progress and finished goods inventory is valued on a first in first out basis. For all other stores, work in progress and finished goods inventory are valued on the basis of weighted average costs.

Under the weighted average method, stores, work in progress and finished goods are stated at the lower of cost and net realisable value. Cost comprises direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditure, the latter being allocated on the basis of normal operating capacity. Costs are assigned to individual items of inventory on the basis of weighted average costs. Costs of purchased inventory are determined after deducting rebates and discounts. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

### (L) NON-CURRENT ASSETS (OR DISPOSAL GROUPS) HELD FOR SALE AND DISCONTINUED OPERATIONS

Non-current assets (or disposal groups) are classified as held for sale and stated at the lower of their carrying amount and fair value less costs to sell, if their carrying amount will be recovered principally through a sale transaction rather than through continuing use.

An impairment loss is recognised for any initial or subsequent write down of the asset (or disposal group) to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset (or disposal group), but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset (or disposal group) is recognised at the date of derecognition.

Non-current assets (including those that are part of a disposal group) are not depreciated or amortised while they are classified as held for sale. Interest and other expenses attributable to the liabilities of a disposal group classified as held for sale continue to be recognised.

Non-current assets classified as held for sale and the assets of a disposal group classified as held for sale are presented separately from the other assets in the balance sheet. The liabilities of a disposal group classified as held for sale are presented separately from other liabilities in the balance sheet.

A discontinued operation is a component of the Group that has been disposed of or is classified as held for sale and that represents a separate major line of business or geographical area of operations, is part of a single co-ordinated plan to dispose of such a line of business or area of operations, or is a subsidiary acquired

exclusively with a view to resale. The results of discontinued operations are presented separately on the face of the income statement.

## (M) INVESTMENTS AND OTHER FINANCIAL ASSETS

### Classification

The Group classifies its investments in the following categories: loans and receivables, held-to-maturity investments, and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and re-evaluates this designation at each reporting date.

#### (i) Loans and receivables

Loans and receivables are non derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise when the Group provides money, goods or services directly to a debtor with no intention of selling the receivable. They are included in current assets, except for those with maturities greater than 12 months after the balance sheet date which are classified as non-current assets. Loans and receivables are included in receivables in the balance sheet.

#### (ii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the Group's management has the positive intention and ability to hold to maturity.

#### (iii) Available-for-sale financial assets

Available-for-sale financial assets, comprising principally marketable equity securities, are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose

of the investment within 12 months of the balance sheet date.

Regular purchases and sales of financial assets are recognised on trade-date - the date on which the Group commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets carried at fair value through profit or loss are initially recognised at fair value and transaction costs are expensed in the income statement. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred substantially all the risks and rewards of ownership.

When securities classified as available-for-sale are sold, the accumulated fair value adjustments recognised in equity are included in the income statement as gains and losses from investment securities.

### Subsequent Measurement

Available-for-sale financial assets are subsequently carried at fair value. Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method. Gains or losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' category are included in the income statement within other income or other expenses in the period in which they arise.

Changes in the fair value of monetary security denominated in a foreign currency and classified as available-for-sale are analysed between translation differences resulting from changes in amortised cost of the security and other changes in the carrying amount of the security. The translation differences related to changes in the amortised cost are recognised in profit or loss, and other changes in carrying amount are recognised in equity. Changes in the fair value of other monetary and non-monetary securities classified as

available-for-sale are recognised in equity.

### Fair Value

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the Group establishes fair value by using valuation techniques. These include reference to the fair values of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same, discounted cash flow analysis, and option pricing models refined to reflect the issuer's specific circumstances.

### Impairment

The Group assesses at each balance date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss - is removed from equity and recognised in the income statement. Impairment losses recognised in the income statement on equity instruments are not reversed through the income statement.

## (N) FAIR VALUE ESTIMATION

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values due to their short-term nature. The fair value of financial liabilities for disclosure purposes is their carrying value.

## (O) PROPERTY, PLANT AND EQUIPMENT

Items of property, plant and equipment are stated at cost or deemed cost less accumulated depreciation (see below) and impairment losses - see accounting policy (h).

Certain items of property, plant and equipment that had been revalued to fair value on or prior to 1 January 2004, the date of transition to Australian Accounting Standards - AIFRSs, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Land and Works of Art are not depreciated. Software maintenance less than 1 year is expensed.

Under the Groups assets policy, some building improvements are not recognised as assets and are expensed in the period they occur. Under the University's practice, if a building improvement does not increase the floor area and capacity, then it is improbable that future economic benefits will be increased and the costs are expensed.

The following table summaries the differences in accounting policies for property plant and equipment between the Group.

		Capitalisation Threshold	Furniture Capitalised
Parent	University of Wollongong	> \$5,000	No
	ITC	> \$300	Yes
Subsidiaries	Unicentre	> \$2,000	Yes
	URAC	> \$5,000	Yes

The Group has assessed the differences in the accounting treatment and consider any differences to be immaterial.

Depreciation on other assets is calculated using the straight line method to allocate their cost over their estimated useful lives, as follows:

Asset	Useful Life
Buildings & Improvements	1 year to 40 years
Computer Equipment	3 years to 5 years
Motor Vehicles	5 years
Other Equipment	5 years to 10 years
Library	1 year to 10 years
Infrastructure	3 years to 26 years

The library holdings are reviewed every year to account for the additions and disposals. The result is the library holdings are depreciated between 1 and 10 years.

The assets' useful lives and residual values are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

## (P) INTANGIBLE ASSETS

### (i) Research and development

Expenditure on research activities is recognised in the income statement as an expense, when it is incurred.

Expenditure on development activities, relating to the design and testing of new or improved products, are recognised as intangible assets when it is probable that the project will, after considering its commercial and technical feasibility, be completed and generate future economic benefits and its costs can be measured reliably. The expenditure capitalised comprises all directly attributable costs, including costs of materials, services, direct labour and an appropriate proportion of overheads. Other development expenditure is recognised in the income

statement as an expense as incurred. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period. Capitalised development expenditure are recorded as intangible assets and amortised from the point at which the asset is ready for use. Amortisation is calculated using the straight-line method to allocate the cost over the period of the expected benefit, which varies from 3 to 5 years.

## (Q) UNFUNDED SUPERANNUATION

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Education, Employment and Workplace Relations (DEEWR), the effects of the unfunded superannuation liabilities of the University and its controlled entities were recorded in the Income Statement and the Balance Sheet for the first time in 1998. The prior years' practice had been to disclose liabilities by way of a note to the financial statements.

The unfunded liabilities recorded in the Balance Sheet under Provisions have been determined by Pillar Administration and relate to the State Superannuation Scheme, the State Authorities Superannuation Scheme and, the State Authorities Non-Contributory Superannuation Scheme.

The fund surplus recorded in the Balance Sheet for the Professorial Superannuation Scheme has been determined by ALEA Actuarial Consulting Pty Limited.

Actuarial gains and losses are recognised in the Income Statement in the year they occur. The schemes are all defined benefit schemes and are closed to new members. Details of the superannuation schemes are provided in Note 28.

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the University's beneficiaries of the State

Superannuation Scheme on an emerging cost basis. This arrangement is evidenced by the State Grants (General Revenue) Amendment Act 1987, Higher Education Funding Act 1988 and subsequent amending legislation. Accordingly, the unfunded liabilities have been recognised in the Balance Sheet under Provisions with a corresponding asset recognised under Receivables. The recognition of both the asset and the liability consequently does not affect the year end net asset position of the University and its controlled entities.

## (R) TRADE AND OTHER PAYABLES

These amounts represent liabilities for goods and services provided to the Group prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

## (S) BORROWINGS

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the income statement over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities, which are not an incremental cost relating to the actual draw-down of the facility, are recognised as prepayments and amortised on a straight-line basis over the term of the facility.

Borrowings are removed from the balance sheet when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the balance sheet date.

## (T) BORROWING COSTS

Borrowing costs incurred for the construction of any qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed.

## (U) PROVISIONS

Provisions for legal claims are recognised when: the Group has a present legal or constructive obligation as a result of past events; it is more likely than not that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the balance sheet date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as a finance cost.

## (V) EMPLOYEE BENEFITS

### (i) Wages and salaries, annual leave and sick leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting

date are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable. Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it would be classified as a non-current liability.

### (ii) Long service leave

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

### (iii) Retirement benefit obligations

All employees of the Group are entitled to benefits on retirement, disability or death from the Group's superannuation plans. The Group has a defined benefit section and a defined contribution section within its plan. The defined benefit section provides defined lump sum benefits based on years of service and final average salary. The defined contribution section receives fixed contributions from Group companies and the Group's legal or constructive obligation is limited to these contributions.

A liability or asset in respect of defined benefit superannuation plans is recognised

in the balance sheet, and is measured as the present value of the defined benefit obligation at the reporting date less the fair value of the superannuation fund's assets at that date and any unrecognised past service cost. The present value of the defined benefit obligation is based on expected future payments which arise from membership of the fund to the reporting date, calculated annually by independent actuaries using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, outside profit or loss directly in the statement of changes in equity.

Past service costs are recognised immediately in income, unless the changes to the superannuation fund are conditional on the employees remaining in service for a specified period of time (the vesting period). In this case, the past service costs are amortised on a straight-line basis over the vesting period.

Future taxes that are funded by the entity and are part of the provision of the existing benefit obligation (eg taxes on investment income and employer contributions) are taken into account in measuring the net liability or asset.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

#### (iv) Termination Benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits. The Group recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after balance date are discounted to present value.

#### (W) SELF INSURANCE FOR WORKERS COMPENSATION

The University has determined to self-insure for workers compensation. A provision for self-insurance has been made to recognise outstanding claims, the amount of which is detailed in Note 27.

The provision for Workers compensation was determined by David A. Zaman Pty Ltd on 2 January 2008. Key assumptions made in the report are:

- > Underlying risk premium rate for future periods is 0.60% (in current values);
- > Claims escalation is estimated at 4% for future years;
- > Payroll for the 12 months ending 31st December 2007 was taken to be \$159m.

#### (X) ROUNDING OF AMOUNTS

The University of Wollongong has rounded off to the nearest thousand dollars, or in certain cases, the nearest dollar.

#### (Y) GOVERNMENT GRANTS

Grants from the government are recognised at their fair value where the entity obtains control of the right to receive the grant, it is probable that economic benefits will flow to the Group and it can be reliably measured.

#### (Z) GOODS AND SERVICES TAX (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case, it is recognised as part of the cost of acquisition of the asset, or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

#### (AA) COMPARATIVE AMOUNTS

Where the presentation or reclassification of items in the financial report is amended, comparable amounts shall be reclassified unless reclassification is impracticable. When comparable amounts are reclassified, The University shall disclose:

- (a) the nature of the reclassification;
- (b) the amount of each item or class of items that is reclassified; and
- (c) the reason for the reclassification.

When it is impracticable to reclassify comparative amounts, The University shall disclose:

- (a) the reason for not reclassifying the amounts; and
- (b) the nature of the adjustments that would have been made, if the amounts had been reclassified.

## (AB) FINANCIAL GUARANTEE CONTRACTS

Financial guarantee contracts are recognised as a financial liability at the time the guarantee is issued. The liability is initially measured at fair value and subsequently at the higher of the amount determined in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* and the amount initially recognised less cumulative amortisation, where appropriate.

The fair value of financial guarantees is determined as the present value of the difference in net cash flows between the contractual payments under the debt instrument and the payments that would be required without the guarantee, or the estimated amount that would be payable to a third party for assuming the obligations.

Where guarantees in relation to loans or other payables of subsidiaries or associates are provided for no compensation, the fair values are accounted for as contributions and recognised as part of the cost of the investment.

## (AC) NEW ACCOUNTING STANDARDS AND INTERPRETATIONS

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2007 reporting periods. The University's assessment of the impact of these new Standards and Interpretations is set out below:

- (i) The University did not early adopt any new accounting standards that are not yet effective.
- (ii) The following new Accounting Standards have not been adopted and are not yet effective:
  - > AASB 8 Operating Segments (1 July 2009)
  - > Revised AASB 101 Presentation of Financial Statements (1 July 2009)
  - > Revised AASB 123 Borrowing Costs (1 July 2009)
  - > AASB 2007-4 Amendments to Accounting Standards arising from ED 151 and Other Amendments (1 July 2007)
  - > AI 12 Service Concession Arrangements (1 July 2008)
  - > AI 13 Customer Loyalty Programs (1 July 2009)
  - > AI 14 The Limit on a Defined Benefit Asset, Minimum Funding Requirements (1 July 2008)

The University has assessed the impact of these new Standards and Interpretations and considers the impact to be insignificant. The University will apply the above accounting standards in the reporting period they become effective.

## (AD) SUBSEQUENT EVENTS

On 21 February 2008, the directors of Illawarra Technology Corporation Limited declared a dividend on ordinary shares in respect of the 2007 financial year. The total amount of the dividend is \$1,000,000 which represents an unfranked dividend of 500,000 dollars per share.

In late 2007 the international finance markets experienced a downturn and this continued into early 2008. This in turn has affected the Group's medium to long term investment portfolio. The Group holds the investment portfolios with a long term perspective and the returns over a longer term are consistent with the asset class indexes and benchmarks used to assess the performance of the portfolio. In addition, the Group does not have any direct investment in sub prime linked products.

Other than the matters discussed above, there has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material nature to affect significantly the operations and results of the consolidated entity in future years.

