Key Issues & Highlights

This report provides a detailed overview of activities and issues since my last report to Council.

Highlights include:

1. The Governor-General of Australia, the Hon Sir Peter Cosgrove, officially launched the new Menzies Health Institute Queensland at our Gold Coast campus on 9 April. For more details see pages 2-3 of my report.

2. The 2015 QS World University Rankings by Subject, The Times Higher Education Top 100 under 50 rankings and the 2015 CWTS Leiden Rankings were released in April/May. For more details see pages 3-4 of my report.

3. Gold Coast Mayor Tom Tate has announced the investment of significant further funding to the Griffith Centre for Coastal Management. For more details see page 4 of my report.

4. The Federal Government Budget was handed down on 12 May. For more details see page 5 of my report.

5. The outcomes of the 2014 University Experience Survey have been released. Overall perceptions of Griffith are positive. For more details see pages 8-9 of my report.
Highlights since the last Council meeting in April 2015

Chancellor
As the University’s fifth Chancellor, Henry Smerdon AM DUniv will be chairing his first Council meeting on 1 June 2015.

I am sure Council members, and the wider University community, will join me in welcoming Mr Smerdon to his new role.

I also take this opportunity to thank the Hon Leneen Forde AC DUniv for her outstanding contributions to the development of the University during her fifteen year term as Chancellor. Council will be asked to adopt a minute of appreciation in recognition of Leneen’s significant contributions as part of the agenda papers.

Governor-General Launches Menzies Health Institute Queensland
The Governor-General of Australia, the Honourable Sir Peter Cosgrove, officially opened the Menzies Health Institute Queensland (MenziesHIQ) on 9 April 2015. The launch included a special message from the Prime Minister, the Hon Tony Abbott, in which he congratulated Griffith and the Menzies Institute on our collaboration to establish the MenziesHIQ.

In 2014, Griffith was approached by the Menzies Institute with a proposal to establish a new Institute with a focus on allied health headquartered at our Gold Coast campus. This led to the signing of an MOU which rebadged the University’s former Griffith Health Institute as the Menzies Health Institute Queensland.

Through establishing the new Institute, the University will be in a position to:

- support the expansion of active collaboration with other Menzies institutes and with the broader Menzies network;
- share its own resources (expertise, infrastructure, data and partner networks) with other Menzies institutes;
- support greater engagement between academic researchers and health care professionals nationally and internationally;
- further focus its health research efforts on addressing challenges, opportunities and new developments impacting the health of Australia’s population and of people globally; and
- leverage research and funding opportunities to further enhance research excellence and performance to the mutual benefit of the Menzies Foundation and the University.

The Governor-General and Lady Cosgrove officially launch the Menzies Health Institute Queensland
Building on Griffith's local and international research networks, the new Institute brings together more than 750 researchers working across a diverse range of areas such as cancer, infectious and chronic diseases, childhood illnesses, allied health, musculoskeletal conditions, psychological health, and ageing.

The Menzies Health Institute Queensland will provide support for:

- the new position of the Menzies Foundation Professor in Allied Health Research to be based at MenziesHQ.
- awarding the Sir Robert Menzies Memorial Research Scholarship in the Allied Health Sciences (for PhD students).
- awarding the allied health early career research grants of up to $25,00 and symposia grants available to Menzies’ alumni.

International Rankings

2015 QS World University Rankings by Subject
Griffith University has been recognised among the top 100 universities world-wide in five key subject areas: Law, Education, Politics and International Studies, Architecture/Built Environment, and Art and Design. Another 10 subject areas were ranked globally, including Medicine for the first time, indicating Griffith’s rise in international recognition and reputation.

The QS World University Rankings by Subject ranks universities across the world, as determined by surveys of academic experts and employers and a range of research quality indicators. Griffith University is ranked in the following 15 disciplines:

51-100
Law, Education, Politics & International Studies, Architecture/Built Environment , Art & Design

101-150
English Language & Literature, Business & Management

151-200
History, Environmental Sciences, Agriculture & Forestry, Psychology, Sociology

251-300
Biological Sciences, Medicine

301-350
Computer Science & Information Systems

The Times Higher Education Top 100 under 50 Rankings
Griffith University was ranked 82nd in the world’s top 100 universities under 50 years old which is an improvement on its position of 84th in 2014. The Times Higher Education Top 100 under 50 rankings are a global list of universities under the age of 50 that are ranked across the core missions of teaching, research, knowledge transfer and international outlook.

This result follows the University's 38th ranking in the QS Top 50 Under 50 for 2015, thus reinforcing Griffith’s place amongst other youthful and dynamic higher education institutions around the world. The standing of Griffith’s research is further demonstrated by our inclusion in the global top 400 universities on the QS World University Rankings, the Academic Ranking of World Universities and the Leiden CWTS Rankings; one of only two universities in Queensland to achieve this distinction.

CWTS Leiden Ranking 2015
The Leiden Ranking 2015 measures the research performance of 750 major universities worldwide. Produced by the Centre for Science and Technology Studies at the University of Leiden, the ranking measures the citation impact of universities using Web of Science indexed publications from the period 2010-2013.
The primary filter to determine inclusion of a university in the ranking is size (publications for the period 2010-2013 with citations to the end of 2014). The list is then sorted by proportion of papers in the world top 1%, 10% and 50% by citation (field normalised).

Leiden has historically used the proportion of papers in the top 10% (PP\textsubscript{Top10\%}) as its central indicator. Since the inaugural edition of the ranking in 2011, Griffith University has improved its PP\textsubscript{Top10\%} from 7.9% of papers published (2006-2009) to 10.0% for the most recent period of 2010-2013.

Griffith’s world rank on the PP\textsubscript{Top10\%} indicator has improved to 323\textsuperscript{rd}, up 70 places from 2014. The Leiden Ranking 2015 also provides results across five broad discipline fields.

### Leiden Ranking 2015 – Griffith ranked by proportion of papers in world top 10%

<table>
<thead>
<tr>
<th>Category</th>
<th>(P)top10%</th>
<th>PP\textsubscript{Top10%}</th>
<th>World Rank (2015)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Sciences and Humanities</td>
<td>69</td>
<td>9.3%</td>
<td>228</td>
</tr>
<tr>
<td>Life and Earth Sciences</td>
<td>54</td>
<td>11.3%</td>
<td>256</td>
</tr>
<tr>
<td>Physical Sciences and Engineering</td>
<td>44</td>
<td>13.3%</td>
<td>144</td>
</tr>
<tr>
<td>Biomedical and Health Sciences</td>
<td>69</td>
<td>8.3%</td>
<td>348</td>
</tr>
<tr>
<td>Mathematics and Computer Science(^1)</td>
<td>10</td>
<td>11.8%</td>
<td>-</td>
</tr>
<tr>
<td><strong>Griffith Total – all fields</strong></td>
<td><strong>246</strong></td>
<td><strong>10.0%</strong></td>
<td><strong>323</strong></td>
</tr>
</tbody>
</table>

### Mayor Confirms Support for Award-winning Coastal Centre

The City of Gold Coast Mayor Tom Tate visited the Griffith Centre for Coastal Management (GCCM) on 17 April 2015 to recognise the success of the GCCM and City of Gold Coast partnership and to announce the investment of a further $4.4 million to the Centre. The GCCM has been in partnership with the City of Gold Coast since 1999 and last year signed another five-year agreement to extend the collaboration. The partnership has built an award winning reputation after receiving a best practice coastal research and development award from the Business/Higher Education Round Table in 2014, as well as winning two awards at the 2015 Australian Coastal Awards - for community engagement in coastal activities on the Gold Coast, and for its contribution to coastal management science.

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\(^1\) With 89 weighted publications in Mathematics and Computer Science, Griffith University fell below the threshold of 100 papers for inclusion in the ranking. A PP\textsubscript{Top10\%} of 11.8\% would have otherwise resulted in a Top 200 ranking.
External Environment

Federal Government Budget
The Minister for Education and Training, the Hon Christopher Pyne MP, has indicated that the Government will continue to pursue the reforms contained in the Higher Education and Research Reform Bill 2014, including the deregulation of fees. This key message is reflected in the 2015-2016 Budget.

The Commonwealth Grants Scheme budget estimates are based on the 20 per cent reduction in funding and implementation of the previous Government’s efficiency dividend. The reduction in RTS funding, beginning in 2016, is also reflected in the estimates.

