Since my last report to Council, the University officially opened the newly renovated Griffith Film School at Southbank. Academy Award winning director George Miller, who won best animated feature at the Academy Awards, made a surprise video appearance at the opening (this video will be screened at the start of the Council meeting). The $14m refurbishment of the Griffith Film School offers film students industry standard cutting edge equipment and a central creative location in the heart of the creative precinct of South Bank.

A landmark agreement between Griffith University and consumer products giant Colgate Palmolive has led to the establishment of a new professorial chair at Griffith. Indigenous communities who suffer from geographic and socioeconomic disadvantage, limited access to health care, and multiple health risk factors will be one of the main groups to benefit from the $750,000 investment in rural, remote and Indigenous oral health. The agreement supports the University’s social mission and allows the School of Dentistry and Oral Health to drive innovative research, education and community service in rural, remote and Indigenous oral health.

The inaugural Indigenous Community Engagement Awards were held at the Logan campus on March 21 and aimed to acknowledge the contribution of individuals who develop programs and initiatives addressing Aboriginal and Torres Strait Islander issues. Queensland Governor Quentin Bryce presented the awards and later said it was clear Griffith has shown true innovation and leadership in the area of community engagement and research and working in collaboration with Indigenous communities. (Attachment 1)

The Queensland Premier, the Honourable Peter Beattie recently launched the Urban Water Security Research Alliance. The Alliance will combine the capabilities of the Queensland Government, Griffith University, CSIRO, and the University of Queensland. Detailed information is provided later in my report.

In March I convened well attended meetings on all campuses to brief colleagues on the key issues for the University and our strategic direction which is outlined in the paper “Griffith 2015: Beyond Top 10”. The paper is included as a separate item for discussion on the Council meeting Agenda.

In early April I continued the process of fostering close links with key Chinese Universities and research institutions in Beijing, Shanghai and Guangzhou. The relationship with Peking University continues to grow. The highlight of this brief trip was the formalising of the relationship with Chinese Academy of Science (CAS). This is the first agreement Griffith has signed with CAS at the Academy level and is only the second agreement CAS has with an Australian university. It builds upon the research of Griffith's Professor Zhihong Xu. CAS is a very prestigious research organisation in China (similar to CSIRO in Australia). We also formalised our relationship with the Chinese Centre for Disease Control in Beijing and Shanghai, as well as visiting Sun Yat Sen University. I hosted alumni events in Beijing and Shanghai.
Griffith student, Libby Lenton began her extraordinary medal sweep at the FINA swimming world championships in March in Melbourne. A Bachelor of Communications student, Libby continues to do herself and Griffith proud with her extraordinary sporting achievements whilst continuing to excel in her academic endeavours too, managing straight Distinctions in 2006. Libby is one of a 100+ elite athletes benefiting from the personalised pastoral care provided by the Griffith Sports College.

Updated progress against the KPI’s are attached to this report. It is broadly consistent with the data that I presented to the Council retreat in February. (Attachment 2)

**Research**

**Research Quality Framework (RQF) Update**

Preparations for the RQF are progressing as outlined last month. However, the University has declined to participate in the proposed DEST pre-implementation trial after it was revealed that the Department expects institutions to plan, collect, review with own staff, evaluate and report back, without any DEST involvement, all by end of May 2007. This is quite impractical and requires a timeline for completion well before research group portfolios can be prepared. Instead, we are progressing plans with IRUA colleagues to form mock RQF panels later in the year to give independent feedback on selected portfolios once fully drafted.

**Significant new project grants**

Professor Kim Halford and Dr Leanne Casey have been awarded $159,000 from the Queensland Treasury Research Grants scheme for their research into a couples-based intervention for problem gamblers.

**Urban Water Security Research Alliance**

The Urban Water Security Research Alliance was launched in Queensland on 3 April by Premier Peter Beattie. The $50m five-year alliance is the largest urban water research program in Australia and aims to more than double the water recycling capacity of Brisbane and other capital cities. The Alliance is the first water research project with a specific focus on urban water recycling, and its immediate concern will be the needs of Australia’s fastest-growing urban region with a focus on water security and recycling, within the entire water cycle from upstream
catchments to Moreton Bay. In the short term, the Alliance's goal is to build reliability and safety in recycled water systems providing up to 90 GL per annum to South East Queensland. Longer term, it will work towards delivering water security by recycling wastewater and stormwater through the innovative treatment, storage and use of aquifers to provide up to 20 percent of the total water supply.

Professor Lesley Johnson signed the Memorandum of Understanding on behalf of Griffith University, which will receive $500k pa for 5 years. In addition, there will be a pool of $1m contestable funds each year that will be provided to programs of research that will be decided by a research committee that Griffith may benefit from as well.

Griffith will contribute multi-disciplinary expertise through the Queensland Smart Water Research Consortium (a collaboration between Gold Coast City Council, University of Queensland, University of Sunshine Coast, the International Water Centre, Central Queensland University, Wide Bay Water, Toowoomba City Council, Aqua Diagnostics Pty Ltd and EcoNova Pty Ltd) and located in the Queensland Smart Water Research Facility (funded through a Smart State Innovation Building Fund loan, Griffith University and Gold Coast City Council) being constructed at the Gold Coast campus.

Premier Peter Beattie said the Alliance would complement the existing water commission, which would continue to act as an umbrella organisation to oversee the implementation of water strategies.

The institutions involved will share ideas and information and work with agencies such as the International Water Centre, Healthy Waterways and the Queensland Water Commission's expert panel to improve outcomes for Queensland's water future.

Griffith University Internal Fellowships
This internal funding scheme has now closed for 2008 and 32 applications have been received. They comprise 24 Post-doctoral Fellowships and 8 Research Fellowships. Assessment will take place over the coming months with an announcement of results expected in July.

ARC Discovery Projects 2008
112 applications for ARC Discovery Projects were submitted this year, for grants commencing in 2008. The ARC advises that the total number of applications on their electronic lodgement system is approximately 4100, which is similar to the total number of applications lodged last round.

Table 1 below shows the total number of applications submitted by each Group, and the number of fellowships requested within the total number of applications.

<table>
<thead>
<tr>
<th>Groups</th>
<th>Applications</th>
<th>% of total</th>
<th>Fellowships (subset of applications)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts, Education and Law</td>
<td>24</td>
<td>21</td>
<td>4</td>
</tr>
<tr>
<td>Griffith Business School</td>
<td>15</td>
<td>13</td>
<td>4</td>
</tr>
<tr>
<td>Griffith Health</td>
<td>20</td>
<td>18</td>
<td>3</td>
</tr>
<tr>
<td>Science, Environment, Engineering &amp; Technology</td>
<td>53</td>
<td>48</td>
<td>12</td>
</tr>
<tr>
<td>Total</td>
<td>112</td>
<td>100</td>
<td>23</td>
</tr>
</tbody>
</table>

Table 1

ARC Linkage Projects Round 2 2007, the Linkage Forum and Round 1 2008
An announcement of results for Linkage Projects Round 2 2007 is expected in late May. There were 22 applications submitted in this round.

On March 8, Research Deans, Pro Vice Chancellors and Centre Directors participated in a lively forum facilitated by Emeritus Professor Bob Breakspere and hosted by Professor Lesley Johnson. This event provided an excellent opportunity for element leaders to collectively discuss their strategies for improving Linkage-Project success across the University.
Emeritus Professor Breakspere met with research teams at Nathan and the Gold Coast to review their draft applications in late March. Currently there are approximately 18 Linkage-Projects applications in the final stages of preparation which will be submitted to the ARC on May 2.

**Smart State Innovation Fund**
Applications for the second round of the Smart State Innovation Projects Fund and Innovation Skills Fund opened in February this year and closed barely a month later on March 7. A total of 11 applications were submitted – all from the Science, Environment, Engineering & Technology Group - including Professor Alan McKay-Sim’s application for the Premier’s Fellowship.

**NHMRC Project Grants**
The University recently submitted 31 applications to the National Health and Medical Research Council’s Project Grants scheme for funding in 2008. This is a slight decrease on last year when 35 applications were submitted. Funding results will be announced in October.

**Learning**

**Teaching Awards**
To maintain a high quality learning environment, Griffith acknowledges excellence through our Celebrating Teaching Awards. Late in March, we celebrated the success of the University’s outstanding teachers of 2006 at two gala evenings held at South Bank and at the Gold Coast campus. This year’s theme, Learning to Succeed, recognised 60 teachers. The events showcased Griffith academic and professional staff who have been recognised nationally and locally with awards, faculty and Carrick citations and fellowships for teaching.

**Industrial Affiliates Program (IAP)**
Our Industrial Affiliates Program (IAP) gives final-year students the opportunities to work on substantial industry projects that benefit the industrial partner. IAP has achieved extraordinary results in 2006 with four students winning external industry or professional body awards, including Rachelle Willis who won the Queensland Government's Smart State Smart Woman prize for the Best Undergraduate category. Other award-winning IAP projects were completed by Geoff Young, Robert McGlinn and David Claughton. The program continues to expand in 2007 with 160 students on industry placements this semester, including the first cohort of science and environmental science students. The very successful IAP Project Expo will be moving this year to Suncorp Stadium to cope with the 400 anticipated guests who come to view the student projects. The majority of IAP students are offered employment directly from their IAP experience.

**Leading the way in National Music Teacher Education Initiative**
The National Review of School Music Education raised issues that are being addressed by a Carrick Institute funded project being developed by staff at 3 universities. It is aimed at collaboratively bridging the gaps between research, teaching and academic development in universities engaged in music teacher education, and is a great example of education innovation. Dr Scott Harrison (Faculty of Education and QCGU) is a member of the project team, and Griffith students enrolled in our Master of Education are the first to be involved in the project. Using problem-based learning, pre-service teachers have been invited to participate in practical teaching environments through case studies uploaded to a central website. Over the coming months, students and academics at universities nation-wide will use the website to collaborate in the development of new curriculum models.

**Indigenous Higher Education Advisory Council (IHEAC)**
In 2006, the Indigenous Higher Education Advisory Council (IHEAC) made recommendations in a report to governments, universities and the AVCC as a group. In September last year, the AVCC made specific recommendations for the university sector against each of the seven strategic priority statements. Subsequently the AVCC has surveyed the universities nationally, seeking their responses against the IHEAC priorities and AVCC recommendations. Griffith’s response is a strong one, demonstrating the breadth and depth of its commitment such as:

- access opportunities and support for learning amongst Indigenous Australian students, to break the cycle of disadvantage
- curriculum development and research in Indigenous knowledge, and the advancement of more culturally inclusive teaching and learning practices, and
- an ‘internship’ program to assist the recruitment of Indigenous Australian academic staff.
In March, Griffith was invited to present a case study for the DEST National Report to Parliament on Indigenous Education (2005), being one of two universities to feature in this report. Eleven education institutions will be profiled from across the various education sectors, representative of urban, rural and remote locations.