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>2. AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS-HELP AND OTHER AUSTRALIAN GOVERNMENT LOAN PROGRAMS</b>					
<b>(a) Commonwealth Grant Scheme and Other Grants</b>	<b>39.1</b>				
Commonwealth Grant Scheme#		72,991	64,817	72,991	64,817
Indigenous Support Fund		577	564	577	564
Equity Support Program		204	242	204	242
Disability Support Program		150	-	150	-
Workplace Reform Program		995	914	995	914
Workplace Productivity Program		-	696	-	696
Learning & Teaching Performance Fund		5,418	5,108	5,418	5,108
Capital Development Pool		2,500	1,065	2,500	1,065
Collaboration & Structural Reform Program		200	600	200	600
Total Commonwealth Grants Scheme and Other Grants		83,035	74,006	83,035	74,006
<b>(b) Higher Education Loan Program</b>	<b>39.2</b>				
HECS-HELP		42,290	37,261	42,290	37,261
FEE-HELP		2,717	2,443	2,717	2,443
Total Higher Education Loan Program		45,007	39,704	45,007	39,704
<b>(c) Scholarships</b>	<b>39.3</b>				
Australian Postgraduate Awards		1,837	1,787	1,837	1,787
International Postgraduate Research Scholarships		351	292	351	292
Commonwealth Education Cost Scholarships		674	439	674	439
Commonwealth Accommodation Scholarships		1,064	761	1,064	761
Total Scholarships		3,926	3,279	3,926	3,279
<b>(d) DEEWR - Research</b>	<b>39.4</b>				
Institutional Grants Scheme		5,847	5,752	5,847	5,752
Research Training Scheme		12,320	12,714	12,320	12,714
Research Infrastructure Block Grants		3,674	3,475	3,674	3,475
Regional Protection Scheme		392	265	392	265
Implementation Assistance Program		70	-	70	-
Australian Scheme for Higher Education Repositories		130	-	130	-
Commercialisation Training Scheme		105	-	105	-
Total DEEWR - Research Grants		22,538	22,206	22,538	22,206
<b>(e) Voluntary Student Unionism</b>	<b>39.5</b>				
VSU Transition Fund		4,050	-	4,050	-
VSU Project		120	-	120	-
Total VSU		4,170	-	4,170	-

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>(f) Australian Research Council Grants</b>	39.6				
<b>(i) Discovery</b>	39.6(a)				
Project		8,258	8,244	8,258	8,244
Fellowships		323	158	323	158
<b>Total Discovery</b>		<b>8,581</b>	<b>8,402</b>	<b>8,581</b>	<b>8,402</b>
<b>(ii) Linkages</b>	39.6(b)				
Infrastructure		600	867	600	867
International		398	162	398	162
Projects		2,548	2,775	2,548	2,775
<b>Total Linkages</b>		<b>3,546</b>	<b>3,804</b>	<b>3,546</b>	<b>3,804</b>
<b>(iii) Networks and Centres</b>	39.6(c)				
Centres		2,548	3,005	2,548	3,005
<b>Total Networks and Centres</b>		<b>2,548</b>	<b>3,005</b>	<b>2,548</b>	<b>3,005</b>
# Includes the basic CGS grant amount, CGS – Regional Loading and CGS – Enabling Loading and HEFA Transition Fund.					
<b>(g) Other Australian Government Financial Assistance</b>					
National Health & Medical Research Council (NHMRC)		1,315	1,288	1,315	1,288
Other Australian Research Grants		6,495	25,428	6,495	25,428
<b>Total Other Australian Government Financial Assistance</b>		<b>7,810</b>	<b>26,716</b>	<b>7,810</b>	<b>26,716</b>
<b>Total Australian Government Financial Assistance</b>		<b>181,161</b>	<b>181,122</b>	<b>181,161</b>	<b>181,122</b>
<b>Reconciliation</b>					
Australian Government grants [a + c + d + e + f + g]		136,154	141,418	136,154	141,418
HECS-HELP – Australian Government payments		42,290	37,261	42,290	37,261
Other Australian Government loan programmes [FEE-HELP]		2,717	2,443	2,717	2,443
<b>Total Australian Government Financial Assistance</b>		<b>181,161</b>	<b>181,122</b>	<b>181,161</b>	<b>181,122</b>
<b>(h) Australian Government Grants received – cash basis</b>					
CGS and Other DEEWR Grants		83,035	74,006	83,035	74,006
Higher Education Loan Programmes		44,828	41,619	44,828	41,619
Scholarships		3,926	3,279	3,926	3,279
DEEWR research		22,538	22,206	22,538	22,206
Voluntary Student Unionism		4,170	-	4,170	-
ARC grants - Discovery		8,690	8,402	8,690	8,402
ARC grants - Linkages		3,545	3,841	3,545	3,841
ARC grants – Networks and Centres		2,548	3,005	2,548	3,005
Other Australian Government Grants		7,811	26,708	7,811	26,708
<b>Total Australian Government Grants received – cash basis</b>		<b>181,091</b>	<b>183,066</b>	<b>181,091</b>	<b>183,066</b>
OS-Help (Net)		-	9	-	9
<b>Total Australian Government funding received – cash basis</b>		<b>181,091</b>	<b>183,075</b>	<b>181,091</b>	<b>183,075</b>

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>3. STATE &amp; LOCAL GOVERNMENT FINANCIAL ASSISTANCE</b>					
Research grants		2,282	2,025	2,282	2,025
Other		625	60	625	60
<b>Total State &amp; Local Government Financial Assistance</b>		<b>2,907</b>	<b>2,085</b>	<b>2,907</b>	<b>2,1085</b>
<b>4. FEES AND CHARGES</b>					
<b>Course fees and charges</b>					
Fee-paying overseas students		89,548	83,849	58,027	55,100
Continuing education		296	299	296	324
Fee-paying domestic postgraduate students		3,025	3,519	3,025	3,519
<b>Total course fees and charges</b>		<b>92,869</b>	<b>87,667</b>	<b>61,348</b>	<b>58,943</b>
<b>Other non-course fees and charges</b>					
Student accommodation		10,176	10,272	10,176	10,273
Compulsory service charge		140	4,217	25	3,987
Conference fees		1,827	1,746	1,827	1,746
Late fees and library fines		373	431	525	591
Rental and other		1,645	1,284	1,991	1,697
Parking fees		1,433	1,338	1,476	1,398
Other fees and charges		6,138	4,731	4,891	5,262
<b>Total other fees and charges</b>		<b>21,732</b>	<b>24,019</b>	<b>20,911</b>	<b>24,954</b>
<b>Total Fees and charges</b>		<b>114,601</b>	<b>111,686</b>	<b>82,259</b>	<b>83,897</b>
<b>5. INVESTMENT INCOME</b>					
Term deposits and bank deposits		4,511	4,199	3,885	3,770
<b>Total Investment income</b>		<b>4,511</b>	<b>4,199</b>	<b>3,885</b>	<b>3,770</b>
<b>6. CONSULTANCY AND CONTRACTS</b>					
Consultancy fees - related organisations		-	-	48	36
Consultancy fees - research		2,230	2,025	2,232	2,025
Other contract research		13,822	11,239	13,741	11,364
<b>Total Consultancy and contracts</b>		<b>16,052</b>	<b>13,264</b>	<b>16,021</b>	<b>13,425</b>
<b>7. OTHER REVENUE AND INCOME</b>					
Donations - cash		396	346	412	364
Donations - in kind		354	93	354	93
Scholarships & prizes		1,017	716	1,080	797
Non government grants		159	23	160	23
Trading income		13,693	13,269	-	-
Dividend revenue		184	-	-	1,493
Publications & merchandise		564	431	564	431
Printery income		587	692	823	993
Other		3,390	3,322	366	186
<b>Total Other revenue</b>		<b>20,344</b>	<b>18,892</b>	<b>3,759</b>	<b>4,380</b>

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>8. EMPLOYEE RELATED EXPENSES</b>					
<b>Academic</b>					
Salaries		87,436	78,000	78,303	70,114
Contributions to superannuation and pension schemes:					
Funded		9,932	8,908	9,625	8,652
Payroll tax		5,922	5,335	5,721	5,159
Self Funded Worker's compensation		(140)	64	(154)	54
Long service leave expense		3,282	3,075	2,995	2,728
Annual leave expense		415	395	-	-
<b>Total Academic</b>		<b>106,847</b>	<b>95,777</b>	<b>96,490</b>	<b>86,707</b>
<b>Non-Academic</b>					
Salaries		71,242	63,902	54,600	48,582
Contributions to superannuation and pension schemes:					
Funded		7,882	7,096	6,711	5,995
Payroll tax		4,510	4,042	3,989	3,574
Self Funded Worker's compensation		108	233	(107)	37
Long service leave expense		2,409	2,086	2,088	1,890
Annual leave expense		4,699	4,203	3,881	3,546
<b>Total Non-Academic</b>		<b>90,850</b>	<b>81,562</b>	<b>71,162</b>	<b>63,624</b>
<b>Total Employee related expenses</b>		<b>197,697</b>	<b>177,339</b>	<b>167,652</b>	<b>150,331</b>
Deferred Government Employee Benefits for Superannuation		(9,006)	(18,517)	(9,006)	(18,517)
<b>Total Employee related expenses, including deferred government employee benefits for superannuation</b>		<b>188,691</b>	<b>158,822</b>	<b>158,646</b>	<b>131,814</b>
<b>9. DEPRECIATION AND AMORTISATION</b>					
<b>Depreciation</b>					
Freehold buildings		12,399	12,000	12,127	11,724
Plant & equipment		2,608	4,327	2,037	3,732
Library holdings		1,165	1,210	1,165	1,210
Other equipment		5,000	7,751	4,114	6,861
<b>Total depreciation</b>		<b>21,172</b>	<b>25,288</b>	<b>19,443</b>	<b>23,527</b>
<b>Amortisation</b>					
Plant & equipment under finance leases		29	204	-	-
Software		696	24	573	24
Other intangibles		21	-	-	-
<b>Total amortisation</b>		<b>746</b>	<b>228</b>	<b>573</b>	<b>24</b>
<b>Total Depreciation and amortisation</b>		<b>21,918</b>	<b>25,516</b>	<b>20,016</b>	<b>23,551</b>
<b>10. REPAIRS AND MAINTENANCE</b>					
Buildings		10,278	8,413	10,003	8,140
Equipment		300	418	58	66
Infrastructure		588	542	588	542
<b>Total Repairs and maintenance</b>		<b>11,166</b>	<b>9,373</b>	<b>10,649</b>	<b>8,748</b>

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000
<b>11. FINANCE COSTS</b>				
Interest	974	1,035	940	979
<b>12. OTHER EXPENSES</b>				
Advertising, marketing and promotional expenses	3,615	3,729	464	582
Agency staff	1,150	859	1,150	859
Agents fees	4,927	4,456	-	-
Bank fees & charges	1,082	1,045	523	534
Catering	4,237	3,463	2,728	2,490
Computer maintenance and software	3,618	4,632	2,327	3,513
Consultant fees	6,122	5,935	4,698	4,991
Copyright	550	559	550	559
Compulsory service charge payments	18	847	30	4,059
Staff appointment expense	1,272	1,060	1,040	991
Fringe benefits tax	859	624	697	465
Function centre	493	416	-	-
Contracts	3,992	1,827	3,992	1,827
Contributions	4,266	5,172	17,325	16,104
Fees	627	2,087	685	2,099
Insurance	1,704	1,601	1,369	1,310
Laboratory and office costs	1,060	1,098	-	-
Materials & consumables	4,766	3,752	4,347	3,536
Medical expenses	542	516	543	516
Motor vehicle expenses	1,516	1,493	1,104	1,042
Non-capitalised equipment	4,389	4,122	4,340	4,069
Operating lease rental expenses	6,962	7,394	3,830	3,243
Post office	417	405	-	-
Net asset losses on disposal	1,138	736	1,084	734
Stationery	637	651	434	415
Scholarships, grants & prizes	12,646	11,061	13,093	11,320
Subscriptions	2,574	3,993	2,383	3,790
Telephone expense	2,110	2,125	1,607	1,721
Travel, staff development & entertainment	11,379	9,959	9,072	8,419
Unishop trading	4,478	4,438	-	-
Net foreign currency loss	389	81	351	81
Utilities	4,619	3,638	4,376	3,638
Other	8,670	6,575	9,100	8,660
<b>Total Other expenses</b>	<b>106,824</b>	<b>100,349</b>	<b>93,242</b>	<b>91,567</b>

### 13. INCOME TAX

**(a) Income tax expense**

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
	19	(800)	-	(640)
	(296)	311	-	-
	(277)	(489)	-	(640)

Income tax expense is attributable to:

Operating result from continuing operations	(106)	36	-	(640)
Operating result from discontinued operations	(171)	115	-	-
<b>Aggregate income tax expense</b>	<b>(277)</b>	<b>151</b>	<b>-</b>	<b>(640)</b>

**(b) Numerical reconciliation of income tax expense to prima facie tax payable**

Operating result from continuing operations before income tax expense	11,502	27,584	7,998	23,451
Operating result from discontinuing operations before income tax expense	(2,523)	(3,115)	-	-
	2,642	7,341	2,399	7,035
Tax at the Australian tax rate of 30% (2006: 30%)				
Tax effect of amounts which are not deductible (taxable) in calculating taxable income:				
- Franked dividend gross up	24	67	-	-
- Deferred tax asset not brought to account	637	289	-	-
- Other	393	247	-	-
- Tax exempt income	(3,805)	(7,453)	(2,399)	(7,035)
- Franked dividend rebate	(79)	(864)	-	(640)
	(188)	(373)	-	(640)
Over provision in prior years	(88)	(116)	-	-
<b>Income tax expense / (benefit)</b>	<b>(276)</b>	<b>(489)</b>	<b>-</b>	<b>(640)</b>

## 14. DISCONTINUED OPERATIONS

In August 2007, ITC Education ceased operating its entire project management business segment, being ITC Projects. The decision to cease operations was made due to the rationalisation of providers in the industry and a period of losses.

In November 2007, ITC Education also ceased its Wollongong College operations in Auckland. The decision to cease operating was made as a consequence of the poor state of the New Zealand education market and the recent losses generated by this division. The college will continue to teach out existing students until the end of the Spring session which finishes in October 2008.

In 2006, ITC Education discontinued the Wollongong College operations in Sydney, some residual income and expenses associated with the closure have been recognised and incurred in 2007.