Some further key changes affecting the higher education sector are highlighted below:

- **NCRIS facilities to be funded for an additional 2 years**
  NCRIS facilities will be funded for 2016-17 at $150 million in addition to funding of $150 million for 2015-16.

- **Cuts to SRE**
  To offset the NCRIS funding, the SRE block grant will be cut by $263 million over 4 years.

- **Abolition of the Office of Teaching and Learning and the establishment of a new programme to be run within the university sector with funding of $28 million. University consortia will be invited to bid to operate the programme.**

- **Improving Teacher Education**
  $16.9 million will be provided to the Australian Institute for Teaching and School Leadership (AITSL) to undertake additional work to improve initial teacher education in response to recommendations made by the Teacher Education Ministerial Advisory Group.

- **HECS – HELP**
  Graduates living overseas for more than 6 months will be required to repay their HECs/HELP debts once they reach the income threshold from 1 July 2017. This is expected to recoup $26 million over four years.

- **HEPP**
  HEPP has been reduced by $5 million and re-directed to the Australian Institute of Aboriginal and Torres Strait Islander Studies.

- **The Aboriginal and Torres Strait Islander Higher Education Advisory Council (ATSIHEAC)**
  ATSIHEAC will be abolished and responsibility for increasing Indigenous participation in higher education and the professions will be transferred to the Indigenous Advisory Council in consultation with the National Aboriginal and Torres Strait Islander Higher Education Consortium and Universities Australia.

- **Future Fellows**
  Reports have indicated that an additional ‘half round’ will be conducted in 2015.

- **Synchrotron**
  An additional years’ funding has been provided for the Synchrotron.

- **Medical Research Future Fund**
  $10 million to be expended in the 2015-16 financial year.

The attached briefing note from Universities Australia provides a more detailed summary of the key outcomes of the budget for the higher education sector. (Attachment 1)
NSW Independent Commission Against Corruption (ICAC) Report
On 16 April 2015, the NSW Independent Commission Against Corruption (ICAC) released a paper ‘Learning the hard way: managing corruption risks associated with international students at universities in NSW’.

The report makes 12 recommendations - key amongst them is the separation of compliance and business development incentives within universities. The ICAC Report was the focus of a Four Corners program which aired on the ABC on Monday 13 April.

Griffith University has in place appropriate processes to reduce and mitigate the risk of misconduct associated with international education. Attachment 2 summarises the University’s standing in addressing each of the 12 recommendations of the ICAC Report.

Research

Funding for Malaria and Spinal Research
Griffith is part of an international research collaboration that has received funding of US$637,000 from Japan’s Global Health Innovative Technology Fund to make advances towards the development of more effective anti-malarial drugs. Professor Vicky Avery leads the research team from Griffith’s Eskitis Institute for Drug Discovery, along with partners from Japanese pharmaceutical firm Daiichi Sankyo, the Swiss-based Medicines for Malaria Venture, Monash University and the University of California, San Diego. The aim of the research project is to develop a medicine that treats malaria caused by Plasmodium falciparum and Plasmodium vivax, combat drug resistance, and ideally, prevents relapse associated with parasite dormancy. As well as treating patients, the researchers are focusing on ways to protect people from being infected and of blocking transmission of the parasite to the mosquito host. Attacking the parasite at multiple stages of the life cycle is necessary to achieve the goal of malaria eradication.

Griffith researcher Dr James St John and his spinal research team from the Eskitis Institute for Drug Discovery were also the recipients of a $75,000 donation from the Perry Cross Spinal Research Foundation to develop therapies for spinal cord repair. The donation adds to a previous commitment of $150,000 over three years that will allow scientists at the Eskitis Institute to continue to develop ways to grow cells that are more effective and that survive better after transplantation into the spinal cord. The research team is working on processes through which glial cells from the olfactory mucosa are relocated to the damaged spinal cord (glial cells are supporting cells of the nervous system that can help nerve fibres to regenerate).

Successful Grants Awarded
The University has continued to secure Australian competitive grants through a number of major schemes. Those grants with a total dollar value exceeding $100,000 are highlighted below:

<table>
<thead>
<tr>
<th>Griffith Researchers</th>
<th>Project Title</th>
<th>$ Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor Mark von Itzstein</td>
<td>Donation to Childhood Leukemia Research Project from The Rosebud Charitable Trust</td>
<td>$2,400,000 Rose Glory Limited Donation</td>
</tr>
<tr>
<td>Associate Professor Kathy Andrews</td>
<td>Development of antimalarial histone deacetylase inhibitors</td>
<td>$278,398 NHMRC Development Grant</td>
</tr>
<tr>
<td>Dr Melissa Hyde</td>
<td>Assessing, understanding and influencing customer perceptions of water quality</td>
<td>$257,747 Cancer Council Queensland</td>
</tr>
<tr>
<td>Professor Norm Morris</td>
<td>Exercise Training in Pulmonary Hypertension (ExTra PH): A Randomised Controlled Trial of Exercise Training in Pulmonary Hypertension</td>
<td>$247,385 Health and Medical Research Physiotherapy Research Fellowship</td>
</tr>
<tr>
<td>Professor Herman Van Eyken</td>
<td>Women's empowerment and combating gender violence through culture and media (Timor-Leste)</td>
<td>$199,188 Australian Awards Fellowship</td>
</tr>
<tr>
<td>Professor Brendan Mackey</td>
<td>Valuing Culture and Nature for Sustainable Natural Resource Management (Melanesia)</td>
<td>$180,686 Australian Awards Fellowship</td>
</tr>
</tbody>
</table>
Higher Degrees by Research

International Student Research Forum
From 19-23 July, 10 Griffith University PhD candidates will attend the International Student Research Forum (ISRF) 2015 - hosted this year by The University of Aberdeen, in Scotland.

The ISRF is a cooperative arrangement involving Griffith University, University of Nebraska Medical Center, University of Chinese Academy of Sciences (UCAS), University of Tokyo Institute of Medical Science, University of Southern Denmark, and new member, University of Aberdeen.

This annual forum provides a friendly environment for early-career researchers to present their research, meet future colleagues, and discover different working approaches as part of an international approach to foster the career development of future science leaders. The forum is restricted to HDR candidates in the Life and Medical Sciences, with Griffith University delegates being equally represented from Health and Griffith Sciences.

Higher Degree International Conference Travel Grants
The co-funded Griffith Graduate Research School (GGRS) and International Experience Incentive Scheme (IEIS) International Conference Travel Grants support HDR candidates to present a paper or poster at an international conference. This travel grant scheme is a new initiative coordinating the funding available to support HDR candidates for international travel from GGRS and Global Mobility.

The partnership has increased the success rate of HDR candidates applying for conference travel grants, with 46 eligible applications received for Round 1, 2015 (closed 31 March) and all applicants were awarded a Grant.

Griffith Enterprise

Overall Commercialisation Returns
During the first quarter of 2015, Griffith Enterprise has assisted Griffith staff with 25 tender and proposal submissions, and progressed 110 confirmed commercial engagements yielding $3.76 million of commercialisation returns. Returns include those from Consultancy and Commercial Research (commissioned income), Enterprises (gross revenues) and Technology Transfer to April 2015.

GIFT Supports Major Education Program
A Tourism and Events Queensland education program supported by the Griffith Institute for Tourism’s (GIFT) Dr Sarah Gardiner and Professor Noel Scott was launched to tourism operators across the State.

The campaign includes five online Experience Development modules, a series of videos and other accompanying resources aimed at helping suppliers to respond to increasing demand for memorable holiday experiences. Dr Gardiner and Professor Scott have also delivered two masterclasses in Cairns and Port Douglas in partnership with Tourism Tropical North Queensland based on the workbooks. It is hoped skilling providers to bring their experiences to life through story making and experiential marketing will assist Queensland reach its 2020 $30 billion visitor expenditure target.