Griffith presented the Law School Indigenous program as its case study, given its success in improving the representation of, and educational outcomes for, Indigenous students and staff. The program achieves this through commitment to Indigenous inclusiveness across curriculum development, teaching and learning, staff development and training, research and Indigenous student support arrangements. This case study was presented as a 2-page story with photos. It highlighted the work of Mr Phillip Rodgers-Falk, Senior Lecturer and recipient of a Carrick Award for Australian University Teaching in recognition of his innovative work in developing the Indigenous Law Program.

Orientation and Transition Support for Commencing Students

Orientation and Transition Activities
During orientation, the Welfare and Student Liaison Office in Student Services engaged Student Partners to deliver various activities to commencing students, including service promotion and information provision at Market Days, reaching at least 3000 students across all campuses. The Student Partners also assisted counsellors with their orientation workshops, in various activities at the First Year barbecues, and helped with activities organised by Student Administration. These Student Partners were recruited and trained by the Welfare and Student Liaison Office and they are available to assist any activities organised by different elements of the University.

The Counselling Service in Student Services offered workshops and information sessions as part of orientation and transition for commencing students in 2007, with many of these run in collaboration with academic elements. There has been a very positive uptake by academic elements to integrate effective transition and engagement activities into local school programs. Pre-orientation and orientation workshops were attended by 970 students, with 94% rating the workshops as excellent and 98% rating the workshop impact as positive or very positive. Around 100 people attended Parents and Partners workshops offered at Nathan and Gold Coast prior to Orientation. These were evaluated exceptionally positively and included significant participation from Student Partners, and a very popular campus tour. Into the early weeks of semester, Public Speaking and Stress Management workshops were offered to over 50 Gold Coast students, with 100% of attendants evaluating them as excellent or good.

Some 115 student mentors were trained through the Mainstreaming Griffith Mentoring program, to participate in a variety of engagement and transition activities and across a number of schools. The Counselling Service team also had significant input into the content of the revamped New Students' website and the 'It's Who You Know' barbecues on every campus.

Uni-Key
Each year commencing students from equity backgrounds are offered a special transition support program called Uni-Key. The program provides campus tours, guest lectures, transition workshops and mentoring by later year students in the same discipline areas. In 2007, 298 students were assisted through Uni-Key, a 15% increase on 2006. Participants are very positive about the experience of Uni-Key – commencing students feel supported and engaged, later year students develop and extend their leadership and mentoring skills.

Uni-Start
2007 is the second year of the revised Uni-Start admission and scholarship application process, with commencing students enjoying targeted resources in the form of a "start-up kit", and other benefits such as photocopy funds. Around 300 students commenced at Griffith in 2007 under the Uni-Start scheme.

Uni-Start students also have access to Uni-Key assistance, through group pre-orientation activities and ongoing mentor support throughout their first semester at university.
First Year@Griffith BBQs
By Weeks 3 and 4 many commencing students are just starting to find their feet and settle in – but may have some questions about services and supports available to them. For this reason the University runs a free barbecue for all commencing students at each campus with staff from support and development services and from schools attending. Nearly 4000 students and staff attended the 2007 ‘Its Who You Know’ barbecues which offered not only a free lunch but also activities and prizes for participation. Staff from Student Services, Library and Learning Services, Campus Life, Student Administration, International Centre, GUMURRII Student Support Unit and the Student Guild, joined academic and administrative staff to answer questions and ensure new students felt confident and comfortable in their new learning environment. Some schools took the opportunity to align some other transition activities for their own program cohorts with the barbecues under the theme of “Up and Running” by Week 4.

Notetaking Support
Once again students have been trained to help other students through Student Services’ Notetaking Program. Successful trainees are contacted as needed to take notes for approximately 70 students with disabilities each year, across approximately 180 courses. In 2007, 308 commencing students took part in the training. Successful trainees from this group, and from prior years, now number several hundred students who are now in the notetaking network.

Career Support and Engagement
Almost 400 students and graduates attended job search seminars conducted at Gold Coast, Logan and Nathan in the week before Orientation. The seminars were in addition to major events held in November where the same number of students and graduates attended. Initiatives are also in train to extend career development programs for students by embedding activities within degree programs. The Griffith Business School (GBS) is working with the Careers and Employment Service on a pilot for first year GBS students, and this will then be rolled out to all GBS.

The ninth annual Recruitment and Careers Fairs at Griffith in mid-March were the largest ever, with 106 companies, government departments and professional associations exhibiting at Nathan and Gold Coast. The increase in employer participation was especially marked at the Gold Coast campus where the number of exhibitors has more than doubled in the last two years.

Employment demand generally continues to be strong with 700 new employers and 1100 vacancies being added this year on Career Board, which is a vacancy service for Griffith students and graduates. Some 99,000 job cards have been viewed by students and graduates since January 2007.
Outreach
Tertiary Access Program 2007

The Tertiary Access Program in 2007 is operating as a transitional arrangement until reaccreditation discussions have been finalised for 2008. A total of 52 students enrolled in the first semester Griffith Enhancement Module offered at Logan campus. Students who successfully complete two one-semester modules, as an additional component of the Adult Tertiary Preparation Program with Metropolitan Institute of TAFE, will be offered a guaranteed place in a program at Griffith University in 2008. The 2007 enrolment is down compared with 2006 and there are no dedicated science, IT or social science strands in the transitional program. A total of 25 graduates of the program enrolled at Griffith University for semester one. Most of the students enrolled at Logan Campus in Education and Social Work programs.

Health and Well-Being
Health Promotion within Colleges

Health Service staff and Student Partners joined with Campus Life in the presentation of interactive and informative health promotion sessions at both Mt Gravatt and Nathan Colleges. The sessions covered information on "staying safe" in regard to sexual health and alcohol and drug awareness. Up-to-date statistical information was provided on the trends of Sexually Transmitted Infections (STI's), and how to effectively prevent infection, along with activities to raise awareness on alcohol and drug use including the dangers and concerns about ICE (amphetamine). The sessions were evaluated very positively by College residents and staff.

Course Related Vaccination and Serology Screening

Health programs require students to have immunity to certain diseases. The Health Services at Gold Coast and Nathan have liaised with Griffith Health Schools (including Nursing, Medicine, Dentistry & Oral Health and Physiotherapy & Exercise Science) to provide access to course related serology screening and vaccination. An estimated 500 students have been seen within the Health Service and commenced vaccination and/or serology screening. In addition to this, the Health Service at Gold Coast liaised with Queensland Health and facilitated the screening of 210 students for tuberculosis, a course requirement for all students commencing some health studies.
Staff Flu Vaccination
In March, the Staff Flu Vaccination program was delivered across all five campuses. Approximately 1100 staff attended and took advantage of this initiative, promoting health and wellbeing. This program has been offered by Griffith University for the past four years and is jointly delivered by staff within HRM and the Health Service.

Health Service Growth
Total consultation for the first quarter 2007 for the Gold Coast and Nathan Medical Centres increased by 555 (6.8%). Client status remained fairly constant with 46% domestic students; 28% international students; 18% staff; 1.5% QIBT students and 5.5% Others (includes visitors, ELICOS, not defined etc)

People: Staff
Achievements
Griffith School of Engineering Professor Sherif Mohamed was awarded a research grant from the Australia Indonesia Governance Research Partnership (AIGRP) for a $50,000 joint Australian and Indonesian project improving processes and managing risk for water supply development projects in Indonesia.

Faculty of Education graduate Belinda Houguet has been awarded The Australian Curriculum Studies Association (ACSA) Innovative Curriculum Award 2007. The award was in recognition of her receiving First Class Honours for her thesis titled The Implementation of Technology Education: Intrinsic and Extrinsic Challenges for Primary Teachers, which has informed the implementation of the new Technology Education Key Learning Area in Queensland.

Associate Professor Terry Rout from the Software Quality Institute has been appointed one of only nine world wide members of the Partner Advisory Board of the Software Engineering Institute (SEI) at Carnegie-Mellon University. The SEI is software engineering’s premier Research & Development body worldwide.

Dr Jun Jo, from Information and Communication Technology has been appointed President of the Australian Robotics Organisation Committee comprising members from Information Industries Bureau, State Development and Education Queensland.

Dr Michelle Burford of Australian Rivers Institute received a 2007 Health Waterways Queensland award for a project monitoring and improving the health of South East Queensland reservoirs.

Farewell
The University recently farewelled the Director of Facilities Management, Mr Sam Ragusa, who gave distinguished service to the University for over 30 years. Sam has seen, and for much of that time, overseen the transformation of Griffith from a sleepy bush campus to a five-campus university. The extensive capital works projects over that time have borne his mark and we all owe him a debt of gratitude.

Professorial Appointments
A number of professorial appointments have been made since my last report to Council in March 2007. (Attachment 3)

People: Students
Alumni & Development
The Griffith Business School's Alumni Network launched another successful year of activities on Friday, March 2 with the first Professional Women's Network breakfast for 2007. The keynote speaker was Ms Grace Grace, General Secretary of the Queensland Council of Unions. Over 65 alumni and friends were present for the event.

In keeping with the Griffith Business School's sustainability program, the annual MBA Alumni Cocktail and Networking event this year will feature Bob Cameron, Founder and Managing Director of Rockcote Enterprises, presenting "Innovation inspired by nature: Making sustainability profitable".
The Griffith Business School will launch the Alumnus of the Year Awards over the coming months.

Achievements
Griffith School of Engineering 2006 graduate Geoff Young has won a trip to the UK courtesy of the Institute of Engineers to present his final year project, an electronic weed sprayer. This follows his win in the Queensland, and later Australian Final Year Project Presentation competition.

Physical facilities and information resources
Physical Facilities
A detailed report on Capital and Minor Works across the University is attached. *(Attachment 4)*

Information Services
The Division of Information Services has an annual Innovation Grant Scheme to encourage staff to develop innovative ideas that will enhance the efficiency and effectiveness of existing services and/or develop new services of importance to the broader University community. A total of 20 applications for funding were received for the 2007 round with 6 of these being successful.