The results of the discontinued operations which have been included in the income statement are as follows. The comparative profit and cash flows from discontinued operations have been re-presented to include those operations classified as discontinued in the current period:

	Note	Consolidated (Economic Entity)	
		2007 \$ '000	2006 \$ '000
<b>Profit (loss) from discontinued operations</b>			
Revenue		5,025	11,974
Expenses			
Finance costs		-	(13)
Other expenses		(7,645)	(14,254)
		(7,645)	(14,267)
Operating result before income tax		(2,620)	(2,293)
Income tax expense		-	-
		(2,620)	(2,293)
Operating result after income tax of discontinued operation		(74)	(822)
		(2,694)	(3,115)
Attributable income tax expense		171	-
<b>Profit (loss) for the year from discontinued operations</b>		(2,523)	(3,115)
<b>Cash flows from discontinued operations</b>			
Net cash flows from operating activities		(2,550)	(3,151)
Net cash flows from investing activities		-	30
<b>Assets and liabilities of discontinued operations</b>			
Assets			
Cash and cash equivalents		354	321
Trade and other receivables		697	1,168
Inventories		40	1,141
Property, plant and equipment		-	99
		1,091	2,729
Liabilities			
Trade and other payables		(279)	(386)
Provisions		(1,160)	(30)
Other		(583)	(1,249)
		(2,022)	(1,665)
<b>Net assets attributable to discontinued operations</b>		(931)	1,064

## 15. CASH AND CASH EQUIVALENTS

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
Cash at Bank and on hand		17,437	20,975	4,880	10,142
NAB professional funds		24,350	30,163	24,350	30,163
<b>Total Cash and cash equivalents</b>		<b>41,787</b>	<b>51,138</b>	<b>29,230</b>	<b>40,305</b>

### (a) Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the year as shown in the cash flow statement as follows:

Balance as above	41,787	51,138	29,230	40,305
NAB term deposit	4,212	18,942	4,212	18,942
<b>Balance per cash flow statement</b>	<b>45,999</b>	<b>70,080</b>	<b>33,442</b>	<b>59,247</b>

### (b) Restricted cash and cash equivalents

The following cash and cash equivalents are restricted in their use

Prizes & donations	5,345	4,035	5,345	4,035
Wollongong Innovation Campus	2,328	16,692	2,328	16,692
	<b>7,673</b>	<b>20,727</b>	<b>7,673</b>	<b>20,727</b>

### (c) Cash at bank and on hand

Cash at bank includes cash held in day to day bank transaction accounts earning an average interest rate of 6.1% (2006: 6.1%).

Cash on hand of \$43k (2006: \$37k) for the parent entity and \$49k (2006: \$1,110k) for the economic entity are non interest bearing.

## 16. TRADE AND OTHER RECEIVABLES

### Current

Trade debtors	21,042	22,903	21,077	25,629
Less provision for impaired receivables	(399)	(1,086)	(327)	(808)
	<b>20,643</b>	<b>21,817</b>	<b>20,750</b>	<b>24,821</b>
Accrued Income	1,048	62	1,048	62
Current loans	-	8	18	651
Other loans & receivables	1,810	3,430	1,630	3,213
<b>Total current trade and other receivables</b>	<b>23,501</b>	<b>25,317</b>	<b>23,446</b>	<b>28,747</b>

### Non Current

Deferred Government Contribution for Superannuation	39,616	52,039	39,616	52,039
Loans to Unicentre	-	-	150	168
Other loans & receivables	250	-	200	-
<b>Total non-current trade and other receivables</b>	<b>39,866</b>	<b>52,039</b>	<b>39,966</b>	<b>52,207</b>

### Total Trade and other receivables

<b>63,367</b>	<b>77,356</b>	<b>63,412</b>	<b>80,954</b>
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### a) Impaired receivables

As at 31 December 2007 current receivables of the group with a nominal value of \$164k (2006: \$403k) were impaired.

For the parent entity, current receivables of \$55k (2006: 118k) were impaired.

The amount of the provision was \$327k (2006: \$808k) for the parent entity and \$399k (2006: \$1,086k) for the consolidated entity.

The ageing of these receivables is as follows:

3 to 6 months	29	41	-	-
Over 6 months	135	362	55	118
	<b>164</b>	<b>403</b>	<b>55</b>	<b>118</b>

As of 31 December 2007, for the parent entity trade receivables of \$858k (2006: \$401k) and the consolidated entity \$1,759k (2006: \$846k) were past due but not impaired. These relate to a number of independent customers for whom there is no recent history of default. The ageing analysis of these receivables is as follows:

3 to 6 months	1,193	386	718	201
Over 6 months	639	460	213	200
	<b>1,832</b>	<b>846</b>	<b>931</b>	<b>401</b>

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Movements in the provision for impaired receivables are as follows:</b>				
At 1 January	1,086	686	808	573
Provision for impairment recognised during the year	145	618	75	353
Receivables written off during the year as uncollectible	(59)	(118)	(55)	(118)
Unused amount reversed	(773)	(100)	(501)	-
	399	1,086	327	808

The creation and release of the provision for impaired receivables has been included in 'other expenses' in the income statement.

Amounts charged to the provision account are generally written off when there is no expectation of recovering additional cash.

The other amounts within receivables do not contain impaired assets and are not past due. Based on credit history, it is expected that these amounts will be received when due.

#### (b) Foreign exchange and interest rate risk

The carrying amounts of the Group's and parent entity's current and non-current receivables are denominated in the following currencies:

AUD	62,626	76,599	63,097	80,748
USD	604	608	237	57
GBP	73	-	14	-
EUR	29	-	29	-
NZD	35	14	35	14
SGD	-	135	-	135
	63,367	77,356	63,412	80,954
Current receivables	23,501	25,317	23,446	28,747
Non-current receivables	39,866	52,039	39,966	52,207
	63,367	77,356	63,412	80,954

A summarised analysis of the sensitivity of receivables to foreign exchange and interest rate risk can be found in Note 38.

#### (c) Fair value and credit risk

Due to the short-term nature of the current receivables, their carrying value is assumed to approximate their fair value. For the carrying amounts and fair values of receivables at balance date refer to Note 38. The maximum exposure to credit risk at the reporting date is the higher of the carrying value and fair value of each class of receivables mentioned above. The Group does not hold any collateral as security.

Refer to Note 38 for more information of the risk management policy of the Group.

The group's exposure to credit risk arises from the potential default of the counter party. The carrying amount of the group's receivables represents the maximum credit exposure.

The group trades with students, government and other educational organisations and as such, collateral is not requested nor is it the group's policy to securitise its trade and other receivables.

Receivable balances are monitored on an ongoing basis with the result that the group's exposure to bad debts is not significant.

## 17. INVENTORIES

Catering stock	93	89	30	15
Newsagency and book store stock	1,538	1,658	-	-
Print and paper stock	271	266	271	266
Work in progress	40	1,101	-	-
Other	248	241	-	-
<b>Total Inventories</b>	<b>2,190</b>	<b>3,355</b>	<b>301</b>	<b>281</b>

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2007	2006	2007	2006
\$ '000	\$ '000	\$ '000	\$ '000

## 18. ASSETS HELD FOR SALE

### Current

Unlisted securities				
Medium term portfolio - managed funds	53,222	50,276	53,222	50,276
International English Language Testing System Pty Ltd - at fair value	3,192	1,679	-	-
Total current non-current assets classified as held for sale	56,414	51,955	53,222	50,276
<b>Total Assets held for sale</b>	<b>56,414</b>	<b>51,955</b>	<b>53,222</b>	<b>50,276</b>

Revaluation surplus transfer to equity at the end of 2007: \$2,946k (2006: \$4,200).

### Impairment and risk exposure

The maximum exposure to credit risk at the reporting date is the fair value of the unlisted securities classified as held for sale.

None of the financial assets are either past due or impaired.

All available-for-sale financial assets are denominated in Australian currency.

For an analysis of the sensitivity of held for sale financial assets to price and interest rate risk refer to Note 38.

## 19. ASSETS AVAILABLE FOR SALE

### Non current

Unlisted securities				
IDP Education Australia Ltd - at fair value	808	1,593	-	-
Sciventures investments - at cost	277	241	277	241
AC3 Supercomputing - at cost	300	300	300	300
Reserve portfolio - managed funds	57,368	53,725	57,368	53,725
Total non-current assets available for sale	58,753	55,859	57,945	54,266
<b>Total Assets available for sale</b>	<b>58,753</b>	<b>55,859</b>	<b>57,945</b>	<b>54,266</b>

Revaluation surplus transfer to equity at the end of 2007: \$4,152k (2006: \$7,212).

### Impairment and risk exposure

The maximum exposure to credit risk at the reporting date is the fair value of the unlisted securities classified as available-for-sale.

None of the financial assets are either past due or impaired.

All available-for-sale financial assets are denominated in Australian currency.

For an analysis of the sensitivity of available-for-sale financial assets to price and interest rate risk refer to Note 38.

## 20. HELD-TO-MATURITY INVESTMENTS

### Unlisted securities

Term deposit	4,212	18,942	4,212	18,942
<b>Total Held-to-maturity investments</b>	<b>4,212</b>	<b>18,942</b>	<b>4,212</b>	<b>18,942</b>

### Impairment and risk exposure

The maximum exposure to credit risk at the reporting date is the carrying amount of the assets.

None of the held to maturity assets are either past due or impaired.

All held-to-maturity assets are denominated in Australian currency. As a result, there is no exposure to foreign currency risk.

There is also no exposure to price risk as the assets will be held to maturity.

For an analysis of the sensitivity of held-to-maturity assets to price and interest rate risk refer to Note 38.

## 21. PROPERTY, PLANT AND EQUIPMENT

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Construction in progress</b>				
<b>At 1 January</b>				
- Cost	4,055	4,604	4,055	4,604
Net book amount	4,055	4,604	4,055	4,604
<b>Year ended 31 December</b>				
Opening net book amount	4,055	4,604	4,055	4,604
Transferred to Freehold buildings	(15,266)	(17,923)	(15,266)	(17,923)
Transferred to Freehold land	(1,824)	(631)	(1,824)	(631)
Transferred to infrastructure	(1,464)	-	(1,464)	-
Additions	45,775	18,415	45,775	18,415
Writeoff	-	(410)	-	(410)
Closing net book amount	31,276	4,055	31,276	4,055
<b>At 31 December</b>				
- Cost	31,276	4,055	31,276	4,055
Net book amount	31,276	4,055	31,276	4,055
<b>Freehold land</b>				
<b>At 1 January</b>				
- Cost	59,296	58,665	59,296	58,665
Net book amount	59,296	58,665	59,296	58,665
<b>Year ended 31 December</b>				
Opening net book amount	59,296	58,665	59,296	58,665
Transferred from construction in progress	1,824	631	1,824	631
Closing net book amount	61,120	59,296	61,120	59,296
<b>At 31 December</b>				
- Cost	61,120	59,296	61,120	59,296
Net book amount	61,120	59,296	61,120	59,296

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Freehold buildings</b>				
<b>At 1 January</b>				
- Cost	307,463	289,422	303,536	285,656
Accumulated depreciation	(25,532)	(13,558)	(22,955)	(11,239)
Net book amount	281,931	275,864	280,581	274,417
<b>Year ended 31 December</b>				
Opening net book amount	281,931	275,864	280,581	274,417
Transferred from construction in progress	15,266	17,923	15,266	17,923
Additions	414	179	9	-
Disposals	(567)	(35)	(566)	(35)
Depreciation charge	(12,400)	(12,000)	(12,127)	(11,724)
Closing net book amount	284,644	281,931	283,163	280,581
<b>At 31 December</b>				
- Cost	322,562	307,463	318,230	303,536
Accumulated depreciation	(37,918)	(25,532)	(35,067)	(22,955)
Net book amount	284,644	281,931	283,163	280,581
<b>Plant and Equipment</b>				
<b>At 1 January</b>				
- Cost	44,145	46,485	40,623	42,761
Accumulated depreciation	(18,877)	(17,990)	(16,799)	(15,881)
Impairment loss	(186)	(249)	-	-
Net book amount	25,082	28,246	23,824	26,880
<b>Year ended 31 December</b>				
Opening net book amount	25,082	28,246	23,824	26,880
Exchange differences	(69)	(39)	-	-
Transferred from work in progress	1,464	-	1,464	-
Additions	3,690	2,536	2,942	1,917
Disposals	(276)	(151)	(138)	(45)
Depreciation charge	(2,612)	(4,314)	(2,037)	(3,732)
Impairment reversal	(7)	-	-	-
Capitalised	(672)	(1,196)	(480)	(1,196)
Writeoff	(29)	-	(29)	-
Closing net book amount	26,571	25,082	25,546	23,824
<b>At 31 December</b>				
- Cost	46,320	44,145	43,107	40,623
Accumulated depreciation	(19,558)	(18,877)	(17,561)	(16,799)
Impairment loss	(191)	(186)	-	-
Net book amount	26,571	25,082	25,546	23,824

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Leased plant &amp; equipment</b>				
<b>At 1 January</b>				
- Cost	409	551	-	-
Accumulated depreciation	(379)	(442)	-	-
Net book amount	30	109	-	-
<b>Year ended 31 December</b>				
Opening net book amount	30	109	-	-
Depreciation charge	(27)	(79)	-	-
Closing net book amount	3	30	-	-
<b>At 31 December</b>				
- Cost	409	409	-	-
Accumulated depreciation	(406)	(379)	-	-
Net book amount	3	30	-	-
<b>Library</b>				
<b>At 1 January</b>				
- Cost	12,252	12,912	12,252	12,912
Accumulated depreciation	(1,210)	(1,276)	(1,210)	(1,276)
Net book amount	11,042	11,636	11,042	11,636
<b>Year ended 31 December</b>				
Opening net book amount	11,042	11,636	11,042	11,636
Additions	1,204	1,146	1,204	1,146
Disposals	(443)	(530)	(443)	(530)
Depreciation charge	(1,165)	(1,210)	(1,165)	(1,210)
Closing net book amount	10,638	11,042	10,638	11,042
<b>At 31 December</b>				
- Cost	11,803	12,252	11,803	12,252
Accumulated depreciation	(1,165)	(1,210)	(1,165)	(1,210)
Net book amount	10,638	11,042	10,638	11,042