Meanwhile, GIFT is working with individual operators, like the City of Gold Coast, to gather information relating to tourism experiences. Under a new Memorandum of Understanding between the local council, Gold Coast Tourism and GIFT, Dr Gardiner, Professor Scott and Professor Susanne Becken’s surveying will help inform the City’s tourism product development.
Griffith Informs Preparatory Pedagogy
The School of Education and Professional Studies in partnership with the Griffith Institute for Educational Research has won a tender to secure a large-scale consultancy with the Queensland Government’s Department of Education and Training entitled ‘Provision of Age Appropriate Pedagogy in Prep’. Led by Associate Professor Bev Fluckiger, the project will document teacher and school decision-making that supports the use of a range of age-appropriate educational pedagogies including play-based learning in the Preparatory Year (Prep). The Griffith University team will examine teacher practice, school curriculum and pedagogical frameworks to identify how age-appropriate pedagogy can be utilised to support content delivery towards stated achievement standards in the Australian Curriculum.

Griffith Guides ‘Partners in Recovery’ Program
The School of Human Services and Social Work’s Victoria Stewart has partnered with Adjunct Lecturer Helena Roennfeldt, Dr Maddy Slattery and Professor Amanda Wheeler, to assist consumers and carers of the Greater Metro South Brisbane Medicare Local Partners in Recovery (PIR) program to learn skills and strategies to tell their story through a range of creative processes. PIR facilitates services from different sectors to work collaboratively to support people with mental illness and aid recovery. Storytelling can be a powerful means to make meaning, change perceptions and educate others, and the project team will explore the experiences of consumers and carers receiving PIR to ascertain impact on their recovery and inform future service delivery.

Learning, Teaching and the Student Experience

University Experience Survey (UES)
The University Experience Survey (UES) sources feedback on five facets of the student experience from all Australian universities. The focus areas are: Skills Development, Learner Engagement, Teaching Quality, Student Support, and Learning Resources. The survey population for the 2014 UES consisted of commencing and later-year onshore undergraduate students. Close to 100,000 students participated.

2014 Results
Griffith exceeded all of the results achieved by our IRU, ATN, and Go8 counterparts for Teaching Quality, Student Support, and Learning Resources. For Skills Development and Learner Engagement, Griffith was on a par with the national average (see figure 1). Increases were consistent across all measures for the groups however Griffith made greater gains than our counterparts in Learning Resources, the quality of the educational experience, and the quality of our teaching.

While Student Support recorded the biggest increases of the five focus areas, this is attributed to two major questionnaire changes between 2013 and 2014. Firstly, one question was removed from the student support item list due to evidence showing its lack of fit. The 2013 Student Support data shown in figure 1 has been retrospectively recalculated to not include this question in the results. The second change was that in 2014 the question order was static for respondents. In 2013, five question sequences were presented to students.

Figure 1: 2013-2014 Percentage Satisfied with area of student experience
85% of Griffith students were satisfied with their entire educational experience and 86% expressed satisfaction with the quality of their teaching (see figure 2). Griffith ranked in the top 5 of all 40 universities for both of these measures (see figures 3 and 4).

**Figure 2:** Percentage of students satisfied with the quality of the entire educational experience

<table>
<thead>
<tr>
<th>Quality of Educ. Exp</th>
<th>Quality of Teaching</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>2014</td>
</tr>
<tr>
<td>Griffith</td>
<td>81</td>
</tr>
<tr>
<td>Aust</td>
<td>79</td>
</tr>
<tr>
<td>IRU</td>
<td>80</td>
</tr>
<tr>
<td>ATN</td>
<td>79</td>
</tr>
<tr>
<td>CoE</td>
<td>79</td>
</tr>
</tbody>
</table>

**Figure 3:** Percentage of students satisfied with the quality of the entire educational experience

**Figure 4:** Percentage of students satisfied with the quality of teaching

**Griffith School Ranked Number One for Student Satisfaction**

The School of Information and Communication Technology has taken out the number one spot in Australia for student satisfaction.

The results come from the annual Course Experience Questionnaire (CEQ), which sees all graduates from Australian universities surveyed about their experiences during their time at university.

This top ranking in 2015 follows a 35th placing in last year’s CEQ. To be able to turn this result around so quickly is a testament to the hard work and determination of all staff associated with the School of Information and Communication Technology.

**Navigating Bridging Pathways to Tertiary Education Project (2015)**

Griffith was successful in the Higher Education Participation Program (HEPP) National Priorities Pool (NPP) 2014 competitive bid round. ‘Navigating Bridging Pathways to Tertiary Education’ will map the provision of generic tertiary preparation and bridging pathways for adult learners across Queensland into a single electronic portal. It aims to assist prospective adult learners and advisers access reliable cross-sectoral pathways information and other pre-tertiary resources.

This project is being coordinated by Student Equity Outreach and Educational Partnerships (Student Equity Services) in conjunction with the Queensland Universities Widening Tertiary Participation Consortium. As lead Consortium institution for this project, Griffith receives $275K (see [https://education.gov.au/national-priorities-pool-2014-projects](https://education.gov.au/national-priorities-pool-2014-projects))
People: Staff and Members of Griffith Community

**Griffith VET Expert Wins Distinguished Sector Award**

Adult and vocational education expert within Griffith’s School of Education and Professional Studies (EPS), Associate Professor Sarojni Choy, has been recognised for her significant contribution to the Vocational Education and Training (VET) sector.

Associate Professor Choy received the Berwyn Clayton Award for Distinguished Service to the Australian Vocational Education and Training Research Association (AVETRA) at the AVETRA conference in Melbourne in April.

The award recognises the exemplary and distinguished service of nominated AVETRA members who have worked towards improving AVETRA’s status as Australia’s peak association for VET researchers.

Associate Professor Choy is the first Queenslander to win this award.

**Political Studies Harrison Prize**

Dr Hui (Steven) Feng, Research Fellow with the Griffith Asia Institute, has been awarded the Political Studies journal Harrison Prize at the annual Political Studies Association Annual Conference (held in Sheffield) on 31 March 2015.

The Harrison Prize 2014 was won by Dr Feng and co-author Professor Stephen Bell (UQ) for their paper ‘How Proximate and “Meta-institutional” Contexts Shape Institutional Change: Explaining the Rise of the People’s Bank of China’.

The award winning paper, published in volume 62, issue 1 of Political Studies in March 2014, was recognised by the judges of the annual Harrison Prize for both its advancement of institutional theory and its original argument. The panel of judges deemed the paper superior in the field and commended it on its effectiveness in addressing the key question it sought to explore and for expertly applying ‘an innovative theoretical framework that evidently has broader application’.

As a theoretical exemplar, the panel also found that the paper had a strong practical outcome in advancing the understanding of political decision-making processes as they develop in complex environments.

**Graduates Launch Successful Travel App**

A group of Griffith graduates, now living in Finland, have developed a travel app titled ‘Ventoura’ which has been valued at $2 million just two weeks after it was launched. More success is anticipated as the team prepares to expand Ventoura to the USA and Asia later this year.

The Griffith graduates Raymond Siems (Bachelor of Engineering), Jamin Wood (Bachelor of Engineering), Hector Ren (Bachelor of Information Technology) and Wenchao Chen (Bachelor of Multimedia and Information Technology) developed a unique business partnership while working together on Griffith’s Gold Coast campus during the summer semester of 2013/2014.

The Ventoura app allows travellers to connect with people who live at their holiday destination area and have the “awesome experiences” only local knowledge can provide. It also matches up travellers who are going to the same place at the same time.

Last year the group decided to quit their full time jobs to test their app in the European market. Ventura capitalist interest in Helsinki saw them move to Finland in August 2014. After an extensive development stage Ventoura was officially launched on 27 March 2015. The $2 million valuation is a result of outsider investments into the company. But their profits are set to increase with their business model seeing them net 18 per cent from all tour transactions that occur through the app. The Ventoura team now consists of 12 members, with six Griffith Alumni.

**Professorial Appointments**

A number of new professorial appointments have been made since the April 2015 report to Council. See attached for further details. (Attachment 3)
People: Students

2014 Speaker's University Challenge
Griffith University student Patrisha Kay, winner of the 2014 Speaker's University Challenge, was presented with her trophy at a special ceremony held on the Gold Coast campus on 21 April 2015.

The Speaker's University Challenge aims to raise awareness of the House of Representatives among young Australians and was launched in July 2014 by the Hon Bronwyn Bishop, Speaker of the House of Representatives. The national competition invited university students to create a three minute video exploring the topic of ‘Freedom of speech in a modern day democracy’.