The 2007 funded projects are:

<table>
<thead>
<tr>
<th>Project Title</th>
<th>Project Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overseas Travel Bundle</td>
<td>The project will create an integrated package to assist University executives and staff before and during overseas travel</td>
</tr>
<tr>
<td>Bulk Computer Purchase Shopping Cart</td>
<td>The aim of the proposed project is to coordinate the existing internal &amp; external resources for bulk ordering computer equipment i.e. the DELL &amp; HP Premier page &amp; PeopleSoft purchasing system into an integrated web service that would allow easy quoting, bulk ordering, account queries, order customisation &amp; order tracking.</td>
</tr>
<tr>
<td>Upgrading Campus Maps</td>
<td>The project will conduct an analysis of universities with innovative and effective campus maps and determine the most useful qualities of a campus map service. The project will then create a new campus service to replace the existing map site with a more interactive and informative website.</td>
</tr>
<tr>
<td>Virtual Griffith Environment on a DVD</td>
<td>This project will investigate the feasibility of using a VMware Assured Computing Environment product to provide a Virtual Griffith Machine on a DVD. One of the major benefits from this project would be a decrease in the amount of time required to give visitors to the University access to the University’s ICT resources.</td>
</tr>
<tr>
<td>Load Testing and Reporting System</td>
<td>This project will develop and document a load testing and reporting framework which can be applied to any system development or upgrade and will enhance the reliability of load testing results.</td>
</tr>
<tr>
<td>Alternative Client Communication Technologies</td>
<td>This project will look at ways of providing alternative and innovative ways of communicating with both our on-campus and off-campus clients, in a timely and efficient manner.</td>
</tr>
</tbody>
</table>
A number of 2006 projects have been successfully implemented including:

- A new online Orientation Program called Information Services Essentials. This website and associated services provide new staff and students with ready access to information about the library and other services provided by the Division;
- A pod casting service that allows academic staff to deliver pod casts to their students via Learning@Griffith; and
- An ePress service that facilitates the publication of Griffith electronic journals.

Engagement and Community Partnerships

Science on the GO!

Associate Professor Richard John, Griffith School of Environment and head of Science on the GO! together with Science Environment Engineering and Technology’s (SEET’s) Communications Officer, Jeannette Langan, have negotiated a free syndicated weekly column in Brisbane’s Quest suburban newspapers for Science on the GO! to answer children’s questions about science. Science on the GO! was an initiative developed at the Gold Coast campus some 18 months ago and the SEET Group is currently developing strategies to replicate these activities at the Nathan campus. An official launch of Science on the GO! is planned for September when all Griffith partner schools will be invited to a science show and activities on campus.

Multi Faith Centre

During February and March 2007, the Multi-Faith Centre (MFC) held several on and off-campus activities to promote interfaith dialogue. Reflecting the MFC’s emphasis on partnership and networking, many of these events were jointly conducted in cooperation with other community-based faith and inter-faith groups and organizations.

The MFC held a National Harmony Day celebration in recognition of the International Day for the Elimination of Racial Discrimination. The MFC also accepted invitations to participate in inter-faith and peace festivals in rural Queensland including the inaugural National Inter-Faith Festival at Maleny, Sunshine Coast.

The MFC Director, Professor Swee-Hin Toh, was recently invited by the Minister for Foreign Affairs, the Honourable Alexander Downer, to serve as a member of the official Australian delegation to participate in the forthcoming Third Asia-Pacific Regional Interfaith Dialogue (May 29-31) hosted by the New Zealand Government in Waitangi.

Planning is also currently underway for a number of events during May-July, including a major National Forum on May 1 on the theme of “Living Under Religious Laws and Civil Laws” Conflict or Harmony?”. Over the next several months, in consultation and cooperation with the Pro Vice Chancellor (Community Partnerships), Professor Max Standage, and the Director of Development & Alumni, Ms. Anne Gribbin, Professor Swee Hin Toh will also be engaging in a major and vital initiative to try to raise a $2m endowment required for post-2007 sustainable funding of the MFC.

Griffith Sports College

March was a significant month for the Griffith Sports College with the launch of "After the Full-time Siren", a life-skills course for elite athletes. This course, the first of its kind attempted anywhere in Australia, is aimed at equipping elite athletes with essential life skills to assist them in their transition to professional sport and as role models in the community. The pilot project was supported by athletes from the Brisbane Broncos, Qld Reds, Qld Bulls, Sunnybank Rugby, Logan Basketball and the Queensland Academy of Sport (QAS), attracting sponsorship support from the Department of Sport, Recreation & Racing who were impressed by Griffith's initiative in providing direction and leadership to the sporting community. The Honourable Andrew Fraser, Minister for Sport, launched the program on March 28 at a function at the South Bank campus. Griffith Film School students are closely involved in making a documentary on the course whilst Journalism students are running the Media Skills workshops, thereby creating excellent opportunities for Griffith students to showcase their skills to the outside world. Early indications suggest that the course is likely to be a success story with interest from all around Australia about the possibility of extending the concept nationally to other sporting teams.
EcoCentre

The newly opened Orion Springfield Town Centre has engaged the EcoCentre to project manage the development of their Community Environmental Education Program. The Community Environmental Education Program will include information kiosks placed throughout the centre displaying the town centre’s environmental performance, eco-trail maps, community events and sustainability tips for the customers. The information kiosk application is being designed by 3rd Year Information, Communication and Technology (ICT) students as part of their 3rd year IT project.

Now in its third year, the EcoCentre’s community forum series themes and dates have been planned for 2007. The EcoCentre hosted the Climate Change Roadshow on March 15 as the first of its community environmental forums program for 2007. The theme of this forum followed on from the very successful forum, Climate Change: How do we Adapt, which was held last December, drawing 110 delegates. Additional forums for 2007 include;

- 18th April – Water Resources in SEQ
- 23rd May – Alternative Energies
- 24th June – Caring for our Native Wildlife
- 24th July – Waste to Resources
- 29th August – Sustainable Living
- 3rd October – Climate Change
- 14th November – Water

The EcoCentre and Toohey Forest Environmental Education Centre (TFEEC) have joined forces with the Science in the GO! coordinator, Associate Professor Richard John in developing opportunities to link this successful program to activities at the EcoCentre and TFEEC. It is envisioned that the EcoCentre and TFEEC would support and administer new initiatives targeting secondary students such as: Shadow a Scientist for a day, Uni for a Day and Laboratory Experiences.

In 2006 TFEEC hosted a record number of school visits to the EcoCentre. In excess of 4,500 primary and secondary students participated in specifically tailored programs including sustainable building design, forest biodiversity and water studies. In 2007 TFEEC constructed and vegetated a frog pond which is an important study resource for their programs. Near completion the new live animal display includes 2 native turtles, 4 native frogs and a water dragon in addition to the current displays which include a python, blue tongue lizards and giant stick insects.
**Sustainability and the Griffith Business School**

The Griffith Business School (GBS) recently launched the 2007 Sustainability series at the Ship Inn, South Bank. James Gifford, Project Manager for the Principles of Responsible Investment - an initiative of UNEP Finance Initiative and the United Nations Global Compact, was our keynote speaker. James presented "Sustainable success: Insights on the responsible investment revolution", and was joined by a panel of experts from the financial services industry and academia, who provided commentary on responsible investment practices. Over 80 alumni, industry partners and members of the public were in attendance.

Following this successful event, the School was pleased to host Mr Anthony Kleanthous, Senior Policy Advisor with WWF - UK who presented "Building brand value through sustainability" at Griffith's Gold Coast campus. Mr Kleanthous was joined by Professor Bill Merrilees and Associate Professor Gillian Sullivan-Mort presenting on "Green branding" and "Social entrepreneurship". This was another well attended event and highlighted the growing interest (and concern) amongst business and the general population.

In May, Adjunct Associate Professor Jem Bendell will join the Griffith Business School for one month. For over 10 years Associate Professor Bendell has been working on corporate responsibility for sustainable development, as a campaigner, management consultant, entrepreneur, and academic. He will work with the School's Globally Sustainable Business & Corporate Responsibility Working Group in the on-going development of the School's sustainability program. Associate Professor Bendell will present guest lectures, participate in planned public lectures for alumni and industry partners, and work with the School's curriculum working group in continuing to integrate sustainability principles into the undergraduate and postgraduate curriculum.

On May 10 the Griffith Business School will be hosting a luncheon for invited industry partners, featuring Gary Langenwalter, author of The Squeeze: A Novel Approach to Business Sustainability at the South Bank campus. This event will provide industry with an opportunity to learn more about sustainability in a business context, and have a round table discussion with Mr Langenwalter and other experts (including Jem Bendell) on current issues facing industry.

**International**

*Delegations*

Griffith University hosted 25 international delegation visits between February 7 and March 29 2007. The highlights were as follows:
China:
**Chongqing Technology & Business University**
On March 6 2007, the President of Chongqing Technology and Business University (CTBU), Mr Chongju Wang, led a delegation to Griffith University to discuss future collaboration in the business, tourism and hospitality fields and to sign a Memorandum Of Understanding (MOU), which was initiated by Professor Christopher Auld during a visit to CTBU in October 2006. Professor Michael Powell signed the MOU. The delegation had productive meetings with a number of Griffith administrators and expressed strong interest in pursuing a 2 + 2 arrangement with Griffith University.

**Shandong Architecture University**
On February 27 2007, Griffith University hosted a visit for the President of the Shandong Architecture University (SAU), Professor Chongjie Wang. SAU has been a partner institution of Griffith since July 2005, when the two universities signed a MOU agreeing to work towards establishing an articulation arrangement with Engineering. The purpose of this visit was to explore in more detail the possibility of SAU students articulating into Griffith Engineering degrees.

**Sun-Yat-Sen University**
On March 22 2007, President of Sun-Yat-Sen University (SYSU), Professor Daren Huang, led a delegation to Griffith University. SYSU is one of Griffith’s oldest exchange partners, reaching back to 1987 when the institution was called Zhongshan University. In 1999, Griffith signed a MOU with SYSU for research collaborations in Environmental Sciences, Drug Discovery, Biotechnology and Water Monitoring. The purpose of this visit was to sign two additional MOUs to facilitate setting up joint student programs within the Bachelor of Engineering in Civil Engineering and the Master of Science in Public Health, which were initiated by Professor Yew-Chaye Loo and Professor Cordia Chu. The delegation also visited the Griffith Centre for Medicine and Oral Health and was so impressed by its facilities that they expressed interest in future collaboration with the School of Dentistry and Oral Health. I returned the visit in mid April.