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Other plant and equipment</b>				
<b>At 1 January</b>				
- Cost	60,499	63,177	53,047	52,384
Accumulated depreciation	(36,842)	(32,950)	(33,602)	(29,519)
Impairment loss	(941)	(2,520)	-	-
Net book amount	22,716	27,707	19,445	22,865
<b>Year ended 31 December</b>				
Opening net book amount	22,716	27,707	19,445	22,865
Exchange differences	(117)	(114)	-	-
Additions	5,473	4,518	4,568	3,661
Disposals	(218)	(1,399)	(52)	(220)
Depreciation charge	(5,011)	(7,996)	(4,114)	(6,861)
Impairment reversal	(67)	-	-	-
Closing net book amount	22,776	22,716	19,847	19,445
<b>At 31 December</b>				
- Cost	64,352	60,499	56,679	53,047
Accumulated depreciation	(40,577)	(36,842)	(36,832)	(33,602)
Impairment loss	(999)	(941)	-	-
Net book amount	22,776	22,716	19,847	19,445
<b>Total property plant and equipment</b>				
<b>At 1 January</b>				
- Cost	488,119	475,816	472,809	456,982
Accumulated depreciation	(82,840)	(66,216)	(74,566)	(57,915)
Impairment loss	(1,127)	(2,769)	-	-
Net book amount	404,152	406,831	398,243	399,067
<b>Year ended 31 December</b>				
Opening net book amount	404,152	406,831	398,243	399,067
Exchange differences	(186)	(153)	-	-
Additions	56,556	26,794	54,498	25,139
Disposals	(1,504)	(2,115)	(1,199)	(830)
Depreciation charge	(21,215)	(25,599)	(19,443)	(23,527)
Impairment reversal	(74)	-	-	-
Capitalised	(672)	(1,196)	(480)	(1,196)
Writeoff	(29)	(410)	(29)	(410)
Closing net book amount	437,028	404,152	431,590	398,243
<b>At 31 December</b>				
- Cost	537,842	488,119	522,215	472,809
Accumulated depreciation	(99,624)	(82,840)	(90,625)	(74,566)
Impairment loss	(1,190)	(1,127)	-	-
Net book amount	437,028	404,152	431,590	398,243

**(a) Non current assets pledged as security**

Refer to note 26 for information on non current assets pledged as security by the parent entity and its controlled entities.

## 22. INTANGIBLE ASSETS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Computer Software</b>				
<b>At 1 January</b>				
Cost	2,803	2,513	2,003	1,713
Accumulated amortisation and impairment	(2,171)	(2,025)	(1,737)	(1,713)
Net book amount	632	488	266	-
<b>Year ended 31 December</b>				
Opening net book amount	632	488	266	-
Additions	1,256	290	1,220	290
Amortisation charge	(696)	(146)	(573)	(24)
Closing net book amount	1,192	632	913	266
<b>At 31 December</b>				
Cost	4,059	2,803	3,223	2,003
Accumulated amortisation and impairment	(2,867)	(2,171)	(2,310)	(1,737)
Net book amount	1,192	632	913	266
<b>Other Intangibles</b>				
<b>At 1 January</b>				
Cost	141	110	-	-
Accumulated amortisation and impairment	(112)	(106)	-	-
Net book amount	29	4	-	-
<b>Year ended 31 December</b>				
Opening net book amount	29	4	-	-
Additions	155	31	-	-
Currency adjustment	(4)	(2)	-	-
Amortisation charge	(22)	(4)	-	-
Closing net book amount	158	29	-	-
<b>At 31 December</b>				
Cost	290	141	-	-
Accumulated amortisation and impairment	(132)	(112)	-	-
Net book amount	158	29	-	-
<b>Total Intangibles</b>				
<b>At 1 January</b>				
Cost	2,944	2,623	2,003	1,713
Accumulated amortisation and impairment	(2,283)	(2,131)	(1,737)	(1,713)
Net book amount	661	492	266	-
<b>Year ended 31 December</b>				
Opening net book amount	661	492	266	-
Additions	1,411	321	1,220	290
Currency adjustment	(4)	(2)	-	-
Amortisation charge	(718)	(150)	(573)	(24)
Closing net book amount	1,350	661	913	266
<b>At 31 December</b>				
Cost	4,349	2,944	3,223	2,003
Accumulated amortisation and impairment	(2,999)	(2,283)	(2,310)	(1,737)
Net book amount	1,350	661	913	266

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>23. OTHER NON FINANCIAL ASSETS</b>					
Current					
Prepayments		7,559	5,736	4,807	3,041
Other		239	269	-	-
Total current other non financial assets		7,798	6,005	4,807	3,041
Non - Current					
Defined benefit fund net surplus of plan assets	28.1, 28.3	14,108	12,004	14,108	12,004
Other		-	100	-	-
Total non - current other non financial assets		14,108	12,104	14,108	12,004
<b>Total Other non financial assets</b>		<b>21,906</b>	<b>18,109</b>	<b>18,915</b>	<b>15,045</b>

## 24. DEFERRED TAX ASSETS AND LIABILITIES

### Deferred tax assets

The balance comprises temporary differences attributable to:

Property plant and equipment	-	2	-	-
Leased assets	-	6	-	-
Available-for-sale financial assets	5	-	-	-
Accruals	256	164	-	-
Provisions	390	307	-	-
Trade and other receivables	-	2	-	-
Other	104	133	-	-
Unearned income	25	-	-	-
Tax Loss carry forwards	305	208	-	-
<b>Total Deferred tax assets</b>	<b>1,085</b>	<b>822</b>	<b>-</b>	<b>-</b>

### Deferred tax liabilities

The balance comprises temporary differences attributable to:

Leased assets	(73)	(110)	-	-
Available-for-sale financial assets	(1,191)	(972)	-	-
Trade and other receivables	(10)	(6)	-	-
<b>Total Deferred tax liabilities</b>	<b>(1,274)</b>	<b>(1,088)</b>	<b>-</b>	<b>-</b>

### Net deferred tax assets and deferred tax liabilities

The balance comprises temporary differences attributable to:

Property plant and equipment	-	2	-	-
Leased assets	(73)	(104)	-	-
Available-for-sale financial assets	(1,186)	(972)	-	-
Accruals	256	164	-	-
Provisions	390	307	-	-
Trade and other receivables	(10)	(4)	-	-
Other	104	133	-	-
Unearned income	25	-	-	-
Tax Loss carry forwards	305	208	-	-
<b>Total Net tax assets and liabilities</b>	<b>(189)</b>	<b>(266)</b>	<b>-</b>	<b>-</b>

	Consolidated			
	Balance 1 January 2007 \$ '000	Recognise in Income \$ '000	Recognise in Equity \$ '000	Balance 31 December 2007 \$ '000
Movement in temporary differences during the year				
Property plant and equipment	2	(2)	-	-
Leased assets	(104)	30	-	(74)
Available-for-sale financial assets	(972)	5	(219)	(1,186)
Accruals	164	92	-	256
Provisions	307	84	-	391
Trade and other receivables	(4)	(6)	-	(10)
Other	118	(33)	-	85
Unearned income	-	25	-	25
Tax Loss carry forwards	208	97	-	305
	(281)	292	(219)	(208)

	Consolidated			
	Balance 1 January 2006 \$ '000	Recognise in Income \$ '000	Recognise in Equity \$ '000	Balance 31 December 2006 \$ '000
Movement in temporary differences during the year				
Property plant and equipment	4	(2)	-	2
Leased assets	(84)	(20)	-	(104)
Available-for-sale financial assets	(642)	-	(330)	(972)
Accruals	229	(65)	-	164
Provisions	288	19	-	307
Trade and other receivables	-	(4)	-	(4)
Other	123	(5)	-	118
Tax Loss carry forwards	457	(249)	-	208
	375	(326)	(330)	(281)

#### Current Tax assets and liabilities

The current tax asset for the consolidated entity \$nil (2006: \$202k) and for the parent entity \$nil (2006: \$nil) represents the amount of income tax recoverable in respect of current and prior periods and that arise from the payment of tax in excess of the amounts due to the relevant tax authority.

The current tax liability for the consolidated entity \$19k (2006: \$28k) represents the amount of income taxes payable in respect of current and prior periods and arises from the payment of tax in deficit of the amounts due to the relevant tax authority.

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000

## 25. TRADE AND OTHER PAYABLES

OS Help liability to Australian Government	-	9	-	9
Other payables	16,100	16,447	11,703	11,746
<b>Total Trade and other payables</b>	<b>16,100</b>	<b>16,456</b>	<b>11,703</b>	<b>11,755</b>

#### a) Foreign currency risk

The carrying amounts of the Group's and parent entity's trade and other payables are denominated in the following currencies:

Australian dollars	15,933	16,439	11,536	11,754
US dollars	157	17	157	1
British pound	10	-	10	-
	-	-	-	-
	16,100	16,456	11,703	11,755

For an analysis of the sensitivity of trade and other payables to foreign currency risk refer to Note 38.

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>26. BORROWINGS</b>					
<b>Current</b>					
<b>Secured</b>					
National Australia Bank (NAB) - bill facility		-	1,500	-	1,500
Finance leases		3	64	-	-
<b>Total current secured borrowings</b>		<b>3</b>	<b>1,564</b>	<b>-</b>	<b>1,500</b>
<b>Total current borrowings</b>		<b>3</b>	<b>1,564</b>	<b>-</b>	<b>1,500</b>
<b>Non - current</b>					
<b>Secured</b>					
National Australia Bank (NAB) - bill facility		14,100	14,100	14,100	14,100
Finance leases		-	3	-	-
<b>Total non current secured borrowings</b>		<b>14,100</b>	<b>14,103</b>	<b>14,100</b>	<b>14,100</b>
<b>Total non - current borrowings</b>		<b>14,100</b>	<b>14,103</b>	<b>14,100</b>	<b>14,100</b>
<b>Total Borrowings</b>		<b>14,103</b>	<b>15,667</b>	<b>14,100</b>	<b>15,600</b>

The non-current NAB bill facility was entered into in 2005 with terms of interest only for five years and repayment of total in 2010. Finance leases are entered into for plant and equipment. Terms in general are over five years.

**a) Assets Pledged as Security**

The carrying amounts of assets pledged as security for current and non current borrowings are:

<b>Non-current</b>					
<b>First mortgage</b>					
Freehold land & buildings		13,700	13,700	13,700	13,700
Finance lease		-	488	-	-
ITC Customer relationship software		-	-	-	-
<b>Total non-current assets pledged as security</b>		<b>13,700</b>	<b>14,188</b>	<b>13,700</b>	<b>13,700</b>

The freehold land and buildings are pledged as security on the NAB bill facility disclosed above.

**b) Financing arrangements**

<b>Credit Card Facilities</b>					
Allocated		20	347		
Unused		2,430	2,003		
<b>Total</b>		<b>2,450</b>	<b>2,350</b>		

As at the end of the financial year, the University and subsidiaries have credit facilities of \$2.450m in respect of MasterCard and Visa purchase cards. Of this amount \$0.020m has been allocated in respect of MasterCard's, Visa cards and Visa purchase cards are issued to University departments. \$2.430m remains unused.

As at 31/12/07 the University and subsidiaries had the following facilities in place:

	<b>Consolidated (Economic Entity)</b>		
	<b>Total \$ '000</b>	<b>Used \$ '000</b>	<b>Unused \$ '000</b>
Flexible rate facility	14,100	14,100	-
Lease facility	2,700	3	2,697
International facility	1,350	-	1,350
Letter of credit	1,028	-	1,028
Forward exchange contract	262	-	262
Bills	2,000	-	2,000
Overdraft	750	-	750
Bank guarantee	5,844	-	5,844
	<b>28,034</b>	<b>14,103</b>	<b>13,931</b>

**c) Class of borrowings**

The NAB bill facility was entered into by the University of Wollongong to fund the construction of the Campus East student accommodation building and facilities.

**d) Fair value**

For the carrying amounts and fair values of borrowings at balance date refer to Note 38.

Other than those classes of borrowings denoted as "traded", none of the classes are readily traded on organised markets in standardised form.

**e) Risk exposures**

The exposure of the Group's and parent entity's borrowings to interest rate changes are detailed in Note 38.

**f) The carrying amounts of the Group's borrowings are denominated in the following currencies:**

	<b>Consolidated (Economic Entity)</b>		<b>University of Wollongong (Parent Entity)</b>	
	<b>2007 \$ '000</b>	<b>2006 \$ '000</b>	<b>2007 \$ '000</b>	<b>2006 \$ '000</b>
Australian Dollars	14,100	15,667	14,100	15,600
	<b>14,100</b>	<b>15,667</b>	<b>14,100</b>	<b>15,600</b>

For an analysis of the sensitivity of borrowings to interest rate risk and foreign exchange risk refer to Note 38.