As the Honourable Bronwyn Bishop was unable to attend the Gold Coast ceremony, Patrisha - a second year Bachelor of Law/Bachelor of Commerce student - was presented with her winner’s trophy by the Hon Karen Andrews MP, Parliamentary Secretary to the Minister for Industry and Science.

G20 Youth Summit
Three Griffith University Honours College students recently visited Garmisch-Partenkirchen in Germany after being selected to participate in the G20 Youth Summit. The Summit was organised by the Swiss-based G200 Association. It is one of the largest international events held for youth in 2015, gathering young leaders from nearly 200 countries, members of parliaments and young parliamentarians, students, academics, and representatives of the business world, governments, and international organisations.

Griffith students undertook the following important roles during the Summit:

- Julien Rosendahl (Bachelor of Laws/Bachelor of Arts) was the Group Leader for the Joint Session "What Lessons Should G20 Countries Learn from Developing Countries?"
- Molly Jackson (Bachelor of Laws/Bachelor of Government and International Relations) was the Minister for Culture on the Healthcare through Ecological Education committee.
- Domenic McEwan (Griffith Business School Double Degree Program and Griffith Sports College member) represented the Minister of Environment in Committee № 5 “Future of Science".
Queensland Conservatorium Student and Alumni Achievements
A number Queensland Conservatorium students and alumni have achieved significant success in recent months:

- Graduate Kang Wang was awarded a place in the Lindemann Young Artists Program at Metropolitan Opera, New York.
- Music Technology graduate Tyson Illingworth (aka TyDi) had the title track from his latest album make it into the top 10 of the prestigious USA Billboard Music Charts, alongside artists such as Taylor Swift, Ariana Grande and Maroon 5.
- Earlier this year, Jazz student Elly Hoyt was awarded a Marten Bequest Travelling Scholarship. In a further development, Elly has been offered a scholarship to undertake a Master's programme (Jazz Performance) at the prestigious New England Conservatory, U.S.A., commencing in September.
- DMA Candidate Jessica Azodi debuted in the new Australian opera based on David Malouf’s Fly Away Peter (Music by Elliott Gyger and Libretto by Pierce Wilcox).

Physical Facilities and Information Services
Reports on Capital and Minor Works (Attachment 4) and Information Services (Attachment 5) are attached.

University Engagement

Friends of Griffith Business School at the Gold Coast
Pro Vice Chancellor (Business) Professor Michael Powell has recently established a new group, Friends of Griffith Business School, to promote further engagement between the Gold Coast business community and the School. The Friends will be overseen by a Management Committee to be chaired by Janelle Manders, Managing Partner, HLB Mann Judd, and with membership drawn from Gold Coast based alumni of the School and prominent business figures.

Participants in Friends of Griffith Business School can take advantage of services within the School including opportunities to collaborate with thought leaders, access to student interns through our internship programs, and access to the latest business research and networking opportunities with like-minded Gold Coast based business owners. The Friends will officially launch with a luncheon event on 5 June in the Griffith Business School (G42) building at the Gold Coast campus. Janelle Manders will provide the inaugural presentation on Gold Coast Futures.

Team Griffith Sets New Record in the Gold Coast Marathon
Griffith students, staff, alumni, family and friends set a new registration record in this year’s Gold Coast Marathon with over 1,000 team members set to participate over the weekend of 4 and 5 July – a 40% increase on last year’s benchmark of 700 team members.

The Gold Coast Marathon is a major community engagement and marketing event for the University, an important staff-wellness activity and a key fundraising initiative for the Students’ Future Fund.

2015 Annual Appeal
The 2015 Annual Appeal has commenced with the Students’ Future Fund again being the focus of the Appeal. The Students’ Future Fund was created in 2010 and provides much-needed financial support to a significant number of students to help them overcome personal and financial hardship and continue with their studies.

Last year, thanks to the generosity of our donor community, the 2014 Annual Appeal was the most successful to date and the University was able to offer 20 Griffith Futures Scholarships. Hearing the stories of the grateful Scholarship recipients demonstrates the life changing capacity of the financial support provided through the Students’ Future Fund.

I encourage our staff, alumni, donors and friends to watch out for their Annual Appeal communication and consider supporting the Students’ Future Fund and most importantly, our students. The University supports the Students’ Future Fund by matching every dollar raised in the Annual Appeal.
**Becoming MORE Careers Development Program**

The ‘Becoming MORE’ Mentoring Program is part of the Griffith University-St Thomas More College partnership auspiced by the Uni-Reach program. It links high achieving St Thomas More College Year 11 students (mostly first-in-family; refugees/CALD) with targeted industry mentors to gain an understanding of the profession they are interested in pursuing after Year 12. Fifteen Year 11 participants (capped numbers apply) have been selected through a school application process; they will complete a three month careers mentoring program and a multi-modal careers research project, and will participate in a concluding on-campus presentation and awards event at the University’s Nathan campus on 13 August. Students, mentors, College and University staff, and local MPs attended the program launch on 1 May 2015.

**International**

**Delegations**

The International Relations Unit coordinated 16 international delegation visits to the University from 11 March 2015 to 5 May 2015. The highlights appear in Attachment 6.

**International Student Enrolments**

At census date (29 March 2015) undergraduate numbers were up with 6.49% growth compared to the same time last year, while postgraduate enrolments were down 33.06%, primarily due to the market impact of AQF-mandated changes to postgraduate programs. However, with revised postgraduate programs now in place Griffith International is undertaking extensive marketing activity to educate agents and students and increase interest in and applications to the University.

Overall commencing international student numbers were down 11.96% compared with this time last year.

However, Study Abroad (SA) numbers for Semester 1, 2015 were up 4.75% against budget load targets despite the discontinuation of funding for Brazilian Science Without Borders undergraduate scholarship students.

There was also a slight improvement in the number of continuing international students enrolled in Semester 1, 2015 up 2.31% compared to Semester 1, 2014.

**Griffith Global Mobility**

The Department of Foreign Affairs and Trade (DFAT) is calling for funding submissions for the 2016 Round of the New Colombo Plan (NCP). The call for project proposals has been circulated throughout the University in preparation for final submission by Griffith International. Applicants will be notified of successful outcomes by September 2015. These programs are Government initiatives that provide institutions with funding for Australian students to participate in a range of international experiences, including internships, Work-Integrated-Learning (WIL), clinical placements, short-term study experiences and volunteer projects in the Indo-Pacific region. Alongside the mobility funding, the NCP includes a prestigious scholarship program to recognise high achieving students who also show a commitment to their community and potential as future leaders.

Griffith Global Mobility and the Griffith Honours College will work closely to promote the NCP scholarship program to prospective candidates throughout the month of July 2015. Universities can nominate up to ten (10) undergraduate students to participate in the scholarship program which includes a program of study combined with an internship or mentorship in the Indo-Pacific region for up to 17 months in duration. It is anticipated that 100 scholarships will be awarded in 2016 with a maximum of 15 in any single host location.
**International Business Development Unit (IBDU)**

IBDU continues to work closely with schools and academic staff for delivery of aid-funded and overseas government proposals, as per the examples below:

- Delivery of the first three of eight Australia Awards Fellowship programs has commenced for Zero Waste Leadership, Vietnam; Sustainable Resource Management, Melanesia; and Mining Taxation, Mongolia.
- Delivery of a knowledge exchange visit to Griffith for senior Tongan government officials from the Ministry of Environment, Energy, Climate Change, Disaster Management, Meteorology, Information and Communications (MEIDECC) as part of the Australian Government funded Government Partnerships for Development project “Pacific iCLIM.”
- Three EOIs have been submitted for DFAT funded Government Partnerships for Development projects in collaboration with the Environmental Futures Research Institute, Griffith Climate Change Response Group and the Griffith Institute for Tourism.

**Tourism Confucius Institute (TCI)**

The Tourism Confucius Institute (TCI) held a ten week course from February to April 2015 on Business Chinese and Culture for officials of Logan City Council. Among the attendees at the course was Nick McGuire, Logan City Council's Economic Development Manager. This is one of TCI's courses in its program of strategic engagement with government and business in South East Queensland. The course will conclude with a presentation in May by Rob Molhoek, State member for Southport and Shadow Minister for Housing and Public Works, on “Doing business with China”. Rob Molhoek was a successful business person before entering State Parliament.