Germany:
**Hessen Ministry of Education**
On March 14 2007, Griffith hosted a visit for representatives from five institutions in Hessen, Germany. Delegates included Professor Rolf-Dieter Postlep, President of the University of Kassel, and Professor Kathrin Kohlenberg-Mueller, Vice-President of the Fulda University of Applied Sciences. The purpose of the visit was to promote research collaboration and student and staff exchanges between tertiary institutions in Hessen and Queensland. The relationship began in 2002, when an MOU was signed between the Queensland and Hessen Ministries of Education to promote exchange opportunities. During this visit, possibilities for cooperation were identified in the areas of Nutrition and Dietetics, Film, Arts and Learning Services. The visit concluded with a MOU signing ceremony, hosted by Professor Lesley Johnson, to formalise collaborations between the Queensland College of Art and Kassel University.

Prague:
**Charles University**
On February 27 2007, Professor Vaclav Hampl (Rector) and Professor Jan Skrha (Vice Rector for International Relations and Mobility) from Charles University visited Griffith University to sign a MOU and Exchange Agreement and to discuss further possibilities for cooperation. Both agreements allow a broad range of faculty collaborations, including Humanities, Law, Pharmacy, Medicine, Education, Physical Education and Social Sciences. The collaboration was initiated by Mr. Peter Rudling (Griffith International Marketing Manager for Africa and Eastern Europe) and both agreements were supported by Mr. Afshin A-Khavari (former Director of Internationalisation, Griffith Law School). The delegation also visited the Centre for Medicine and Oral Health and were impressed with the design and facilities of Griffith’s Southport campus.

**Partner Institutions:**
Other Griffith University partner institutions that visited during this period to further strengthen our collaborations included delegations from:
- Indonesian State Ministry of Environment (Indonesia) – 24 February 2007
- Karolinska Institute (Sweden) – 1 to 8 March 2007
- Arnhem Business School (The Netherlands) – 23 March 2007
Higher Education Language Program (HELP):
The English Higher Education Language Program (HELP), funded through the ESL Scheme, commenced in Week 4 catering to students from a non-English-speaking background. HELP this semester offers three distinct components. One element of the program is group sessions, which focus on providing students with discipline specific language skills for example "English for Economics", "English for Management", "English for Health and Medical Studies". These programs are offered on Gold Coast and Nathan campuses. The second component of HELP is entitled "Find Your Voice" where students can practice their speaking skills in a fun workshop environment. The final element of HELP focuses on individual tuition. In just three short weeks HELP Instructors have seen over 100 students.

International English Language Testing System (IELTS) Test Centre:
Brisbane's newest IELTS Test centre, located on the GU Mt Gravatt campus, has now held five test sessions with 400 candidates and expects to test over 2000 candidates by the end of 2007. The centre will be operating at capacity of 145 candidates per test session by the end of May.

Aviation English:
A partnership between Boeing's training arm Alteon, Griffith University and The Royal Queensland Aero Club could see Brisbane become an international hub for airline pilot flight and English language training.

GELI's Academic and Professional Programs unit (APP) has just successfully hosted a group of six top trainee pilots from China. The students experienced life in Australia for several months, undertaking intensive language training in the classroom for five weeks at GELI and on simulators at Archerfield Airport, where they gained experience understanding English over the radio.

English Language Intensive Courses for Overseas Students - ELICOS:
GELI's ELICOS enrolments continue to increase with growth of 8% and 25% at the Brisbane and Gold Coast centres respectively, for the first 4 courses of 2007.

International Business Development Unit
The International Business Development Unit, in conjunction with the Faculty of Education, has won an AusAID project in Kiribati. This is the first stage of a Nurses Training Program for Kiribati and provides the English language training to prepare the nurses to come to Australia to commence their Nursing training. IBDU is now working with the School of Nursing to submit a tender proposal for the Nursing training component of the project.

Media Analysis
News of Griffith's impressive leap forward in Australian physics in the worldwide race to build a Quantum computer featured in March as media coverage generally for the University continued to increase. Members of Griffith's Quantum Dynamics lab modestly announced their progress in a feature story and group picture on the pages of The Australian newspaper. (Attachment 5)

Griffith leadership continued with the launch of the Australian Institute for Suicide Research and Prevention's latest report, Suicide in Queensland 2002-2004. This unique Australian data is critical to the development of effective interventions for suicide prevention. ABC radio and television, the Courier Mail's health reporter and the Gold Coast Bulletin's political reporter covered the story among others. There was also high interest from radio stations throughout Queensland. (Attachment 6)

March also saw nationwide coverage of Professor David Peetz' s Industrial Relations research into the effects of WorkChoices – one year on. The story was reported on radio and in print and was also raised in Parliament. Reports featured in The Age, Crikey, Courier Mail, Australian Financial Review, AAP Newswire, West Australian, Sydney Morning Herald and the Adelaide Advertiser. (Attachment 7)
Griffith values and ethos featured in March with the launch of the first Indigenous Community Engagement Awards and the kick-off of a unique Griffith program to improve the visibility of Indigenous people and issues in how science is taught. Both these innovative programs were covered in the mainstream and Indigenous media.

Other important – although somewhat lighter – Griffith stories caught the imagination of editors and reporters during March.

Griffith student Josh Donovan used his final year of civil engineering – and his excellent materials science skills – to design and build a stronger, lighter and maintenance-free surf board. Josh told the world about his quest for the ultimate ride in print and radio interviews. (Attachment 8)

Meantime, the vision of young children taking their teddies to the Griffith School of Medicine’s Teddy Bear Hospital attracted local media interest on the Gold Coast. Medical students visited local schools delivering health promotion messages. Channel 9, the Gold Coast Sun, SEA FM and Hot Tomato radio stations all ran the story. (Attachment 9)

From a statistical point of view, Griffith University coverage generally across media increased again in March 2007 compared to 2006 – up significantly by 63%. Total people reached climbed 55% for the same period.
An innovative film project which has helped change the lives of eight Year 10 students has won a Griffith University Indigenous Community Engagement Award.

Footprints in Film, a partnership between Education Queensland and Griffith University, was designed to address the needs of young Indigenous people through the use of alternative educational strategies.

Queensland Governor Quentin Bryce presented the prize to the students, one of 44 inaugural Indigenous Community Engagement Awards, at the university’s Logan campus last week.

Loganlea State High School student developed two scripts – Deadline, an urban drama, and Yaargaay, an animated fantasy.

With the help of industry practitioners, the students produced Deadline as a short film.

Project leader and Loganlea teacher Jenny Campbell-Shale said the mentorship strengthened the students’ academic confidence and gave them skills in script-writing and short-film production.

“They were given the opportunity to see their words become action on the screen. The project gave them confidence, greater mastery of language and the motivation to remain at school and imagine a brighter future,” she said.

Professor Boni Robertson, from Griffith’s Office of Community Partnerships, said the awards acknowledged the contribution of individuals who developed programs and initiatives addressing Aboriginal and Torres Strait Islander needs.

“Through its commitment to reconciliation and social justice, Griffith is working in partnership with community Elders and other Indigenous and non-Indigenous people to resolve many of the social concerns faced by Indigenous Australians,” she said.

“Many of the Indigenous Community Engagement projects were developed in response to recommendations from the Aboriginal and Torres Strait Islander Women’s Taskforce Report on Violence, which addressed issues impacting on the cultural, economic and social well-being of Indigenous communities.”

Community Engagement Award recipient awards winners were:

**Category 1 – Harnessing Potential And Creating Education And Employment Pathways**

Project Footprint Awardee – Project Leaders: Jenny Campbell-Shale and Marcus Waters.

Student Participants: Cher-Leisa Millard, Tina Martin, Luke Graham, and Jeremy Webster; Chris Cowan, Bradley Cockram, Daniel Dillon and Tabitha Holden.

Project Aboriginal Education Clinic And Cooee Elders and Family Resource Awardees – Project Leaders: Bob Pahl, Department of Communities Ken Wilson, Graeme and Margie Kennedy.

**Category 2 – Interagency Education – Restoring Families, Strengthening Culture And Enhancing Community Life.**

Project Family Reunification Program Awardees – Aboriginal And Torres Strait Islander Women’s Legal And Advocacy Service, and Department Of Child Safety.

Project Community Development Project – Murrur Makeovers Awardees Rev Alex, Jeff Gator, Aunty Jean Phillips, Donna Peeble, and Ken and Judy Wilson.

Project Community Rejuvenation Project – Doonanggee Awardees Aunty Hillier Johnnie (Elder Doonanggee) and Community Rejuvenation.

Project Palm Island Awardees Delena Foster, Zac Sam, and Elizabeth Clay.

**Category 3 – Cross-Cultural Education -Social Justice – Cultural Retention And Community Development.**


Project Murr Courts Awardees: Magistrates Michael Irwin, Brian Hine, Di Fingleton and Barbara Tinamen.

**Category 4 – Promoting Cultural Knowledge And Scholarship**

Some of the award recipients at Griffith University Logan campus last week. From left, Daniel Crawford, Jeremy Webster, Rohan Blom, Logan Crawford, Cher-Leisa Millard, Mr Marcus Waters (Loganlea SHS teacher in the back row), Tina Martin, Marcus Waters (child in foreground), Kael Munday (student in back row), Tabitha Holden, Jenny Campbell-Shale (Loganlea SHS Teacher).
Report to Council on Griffith University Strategic Plan 2006-2010

The University’s Strategic Plan 2006-2010 contains a revised set of goals, indicators and targets for the University for the remainder of the decade. These reflect a number of considerations:

- There are a limited number of goals, indicators and targets in order to focus energies and resources;
- They continue to give expression to the University’s ‘top 10’ ambition;
- The targets are stretch targets. Progress towards their achievement will lead to significant improvements in University performance;
- They are important and relevant, in that they affect the University’s funding, prestige and reputation; and
- Each goal is expressed in a way that is measurable at different levels of the University.

This Report updates the University’s performance against its KPIs for 2006 and 2007, so far as data are available at this time of year.

I intend to provide Council with a report on the preceding year’s performance in May and December of each year, so that Council can monitor the University’s progress towards the targets in the Strategic Plan as new data becomes available.

Ian O’Connor
Vice Chancellor
Strategic Plan 2006-2010: Report to Council on Performance Indicators as at May 2007

This document describes and reports on the performance indicators used to assess the achievement of the goals of the Griffith University Strategic Plan 2006-2010. Where possible and relevant, it shows historical data for each of the indicators from the period 2002 and the projected performance for each indicator based on the targets set out in the Plan. 2004 has been used as the base year for most indicators. In a number of cases work is still under way to define targets and compile data. These are noted in the Report where relevant.

The following table summarises the University’s performance over the last period for each of the Indicators:

### 1.0 Research Indicators and Targets

1.1 Research Outputs

**Target:** To increase quality research outputs by Full time equivalent (FTE) staff by 10% per annum.

**Definition:** Research outputs per staff FTE is calculated as ‘Publication Points’ divided by staff FTE in each year. Publication Points are reported in the annual Australian Government Higher...
Education Research Data Collection (HERDC). Staff FTE is taken from the annual Higher Education Staff Data Collection and includes only full-time or fractional full-time academic staff with a ‘research only’ or ‘teaching and research’ function.

Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>2002</th>
<th>2003</th>
<th>2004†</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual Publication Points</td>
<td>857</td>
<td>1,026</td>
<td>1,167</td>
<td>1,269</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual FTE Staff</td>
<td>903</td>
<td>929</td>
<td>997</td>
<td>1,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual PPoints/FTE</td>
<td>0.95</td>
<td>1.10</td>
<td>1.17</td>
<td>1.21</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target PPoints/FTE</td>
<td>1.29</td>
<td>1.42</td>
<td>1.56</td>
<td>1.71</td>
<td>1.89</td>
<td>2.07</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual % Increase</td>
<td>16.4%</td>
<td>6.0%</td>
<td>3.3%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target % Increase</td>
<td>10.0%</td>
<td>10.0%</td>
<td>10.0%</td>
<td>10.0%</td>
<td>10.0%</td>
<td>10.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

† Base year for target projection

Comments: Actual growth in this indicator in 2005 was 3.3% compared with the target growth of 10%. The definition of the indicator has been revised slightly to include the small number of ‘research only’ or ‘teaching and research’ staff in non-academic areas of the University. This was done for consistency with data published by DEST. The next data will be available in the second half of 2007.

1.2 International Linkages (initial data November 2006)

Target: To increase international linkages by 10% per annum.

Definition: The assessment of achievement in International Linkages will be based on the following measures:

1. Invitations to give keynote addresses at international conferences
2. International research visitors
3. Funding from overseas funding agencies
4. International research collaborations with duration at least one year, but without direct funding to Griffith
5. Editorial Board memberships of international journals
Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>2002</th>
<th>2003</th>
<th>2004†</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual International Funding ($000)</td>
<td>1,343</td>
<td>1,323</td>
<td>972</td>
<td>1,810</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target International Funding ($000)</td>
<td></td>
<td>1,069</td>
<td>1,176</td>
<td>1,293</td>
<td>1,423</td>
<td>1,565</td>
<td>1,721</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual % Increase</td>
<td>-1.5%</td>
<td>-26.6%</td>
<td>86.2%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target % Increase</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
</tbody>
</table>

† Base year for target projection

Comments: The International Linkages research performance KPI is still being developed and mechanisms are being built for its data collection. At present, the interim proxy measure for this indicator is external research funding from international funding bodies. Based on this measure the University exceeded the target by $741,000 in 2005. 2005 international research grant income is 36% above the average level for 2002 and 2003.

1.3 External Collaborations

Target: To increase external collaborations by 10% per annum.

Definition: The assessment of achievement in External Collaborations will be based on the following measures:

1. Collaborative projects with other institutions and/or industry that bring external funds to Griffith
2. All external research collaborations with duration at least one year, but without direct funding into Griffith.

Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>2002</th>
<th>2003</th>
<th>2004†</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual External Funding ($M)</td>
<td>13.41</td>
<td>14.25</td>
<td>13.39</td>
<td>14.73</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target External Funding ($M)</td>
<td></td>
<td>14.73</td>
<td>16.21</td>
<td>17.83</td>
<td>19.61</td>
<td>21.57</td>
<td>23.73</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual % Increase</td>
<td>6.3%</td>
<td>-6.0%</td>
<td>10.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target % Increase</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
</tbody>
</table>

† Base year for target projection
Comments: The External Collaborations research performance KPI is still being developed and mechanisms are being built for its data collection. At present, the interim proxy measure for this indicator is external research funding from national and international funding bodies. Based on this measure the University exactly met its target in 2005.

1.4 Research Income  
(updated May 2007)

Target: To increase external research income per FTE staff by 25% per annum.

Definition: This indicator is calculated as Research Income divided by staff FTE in each year. Research Income is reported in the annual Australian Government Higher Education Research Data Collection (HERDC). Staff FTE is taken from the annual Higher Education Staff Data Collection and includes only full-time or fractional full-time academic staff with a ‘research only’ or ‘teaching and research’ function.

Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>2002</th>
<th>2003</th>
<th>2004†</th>
<th>2005</th>
<th>2006*</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual Income $M</td>
<td>$27.9</td>
<td>$30.9</td>
<td>$31.3</td>
<td>$33.0</td>
<td>$35.9</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual FTE Staff</td>
<td>903</td>
<td>929</td>
<td>997</td>
<td>1,050</td>
<td>1,082</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual Income $000/FTE</td>
<td>$30.9</td>
<td>$33.3</td>
<td>$31.4</td>
<td>$31.4</td>
<td>$33.2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target Income $000/FTE</td>
<td>$39.3</td>
<td>$49.1</td>
<td>$61.4</td>
<td>$76.7</td>
<td>$95.9</td>
<td>$119.9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual % Increase</td>
<td>7.5%</td>
<td>-5.5%</td>
<td>-0.1%</td>
<td>5.7%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target % Increase</td>
<td>25.0%</td>
<td>25.0%</td>
<td>25.0%</td>
<td>25.0%</td>
<td>25.0%</td>
<td>25.0%</td>
<td>25.0%</td>
<td>25.0%</td>
<td>25.0%</td>
</tr>
</tbody>
</table>

† Base year for target projection * 2006 figures are Provisional
Comments: This indicator has been updated using preliminary research income data for 2006; final research income data for the year will not be available until August and the final KPI figures will be reported to Council in December 2007. The preliminary data shows a 5.7% increase in actual research income per staff FTE in 2006.

1.5 Research Higher Degree Completions (updated May 2007)
Target: To increase RHD completions by 5% per annum.
Definition: RHD completions are taken from the annual Higher Education Student Data Collection.
Indicators:

<table>
<thead>
<tr>
<th>Year of Completion</th>
<th>2002</th>
<th>2003</th>
<th>2004†</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual RHD Completions</td>
<td>138</td>
<td>167</td>
<td>168</td>
<td>171</td>
<td>163</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target RHD Completions</td>
<td>176</td>
<td>185</td>
<td>194</td>
<td>204</td>
<td>214</td>
<td>225</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual % Increase</td>
<td>21.0%</td>
<td>0.6%</td>
<td>1.8%</td>
<td>-4.7%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target % Increase</td>
<td>5%</td>
<td>5%</td>
<td>5%</td>
<td>5%</td>
<td>5%</td>
<td>5%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

† Base year for target projection
Comments: Actual RHD completions fell by 4.7% in 2006 and were 22 completions short of the target of 185.

1.6 Income from Commercialisation of Intellectual Property (updated May 2007)
Target: To increase income from commercialisation of IP by 15% per annum.
Definition: This indicator is defined as the projected income from research contracts and consultancies written in a given year.

Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>2002</th>
<th>2003†</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual Income $M</td>
<td>$2.56</td>
<td>$3.05</td>
<td>$11.87</td>
<td>$4.42</td>
<td>$5.56</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target Income $M</td>
<td>$3.51</td>
<td>$4.04</td>
<td>$4.64</td>
<td>$5.34</td>
<td>$6.14</td>
<td>$7.06</td>
<td>$8.12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual % Increase</td>
<td>20%</td>
<td>289%</td>
<td>-63%</td>
<td>26%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target % Increase</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
</tr>
</tbody>
</table>

† Base year for target projection

Comments: 2004 income is unusually high as a result of income relating to one particular project, making it impractical to use that year as the base year for the performance indicator targets. The targets have therefore been reset using 2003 as the base year. Within this framework, actual income from commercialisation of IP is above the revised target in 2005 and 2006 and grew by almost 26% ($M 1.14) in 2006.

2.0 Learning Indicators and Targets

2.1 Comprehensive (updated May 2007)
Target: To be a university of 42,000 enrolled students (just over 30,000 equivalent full-time students) by 2010. Sub-targets:
- Domestic fee-paying postgraduates – 10% of total load;
- International students – 25% of total load;
- Domestic fee-paying undergraduates – 1% of total load.

Definition: Student Enrolments and Student Load (Effective Full-time Student Load - EFTSL) as provided to the Commonwealth Government in the biannual submissions of data for the
Higher Education Student Data Collection, are used as the reference measure for this indicator.

Indicators:

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2010†</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government Supported</td>
<td>16,190</td>
<td>16,812</td>
<td>17,426</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic RHD</td>
<td>747</td>
<td>765</td>
<td>777</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fee Paying Overseas</td>
<td>5,247</td>
<td>6,008</td>
<td>6,137</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fee Paying Postgrad.</td>
<td>1,109</td>
<td>1,156</td>
<td>1,122</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fee Paying Undergrad.</td>
<td>71</td>
<td>74</td>
<td>130</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (Non-award, etc.)</td>
<td>390</td>
<td>175</td>
<td>136</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Actual EFTSL</td>
<td>23,754</td>
<td>24,991</td>
<td>25,728</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government Supported</td>
<td>16,843</td>
<td>17,370</td>
<td>17,992</td>
<td>18,512</td>
<td>18,686</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic RHD</td>
<td>745</td>
<td>771</td>
<td>785</td>
<td>798</td>
<td>798</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fee Paying Overseas</td>
<td>5,599</td>
<td>6,569</td>
<td>6,418</td>
<td>6,650</td>
<td>6,842</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fee Paying Postgrad.</td>
<td>1,215</td>
<td>1,314</td>
<td>1,282</td>
<td>1,402</td>
<td>1,565</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fee Paying Undergrad.</td>
<td>12</td>
<td>36</td>
<td>162</td>
<td>180</td>
<td>185</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (Non-award, etc.)</td>
<td>311</td>
<td>210</td>
<td>96</td>
<td>96</td>
<td>96</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Target EFTSL</td>
<td>24,725</td>
<td>26,270</td>
<td>26,735</td>
<td>27,638</td>
<td>28,172</td>
<td>30,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPOS as % of Total</td>
<td>22.1%</td>
<td>24.0%</td>
<td>23.9%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPPG as % of Total</td>
<td>4.7%</td>
<td>4.6%</td>
<td>4.4%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPUG as % of Total</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.5%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPOS as % of Total</td>
<td>22.6%</td>
<td>25.0%</td>
<td>24.0%</td>
<td>24.1%</td>
<td>24.3%</td>
<td>25.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPPG as % of Total</td>
<td>4.9%</td>
<td>5.0%</td>
<td>4.8%</td>
<td>5.1%</td>
<td>5.6%</td>
<td>10.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPUG as % of Total</td>
<td>0.0%</td>
<td>0.1%</td>
<td>0.6%</td>
<td>0.7%</td>
<td>0.7%</td>
<td>1.0%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

† Strategic 2010 Target

Comments: Progress towards student load targets is reviewed each year as part of the University’s planning and budget process. The targets shown above for 2005 and 2006 are the budget
targets for those years. The 2007 to 2009 targets are take from the University Budget 2007 – 2009. The strategic University targets for 2010 are set out on the right hand side of the table and graph.