## 27. PROVISIONS

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
Current provisions expected to be settled within 12 months					
Employee benefits					
Provision for annual leave	27.1	4,778	4,252	2,962	2,744
Provision for long-service leave	27.2	2,741	2,362	2,673	2,305
Provision for self funded workers compensation	27.3	632	794	625	762
Provision for voluntary redundancy schemes		42	215	42	215
Subtotal		8,193	7,623	6,302	6,026
Current provisions expected to be settled after more than 12 months					
Employee Benefits					
Provision for annual leave	27.1	2,528	2,306	2,502	2,299
Provision for long-service leave	27.2	20,536	19,578	18,782	18,002
Subtotal		23,064	21,884	21,284	20,301
Other					
Provision for business closure	27.4	1,130	-	-	-
Total current provisions		32,387	29,507	27,586	26,327
Non - Current					
Employee benefits					
Provision for long-service leave	27.2	5,327	4,894	4,606	3,978
Provision for Self Funded Workers Compensation	27.3	2,755	3,026	2,755	3,026
Recognised liability for defined benefit obligations					
State superannuation scheme	28.2	52,637	63,351	52,637	63,351
State authorities non contributory superannuation scheme	28.4	2,714	2,844	2,714	2,844
Other					
Provision for Restoration	27.5	153	162	-	-
Total non - current provisions		63,586	74,277	62,712	73,199
<b>Total Provisions</b>		<b>95,973</b>	<b>103,784</b>	<b>90,298</b>	<b>99,526</b>

### Movements in Provisions

#### 27.1 Annual leave

The University has a liability for untaken annual leave for non-academic staff.

In accordance with contracts of employment, academic staff are required to take annual leave each year and no annual leave is accrued. Payments for leave taken in-service by University staff or on termination are charged to current revenue.

Movements in the provision during the year were:

Balance at the beginning of the financial year	6,558	6,016	5,043	4,435
Add: Provided for during the year	5,271	4,633	3,881	3,546
Less payments	(4,571)	(4,162)	(3,460)	(2,938)
Less currency movements	48	71	-	-
Balance at the end of the financial year	7,306	6,558	5,464	5,043
Annual Leave expected to be settled within twelve months	4,778	4,252	2,962	2,744
Annual Leave expected to be settled greater than twelve months	2,528	2,306	2,502	2,299
	7,306	6,558	5,464	5,043

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>27.2 Long-service leave</b>					
Balance at the beginning of the financial year		26,834	24,732	24,285	22,364
Add: Provided for during the year		5,321	5,032	5,053	4,618
Less payments		(3,691)	(3,009)	(3,277)	(2,697)
Less currency movements		140	79	-	-
Balance at the end of the financial year		28,604	26,834	26,061	24,285
Comprising:					
Current liabilities					
LSL expected to be settled within twelve months		2,741	2,362	2,673	2,305
LSL expected to be settled greater than twelve months		20,536	19,578	18,782	18,002
Non-current liabilities		5,327	4,894	4,606	3,978
		28,604	26,834	26,061	24,285
<b>Assumptions at end of year disclosures</b>					
Salary inflation rate per annum		4.5%	4.5%	4.5%	4.5%
Discount rate per annum		6.4%	6.0%	6.4%	6.0%
Oncost (as a % of Salary)					
Workers Compensation		1.8%	1.8%	1.8%	1.8%
Payroll Tax		6.0%	6.0%	6.0%	6.0%
Average Superannuation Cost		15.2%	15.2%	15.2%	15.2%
<b>27.3 Self Funded Workers Compensation</b>					
Balance at beginning of the financial year		3,820	3,994	3,788	3,922
Add: Provided for during the year		(216)	157	(261)	91
Less Payments to employees		(217)	(331)	(147)	(225)
Balance at end of the financial year		3,387	3,820	3,380	3,788
Comprising:					
Current liabilities		632	794	625	762
Non-current liabilities		2,755	3,026	2,755	3,026
		3,387	3,820	3,380	3,788
<b>27.4 Provision for business closure</b>					
Balance at beginning of the financial year		-	-	-	-
Add: Provided for during the year		1,130	-	-	-
Less Payments		-	-	-	-
Balance at end of the financial year		1,130	-	-	-
Comprising:					
Current liabilities		1,130	-	-	-
		1,130	-	-	-
<b>27.5 Provision for restoration</b>					
Balance at beginning of the financial year		162	468	-	-
Unwinding of discount and effect of changes in the discount rate		7	21	-	-
Less reversal of provision		-	(313)	-	-
Effect of movement on foreign exchange		(16)	(14)	-	-
Balance at end of the financial year		153	162	-	-
Comprising:					
Non-current liabilities		153	162	-	-
		153	162	-	-

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000

## 28. SUPERANNUATION PLANS

### 28.1 Professorial Superannuation Scheme & Widows Managed Funds

The Professorial Superannuation Scheme was established to provide members with a pension of up to 25 percent of salary on retirement. In 1984 the Scheme was amended to provide for the payment of an additional contributory pension to members of the Scheme on retirement. The Scheme was closed to new members on 1 December 1987.

The Widows Managed Fund is an annuity assurance scheme, which was set up to provide annuities to the spouses of professors who elected to contribute to the scheme. The Widows' Managed Annuity Scheme is a defined benefit section of the Professorial Scheme.

#### Movement in net liability asset recognised in balance sheet

Net liability for defined benefit obligations at 1 January	(693)	5,933	(693)	5,933
Net expense recognised in the income statement	(395)	(182)	(395)	(182)
Contributions	-	(6,444)	-	(6,444)
Balance at the end of the financial year	(1,088)	(693)	(1,088)	(693)

Comprising:

Current liabilities	389	268	389	268
Non-current liabilities	(1,477)	(961)	(1,477)	(961)
	(1,088)	(693)	(1,088)	(693)

#### Reconciliation of the assets and liabilities recognised in the balance sheet

Present value of defined benefit obligations	4,637	4,980	4,637	4,980
Provision for tax on future employer contributions	(163)	(104)	(163)	(104)
PBO at discount rate net of tax	4,474	4,876	4,474	4,876
Plan assets at fair value	(5,562)	(5,569)	(5,562)	(5,569)
Defined benefit obligations in (less than) / excess of Plan assets	(1,088)	(693)	(1,088)	(693)
Assets recognised in balance sheet	(1,088)	(693)	(1,088)	(693)

#### Expense recognised in the income statement

Current service cost	260	1,049	260	1,049
Interest cost	333	(653)	333	(653)
Expected return on Plan assets	(212)	(103)	(212)	(103)
Recognised actuarial (gain) loss	(776)	(475)	(776)	(475)
Expense recognised in the income statement	(395)	(182)	(395)	(182)

#### Actual return on Plan assets

Actual return on Plan assets for period ending	522	526	522	526
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#### Expected next year employer's contribution

The consolidated entity expects to pay \$389k to the Professorial Superannuation Scheme & Widows Managed Funds in 2008.

#### Assumptions at end of year disclosures

Discount rate per annum (gross of tax)	6.3%	5.7%	6.3%	5.7%
Expected rate of return on Plan assets (gross of tax)	8.2%	4.0%	8.2%	4.0%
Salary growth per annum	4.0%	4.0%	4.0%	4.0%
Pension increase per annum	3.0%	3.0%	3.0%	3.0%
Tax on future investment income	0.0%	0.0%	0.0%	0.0%
Allowance for earnings tax offset (assets)	0.0%	0.0%	0.0%	0.0%
Tax on future employer contribution	15.0%	15.0%	15.0%	15.0%

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Surplus or deficit in the Plan liabilities</b>				
Accrued benefits	4,474	4,876	4,474	4,876
Fair value of Plan assets at end of year	(5,562)	(5,569)	(5,562)	(5,569)
(Surplus) / deficit in the Plan	(1,088)	(693)	(1,088)	(693)

## 28.2 State Superannuation Scheme (SSS)

### Accounting policy for recognising actuarial gains / losses

Actuarial gains and losses are recognised in profit and loss in the year they occur.

### General description of the type of Plan

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation scheme: State Superannuation Scheme (SSS)

This scheme is a defined benefit scheme - at least a component of the final benefit is derived from a multiple of member salary and years of membership. This scheme is closed to new members.

### Movement in net liability / asset recognised in balance sheet

Net liability for defined benefit obligations at 1 January	63,351	84,817	63,351	84,817
Net expense recognised in the income statement	(9,554)	(20,208)	(9,554)	(20,208)
Contributions	(1,160)	(1,258)	(1,160)	(1,258)
Balance at the end of the financial year	52,637	63,351	52,637	63,351
Comprising:				
Non-current liabilities	52,637	63,351	52,637	63,351

### Reconciliation of the assets and liabilities recognised in the balance sheet

Present value of defined benefit obligations	167,875	171,419	167,875	171,419
Plan assets at fair value	(115,238)	(108,068)	(115,238)	(108,068)
Defined benefit obligations in excess of Plan assets	52,637	63,351	52,637	63,351
Liability recognised in balance sheet	52,637	63,351	52,637	63,351

### Expense / (income) recognised in income statement

Current service cost	698	1,015	698	1,015
Interest cost	10,015	9,456	10,015	9,456
Expected return on Plan assets	(7,868)	(7,111)	(7,868)	(7,111)
Recognised actuarial gain	(12,399)	(23,568)	(12,399)	(23,568)
Expense / (income) recognised in the income statement	(9,554)	(20,208)	(9,554)	(20,208)

### Actual return on Plan assets

	8,496	13,011	8,496	13,011
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### Expected next year employer's contribution

Recommended contribution rates are 0%.

### Assumptions at end of year disclosures

Discount rate per annum (gross of tax)	6.4%	6.0%	6.4%	6.0%
Expected rate of return on Plan assets (gross of tax)	7.6%	7.6%	7.6%	7.6%
Salary growth per annum	4.0%	4.0%	4.0%	4.0%
Expected rate of CPI increase	2.5%	2.5%	2.5%	2.5%

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000

**Arrangements for employer contributions for funding**

The following is a summary of the 31 December financial position of the Fund calculated in accordance with AAS 25 - Financial Reporting by Superannuation Plans.

**Surplus or deficit in the Plan liabilities**

Accrued benefits		151,478	147,958	151,478	147,958
Fair value of Plan assets at end of year		(115,238)	(108,068)	(115,238)	(108,068)
Deficit in the Plan		36,240	39,890	36,240	39,890

The method used to determine the employer contribution recommendations at the last actuarial review was the Aggregate Funding method.

The method adopted affects the timing of the cost to the employer.

Under the Aggregate Funding method, the employer contribution rate is determined so that sufficient assets will be available to meet benefit payments to existing members, taking into account the current value of assets and future contributions.

**28.3 State Authorities Superannuation Scheme (SASS)**

**Accounting policy for recognising actuarial gains / losses**

Actuarial gains and losses are recognised in profit and loss in the year they occur.

**General description of the type of Plan**

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation scheme:

State Authorities Superannuation Scheme (SASS)

This scheme is a defined benefit scheme - at least a component of the final benefit is derived from a multiple of member salary and years of membership.

This scheme is closed to new members.

**Movement in net asset recognised in balance sheet**

Net asset for defined benefit obligations at 1 January		(11,311)	(8,362)	(11,311)	(8,362)
Net expense recognised in the income statement		(380)	(1,857)	(380)	(1,857)
Contributions		(1,329)	(1,092)	(1,329)	(1,092)
Balance at the end of the financial year		(13,020)	(11,311)	(13,020)	(11,311)

Comprising:

Non-current Asset		(13,020)	(11,311)	(13,020)	(11,311)
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**Reconciliation of the assets and liabilities recognised in the balance sheet**

Present value of defined benefit obligations		33,176	31,624	33,176	31,624
Plan assets at fair value		(46,196)	(42,935)	(46,196)	(42,935)
Defined Benefit obligations less than Plan assets		(13,020)	(11,311)	(13,020)	(11,311)
Assets recognised in balance sheet		(13,020)	(11,311)	(13,020)	(11,311)

**Expense / (income) recognised in income statement**

Current service cost		1,299	1,245	1,299	1,245
Interest cost		1,830	1,510	1,830	1,510
Expected return on Plan assets		(3,177)	(2,800)	(3,177)	(2,800)
Recognised actuarial gain		(332)	(1,812)	(332)	(1,812)
Expense / (income) recognised in income statement		(380)	(1,857)	(380)	(1,857)

**Actual return on Plan assets**

Actual return on Plan assets		3,335	5,143	3,335	5,143
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**Expected next year employer's contribution**

Recommended contribution rates are 0%

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007	2006	2007	2006
<b>Assumptions at end of year disclosures</b>				
Discount rate per annum (gross of tax)	6.4%	6.0%	6.4%	6.0%
Expected rate of return on Plan assets (gross of tax)	7.6%	7.6%	7.6%	7.6%
Salary growth per annum	4.0%	4.0%	4.0%	4.0%
Expected rate of CPI increase	2.5%	2.5%	2.5%	2.5%
<b>Arrangements for employer contributions for funding</b>				
<b>Surplus or deficit in the Plan liabilities</b>				
Accrued benefits	32,947	30,813	32,947	30,813
Fair value of Plan assets at end of year	(46,196)	(42,936)	(46,196)	(42,936)
Surplus in the Plan	(13,249)	(12,123)	(13,249)	(12,123)

The method used to determine the employer contribution recommendations at the last actuarial review was the Aggregate Funding method.

The method adopted affects the timing of the cost to the employer.

Under the Aggregate Funding method, the employer contribution rate is determined so that sufficient assets will be available to meet benefit payments to existing members, taking into account the current value of assets and future contributions.

## 28.4 State Authorities Non Contributory Superannuation Scheme (SANCS)

### Accounting policy for recognising actuarial gains / losses

Actuarial gains and losses are recognised in profit and loss in the year they occur.

### General description of the type of Plan

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation scheme:

State Authorities Non Contributory Superannuation Scheme (SANCS)

This scheme is a defined benefit scheme - at least a component of the final benefit is derived from a multiple of member salary and years of membership.

This scheme is closed to new members.