**Media Highlights**

A summary of media activities appears at Attachment 7.
2015–16 Federal Budget Analysis

The 2015-16 Budget reflects the government policy to pursue its higher education reforms. The Commonwealth Grants Scheme estimates are based on the 20 per cent reduction in funding and implementation of the previous Government’s efficiency dividend. The reduction in RTS funding, beginning in 2016, is also reflected in the estimates.

All of the main changes affecting higher education are outlined below. The main ones are:

- One additional year’s funding for NCRIS in 2016-17 has been funded in the Budget and the commitment to proceed with the $150 million NCRIS spending on 2015-16 appears to be intact. Offsetting savings for this expenditure are being primarily sourced from a $263 million cut to the Sustainable Research Excellence program.

- There is an additional $16.9 million for Improving the Quality of Teachers and Teacher Education courses. Savings of $20 million have been made from grant programs of the Office of Teaching and Learning and $5 million has been clipped from the Higher Education and Participation Program and re-directed to the Australian Institute of Aboriginal and Torres Strait Islander Studies.

Overall Budget Position and Outlook

The underlying cash deficit is expected to be $35.1 billion in 2015–16 (2.1 per cent of GDP), reducing to $6.9 billion in 2018–19. Forecast tax receipts have been downgraded by $52 billion over four years to 2017–18 since the 2014–15 Budget. A return to an underlying cash surplus is projected to occur in 2019–20, the same year as projected in the 2014–15 Mid-year Economic and Fiscal Outlook (MYEFO). Net debt is projected to peak at 18 per cent of GDP in 2016–17 and fall to 7.1 per cent of GDP by 2025–26. Gross debt is projected to reach $573 billion by 2025–26.
Teaching and Learning

Commonwealth Grant Scheme (CGS)

The 2015–16 Portfolio Estimates continue to reflect the efficiency dividend, the 20 per cent cut to the CGS and the extension of CGS funding to domestic students studying sub-bachelor courses and in accredited undergraduate degrees at non-university higher education providers (NUHEPs).

<table>
<thead>
<tr>
<th>Programme appropriations ($000)</th>
<th>2015–16</th>
<th>2016–17</th>
<th>2017–18</th>
<th>2018–19</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>CGS</td>
<td>6582.5</td>
<td>6369.1</td>
<td>6457.0</td>
<td>6603.4</td>
<td>26012.0</td>
</tr>
<tr>
<td>Regional Loading</td>
<td>70.2</td>
<td>70.2</td>
<td>71.9</td>
<td>73.6</td>
<td>285.9</td>
</tr>
<tr>
<td>Total</td>
<td>6652.6</td>
<td>6439.3</td>
<td>6528.9</td>
<td>6677.1</td>
<td>26297.9</td>
</tr>
</tbody>
</table>

Higher Education Loan Programme (HELP) – Recovery of repayments from overseas debtors

Graduates living overseas will be required to make repayments on their HELP debts once they have reached the minimum income threshold (A$53,345 in 2014–15). From 1 July 2016, HELP debtors living overseas for six months or more will be required to register with the ATO, while those already overseas will have until 1 July 2017 to register.

This measure will apply to both new and existing debts and is expected to recoup $26.5 million over the forward estimates and $140 million over the next 10 years.

<table>
<thead>
<tr>
<th>Revenue Measure ($m)</th>
<th>2015–16</th>
<th>2016–17</th>
<th>2017–18</th>
<th>2018–19</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>HELP – Recovery or repayment from overseas debtors (Revenue measure net of related expenses)</td>
<td>1.5</td>
<td>5.7</td>
<td>8.3</td>
<td>11.0</td>
<td>26.5</td>
</tr>
</tbody>
</table>

Office for Learning and Teaching (OLT)

In the 2014–15 Additional Estimates, the funding available for the Promotion of Excellence in Learning and Teaching in Higher Education (PELTHE) programme over four years to
2017–18 was $62 million, compared to $42 million funding available over the four years to 2018–19 made available in the current Budget.

From 2016 the PELTHE will be redesigned. The Office for Learning and Teaching will be abolished on 30 June 2016 and replaced by a new university-hosted institute that will administer the existing grants, fellowships and awards of the PELTHE. Universities will be invited to tender to host the new institute, and funding of $28 million will be provided to it from the Department of Education and Training.

The programme will be reviewed in 2018–19. Existing OLT commitments that extend beyond 30 June 2016 will be rolled over to the new institute.

Improving the Quality of Teachers and Teacher Education Courses

The Government is providing $16.9 million over four years for the Australian Institute for Teaching and School Leadership (AITSL) to undertake additional work on Initial Teacher Education in response to recommendations of Teacher Education Ministerial Advisory Group (TEMAG).

This funding will be provided for the following purposes:

- the establishment of a stronger accreditation process for teacher education courses;
- a rigorous selection process to assist in determining applicant suitability for teaching;
- an assessment framework to ensure all teacher education graduates are classroom ready; and
- a national research programme into the effectiveness of initial teacher education and workforce data.

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<tbody>
<tr>
<td>Improving the Quality of Teachers and Teacher Education Courses</td>
<td>4.8</td>
<td>4.3</td>
<td>4.1</td>
<td>3.7</td>
<td>16.9</td>
</tr>
</tbody>
</table>

**Equity and Participation**

Higher Education Participation Programmes (HEPP)

Five million dollars will be cut from the HEPP in 2015–16 for redirection to the Australian Institute of Aboriginal and Torres Strait Islander Studies.
Aboriginal and Torres Strait Islander Higher Education Advisory Council (ATSIHEAC)

The term of the ATSIHEAC will expire on 30 June. The Government has announced that it will not be renewed and that its functions will be transferred to the Prime Minister’s Indigenous Advisory Council and the National Aboriginal and Torres Strait Islander Higher Education Consortium.

Science and Research

Reduction in Sustainable Research Excellence (SRE)

The Sustainable Research Excellence programme will be reduced by $263 million over the forward estimates to offset the additional funding for the National Collaborative Research Infrastructure Strategy.

This represents a very significant cut to SRE (over half in 2015–16) and comes in addition to a number of cuts made in recent years.

<table>
<thead>
<tr>
<th>Savings measure ($m)</th>
<th>2015–16</th>
<th>2016–17</th>
<th>2017–18</th>
<th>2018–19</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>SRE</td>
<td>-</td>
<td>-150.0</td>
<td>-37.5</td>
<td>-75.0</td>
<td>-263.0</td>
</tr>
</tbody>
</table>

National Collaborative Research Infrastructure Strategy (NCRIS)

The Budget included an additional $150 million for NCRIS for the 2016–17 financial year, in addition to $150 million already allocated for 2015–16.

The Department of Education and Training emailed facilities on Budget night to advise that the guidelines for the 2015-16 funding will be released in the near future. Information on the 2016-17 extension will be provided once the details have been finalised early in 2016.

<table>
<thead>
<tr>
<th>Expense measure ($m)</th>
<th>2015–16</th>
<th>2016–17</th>
<th>2017–18</th>
<th>2018–19</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>NCRIS</td>
<td>-</td>
<td>150.0</td>
<td>-</td>
<td>-</td>
<td>150.0</td>
</tr>
</tbody>
</table>
Future Fellowships and the ARC

It has been publicly reported that the government will continue the Future Fellows scheme, with 50 four-year appointments to be made in 2015. No formal announcement has been made and UA will be confirming this with the Department. The long-term future of the scheme is still tied to the passage of the Higher Education Reform legislation, along with the maximum funding cap for the ARC.

Medical Research Future Fund (MRFF)

As announced prior to the Budget, the Australian Government has committed to the establishment of the MRFF even though the original source of funds, the GP co-payment, has been abandoned. Other savings found in Department of Health, including from the Pharmaceutical Benefits Schedule and Medicare Benefits Schedule, will be paid into the fund.

The Government has stated it will provide distributions of $10 million in 2015–16 from the Medical Research Future Fund, with more than $400 million expected to be provided to researchers over the next four years. However, there is no appropriation visible in the Portfolio Budget Statements.

Collaborative Research Networks

No additional funding has been allocated to this terminating programme. Funding ends 30 June 2016.

Cooperative Research Centres (CRCs)

The Budget included $26.8 million in savings from the Cooperative Research Centres (CRC) programme. The outcomes from the review of the CRC programme were not announced in the Budget and the future funding of the programme is still to be determined.