2.2 Excellence: Retention  
(updated November 2006)

Target: Retention rate for each program to be at the national average by Field of Education for that program by 2007, and in the top 30% by 2010.

Definition: The retention rate is the proportion of all non-international non-graduating bachelors pass degree students enrolled at a census date in semester one of a year (the base year) who are also enrolled in any program at a census date in semester one of the next year. Only Griffith programs with an enrolment of at least 20 students in the base year are included in the calculation.

The retention rate for each program is compared with the national average retention rate for the broad Field of Education (FOE) of the program. The number and per cent of programs for which the retention rate is at or above the national average for the FOE is reported. The Griffith rates are similarly compared with the lowest rate for the top 30% of the institutions’ rates.

Indicators:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Griffith Retention Rate</td>
<td>76.5%</td>
<td>76.9%</td>
<td>77.7%</td>
<td>77.8%*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of Programs above National Average</td>
<td>46.3%</td>
<td>45.4%</td>
<td>58.5%</td>
<td></td>
<td>100.0%</td>
<td></td>
</tr>
<tr>
<td>% of Programs in top 30%</td>
<td>35.3%</td>
<td>31.9%</td>
<td>38.8%</td>
<td></td>
<td></td>
<td>100.0%</td>
</tr>
</tbody>
</table>

* Provisional data

Comments: This data shows that about 45% of Griffith programs had retention rates above the national average for the years 2002-2003 and 2003-2004. This has risen to 58.5% in 2004-2005. The percentage of programs with retention rates in the top 30% nationally fell from 35% to 32% between years 2002-2003 and 2003-2004 and has risen to 39% in 2004-2005. The retention
rate for domestic bachelors degree Griffith students rose from 76.5% in 2003-2004 to 77.7% in 2004-2005.

2.3 Graduate Success

Target: To be in the top 30% nationally by 2010 for each program by Field of Education (FOE) for the proportion of graduates who are in full-time work or have proceeded to further study.

Definition: Graduate Success (GS) is defined as the proportion of non-international bachelors pass degree respondents to the annual Graduate Destination Survey (GDS) in full-time study or available for full-time work (A) (i.e. excluding graduates who were not available for full-time work) who reported in the GDS that they were in full-time study or full-time work (S) (i.e. GS = S/A). The Griffith University data set is limited only to programs with at least ten respondents to the GDS in the year of analysis.

The graduate success rate for each program is compared with the lowest rate for the top 30% nationally of institutions’ graduate success rates for the broad FOE of the program. The number and per cent of Griffith programs for which the graduate success rate is at or above the cut-off rate for the top 30% of institutions for the FOE, is reported.

Indicators:

<table>
<thead>
<tr>
<th>Indicators</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Griffith Employment/Study Rate</td>
<td>0.79</td>
<td>0.82</td>
<td>0.81</td>
<td>0.81</td>
</tr>
<tr>
<td>Griffith UG Programs (&gt;= 10 GDS responses)</td>
<td>83</td>
<td>75</td>
<td>93</td>
<td>95</td>
</tr>
<tr>
<td>Griffith UG Programs in top 30% Nationally</td>
<td>19</td>
<td>21</td>
<td>28</td>
<td>30</td>
</tr>
<tr>
<td>% of Programs in top 30% Nationally</td>
<td>22.9%</td>
<td>28.0%</td>
<td>30.1%</td>
<td>31.6%</td>
</tr>
</tbody>
</table>

Comments: The latest available data for this indicator relates to students who completed their degree in 2005 and were surveyed in the Graduate Destination Survey in mid 2006.

The data for the last four years show an improvement in this indicator each year, rising from 22.9% of Griffith bachelors degree programs being in the top 30% nationally in the 2003 survey to 30.6% in the 2006 survey.
2.4. Distinctive: Research-based Learning
(initial data November 2006)

Target: 70% of programs to have identifiable research-based learning component by 2010

Definition: For the set of Bachelors pass degrees, the proportion of those programs which in a period have at least 20% of student course enrolments in courses with a recognised research based learning component.

Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>Actual</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2006*</td>
<td>2010</td>
</tr>
<tr>
<td>Bachelors Degree Programs</td>
<td>317</td>
<td></td>
</tr>
<tr>
<td>Programs with Research Based Learning</td>
<td>141</td>
<td></td>
</tr>
<tr>
<td>% of Programs with Research Based Learning</td>
<td>44.5%</td>
<td>70.0%</td>
</tr>
</tbody>
</table>

* 2006 Data is only available for the second half of the year.

Comments: Provisional data for semester 2, 2006 shows that 44.5% of Bachelors pass degree programs meet the criteria for research based learning.

2.5 Distinctive: Work integrated learning
(initial data November 2006)

Target: 70% of programs to have identifiable work-integrated learning component by 2010.

Definition: For the set of Bachelors pass degrees, the proportion of those programs which satisfy the work-integrated learning criteria issued by the Learning and Teaching Committee, as reported by the Academic Groups.

Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>Actual</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2006*</td>
<td>2010</td>
</tr>
<tr>
<td>Programs for which data is available</td>
<td>128</td>
<td></td>
</tr>
<tr>
<td>Programs with Work Integrated Learning</td>
<td>57</td>
<td></td>
</tr>
<tr>
<td>% of Programs with Work Integrated Learning</td>
<td>44.5%</td>
<td>70.0%</td>
</tr>
</tbody>
</table>

* 2006 Data is only available for the second half of the year.
Comments: Provisional data for semester 2, 2006 shows that 44.5% of Bachelors pass degree programs meet the criteria for work integrated learning.

3.0 Staff Indicators

3.1 Agreed Workforce Plans
Definition: The number of Groups with a workforce plan agreed with the Vice Chancellor, designed to strengthen strategic capabilities of the Group, covering recruitment, retention and mentoring.

Indicators: Each Group PVC has agreed a Strategic Workforce Plan with the Vice Chancellor. These will be updated in future versions of Group Operational Plans.

3.2 Excellence Embedded in Staffing Policies
Definition: The extent to which reward and recognition of excellence is embedded in staffing policies and processes, such as promotion, annual performance reviews, and access to research funds and study leave.

Indicators: Progress on achievements against this indicator will be reported to Council on a regular basis as information becomes available.

3.3 Research Active Staff (updated November 2006)
Target: A minimum of 70% of all Full-Time/Fractional-Full-Time Research Only and Teaching & Research Academic Staff to be Research Active.

Definition: Academic staff members with at least three outputs from the following categories over three consecutive years, with at least one output from the first category.
1. Named in a DEST category publication
2. Named on a project that received external research income (as included in the HERDC income return)
3. Principal supervisor of a RHD student

NOTE: Creative and Performing Arts publication data has not been included
Indicators:

<table>
<thead>
<tr>
<th>Actual</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>2005</td>
</tr>
<tr>
<td>% of Research Active Staff - Active</td>
<td>57.0%</td>
</tr>
</tbody>
</table>

Comments: The latest available data shows that 61.8% of Full-Time/Fractional-Full-Time Research Only and Teaching & Research Academic Staff are research ‘Active’, eight percentage points below the University target.

3.4 Proportion of women and staff from culturally and linguistically diverse backgrounds in senior management positions (initial data November 2006)

Target: Continuous improvement in the proportion of women and the proportion of staff from culturally and linguistically diverse backgrounds in senior management positions

Definition: This data is taken from the annual return of statistical staff data to the Commonwealth Government. Senior management includes the senior executive of the University together with Deans, Heads of Schools and Departments, and Directors of major administrative elements and research centres. The University is currently implementing a system to capture data on staff from culturally and linguistically diverse backgrounds, and the first data for this indicator will not be available until 2008.

Indicators:

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women in Senior Management</td>
<td>17</td>
<td>21</td>
<td>24</td>
<td>28</td>
<td>31</td>
</tr>
<tr>
<td>Persons in Senior Management</td>
<td>77</td>
<td>76</td>
<td>77</td>
<td>94</td>
<td>91</td>
</tr>
<tr>
<td>% of Senior Management who are Women</td>
<td>22.1%</td>
<td>27.6%</td>
<td>31.2%</td>
<td>29.8%</td>
<td>34.1%</td>
</tr>
</tbody>
</table>
4.0 Student Indicators

4.1 Quality: Median OP’s by program (updated May 2007)

Target: A provisional target of a median OP score of 7 by 2010 has been set for the whole University.

Definition: The median OP score is calculated for all bachelors degree students admitted through QTAC, using the students’ natural OP or the OP equivalent of their initial QTAC Base Rank. The calculation is not based on the students’ potentially adjusted ‘offer’ OP score.

Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>QTAC Admissions</th>
<th>Median OP Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>5,295</td>
<td>10</td>
</tr>
<tr>
<td>2002</td>
<td>4,586</td>
<td>10</td>
</tr>
<tr>
<td>2003</td>
<td>4,322</td>
<td>9</td>
</tr>
<tr>
<td>2004</td>
<td>4,583</td>
<td>8</td>
</tr>
<tr>
<td>2005</td>
<td>5,678</td>
<td>10</td>
</tr>
<tr>
<td>2006</td>
<td>5,406</td>
<td>9</td>
</tr>
<tr>
<td>2007*</td>
<td>5,414</td>
<td>10</td>
</tr>
</tbody>
</table>

* Preliminary figures for 2007
Comments: The median OP for the University lifted from OP 10 to OP 8 between 2002 and 2004, but fell again to OP 10 in 2005 and improved to OP 9 in 2006. Preliminary data for 2007 shows a fall to a median of OP 10.

4.2 Quality: Student success in external scholarships or awards (initial data November 2006)

Target: For Griffith students to be awarded thirty eight prestigious external awards or scholarships over the ten year period to 2010.

Definition: Prestigious external awards or scholarships are those which generally have the following characteristics: open to all Australian universities; provide for attendance at a high ranking overseas university, in particular in the UK or the USA; and focus on excellence in learning and leadership.