### Movement in net liability / asset recognised in balance sheet

Net liability for defined benefit obligations at 1 January	2,844	3,728	2,844	3,728
Net expense / (income) recognised in the income statement	403	(243)	403	(243)
Contributions	(533)	(641)	(533)	(641)
Balance at the end of the financial year	2,714	2,844	2,714	2,844

Comprising:

Current liabilities	-	-	-	-
Non-current liabilities	2,714	2,844	2,714	2,844
	2,714	2,844	2,714	2,844

### Reconciliation of the assets and liabilities recognised in the balance sheet

Present value of defined benefit obligations	7,398	7,494	7,398	7,494
Plan assets at fair value	(4,684)	(4,650)	(4,684)	(4,650)
Defined Benefit obligations in excess of (less than) Plan assets	2,714	2,844	2,714	2,844
Liability recognised in balance sheet	2,714	2,844	2,714	2,844

### Expense / (income) recognised in income statement

Current service cost	407	435	407	435
Interest cost	421	380	421	380
Expected return on Plan assets	(432)	(375)	(432)	(375)
Recognised actuarial (gain) loss	7	(683)	7	(683)
Expense / (income) recognised in income statement	403	(243)	403	(243)

### Actual return on Plan assets

Actual return on Plan assets	403	678	403	678
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### Expected next year employer's contribution

Recommended contribution rates are 17%

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007	2006	2007	2006
<b>Assumptions at end of year disclosures</b>					
Discount rate per annum (gross of tax)		6.4%	6.0%	6.4%	6.0%
Expected rate of return on Plan assets (gross of tax)		7.6%	7.6%	7.6%	7.6%
Salary growth per annum		4.0%	4.0%	4.0%	4.0%
Expected rate of CPI increase		2.5%	2.5%	2.5%	2.5%

**Arrangements for employer contributions for funding**

The following is a summary of the 31 December financial position of the Fund calculated in accordance with AAS 25 - Financial Reporting by Superannuation Plans.

**Surplus or deficit in the Plan liabilities**

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007	2006	2007	2006
		\$ '000	\$ '000	\$ '000	\$ '000
Accrued benefits		7,341	7,231	7,341	7,231
Fair value of Plan assets at end of year		(4,684)	(4,650)	(4,684)	(4,650)
Deficit in the Plan		2,657	2,581	2,657	2,581

The method used to determine the employer contribution recommendations at the last actuarial review was the Aggregate Funding method. The method adopted affects the timing of the cost to the employer.

Under the Aggregate Funding method, the employer contribution rate is determined so that sufficient assets will be available to meet benefit payments to existing members, taking into account the current value of assets and future contributions.

**29. OTHER LIABILITIES**

Current					
Income in advance	29.1	30,241	31,432	22,945	25,039
Department of Family & Community Services (DFCS)		18	18	18	18
Other		105	141	-	-
<b>Total current other liabilities</b>		<b>30,364</b>	<b>31,591</b>	<b>22,963</b>	<b>25,057</b>
Non - Current					
Income in advance	29.2	-	-	10,230	10,762
Department of Family & Community Services (DFCS)		151	168	150	168
<b>Total non - current other liabilities</b>		<b>151</b>	<b>168</b>	<b>10,380</b>	<b>10,930</b>
<b>Total Other liabilities</b>		<b>30,515</b>	<b>31,759</b>	<b>33,343</b>	<b>35,987</b>
<b>29.1 Current income received in advance</b>					
Australian Government grants - HECS		413	1,915	413	1,915
Student fees		29,260	28,614	22,532	23,117
Other		568	903	-	7
<b>Total current income received in advance</b>		<b>30,241</b>	<b>31,432</b>	<b>22,945</b>	<b>25,039</b>
<b>29.2 Non - current income received in advance</b>					
Contribution to occupancy		-	-	15,025	15,025
Less : amortisation		-	-	(4,795)	(4,263)
<b>Total non - current income received in advance</b>		<b>-</b>	<b>-</b>	<b>10,230</b>	<b>10,762</b>

## 30. RESERVES AND RETAINED SURPLUS

### 30.1 Reserves

#### a) Non current assets held for sale revaluation reserve

Opening balance at 1 January	23,093	11,681	20,824	10,184
Add: Change in fair value of available for sale financial assets	7,098	11,412	6,588	10,640
Closing balance at 31 December	30,191	23,093	27,412	20,824

#### b) Foreign currency translation reserve

Opening balance at 1 January	(119)	(72)	-	-
Exchange differences on translation of foreign operations	156	(47)	-	-
Closing balance at 31 December	37	(119)	-	-

#### Total Reserves

30,228	22,974	27,412	20,824
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### 30.2 Retained Surplus

#### Retained surplus at 1 January

Operating result after income tax for the period	490,795	465,804	474,886	450,795
Loss of control of Enikos	9,085	24,958	7,998	24,091
Enikos Investment	-	33	-	-
Retained surplus at 31 December	-	-	-	-

499,880	490,795	482,884	474,886
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### 30.3 Nature and purpose of reserves

#### Foreign currency translation reserve

The foreign currency translation reserve comprises all foreign exchange differences arising from the translation of the financial statements of foreign operations where their functional currency is different to the presentation currency of the reporting entity.

#### Held for sale reserve

The held for sale reserve arises on the revaluation of held for sale financial assets. Where a revalued financial asset is sold, then that portion of the reserve which relates to that financial asset, and is effectively realised, is recognised in profit or loss.

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000

### 31. KEY MANAGEMENT PERSONNEL DISCLOSURES

**(a) Names of responsible persons and executive officers**

The following persons were responsible persons and executive officers of the University of Wollongong during the year:

Codd, AC Mr M. Chancellor  
 Chapman, Ms S. (Deputy Chancellor)  
 Sutton, Prof G. Vice Chancellor  
 Adams, Mr J. (until 28/06/07)  
 Astheimer, Prof L.  
 Browbank, Ms S.  
 Campbell, MLA The Hon D.  
 Castle, Ms J. (until 31/12/07)  
 Castle, Prof R.  
 Christian, Ms K. (until 31/12/07)  
 Cornish, Mr N.  
 Edgar, Mr G. (until 31/12/07)  
 Fitzgerald, Mr P.  
 Grange, Mr C.  
 Griffiths, Prof D.  
 Hickman, Dr B. (until 31/12/07)  
 Huang, Mr Z. (until 31/12/07)  
 Hulbert, Prof T. (from 1/01/07)  
 Israel, Mr D. (from 8/08/07)  
 Kyriakouides, Mr K.  
 Langridge, Dr J.  
 Larbalestier, Ms E. (from 29/06/07 until 31/12/07)  
 Patterson, Prof J.  
 Scimone, Mr J. (until 22/01/08)  
 Sheil, Prof M. (until 16/08/07)  
 Verrucci, Ms N. (until 31/12/07)  
 Wright, Ms L. (until 31/12/07)

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000

**(b) Remuneration of Council Members and Executives**

Income paid or payable, or otherwise made available, to Council Members by entities in the consolidated entity and related parties in connection with the management of affairs of the parent entity or its controlled entities:

1,238	1,199	1,238	1,199
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**Remuneration Of Council Members**

Nil to \$9,999	12	11	12	11
\$10,000 to \$19,999	1	1	1	1
\$20,000 to \$29,999	1	-	1	-
\$30,000 to \$39,999	-	1	-	1
\$50,000 to \$59,999	1	1	1	1
\$80,000 to \$89,999	-	1	-	1
\$90,000 to \$99,999	1	-	1	-
\$100,000 to \$109,999	-	1	-	1
\$120,000 to \$129,999	1	-	1	-
\$150,000 to \$159,999	1	1	1	1
\$180,000 to \$189,999	-	1	-	1
\$210,000 to \$219,999	1	-	1	-
\$550,000 to \$559,999	1	1	1	1



## 34. COMMITMENTS

### 34.1 Capital commitments

The following capital projects are not recognised as liabilities and have either been contracted for or funds have been allocated on the basis that these funds would be made available under Commonwealth and State legislative provisions and by the University .

#### Building projects

	Consolidated Commitments 2007 \$ '000	Consolidated Commitments 2006 \$ '000	University Commitments 2007 \$ '000	University Commitments 2006 \$ '000
Major building projects	41,328	92,201	41,328	92,201
Minor buildings & maintenance projects	1,707	736	1,707	736
<b>Total</b>	<b>43,035</b>	<b>92,937</b>	<b>43,035</b>	<b>92,937</b>

#### Payable:

Within one year	43,035	59,594	43,035	59,594
Later than one year but not later than five years	-	33,343	-	33,343
	<b>43,035</b>	<b>92,937</b>	<b>43,035</b>	<b>92,937</b>

### 34.2 Lease Commitments

Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:

Within one year	7,795	6,945	2,858	2,398
Later than one year but not later than five years	3,038	3,304	2,194	1,662
	<b>10,833</b>	<b>10,249</b>	<b>5,052</b>	<b>4,060</b>

#### (a) Operating lease commitments

This represents non-cancellable operating leases contracted for but not capitalised in the accounts for motor vehicles, photocopiers and computer equipment.

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

Within one year	7,792	6,662	2,858	2,398
Later than one year but not later than five years	3,038	3,236	2,194	1,662
	<b>10,830</b>	<b>9,898</b>	<b>5,052</b>	<b>4,060</b>

The weighted average interest rate implicit in the non-cancellable operating leases is 6.5% (2006:5.9%).

#### (b) Finance lease commitments

The consolidated entity leases plant and equipment under non-cancellable operating leases expiring from one to five years. The leases generally provide the consolidated entity with a right of renewal at which time all terms are renegotiated.

For plant and equipment leases, lease payments comprise a base amount plus an incremental contingent rental. Contingent rentals are based upon changes in operating criteria.

Commitments in relation to finance leases are payable as follows:

Within one year	3	316	-	-
Later than one year but not later than five years	-	76	-	-
Minimum lease payments	<b>3</b>	<b>392</b>	<b>-</b>	<b>-</b>
Less future finance charges	-	(41)	-	-
Recognised as a liability	<b>3</b>	<b>351</b>	<b>-</b>	<b>-</b>

Included in the financial statements as:

Current	3	282	-	-
Non-current	-	69	-	-
	<b>3</b>	<b>351</b>	<b>-</b>	<b>-</b>

The weighted average interest rate implicit in the leases is 8.3% (2006: 7.9%)

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>34.3 Other Expenditure Commitments</b>					
Commitments in existence at the reporting date but not recognised as liabilities is as follows:					
Purchase Order Commitments		6,342	4,239	6,342	4,220
<b>Total</b>		<b>6,342</b>	<b>4,239</b>	<b>6,342</b>	<b>4,220</b>
<b>34.4 Leases as Lessor</b>					
Future minimum lease payments under non-cancellable operating leases as at 31 December are as follows:					
Within one year		1,652	1,587	1,246	1,132
Later than one year but not later than five years		4,148	4,291	3,819	3,819
Later than five years		706	1,141	706	1,141
		<b>6,506</b>	<b>7,019</b>	<b>5,771</b>	<b>6,092</b>

**34.5 CRC Commitments**

The University of Wollongong is a member of the following Co-operative Research Centres (CRC). The University has a commitment to contribute cash & in-kind contributions to cover salaries, equipment, use of facilities & other expenditure over the next 3 years.

**34.5 (i) Desert Knowledge CRC**

	Cash \$ '000	In Kind \$ '000
2008	-	274
2009	-	274
2010	-	219
<b>Total</b>	<b>-</b>	<b>767</b>

**34.5 (ii) Total CRC Commitments**

	Cash \$ '000	In Kind \$ '000
2008	-	274
2009	-	274
2010	-	219
<b>Total</b>	<b>-</b>	<b>767</b>

## 35. SUBSIDIARIES

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in note 1(b):

Name of entity	Country of incorporation	Class of shares	Equity holding	
			2007	2006
Illawarra Technology Corporation Ltd	Australia		100%	100%
ITC Europe Ltd (Incorporated 22 November 2000)	UK		100%	100%
ITC Education Ltd (Incorporated 27 June 2003)	Australia		100%	100%
ITC New Zealand Ltd (Incorporated 12 November 2002)	NZ		100%	100%
ITC (Middle East) Ltd (Incorporated 3 April 2007)	Australia		100%	-
University of Wollongong Emirates Limited (Incorporated 15 August 2007)	Hong Kong		100%	-
Wollongong UniCentre Limited	Australia		100%	100%
Unicentre Conferences & Functions Pty Ltd (Incorporated 24 November 2004)	Australia		100%	100%
University of Wollongong Recreation & Aquatic Centre Limited	Australia		100%	100%
The Sydney Business School Pty Ltd	Australia		100%	100%
ENIKOS Pty Ltd	Australia		19%	19%

### Note:

Basis for control of the above entities is as follows:

#### Illawarra Technology Corporation Ltd

- 100% equity in 2 (two) fully paid shares of \$ 1.00
- University Council appoints the Board of Directors of the Company
- ITC Europe Ltd 100% of share capital of \$677 owned by ITC , who appoints the board of directors.
- ITC Education Ltd the ITC Ltd is the sole member of the company.
- ITC New Zealand Ltd 100% of equity in 2 \$1 fully paid shares totalling NZD \$2 held by the ITC Ltd.
- ITC (Middle East) Ltd 100% of the equity in 2 \$1 fully paid shares totalling \$2 AUD held by ITC Ltd.
- University of Wollongong Emirates Limited 100% of the equity in 2 \$1 USD fully paid shares totalling \$2 USD held by ITC Ltd.

#### Wollongong UniCentre Limited

- General Manager of the UniCentre is appointed by the University
- The UniCentre budget is approved by the University Council
- No alteration to the constitution of the UniCentre can be made without the approval of the Council
- UniCentre constitution indicates it is an integral part of the University
- The Unicentre moved its catering and functions activities to Unicentre Conferences & Functions Pty Ltd In November 2004

#### University of Wollongong Recreation & Aquatic Centre Limited

- URAC budget is approved by the University Council
- No alteration to the constitution of URAC can be made without the approval of the Council

#### ENIKOS Pty Ltd

- Enikos was established in November 2003.
- Its aim is to commercialise intellectual property associated with a proposed new M-Peg standard.
- On 22 September 2006, Enikos Pty Ltd received new investments from various investors. This diluted the University's shareholding to less than 20% and also ceded significant influence of the company to the new investors.

#### The Sydney Business School Pty Ltd

- The Sydney Business School Pty Ltd is a non trading entity of the University of Wollongong.
- Commenced registration on the 17th February 2005.