The savings are not specifically offsetting any other programme.

<table>
<thead>
<tr>
<th>Savings measure ($m)</th>
<th>2015–16</th>
<th>2016–17</th>
<th>2017–18</th>
<th>2018–19</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>CRC</td>
<td>-1.6</td>
<td>-5.7</td>
<td>-7.0</td>
<td>-12.5</td>
<td>-26.8</td>
</tr>
</tbody>
</table>

Australian Synchrotron

The Government will provide $20.5 million in 2016–17 to ANSTO to meet part of the $30.0 million cost of operating the Australian Synchrotron in 2016–17. The remaining
operating costs will be met through contributions from the Victorian Government and the New Zealand Synchrotron Group Ltd.

The Budget includes an additional $13.0 million and the rest of the cost of this measure will be met from within the existing resources of the Department of Education and Training and the Department of Defence.

<table>
<thead>
<tr>
<th>Expense measure ($m)</th>
<th>2015–16</th>
<th>2016–17</th>
<th>2017–18</th>
<th>2018–19</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANSTO</td>
<td>-</td>
<td>13.0</td>
<td>-</td>
<td>-</td>
<td>13.0</td>
</tr>
</tbody>
</table>

Research & Development Tax Incentive

The Government has introduced a cap of $100 million on the amount of eligible research and development (R&D) expenditure for which companies can claim a tax offset at a concessional rate under the R&D tax incentive. Expenditure above the $100 million cap will receive a lower offset at the company tax rate. These changes apply for income years commencing on or after 1 July 2014.

This measure replaces the measure announced by the previous government and therefore has no additional financial impact.

Health

Streamlining Health Workforce Scholarships

The Government will achieve $72.5 million in savings over four years by streamlining nine existing health workforce scholarships into a single Health Workforce Scholarship Programme. The measure will consolidate administration of scholarships and increase the emphasis on rural and remote practice, extending return of service obligations to a greater portion of scholarship recipients. More scholarship recipients will be required to work in rural or regional areas for one year.

The number of scholarships aimed at increasing Aboriginal and Torres Strait Islander health workforce participation will not be reduced nor be subject to the return of service obligation.

<table>
<thead>
<tr>
<th>Savings measure ($m)</th>
<th>2015–16</th>
<th>2016–17</th>
<th>2017–18</th>
<th>2018–19</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Streamlining Health Workforce Scholarships</td>
<td>-14.2</td>
<td>17.6</td>
<td>-19.0</td>
<td>-21.7</td>
<td>-72.5</td>
</tr>
</tbody>
</table>
Developing Northern Australia — positioning the north as a leader in tropical health

As announced prior to the Budget, the Government will provide $15.3 million over four years to invest in research into exotic disease threats to Australia and the region.

The National Health and Medical Research Council will receive $6.8 million over four years to support research into tropical diseases, build collaboration and capacity in the health and medical research workforce, and promote the translation of this research into health policy and practice.

The Government will also provide $8.5 million over four years to establish an Australian Tropical Medicine Commercialisation grants programme to support Australian medical researchers to commercialise therapeutics and diagnostics in tropical medicine and to attract foreign investment.

This measure will form part of the White Paper on Developing Northern Australia.

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<tbody>
<tr>
<td>Australian Trade Commission</td>
<td>1.4</td>
<td>2.2</td>
<td>2.7</td>
<td>2.3</td>
<td>8.5</td>
</tr>
<tr>
<td>National Health and Medical Research Council</td>
<td>0.9</td>
<td>2.2</td>
<td>2.2</td>
<td>1.5</td>
<td>6.8</td>
</tr>
<tr>
<td>Total</td>
<td>2.3</td>
<td>4.4</td>
<td>4.9</td>
<td>3.8</td>
<td>15.3</td>
</tr>
</tbody>
</table>

International

The Government is currently consulting on its Draft National Strategy for International Education with the intention of finalising the strategy in the second half of 2015 and has abolished a number of smaller programmes determined to be no longer needed.

The Regional Links and Increasing the Profile of Australia’s International Education Sector (IPAIES) programmes will cease from 2015–16 with remaining multi-year IPAIES contracts continuing to 2018–19.

The Professional Service Development Programme and the Assessment Subsidy for Overseas Trained Professionals, will also cease from 2015–16.

This will provide a combined saving of approximately $12.7 million over the forward estimates.

Endeavour and mobility programme
The number of international scholarships, fellowships and exchange opportunities (Endeavour and mobility programmes) have been halved (6205 to 3100).

The budget papers suggest that the reduction reflects the Australian Government’s decision to reallocate funding that supported undergraduate mobility to the New Colombo Plan from 2015–16 onwards.

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**Other Measures**

**Entrepreneurs Infrastructure Programme (EIP) savings**

The Government will achieve savings of $27.3 million over five years from 2014–15. The saving will be achieved in part by changing the implementation of elements of the Single Business Service and Business Management initiatives.

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<tbody>
<tr>
<td>EIP</td>
<td>-23.0</td>
<td>-1.3</td>
<td>-1.0</td>
<td>-1.0</td>
<td>-1.0</td>
<td>-27.3</td>
</tr>
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</table>

**Industry grant programmes — reduced funding**

The termination of a range of industry support programmes have delivered savings of $31.7 million over four years from the old Commercialisation Australia, Enterprise Connect and Industry Innovation Precincts programmes.

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</thead>
<tbody>
<tr>
<td>Industry grants</td>
<td>-17.6</td>
<td>-12.1</td>
<td>-2.0</td>
<td>-</td>
<td>-</td>
<td>-31.7</td>
</tr>
</tbody>
</table>

**Fringe Benefits Tax — Cap on Salary sacrificed meal entertainment benefits**

The Government will introduce a separate single grossed-up cap of $5,000 for salary sacrificed meal entertainment and entertainment facility leasing expenses (i.e. meal entertainment benefits) for employees.
Meal entertainment benefits exceeding the cap of $5,000 will be counted in calculating whether an employee exceeds their existing FBT exemption or rebate cap. All use of meal entertainment benefits will become reportable.

This measure will apply from 1 April 2016. This measure is estimated to accrue government revenue of $295.0 million over the forward estimates period.

<table>
<thead>
<tr>
<th>Revenue measure ($m)</th>
<th>2015–16</th>
<th>2016–17</th>
<th>2017–18</th>
<th>2018–19</th>
<th>Total</th>
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<tbody>
<tr>
<td>FBT</td>
<td>20.0</td>
<td>85.0</td>
<td>90.0</td>
<td>100.0</td>
<td>295.0</td>
</tr>
</tbody>
</table>

Indigenous Advancement Strategy

The Government will provide $4.8 million in 2018–19 to ensure a consistent rate of indexation applies across all elements of the Indigenous Advancement Strategy (which incorporates such higher education funding programmes as the Indigenous Support Programme, Indigenous Tutorial Assistance Scheme and others) when regular indexation resumes at that time.

**UA Contact**

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02 6285 8117 or 0423 568 595
To Vice Chancellor

cc

From Pro Vice Chancellor (International)

Date 8 May 2015

Subject Review the 12 key corruption prevention initiatives highlighted in the ICAC Report - April 2015

Ian,

Please see below my response on how Griffith stands in relation to each prevention initiative:

1. **Restricting freedom of academics to enter into binding agreements with overseas agents and partners on behalf of the university without considering the full cost and risk of such agreements.**

   Griffith University manages agent and institutional agreements centrally through Griffith International. The PVC(I) is the signatory delegate for all agent agreements. Institutional agreements are subjected to a rigorous approvals process outlined in ‘A Guide to International Institutional Agreements – Griffith University’.

2. **Considering the full costs associated with international students of different capabilities when making marketing decisions; understanding profit rather than revenue contributes to a more robust minimum capability standard being established.**

   The University seeks to recruit a diverse international student cohort. Admissions standards are strictly applied as part of the application assessment process, and marketing staff subscribe to these standards when training agents and partners, and advising prospective students. The University partners with Navitas through the Queensland Institute of Business and Technology (QIBT) to provide a pathway for students who do not meet academic entry to undergraduate degrees, and the Griffith English Language Institute offers a range of ELICOS programs to prepare students to meet the University’s English language entry criteria. In January 2015, the University increased the IELTS score required for entry to undergraduate programs from 6.0 overall to 6.5 overall, with no subscore below 6.0. This was in response to research suggesting that 6.5 is the minimum standard required for academic study in English at tertiary level. The University is constantly striving to improve the quality of enrolled
students, both domestic and international. From 2015, Griffith is offering a range of international student excellence scholarships designed to attract academically outstanding international students. However, Griffith University was established on a principle of accessibility and remains committed to this. It thus provides all students, both domestic and international, with a range of academic support services.