Indicators:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5</td>
<td>8</td>
<td>12</td>
<td>12</td>
<td>14</td>
<td>18</td>
<td></td>
<td></td>
<td></td>
<td>38</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>38</td>
</tr>
</tbody>
</table>
Comments: This indicator is based on a strategy adopted by Educational Excellence Committee to promote applications by Griffith Students for awards and scholarships in three categories:

Category 1– Prestigious External Scholarships - University wide application

Category 2– Prestigious External Scholarships - Discipline Specific (In a small number of cases the scholarship may be for study in Australia)

Category 3 – Discipline Specific External Scholarships of interest

Operational targets for numbers of applications and successful outcomes have been set against identified award schemes in each category and the University performance indicator is set as the total number of successful outcomes in categories 1 and 2.

Griffith students have been awarded 18 category 1 and 2 scholarships since 2001. Ten of these are Churchill Fellowships awarded to QCGU students.

4.3 Quality: Quality of RHD applicants (updated May 2006)

Target: Consultations are under way to establish targets for this.

Definition: The percentage of commencing PhD students admitted based on a 1st class honours degree or equivalent.

Indicators:

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD Commencements</td>
<td>193</td>
<td>234</td>
</tr>
<tr>
<td>PhD Admissions based on 1st Class Honours</td>
<td>102</td>
<td>113</td>
</tr>
<tr>
<td>% of PhD Admissions based on 1st Class Honours</td>
<td>53%</td>
<td>48%</td>
</tr>
</tbody>
</table>
Comments: The actual number of students admitted based on a 1st class honours degree or equivalent rose from 102 to 113 and the fall in the indicator was due to the increased number of admissions in 2005.

4.4 Diversity: Access and participation rates of students of low socio-economic status

(updated May 2006)

Target: Access and participation rate of 15% for low SES students.

Definition: Socio-economic status (SES) is defined by the postcode of a student’s domicile. The access rate for low SES students is the ratio between the number of commencing low SES students and all commencing students. The participation rate is the ratio between the total number of low SES students and all students.

Indicators:

<table>
<thead>
<tr>
<th>Year</th>
<th>Access Rate</th>
<th>Participation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>13.5%</td>
<td>13.6%</td>
</tr>
<tr>
<td>2003</td>
<td>13.2%</td>
<td>13.4%</td>
</tr>
<tr>
<td>2004</td>
<td>13.0%</td>
<td>13.3%</td>
</tr>
<tr>
<td>2005</td>
<td>13.1%</td>
<td>13.4%</td>
</tr>
<tr>
<td>2006</td>
<td>14.1%</td>
<td>13.7%</td>
</tr>
<tr>
<td>Targets</td>
<td>15.0%</td>
<td>15.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>PhD Commencements</th>
<th>% with 1st Class Honours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td></td>
<td>53%</td>
</tr>
<tr>
<td>2005</td>
<td></td>
<td>48%</td>
</tr>
<tr>
<td>2006</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
4.5 Diversity: Retention and success rates of Indigenous students  
(updated May 2007)

Target: Retention ratio of 0.95 for Indigenous students.

Definition: The ratio respectively of the retention rate and success rate of indigenous students to the retention rate and success rate for other students.

The retention rate is the proportion of all non-international non-graduating students enrolled at a census date in semester one of a year (the base year) who are also enrolled in any program at a census date in semester one of the next year. The retention rate is reported in terms of the base year.

The success rate is the ratio between the student load for all courses for which students obtained a pass grade and the total student load for all courses for which students were assessed.

Indicators:

<table>
<thead>
<tr>
<th></th>
<th>Base Year</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retention Ratios</td>
<td></td>
<td>0.92</td>
<td>0.91</td>
<td>0.81</td>
<td>0.89</td>
<td>0.95</td>
<td></td>
</tr>
<tr>
<td>Success Ratios</td>
<td></td>
<td>0.84</td>
<td>0.81</td>
<td>0.86</td>
<td>0.87</td>
<td>0.87</td>
<td>0.95</td>
</tr>
</tbody>
</table>
Comments: The Retention Ratio was relatively stable at just over 0.9 in 2002-2003 and 2003-2004, fell to 0.81 in 2004-2005 and returned to just under 0.9 in 2005-2006. The fall in 2004-2005 Retention Ratio was caused by a drop in the retention rate for indigenous students from 0.69 to 0.63 and a rise in the retention rate for non-indigenous students from 0.76 to 0.78. In 2005-2006 the retention rate for indigenous students has risen to 0.696.

The Success Ratio for indigenous students increased from 0.84 to 0.87 between 2002 and 2005 and remained static into 2006.

4.6 Diversity: Graduate outcomes of students from non-English speaking backgrounds
(updated November 2006)

Target: Continuous improvement in Graduate success for students from non-English speaking backgrounds.

Definition: Graduate Success (GS) is defined as the proportion of non-international bachelors pass degree respondents to the annual Graduate Destination Survey (GDS) in full-time study or available for full-time work (A) (i.e. excluding graduates who were not available for full-time work) who reported in the GDS that they were in full-time study or full-time work (S) (i.e. GS = S/A). Only students from non-English speaking backgrounds are included in the calculation for this indicator.

Indicators:

<table>
<thead>
<tr>
<th>Year of Survey</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>NESB respondents Seeking FT Work/Study</td>
<td>265</td>
<td>259</td>
<td>334</td>
<td>341</td>
</tr>
<tr>
<td>Successful NESB respondents</td>
<td>203</td>
<td>198</td>
<td>245</td>
<td>244</td>
</tr>
<tr>
<td>% Successful</td>
<td>76.6%</td>
<td>76.4%</td>
<td>73.4%</td>
<td>71.6%</td>
</tr>
</tbody>
</table>
Graduate Success - Students from a Non-English Speaking Background

Quality Planning & Statistics
24 May 2007
PROFESSORIAL APPOINTMENTS

The following professorial appointments have been made since my last report to Council in March 2007:

**Professor Paul Thibault** commenced his appointment as Professor of Literacy with the School of Education and Professional Studies (Brisbane/Logan), Faculty of Education. Professor Thibault has extensive international teaching and research expertise in all areas of literacy and he joins us from Agder University College in Kirstiansand, Norway.

**Professor Claire Rickard** has joined the School of Nursing and Midwifery at Nathan as Professor of Nursing. Professor Rickard hails from the University of Tasmania, where she was Associate Professor of Clinical Research and established the Clinical Research Centre at Launceston General Hospital.

**Professor Paul Burton** will be joining the Environmental Planning Discipline and Urban Research Program within the Griffith Science, Environment, Engineering and Technology Group. Professor Burton will commence with Griffith in July 2007. Professor Burton is coming to Griffith from the University of Bristol.
CAPITAL AND MINOR WORKS REPORT

PHYSICAL RESOURCES

Gold Coast

G06 Business 3 refurbishments The Innocence Project and Engineering RHD's

Gold Coast Bus Shelter

Due to the increased frequency of buses now serving the Gold Coast campus, the bus stop has once again been extended with the addition of a new passenger shelter.
Logan Campus

Student Admin now co-located with Student Services in Community Place

Additional Rain Water Storage at the Facilities Management Building.
Mt Gravatt Campus Education Building - New courtyard and roof

Nathan - Environment 2 Lab refurb  Water main replacement Nathan campus

Fire Safety

Fire Management

The current dry weather has substantially increased the bush fire risk and staff are on high alert, particularly at Nathan and Mt Gravatt. The situation at Gold Coast is only marginally less dangerous.
Water Management
Water Efficiency Management Plans (WEMPS) are being developed for all 5 Campuses
In the case of the University, the following table shows the savings in water consumption. Further savings as required by the Water Commission will require capital expenditure.

<table>
<thead>
<tr>
<th>Consumption rate</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>kilolitres / square metre GFA</td>
<td>1.30</td>
<td>1.25</td>
<td>1.05</td>
</tr>
<tr>
<td>kilolitres / EFTSU</td>
<td>15.6</td>
<td>15.3</td>
<td>12.9</td>
</tr>
</tbody>
</table>

CAPITAL WORKS
Griffith Film School (S08), South Bank Campus
Stage 1 of this project is now complete with the Official Opening by the Premier of Queensland held on the 13th March. Sundry works of a minor nature are ongoing as the users install equipment etc. and all work should be completed by the end of March.
**Eskitis Institute for Cell and Molecular Therapies (N75), Nathan Campus**

Work is now progressing well on the project after a slow start due to the time spent obtaining the necessary Development and Operational Works Approvals from the Brisbane City Council. All in-ground services have been installed and the building structure is progressing well.

![Project Images]

**The Griffith Bridge (G35), Gold Coast Campus**

The iconic Griffith Bridge spanning the Smith Street motorway is now complete and open to pedestrian traffic.

Work is still proceeding on the northern approaches to the bridge, as there are issues regarding disabled access that need to be addressed which affect existing roads and pathways. The visual impact of the bridge on users of the motorway is significant, and it acts as a very prominent ‘signpost’ for the campus with the illuminated sign panels on each side.

![Bridge Images]
Student Centre (G33) & Administration Building (G34), Gold Coast Campus
The Student Centre is now open for business with only minor works and defects rectification ongoing. This building sets a new standard in provision of services to our students, and also sets new benchmarks for open plan office planning for administration elements within the University. The Administration Building is nearing completion with internal finishes and built-in fittings being undertaken.

Works to University Drive to provide safe access to both buildings and provide better access for buses is also well advanced, and these works will visually enhance the campus entry from Parklands Drive.
Smart Water Research Facility (G51), Gold Coast Campus
Watpac Australia has recently been appointed as the preferred Design & Construct Manager.

Refurbishment of the Graham Jones Centre (G18), Gold Coast Campus
This project is at a very early stage with the preparation of Strategic and Technical Briefs to define the project scope. Following completion of the Briefs, a decision will be made on the appropriate project procurement methodology.

Glycomics Expansion (G26), Gold Coast Campus
The Total Project Sum has been agreed and the Contract awarded to the Design and Construction Manager, with site work now progressing to allow the building structure to commence. The Design and Construction Manager was given early access to the site to undertake the relocation of in-ground services prior to the commencement of first semester, to ensure that there was no disruption to essential services during Orientation Week or at the start of teaching activities. It is essential that a decision is made by the end of this month on the addition of two extra floors to the project. A direction is essential to allow the works to proceed without causing any delays which will incur additional costs to the project.
Quantum leap for computing

Quantum leap for computing
Catherine Armitage
Higher education editor

IT looks like a pretty string of beads to the ordinary eye, but to the guys in the lab at Griffith University’s Centre for Quantum Dynamics it’s not just a thing of beauty but a breakthrough: 10 little ions, all in a row.

The team led by Erik Streed and Dave Kielpinski has trapped the ions — atoms stripped of an electron — in a vacuum. That achievement puts them near the front of the international race to develop an ion-trap quantum computer, regarded by many as the holy grail of quantum physics.