### 36. CONTRIBUTIONS TO CONTROLLED ENTITIES AND FINANCIAL ARRANGEMENTS

Illawarra Technology Corporation Ltd (ITC)	- Free use of some buildings and land
Wollongong UniCentre Limited	- Part salary of General Manager paid by the University
	- Operating Grant to Kids Uni of \$0.180m
	- Free use of buildings
	- Contribution towards Conference Manager's salary & car.
University of Wollongong Recreation and Aquatic Centre Limited	- Maintenance of sportsground budget of \$0.059m
	- Free use of buildings and land used for sporting facilities.
Enikos Pty Ltd	- Free use of office space

The University of Wollongong is committed to ensuring that its subsidiaries have adequate cash reserves to meet all commitments as and when they fall due. The University will assist its subsidiaries by allowing flexible short term arrangements for balances owing by them to the University. The assistance provided to these organisations is offset by the benefits accruing to the University, its students and staff through enhanced facilities, community relations, marketing, funding and/or repute. All other identifiable costs and services relating to companies and organisations associated with the University are charged out to those entities under normal commercial terms and conditions. There is no material expenditure or assets provided by other government bodies or statutory bodies at no cost to the University.

### 37. RECONCILIATION OF OPERATING RESULT AFTER INCOME TAX TO NET CASH FLOWS FROM OPERATING ACTIVITIES

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
<b>Operating result for the period</b>	9,085	24,958	7,998	24,091
<b>Add/(Less) items classified for the period as investing/financing activities</b>				
Net loss (gain) on sale of plant and equipment	1,157	1,571	1,084	734
Interest and dividends received	(2,109)	-	(1,493)	-
<b>Add/(less) non-cash items</b>				
Depreciation and amortisation	22,441	25,728	20,016	23,551
Deferred expenditure write-down	-	28	-	-
Bad debts written-off	39	(8)	-	-
Increase/(decrease) in exchange rates on cash holdings	689	209	300	134
<b>Change in operating assets and liabilities</b>				
Decrease in trade debtors	18,314	23,691	18,098	21,047
(Increase)/decrease in accrued income	(986)	151	(986)	64
Decrease/(increase) in inventories	1,166	960	(19)	(19)
(Increase)/decrease in prepayments	(1,765)	964	(1,765)	1,091
Decrease in creditors and accruals	(1,825)	(1,347)	(74)	(293)
Decrease in other operating assets	(2,089)	(3,563)	(2,104)	(3,932)
(Decrease)/increase in other operating liabilities	(1,436)	4,737	(2,042)	1,039
Decrease in students fees received in advance	(136)	(5,623)	(585)	(4,123)
Decrease in provisions	(7,812)	(27,574)	(9,229)	(26,218)
<b>Net cash provided by operating activities</b>	<b>34,733</b>	<b>44,882</b>	<b>29,199</b>	<b>37,166</b>

### 38. FINANCIAL RISK MANAGEMENT

**(a) Financial Risk Management**

The groups principal financial instruments comprise cash and cash equivalents, trade and other receivables, assets available for sale, held to maturity investments and assets held for sale, trade and the other payables, borrowings and other liabilities.

The group has exposure to the following risks from the use of the above financial instruments: credit risk, liquidity risk and market risk (which includes both interest rate risk and foreign currency risk).

This note presents information about the group's exposure to each of the above risks, their objectives, policies and processes for measuring and managing risk.

The University Council has overall responsibility for the establishment and oversight of the risk management framework. The Council has established the Audit Management and Review Committee, which is responsible for developing and monitoring risk management policies. The Committee reports to the Council on its activities.

The Audit Management and Review Committee oversees how the management monitor compliance with the group's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by the group.

**(i) Market risk**

Market risk is the risk that changes in the market prices, including foreign currency risk and interest rate risk will affect the group's income or value of its holding of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

The exposure to market risk arises with the group's MLC investments classified as assets available for sale (MLC reserve portfolio) and assets held for sale (MLC medium term portfolio).

Each portfolio is diversified across a variety of investment types consistent with the risk/return/timeframe objectives of the portfolio and the University's broader investment management objectives which can be found in the University's Investment Policy.

With the uncertainty in the international market, only a small growth is expected in the MLC investments, the rates used in the analysis are plus or minus 2% to reflect this uncertainty through 2008.

Analysis of the market risk is detailed in 38(c) Sensitivity analysis.

**(ii) Foreign exchange risk**

The group is exposed to currency risks on sales and purchases that are denominated in currencies other than the respective currencies of the group. The group can be exposed to foreign currency risk when transferring funds between countries.

Exposure to foreign currency is managed by:

- overseas operations transacting in the prevailing currency in the region.
- Investment funds in US dollars to protect against any large change in the Australian to US dollar exchange rate

The rate used in the sensitivity analysis is based on an estimate of the \$AUD to \$USD at the end of 2008 at \$0.82, a reduction of 6% from the end of 2007.

Analysis of the foreign exchange risk is detailed in 38(c) Sensitivity analysis.

**(iii) Interest rate risk**

The groups exposure to market interest rates relates primarily to the groups cash and cash equivalents, held to maturity investments borrowings. The group's trade and other receivables are non interest bearing and all related party loans and receivable are interest free.

The group does not currently use any hedging instruments when dealing with interest rates.

The sensitivity analysis, it is estimated that a 1% increase in the interest rates will occur during 2008.

Analysis of the interest rate risk is detailed in 38(c) Sensitivity analysis.

**(iv) Credit risk**

Credit risk arises from the financial assets of the group, which comprise cash and cash equivalents, trade and other receivables, assets available for sale, held to maturity investments and assets held for sale. The group's exposure to credit risk arises from potential default of the counter party. The carrying amount of the group's financial assets represent the maximum credit exposure. Exposure at balance date is addressed in each applicable note to the financial statements.

The group trades with students, government and other educational organisations and as such, collateral is not requested nor is it the group's policy to securitise its trade and other receivables.

Receivable balances are monitored on an ongoing basis with the result that the group's exposure to bad debts is not significant.

The group's exposure to credit risk is influenced mainly by the individual characteristics of each customer.

The maximum exposure to credit risk for trade receivables at the balance date was:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2007 \$ '000	2006 \$ '000	2007 \$ '000	2006 \$ '000
Total Trade and other receivables	63,367	77,356	63,412	80,954

Financial instruments are spread amongst a number of financial institutions to minimise the risk of default of counterparties. The consolidated entity does not have any significant exposure to any individual customer, counter party or shareholding.

**(v) Liquidity risk**

Liquidity risk is the risk the group will not be able to meet its financial obligations as they fall due. The groups approach to managing the liquidity is to ensure, as far as possible, it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions.

The group regularly monitors rolling forecasts of liquidity reserves on the basis of expected cash flow.

**(b) Interest Rate Risk Exposures**

The consolidated entity's exposure to interest rate risk and the effective weighted average interest rate by maturity periods is set out in the following table. For interest rates applicable to each class of asset or liability refer to individual notes to the financial statements. Exposures arise predominantly from assets and liabilities bearing variable interest rates as the consolidated entity intends to hold fixed rate assets and liabilities to maturity.

Parent entity \$ '000	Average Interest Rate	Floating Interest Rate	Fixed Interest Maturing In					Non interest bearing	Total	
			1 year or less	Over 1 to 2 years	Over 2 to 3 years	Over 3 to 4 years	Over 4 to 5 years			Over 5 years
<b>Financial Assets 2007</b>										
Cash and cash equivalents	6.1%	29,187	-	-	-	-	-	-	43	29,230
Trade and Other Receivables	n/a	-	-	-	-	-	-	-	63,412	63,412
Assets classified as available for sale	6.7%	57,368	-	-	-	-	-	-	577	57,945
Held-to-maturity investments	6.4%	2,306	1,906	-	-	-	-	-	-	4,212
Assets held for sale	5.7%	53,222	-	-	-	-	-	-	-	53,222
<b>Financial Liabilities 2007</b>										
Trade and other payables	n/a	-	-	-	-	-	-	-	11,703	11,703
Borrowings	6.5%	7,050	-	-	7,050	-	-	-	-	14,100
Other Liabilities	n/a	-	-	-	-	-	-	-	33,343	33,343
<b>Net Financial</b>										
<b>Assets (Liabilities)</b>		135,033	1,906	-	(7,050)	-	-	-	18,986	148,875

Parent entity \$ '000	Average Interest Rate	Floating Interest Rate	Fixed Interest Maturing In					Non interest bearing	Total	
			1 year or less	Over 1 to 2 years	Over 2 to 3 years	Over 3 to 4 years	Over 4 to 5 years			Over 5 years
<b>Financial Assets 2006</b>										
Cash and cash equivalents	6.1%	40,268	-	-	-	-	-	-	37	40,305
Trade and Other Receivables	n/a	-	-	-	-	-	-	-	80,954	80,954
Assets classified as available for sale	13.0%	54,266	-	-	-	-	-	-	-	54,266
Held-to-maturity investments	5.8%	16,881	2,061	-	-	-	-	-	-	18,942
Assets held for sale	8.8%	50,276	-	-	-	-	-	-	-	50,276
<b>Financial Liabilities 2006</b>										
Trade and other payables	n/a	-	-	-	-	-	-	-	11,755	11,755
Borrowings	5.9%	7,050	1,500	-	-	7,050	-	-	-	15,600
Other Liabilities	n/a	-	-	-	-	-	-	-	35,987	35,987
<b>Net Financial</b>										
<b>Assets (Liabilities)</b>		154,641	561	-	-	(7,050)	-	-	33,249	181,401

**(b) Interest Rate Risk Exposures Cont'd**

The consolidated entity's exposure to interest rate risk and the effective weighted average interest rate by maturity periods is set out in the following table. For interest rates applicable to each class of asset or liability refer to individual notes to the financial statements. Exposures arise predominantly from assets and liabilities bearing variable interest rates as the consolidated entity intends to hold fixed rate assets and liabilities to maturity.

Consolidated entity 2007 \$ '000	Average Interest Rate	Floating Interest Rate	Fixed Interest Maturing In					Non interest bearing	Total	
			1 year or less	Over 1 to 2 years	Over 2 to 3 years	Over 3 to 4 years	Over 4 to 5 years			Over 5 years
<b>Financial Assets</b>										
Cash and cash equivalents	6.1%	41,738	-	-	-	-	-	-	49	41,787
Trade and Other Receivables	n/a	-	-	-	-	-	-	-	63,367	63,367
Assets classified as available for sale	6.7%	58,176	-	-	-	-	-	-	577	58,753
Held-to-maturity investments	6.4%	2,306	1,906	-	-	-	-	-	-	4,212
Assets held for sale	5.7%	56,414	-	-	-	-	-	-	-	56,414
<b>Financial Liabilities</b>										
Trade and other payables	n/a	-	-	-	-	-	-	-	16,100	16,100
Borrowings	6.5%	7,050	3	-	7,050	-	-	-	-	14,103
Other Liabilities	n/a	-	-	-	-	-	-	-	30,515	30,515
<b>Net Financial</b>										
<b>Assets (Liabilities)</b>		151,584	1,903	-	(7,050)	-	-	-	17,378	163,815

Consolidated entity 2006 \$ '000	Average Interest Rate	Floating Interest Rate	Fixed Interest Maturing In					Non interest bearing	Total	
			1 year or less	Over 1 to 2 years	Over 2 to 3 years	Over 3 to 4 years	Over 4 to 5 years			Over 5 years
<b>Financial Assets</b>										
Cash and cash equivalents	6.1%	49,931	97	-	-	-	-	-	1,110	51,138
Trade and Other Receivables	n/a	-	-	-	-	-	-	-	77,356	77,356
Assets classified as available for sale	13.0%	55,859	-	-	-	-	-	-	-	55,859
Held-to-maturity investments	5.8%	16,881	2,061	-	-	-	-	-	-	18,942
Assets held for sale	8.8%	51,955	-	-	-	-	-	-	-	51,955
<b>Financial Liabilities</b>										
Trade and other payables	n/a	-	-	-	-	-	-	-	16,456	16,456
Borrowings	5.9%	7,050	1,564	3	-	7,050	-	-	-	15,667
Other Liabilities	n/a	-	-	-	-	-	-	-	31,759	31,759
<b>Net Financial</b>										
<b>Assets (Liabilities)</b>		167,576	594	(3)	-	(7,050)	-	-	30,251	191,368

## (c) Sensitivity analysis

	Carrying Amount	Fair Value	Interest rate risk				Foreign exchange risk				Market Risk			
			0%		1%		-6%		0%		-2%		2%	
University of Wollongong 2007	\$'000	\$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
<b>Financial Assets</b>														
Cash and cash equivalents	29,230	29,230	-	-	292	292	(20)	(20)	-	-	-	-	-	-
Trade and Other Receivables	63,412	63,412	-	-	-	-	(117)	(117)	-	-	-	-	-	-
Assets classified as available for sale	57,945	57,945	-	-	-	-	-	-	-	-	-	(1,159)	-	1,159
Held-to-maturity investments	4,212	4,212	-	-	42	42	(114)	(114)	-	-	-	-	-	-
Assets held for sale	53,222	53,222	-	-	-	-	-	-	-	-	-	(1,064)	-	1,064
<b>Financial Liabilities</b>														
Trade and other payables	11,703	11,703	-	-	-	-	334	334	-	-	-	-	-	-
Borrowings	14,100	14,100	-	-	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	33,343	33,343	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total increase / decrease</b>					263	263	83	83				(2,223)		2,223