3. **Assessing risk in marketing and using this to develop risk treatments. These may include strengthening due diligence on agents, targeting of specific students, increasing vetting for students from high-risk markets or withdrawing from the market.**

Griffith International constantly assesses market risk from multiple perspectives, including due diligence in relation to agents, and student visa risk under the streamlined visa processing (SVP) arrangements.

Agents are managed by a team of Griffith International regional managers, who spend time in market and provide ongoing training and support to individual agencies. Agent agreements are signed for a two year period. The renewal process includes consideration of performance by the agent, completeness of applications submitted, student visa outcomes for students referred by the agent (including visa refusals and requests for release), and GPA of students referred. When considering new agents Griffith International’s process includes submission of a business plan, statement of need by the relevant regional manager, and a minimum of two references by existing institutional partners of the agent. Griffith International has also just implemented a new agent management CRM system to better manage agent contracts, performance information, training records and communications.

Nepal is a good example of a market in which Griffith International restricted both activity and applications following identification by the Department of Immigration and Border Protection (DIBP) of a major visa fraud issue. In response to this, Griffith International put in place the following measures: immediate outreach to Griffith’s four agents in Nepal to ensure awareness of the problem and reinforce the University’s commitment to only accepting General Temporary Entrant (GTE) and Genuine Student (GS) applications; placing on hold a number of offers to Nepalese students which had not yet been accepted, pending their submission of additional documentation relating to their GTE and GS status; acceptance of bank documents from only two central Nepalese banks; introduction of an additional application checklist in Nepal, to be completed by agents; only accepting applications for packaged offers with QIBT through Griffith’s registered agents; and extensive counselling of Nepalese students on a pathway to Griffith, i.e. at QIBT or GELI, to confirm their genuineness.
4. **Building on university strengths, where possible, to develop niche international operations capable of attracting higher-capability students.**

The University seeks to diversify its international student body, both in terms of country of origin and discipline of enrolment. We actively promote our strengths in a way that enhances the University’s reputation, positions us as a market leader and meets student demand. As an example, a number of professional health programs offered by the University, including biomedical science (medicine pathway), medicine, dentistry and oral health, physiotherapy and pharmacy, have extremely competitive academic entry criteria, combined with a higher than normal English language entry standard to meet the Australian Health Practitioner Regulation Agency (AHPRA) requirements, attract high quality and high performing international students.

5. **Altering incentive structures applicable to agents in order to encourage the provision of quality students. These may include performance ranking-based payments, payments linked to student progress at various stages, and payments linked to long-term performance of agent.**

Griffith University has standardised commission rates by markets. Renewal of agent agreements takes into consideration long-term agent performance and the academic performance of students referred by the agent. Agents which send a student cohort whose academic performance is well below the average for international students will not be renewed.

6. **Limiting the number of overseas agents with which the universities work, where possible.**

During the past 18 months, Griffith University has significantly reduced the number of agents with which it has agreements. This process of stringent review is still underway. Our intention is to ensure that we have a sustainable number of agent relationships and that an appropriate level of training and support can be provided by the regional managers who work with these agents so we can be confident that they represent the University knowledgeably and professionally.

7. **Increasing due diligence on monitoring of agents and partners, particularly focusing on the use of fine-grained data analysis of student issues that can be linked back to markets, agents and partners.**

It has been a priority for Griffith International during the past six months to increase the data utilised to review agent performance, to inform both training and communication needs of agents and to make decisions regarding relationship continuance. The University’s Business Intelligence unit developed and released at the end of 2014 a number of new data reports for the University community, including reports of agent performance and student GPA by agent. In addition, in response to
student visa concerns for a number of countries, the Griffith International compliance team is providing the Griffith International management team and regional managers with data regarding student visa rejections and applications for release by students which include agent details.

8. **Forming closer relationships with trusted agents and building business through them.**

The University works with a relatively large number of agents overall but also works to develop very close partnerships with key agents in a number of markets to identify and capitalise on business development opportunities. Examples of this include:

- Griffith works closely with a partner in China, which does not conduct traditional student recruitment utilising agency offices and exhibitions, instead working with universities to establish Chinese Ministry of Education-approved joint programs under which students complete part of their degree in China and part in Australia. These programs not only ensure a pipeline of students into diverse degrees but attract to the University high quality students who have met the entry criteria for the Chinese partner university and proved themselves already at tertiary level.

- Griffith has recently started working with a Canadian agency that specialises in recruiting Canadian students for professional health programs in Australia, including medicine, dentistry, physiotherapy and speech pathology. We are working closely with this partner to attract suitably qualified students, many of whom are graduates of the Canadian universities, into our high profile, competitive entry health programs.

9. **Seeking partnerships with other educations institutions as an alternative to agents.**

Agent business is student-centred. Many students, and their families, work with agents to select an overseas study option and facilitate the application process for both the university and student visa. Prospective students are faced with a huge number of options when considering overseas study and the role of an agent is often to help them narrow the search based on a range of criteria. Griffith has a large number of articulation arrangements through which international students’ pathway to the University, both overseas and locally, e.g. QIBT and TAFE Qld. The majority of these are facilitated by an agent or involve an agent in recruitment into the original institution from which students’ pathway.
10. **Integrating the IT system of international student offices with the main system to ensure that these offices can be held accountable for the quality of international students entering the university and that their operation falls under the jurisdiction of the universities’ internal audit function.**

All international student data, from application to graduation, is held in Peoplesoft, the University’s enterprise student data system.

11. **Balancing the strength of the academic standards compliance system with the business development risks. This may include appointing an independent representative from another university to sit on academic standard committees or auditing of course standards by well-regarded Australia and overseas academics.**

Griffith International undertakes a regular review and benchmarking of entry requirements against other institutions and taking into account overseas curricula and grading scale changes. In addition, the Pro Vice Chancellor (International) chairs an English Language Advisory Committee (ELAC) which provides advice both to her and the Internationalisation Advisory Committee (IAC) on approaches to enhancing the English language proficiency of its students through and on completion of their programs of study, and to make recommendations regarding potential further developments.

As per the Program Planning, Development, Approval and Review Processes policy, a systematic approach to program monitoring and review is supported by four processes:

- **Annual Program Monitoring** for the purpose of assessing the ongoing performance and sustainability of a program on the basis of an agreed set of indicators in order to develop improvement plans for the following 12 months. On the basis of this assessment, it may be determined that a program review date needs to be brought forward or extended.

- **Five (5) Year Program Review** which is conducted for the purpose of continuous improvement, benchmarking, curriculum renewal and reaccreditation.

- **Transnational Program audits** which are conducted periodically by Programs Committee for the purpose of reviewing the offshore partner/provider and their facilities to determine that a program offered offshore is equivalent to its onshore counterpart.

- **University review process** which is conducted to enhance the future performance of the element or service under review. In the case of Academic reviews, the element to be reviewed may be a Group, a School/Department or other organisational cluster, and will include any constituent Schools/Departments or Research Centres. The purpose of academic reviews is to improve the academic planning and performance of Groups and their constituent elements through a continuing cycle of self-assessment,
benchmarking, critical reflection, forward planning and internal/external peer review, to which the review activities set out in this procedure contribute. The panel consists of 2-4 external members who are distinguished academics in a relevant field and with international standing. One of the external members also chairs the committee.

The University’s Governance of Assessment & Academic Achievement Standards Policy clearly articulates the processes and expectations relating to the establishment and monitoring of academic standards and assessment at both the school and institutional level.

12. Separating the compliance function from business development, as feasible. This may include moving the admissions functions out of international student offices that are responsible for marketing and recruitment and limiting the impact of international student numbers on faculty budgets.