It is believed a quantum computer could solve problems that would take an ordinary computer the age of the universe to solve.

Thanks to the potential for breaking encrypted codes indecipherable to conventional computers, and applications in finance, national security, mining and the military, developments in this obscure science are watched closely by government agencies worldwide. The Australian Research Council has allocated $570,000 to the project for the next three years.

Stripping atoms of an electron gives them a charge, which allows them to be controlled and manipulated by a laser. By bombarding the ions of the rare metallic element ytterbium with just the right frequency of light, they can be moved and controlled in much the same way bits of information are moved around in an ordinary computer.

But while a classical computer bit has a value of 0 or 1 at any given time, quantum bits can manage a “superposition” of 0 and 1 at the same time. That potentially adds up to a computer of such power and precision that today’s computers will seem like an abacus by comparison.

“Quantum computing is where traditional or ‘classical’ computing was in the 1930s,” Dr Streed said.

“Computers used to weigh several tonnes and comprise thousands of vacuum tubes but could only carry out the most basic addition. That’s where we are today.”

“It’s exciting for Australia. This has been achieved in only a handful of labs around the world,” said Dr Kielpinski, who was brought to Australia from the Massachusetts Institute of Technology under the Federation Fellowship of Howard Wiseman, the centre director.

“But we have to keep it in perspective. What we’re working on creating here is a ‘baby’ quantum computer,” Dr Kiel- pineki said. “This level of computing power may still be decades in the future.”
No to suicide secrets
Public has a right to know the facts, says prevention expert

by Suzanne Lappeman
political reporter

AN expert on suicide prevention says the public has a right to know about suicides and, although it can be ‘contagious’ and negative media can encourage further suicides, the problem should be publicised.

A new report by the Australian Institute for Suicide Research and Prevention has highlighted the tragedy of suicide, studying 1715 deaths recorded in Queensland between 2002 and 2004.

The report has revealed that while the number of suicides has increased, so has the population, meaning the rate of suicide has remained the same.

The Gold Coast has a higher than normal female rate of suicide but there are still significantly more men killing themselves in the 35-44 age group. Over 75s are the most at risk.

AISRP director Professor Diego De Leo said suicide was a very contagious phenomenon, so when a number of suicides occurred they could end up influencing other people to take their own lives.

Although there had been a call internationally to handle suicides confidentially, particularly when adolescents were involved, he personally believed it was important the public was kept informed.

“As a private citizen I need to be informed, I need to know what it is all about and what is happening,” he said, “but there are many different ways of reporting information and news and paying attention to some of these ways can be very helpful in avoiding the contagion that sometimes occurs.”

He said the power of the media should be used to help guide vulnerable people towards help, “We know that media can have a negative impact – glamourising and sensationalising suicides, presenting front pages, photographs, descriptions of methods etc,” he said.

“We need to work more with the media in reaching more of the population and giving not just information but options for doing better and solving crisis, for example, of critical situations,” he said.

The report lumped the Gold and Sunshine Coasts together in the regional breakdowns of deaths recorded in Queensland despite the vast demographic differences between the two regions.

In the two regions over the 2002-04 period, 259 people committed suicide which was 21.6 males and 7.13 females per 100,000 people in the population.

The highest rates were among men aged 35-44 and over 75.

There were lower rates among those under 35 compared to the rest of the state and country.

But the rate of females committing suicide on the Gold Coast was higher than the rest of Queensland.

Professor De Leo said the report confirmed males were still much more vulnerable to the challenges of life than females, with four times more suicides in men than women.

He said understanding the impact of divorce or separation on men and women was important to interpreting the discrepancy in suicide rates between the two sexes.

“Separation can contribute to a sense of failure and social isolation along with the financial, emotional and other pressures associated with relocation and child custody issues,” he said. “It appears to affect men much differently than women.”
A year of living uneasily

Money that should be in workers’ pockets is going to profits and fat-cat salaries.

IT IS no wonder the Howard Government is on the nose with wage earners. The central objective of WorkChoices is to redistribute income from wage and salary earners to profits. The means is not deregulation of the labour market. It is to re-regulate the labour market in a way that increases employers’ ability to unilaterally set wages and conditions by criminalising trade unions’ function in collectively negotiating with employers, a function that needs to be backed up with the right to strike when employers refuse to bargain in good faith.

Over the year in which WorkChoices has been in force, its success has been measured in the decline in the share of national income accruing to wages and the concomitant continued growth in profits despite very tight conditions in the labour market.

WorkChoices is emphatically not a means to achieve higher productivity or even primarily directed at increasing employment opportunities for marginal members of the workforce. This is the conclusion that can be drawn from a study for the Victorian Department of Industrial Relations by Griffith University professor of industrial relations David Peetz.

He points out that employment growth of 2.6 per cent in the first 11 months of WorkChoices was noticeably weaker than the 3.9 per cent growth after the unfair dismissal laws were introduced in 1994.

Peetz also notes that the current growth cycle is showing the second-poorest rate of productivity growth of the last eight cycles. This is not the result of entry into the workforce of semi-skilled and unskilled workers with low productivity. The share of “unskilled workers” in the workforce is the lowest on record, with employment growth concentrated in more skilled occupations.

More damning still are business surveys in which the balance of respondents claim that WorkChoices won’t help expand their businesses or boost productivity.

The Australian Small Business Survey, undertaken by MYOB in mid-2006, found only 12 per cent of respondents expected WorkChoices would lead to an improvement in productivity, compared to 34 per cent who did not. A survey of 300 middle and senior managers undertaken in February 2007 found that only 17 per cent expected WorkChoices to make things better for their organisation, while 26 per cent expected it to make things worse. Victorian managers were even more negative, believing the policy would make their organisations worse off by a margin of 29 per cent to 15 per cent.

According to Peetz, part of the reason for managers’ pessimism is their fear that employees’ perception of the system as unfair will rebound onto business through poor worker morale and lower productivity. “But it also relates to the complexity of the legislation, and to the high degree of state intervention it involves and permits in workplace employment relations, through such matters as ‘prohibited content’ in agreements.”

Wage earners are not stupid. They recognise WorkChoices will adversely affect their
job security even if it hasn’t yet affected their wages. Neither are they being led by the nose by union leaders against their own interests. Horror stories circulate about the impact on job security and wages as a result of the shift of workers from collective agreements to AWAs. So far the impact is only being felt by unskilled and semi-skilled workers, and particularly women, but all workers know the impact will move up the food chain when the business cycle inevitably turns down.

The wages share of national income is at a 35-year low. Between 1996 and 2006, wage earners’ share of national income has fallen from 56 per cent to under 54 per cent of GDP despite the obscene growth in executive salaries, while profits have increased from 24 to 28 per cent of GDP.

If the wage share had remained constant over the period, the average wage earner would be some $2300 a year — or $44 a week — better off than they are now based on the latest national accounts published by the Bureau of Statistics. It seems that at least half the growth in profits and the massive rise in share prices have been extracted at wage earners’ expense. Some of these profits will come back to wage earners in the form of higher superannuation benefits, but most of the $16 billion in tax expenditures to induce wage earners to take out superannuation accrue to the highest income earners.

But the tax burden has gone up as well. After counting back the GST, the Commonwealth has increased taxes from 23 to 25 per cent of GDP, which adds up to an additional burden on the average member of the workforce of around $2100 (or $40 a week) between 1996 and 2006.

Where has this additional revenue gone? It has been frittered away in hand-outs to the rich and rural. The Government’s main monument is the Future Fund — the economic equivalent of stuffing money under the bed — and the Opposition is quite rightly telegraphing that that will be raided for urgent nation-building tasks which should have been started a decade ago.

Kenneth Davidson is a senior columnist.
kdavidson@theage.com.au
Fashioning a bingle-resistant surfboard

by Heather Potter

THE board is state-of-the-art but the technology used to test it was a little more basic—a 3kg shot-put dropped from a great height.

Civil engineering student Josh Donovan has developed a new generation surfboard using 'bingle-resistant' carbon fibre and a secret resin coating. The final product is one of nine different incarnations, each tested in the same effective manner.

“We set up a piece of plywood and dropped a shot-put on the samples,” he said.

“After doing the testing, it showed my board was ten times stronger than the current technology boards.”

The measure of his success was also pretty straightforward. The deeper the hole, the less durable the material.

The final-year Griffith University student said he was inspired to undertake the project after noticing the lack of progress in surfboard development in recent years.

“The materials used in surfboard manufacturing are really outdated and have been around for more than 20 years,” he said.

“There were some companies overseas using carbon fibre but the boards are really expensive.

“What I wanted to do was develop a board that was more durable and resistant to damage but still at a reasonable cost.”

He finally hit upon an ingenious solution as a result of his experience in the swimming pool industry.

“The first board I made used an epoxy resin on top of the carbon fibre, which is similar to what other people have done before,” he said.

“But there are better materials out there. Because of my background in the swimming pool industry I know about the advances in materials and I found a resin that makes a much stronger board but only costs about $20 more.

“Some of my friends who are really good surfers have tried it out and they love it.”

He said the new technology would mean that surfers would have to repair and replace boards less often.

“The average surfer, if they’re really keen, will probably replace their board about once a year. My board is ten times stronger so it should last about ten years.”
Check-ups for teddies

By BRIDIE JABOUR

GRiffith University medical students are not allowed to treat people yet but in the next two months they will be treating something – teddy bears.

In a project aimed at familiarising children with doctors and the structure of a typical consultation, students will visit children in primary schools and 'treat' their teddy bears.

Project co-ordinator Cristina Johnson, a third-year Griffith medical student, said the children would bring their teddies or dolls for a consultation for symptoms such as tummy pain and the teddies would be examined and treated as necessary with bandages and a 'pawscription' for love and hugs.

"Children are the future and it is important to teach them to look after their health," said Ms Johnson.

"We want to show them doctors are not scary and we are also about preventing disease as well as treating disease."

The Griffith students will also set up health promotion activity stations at the schools with information about healthy eating, exercise, sun protection, dental health, medication safety and how and when to call for medical assistance.

Griffith School of Medicine lecturer, Associate Professor Michael Yelland, said the project supported the Health in the Community theme within the first-year medical students' curriculum.

"The project is more than just fun for the medical students," said Professor Yelland.

"It's a worthwhile experience which provides the opportunity for our students to interact with children and learn about delivering health promotion messages."

The primary schools participating in the project are Trinity Lutheran College, Coomera Anglican College and King's Christian College.

A ‘pawscription’ for health

A BEAR HUG... Emily Pascoe from Trinity Lutheran Primary, has her teddy bear checked by medical student Chris Ioannou.