	Carrying Amount	Fair Value	Interest rate risk				Foreign exchange risk				Market Risk			
			0%		1%		0%		10%		0%		7%	
University of Wollongong 2006	\$'000	\$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
<b>Financial Assets</b>														
Cash and cash equivalents	40,305	40,305	-	-	403	403	-	-	36	36	-	-	-	-
Trade and Other Receivables	80,954	80,954	-	-	-	-	-	-	103	103	-	-	-	-
Assets classified as available for sale	54,266	54,266	-	-	-	-	-	-	-	-	-	-	-	3,799
Held-to-maturity investments	18,942	18,942	-	-	189	189	-	-	206	206	-	-	-	-
Assets held for sale	50,276	50,276	-	-	-	-	-	-	-	-	-	-	-	3,519
<b>Financial Liabilities</b>														
Trade and other payables	11,755	11,755	-	-	-	-	-	-	(425)	(425)	-	-	-	-
Borrowings	15,600	15,600	-	-	(86)	(86)	-	-	-	-	-	-	-	-
Other liabilities	35,987	35,987	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total increase / decrease</b>					506	506			(80)	(80)				7,318

(c) Sensitivity analysis

	Carrying Amount \$'000	Fair Value \$'000	Interest rate risk				Foreign exchange risk				Market Risk			
			0%		1%		-6%		0%		-2%		2%	
			Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
<b>Consolidated 2007</b>														
<b>Financial Assets</b>														
Cash and cash equivalents	41,787	41,787	-	-	418	418	(20)	(20)	-	-	-	-	-	-
Trade and Other Receivables	63,367	63,367	-	-	-	-	(143)	(143)	-	-	-	-	-	-
Assets classified as available for sale	58,753	58,753	-	-	-	-	-	-	-	-	-	(1,175)	-	1,175
Held-to-maturity investments	4,212	4,212	-	-	42	42	(114)	(114)	-	-	-	-	-	-
Assets held for sale	56,414	56,414	-	-	-	-	-	-	-	-	-	(1,128)	-	1,128
<b>Financial Liabilities</b>														
Trade and other payables	16,100	16,100	-	-	-	-	334	334	-	-	-	-	-	-
Borrowings	14,103	14,103	-	-	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	30,515	30,515	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total increase / decrease</b>					389	389	57	57				(2,303)		2,303

	Carrying Amount \$'000	Fair Value \$'000	Interest rate risk				Foreign exchange risk				Market Risk			
			0%		1%		0%		10%		0%		7%	
			Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
<b>Consolidated 2006</b>														
<b>Financial Assets</b>														
Cash and cash equivalents	51,138	51,138	-	-	511	511	-	-	40	40	-	-	-	-
Trade and Other Receivables	77,356	77,356	-	-	-	-	-	-	171	171	-	-	-	-
Assets classified as available for sale	55,859	55,859	-	-	-	-	-	-	-	-	-	-	-	3,910
Held-to-maturity investments	18,942	18,942	-	-	189	189	-	-	206	206	-	-	-	-
Assets held for sale	51,955	51,955	-	-	-	-	-	-	-	-	-	-	-	3,637
<b>Financial Liabilities</b>														
Trade and other payables	16,456	16,456	-	-	-	-	-	-	(426)	(426)	-	-	-	-
Borrowings	15,667	15,667	-	-	(86)	(86)	-	-	-	-	-	-	-	-
Other liabilities	31,759	31,759	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total increase / decrease</b>					614	614			(9)	(9)				7,547

## 39 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE

## University of Wollongong (Parent Entity)

	Commonwealth Grants Scheme#		Indigenous Support Fund		Equity Support Program*	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
39.1 DEEWR - CGS and Other DEEWR Grants						
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)	72,991	64,817	577	564	354	242
Net accrual adjustments	-	-	-	-	-	-
Revenue for the period	2a 72,991	64,817	577	564	354	242
Surplus / (deficit) from the previous year	-	-	-	-	-	-
Total revenue including accrued revenue	72,991	64,817	577	564	354	242
Less expenses including accrued expenses	(72,991)	(64,817)	(577)	(564)	(354)	(242)
Surplus / (deficit) for reporting period	-	-	-	-	-	-

# Includes the basic CGS grant amount, CGS-Regional Loading and CGS-Enabling Loading and HEFA Transition Fund.

\* Includes Higher Education Equity Program and Students with Disabilities Program.

## University of Wollongong (Parent Entity)

	Workplace Reform Program		Workplace Productivity Program		Learning and Teaching Performance Fund	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
39.1 DEEWR - CGS and Other DEEWR Grants cont'd						
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)	995	914	-	696	5,418	5,108
Revenue for the period	2a 995	914	-	696	5,418	5,108
Surplus / (deficit) from the previous year	-	-	696	-	4,025	-
Total revenue including accrued revenue	995	914	696	696	9,443	5,108
Less expenses including accrued expenses	(995)	(914)	(394)	-	(6,897)	(1,083)
Surplus for reporting period	-	-	302	696	2,546	4,025

## University of Wollongong (Parent Entity)

	Capital Development Pool		Collaboration and Structural Reform Program		Total	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
39.1 DEEWR - CGS and Other DEEWR Grants cont'd						
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)	2,500	1,065	200	600	83,035	74,006
Net accrual adjustments	-	-	-	-	-	-
Revenue for the period	2a 2,500	1,065	200	600	83,035	74,006
Surplus from the previous year	1,846	1,958	600	-	7,167	1,958
Total revenue including accrued revenue	4,346	3,023	800	600	90,202	75,964
Less expenses including accrued expenses	(975)	(1,177)	(27)	-	(83,210)	(68,797)
Surplus for reporting period	3,371	1,846	773	600	6,992	7,167

**39.2 Higher Education Loan Programs**

Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)  
 Net accrual adjustments  
 Revenue for the period  
 Surplus / (deficit) from the previous year  
 Total revenue including accrued revenue  
 Less expenses including accrued expenses  
 Surplus / (deficit) for reporting period

\* For 2004, FEE-HELP figures will equal PELS and BOTPLS amounts

University of Wollongong (Parent Entity)						
	HECS-HELP (Aust Gov't Payments Only)		FEE-HELP*		Total	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
	41,698	37,984	3,130	3,635	44,828	41,619
	592	(723)	(413)	(1,192)	179	(1,915)
2b	42,290	37,261	2,717	2,443	45,007	39,704
	-	-	-	-	-	-
	42,290	37,261	2,717	2,443	45,007	39,704
	(42,290)	(37,261)	(2,717)	(2,443)	(45,007)	(39,704)
	-	-	-	-	-	-

**39.3 Scholarships**

Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)  
 Revenue for the period  
 Surplus from the previous year  
 Total revenue including accrued revenue  
 Less expenses including accrued expenses  
 Surplus / (deficit) for reporting period

University of Wollongong (Parent Entity)						
	Australian Postgraduates Awards		International Post Graduate Research Scholarships		Commonwealth Education Costs Scholarships	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
	1,837	1,787	351	292	674	439
2c	1,837	1,787	351	292	674	439
	79	152	(233)	(106)	61	5
	1,916	1,939	118	186	735	444
	(1,871)	(1,860)	(335)	(419)	(621)	(383)
	45	79	(217)	(233)	114	61

**39.3 Scholarships Cont'd**

Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Program)  
 Revenue for the period  
 Surplus from the previous year  
 Total revenue including accrued revenue  
 Less expenses including accrued expenses  
 Surplus / (deficit) for reporting period

University of Wollongong (Parent Entity)				
	Commonwealth Accommodation Scholarships		Total	
	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000
	1,064	761	3,926	3,279
2c	1,064	761	3,926	3,279
	59	41	(34)	92
	1,123	802	3,892	3,371
	(959)	(743)	(3,786)	(3,405)
	164	59	106	(34)

## University of Wollongong (Parent Entity)

	Institutional Grants Scheme		Research Training Scheme		Systemic Infrastructure Initiative	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)	5,847	5,752	12,320	12,714	-	-
Net accrual adjustments	-	-	-	-	-	-
Revenue for the period	5,847	5,752	12,320	12,714	-	-
Surplus from the previous year	-	-	-	-	-	84
Total revenue including accrued revenue	5,847	5,752	12,320	12,714	-	84
Less expenses including accrued expenses	(5,847)	(5,752)	(12,320)	(12,714)	-	(84)
Surplus for reporting period	-	-	-	-	-	-

**39.4 DEEWR Research**

Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)

Net accrual adjustments

Revenue for the period

Surplus from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus for reporting period

## University of Wollongong (Parent Entity)

	Research Infrastructure Block Grants		Regional Protection Scheme		Implementation Assistance Programme	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)	3,674	3,475	392	265	70	-
Revenue for the period	3,674	3,475	392	265	70	-
Surplus / (deficit) from the previous year	1,244	798	-	-	-	-
Total revenue including accrued revenue	4,918	4,273	392	265	70	-
Less expenses including accrued expenses	(3,224)	(3,029)	(392)	(265)	(57)	-
Surplus / (deficit) for reporting period	1,694	1,244	-	-	13	-

**39.4 DEEWR Research Cont'd**

Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)

Revenue for the period

Surplus / (deficit) from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus / (deficit) for reporting period

## University of Wollongong (Parent Entity)

	Australian Scheme for Higher Education Repositories		Commercialisation Training Scheme		Total	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)	130	-	105	-	22,538	22,206
Revenue for the period	130	-	105	-	22,538	22,206
Surplus / (deficit) from the previous year	-	-	-	-	1,244	882
Total revenue including accrued revenue	130	-	105	-	23,782	23,088
Less expenses including accrued expenses	(110)	-	(75)	-	(22,025)	(21,844)
Surplus / (deficit) for reporting period	20	-	30	-	1,757	1,244

**39.4 DEEWR Research Cont'd**

Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programs)

Revenue for the period

Surplus / (deficit) from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus / (deficit) for reporting period

**39.5 Voluntary Student Unionism**

Financial assistance received in CASH during the reporting period  
(total cash received from the Australian Government for the Programs)

Net accrual adjustments  
Revenue for the period  
Surplus from the previous year  
Total revenue including accrued revenue  
Less expenses including accrued expenses  
Surplus for reporting period

University of Wollongong (Parent Entity)						
	VSU Transition Fund		VSU Project		Total	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
	4,050	-	120	-	4,170	-
	-	-	-	-	-	-
2e	4,050	-	120	-	4,170	-
	-	-	-	-	-	-
	4,050	-	120	-	4,170	-
	(173)	-	(100)	-	(273)	-
	3,877	-	20	-	3,897	-

**39.6 Australian Research Council Grants**

(a) Discovery

Financial assistance received in CASH during the reporting period  
(total cash received from the Australian Government for the Programs)

Net accrual adjustments  
Revenue for the period  
Surplus from the previous year  
Total revenue including accrued revenue  
Less expenses including accrued expenses  
Surplus for reporting period

University of Wollongong (Parent Entity)						
	Project		Fellowships		Total	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
	8,367	8,244	323	158	8,690	8,402
	(109)	-	-	-	(109)	-
2f(i)	8,258	8,244	323	158	8,581	8,402
	3,496	3,066	83	3	3,579	3,069
	11,754	11,310	406	161	12,160	11,471
	(7,897)	(7,814)	(326)	(78)	(8,223)	(7,892)
	3,857	3,496	80	83	3,937	3,579

**39.6 Australian Research Council Grants**

(b) Linkages

Financial assistance received in CASH during the reporting period  
(total cash received from the Australian Government for the Programs)

Net accrual adjustments  
Revenue for the period  
Surplus from the previous year  
Total revenue including accrued revenue  
Less expenses including accrued expenses  
Surplus for reporting period

University of Wollongong (Parent Entity)						
	Infrastructure		International		Projects	
	2007	2006	2007	2006	2007	2006
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
	600	867	360	200	2,585	2,774
	-	-	38	(38)	(37)	1
2f(ii)	600	867	398	162	2,548	2,775
	391	-	91	147	1,559	1,318
	991	867	489	309	4,107	4,093
	(834)	(476)	(301)	(218)	(2,485)	(2,534)
	157	391	188	91	1,622	1,559

**39.6 Australian Research Council Grants**

(b) Linkages Cont'd

Financial assistance received in CASH during the reporting period  
 (total cash received from the Australian Government for the Programs)  
 Net accrual adjustments  
 Revenue for the period  
 Surplus from the previous year  
 Total revenue including accrued revenue  
 Less expenses including accrued expenses  
 Surplus for reporting period

**University of Wollongong  
 (Parent Entity)  
 Total  
 2007 2006  
 \$ '000 \$ '000**

	3,545	3,841
	1	(37)
2f(ii)	3,546	3,804
	2,041	1,465
	5,587	5,269
	(3,620)	(3,228)
	1,967	2,041

**39.6 Australian Research Council Grants**

(c) Networks and Centres

Financial assistance received in CASH during the reporting period  
 (total cash received from the Australian Government for the Programs)  
 Net accrual adjustments  
 Revenue for the period  
 Surplus / (deficit) from the previous year  
 Total revenue including accrued revenue  
 Less expenses including accrued expenses  
 Surplus for reporting period

**University of Wollongong (Parent Entity)**

**Centres Total  
 2007 2006 2007 2006  
 \$ '000 \$ '000 \$ '000 \$ '000**

	2,548	3,005	2,548	3,005
	-	-	-	-
2f(iii)	2,548	3,005	2,548	3,005
	275	32	275	32
	2,823	3,037	2,823	3,037
	(2,156)	(2,762)	(2,156)	(2,762)
	667	275	667	275

**END OF AUDITED FINANCIAL REPORT**

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## CONTACT INFORMATION

For more information about the University, please visit: [www.uow.edu.au](http://www.uow.edu.au)

Enquiries about courses and subjects may be directed to:

### Wollongong UniAdvice

Tel: 1300 367 869 Fax: +61 2 4221 4392

Email: [uniadvice@uow.edu.au](mailto:uniadvice@uow.edu.au)

Other enquiries can be made during office hours to:

### The Switchboard

Tel: +61 2 4221 3555

Fax: +61 2 4221 4322

Switchboard 8.30am - 5.30pm

Office hours Monday to Friday

### Written Enquiries

should be addressed to the:

Vice-Principal (Administration)

University of Wollongong

Northfields Avenue Wollongong NSW 2522 Australia

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