The GI compliance team reports to the Associate Director (International Administration). In late 2013, as the new Pro Vice Chancellor (International), I changed the reporting lines within Griffith International to have the Associate Director (International Administration) report directly to me rather than to the Director International whose responsibility includes marketing and business development. I am thus responsible for both areas, but they operate as separate functions within Griffith International to ensure a high degree of independence from each other.

One of the University’s strategic targets is to maintain international student load between 20 and 25%. Griffith International works closely with each of the Academic Groups to ensure that international student load is spread across a range of discipline and program areas, as well as across the five Griffith campuses. This is to ensure a better experience in the classroom for international and domestic students, as well as ensuring that no School or Group becomes overly dependent on international fee income.

Furthermore, the management of agents by Griffith International was audited by the Internal Audit Unit in 2014. The audit findings were positive and the major recommendation of the audit was to have key staff involved with agents sign an annual Declaration of Conflict of Interest, which is currently being implemented.

Regards
Professor Sarah Todd
Pro Vice Chancellor (International)
PROFESSORIAL APPOINTMENTS

The following professorial appointments have been made since my last report to Council in April 2015.

**Arts, Education & Law**

**Professor Derrick Cherrie**
Professor Derrick Cherrie commenced in the position of Director, Queensland College of Art. Professor Cherrie was previously the Head of the Elam School of Fine Arts, a School of 450 students that sits within the University of Auckland's National Institute of Creative Arts and Industries (NICAI) and is widely perceived to be the premier school of fine arts in New Zealand. Professor Cherrie had been instrumental in leading the School through a period of change and reform. Professor Cherrie is among the leading contemporary artists in New Zealand and has exhibited his work throughout the country. His sculptural work is both imaginative and innovative in its ability to connect the built environment to the human body.

**Professor Robert Ely**
Professor Robert Ely commenced as the Director of Arts, Innovation and Engagement for the Arts, Education and Law Group. He is a highly experienced leader in the arts innovation area internationally having worked in the middle-east in this field. Professor Ely also played a significant leadership role as President and CEO of LaSalle College of the Arts in Singapore. Born in Scotland and educated in Manchester, England, Professor Ely graduated from the Manchester Metropolitan University, and undertook his postgraduate studies at the University of Salford. Professor Ely joins us following a distinguished career spanning both education and the arts. In 1988 he founded the Arden School of Theatre in the United Kingdom and was Principal and Chief Executive of London's Rose Bruford College from 1993 to 2000. In the early 2000s, Professor Ely was Director of the Western Australia Academy of Performing Arts (WAAPA) at Edith Cowan University in Perth. A Fellow of the Royal Society of Arts and a Member of the Institute of Directors since 1995, Professor Ely was awarded a Distinguished Honorary Professorship of Theatre at Stephen F. Austin University, Texas and he was awarded the Freedom of the State in 1997, by the then State Governor George W Bush, in recognition for his contribution to Education in the State of Texas.

**Professor Stuart Kinner**
Professor Stuart Kinner has commenced in the School of Criminology & Criminal Justice as Professor of Corrections. Professor Kinner leads a program of research focussed on health services and outcomes for marginalised and justice-involved populations. His work is distinguished by methodological rigour, ethical research practice and meaningful research translation. Professor Kinner has produced more than 140 publications and attracted over AU$17 million in research funds, mostly from nationally competitive schemes. He regularly presents at national and international conferences, increasingly by invitation. Professor Kinner is equally committed to translating research findings into policy and practice: he sits on the Board of Directors for the Academic Consortium on Criminal Justice Health (ACCJH) and since 2005 has served on the National Prisoner Health Information Committee (NPHIC).
supporting development of a world-first surveillance system for prisoner and ex-prisoner health.

**Business**

NIL

**Health**

NIL

**Griffith Sciences**

**Professor Tim Ryley**

On 30 March, Tim Ryley joined the University as Professor and Discipline Head of Aviation within the School of Natural Sciences. He has been appointed as a Professor on a continuing basis and as Discipline Head for an initial period of three years. From over 20 years of transport research experience, Professor Ryley has aviation expertise in the areas of airport planning, airport surface access, airport operations, and air travel demand. Professor Ryley has relocated to Australia from the United Kingdom, where he previously worked at Loughborough University. As Head of Aviation at Griffith, Professor Ryley will provide leadership and vision to a team of academic and administrative staff within this fast growing discipline.
Campus Life

CAPITAL WORKS PROGRESS REPORT as at May 2015

**Gold Coast campus**

The Multi Storey Car Park (G55), Gold Coast campus ($25.5m):

Thiess are the Design & Construct Managers for this project. The car park and surrounding new road network is now complete. Ticketing machines and license plate recognition system have been commissioned. The 100kW photo voltaic array and 10kW wind turbine are currently being commissioned and tagged for metering. The car park officially opened on 11 May.

The Link Partial Redevelopment (G07), Gold Coast campus ($4.57m):

All construction works at the Link (G07) by the University are now complete and the contractor, Watpac Specialty Services, is attending to any defects. One of the Student Guild tenancies in the new dining area, Burger Urge, has opened. The remaining two Guild tenancies, The Providore and Flava Asia, will open as they complete their tenancy fit-out works in coming weeks.

PC3 Laboratories (G26) Annexe, Gold Coast campus ($7.7m):

The Glycomics (G26) Annex construction phase is complete. The laboratories are now undergoing a lengthy certification process for PC3 and Quarantine status and are expected to be in use by mid 2015.

Clinical Labs/Nursing Labs (G16) 1.09-1.10, Gold Coast campus ($365k):

The Project is at Practical completion.

Laboratory Upgrade (G24) 3.20-23, Gold Coast campus ($750k):

Practical completion was achieved at the end of April 2015.

Medical Science Laboratory Refurbishment, Level 1 (G05) 1.01, Gold Coast campus ($1.3m):

The project has reached Practical Completion. Rectification of a number of minor defects and operational improvements are currently being actioned.
Corridor Refurbishment (G01), Level 3 Eastern End, Gold Coast campus ($90k):

The corridor refurbishment has reached Practical Completion. Feedback from occupants indicate the corridor is much brighter and more inviting.

Refurbish Facades (G01, G05 and G06), Gold Coast campus ($1.5m):

The project scope has been identified and we are currently preparing tender documents with a view to tendering the work for a mid-2015 commencement.

Refurbishment and Alterations (G14), Gold Coast campus ($3.2m):

The design is well advanced and tender documents are currently being developed with a view to calling tenders in May or June 2015. Construction is planned to achieve completion by commencement of 2016 academic year.
Smoking Zones, Gold Coast campus ($150k):

The works are substantially complete however it has proven necessary to relocate one of the zones further away from one building (G26) and these works are approaching completion.

Aquatic Centre and Gymnasium, Gold Coast campus ($15.5m):

Conrad and Gargett has been appointed as architects for this project. They are currently developing Schematic Design options for the site which will see relocation of car parking and new access roads to service the Aquatic and Athletics precinct. An Expression of Interest for the Design and Construct Manager will be issued by Campus Life in coming weeks.

East West Pedestrian Spine, Gold Coast campus ($1.0m):

A Schematic Design has been prepared by Cox Rayner for the entire project. A staging plan has been developed by Planning, Design and Construction (PD&C) to deliver the project over an extended period to meet funding and other priorities.

PD&C are in the process of preparing documentation to obtain proposals from Architects to document the schematic design for the initial stage of the project broadly from Alumni Place to Multi-Media Lane between Academic 2 (G06) and Visual Arts (G14) and including a plaza at the entries to Multimedia (G23) and Arts and Education 1 (G30). Documentation is also being prepared to obtain Expressions of Interest from suitably qualified contractors from the University’s Consultants and Contractors database.

Nathan campus

Nathan & Gold Coast Data Centre Upgrade (N34 & G10), Nathan & Gold Coast campuses ($2.2m):

The Project has reached Practical completion. The contractor is currently finalising minor outstanding works and rectifying defects.

Johnson Path Signage – Phase 1 Campus (N00), Nathan campus ($390k):

Contract issues have now been resolved. Final clarification of outstanding works is in progress.

Relocation of SEET Mechanical/Engineering Workshop (N34), Nathan campus ($400k):

Works commenced onsite early January 2015. The project is broken into 3 stages. Stage’s 1 and 2 (N13) are 90% complete. N34 works are currently 20% complete. All stages are programmed for completion late May 2015.

Partial Refurbishment Level 0 Willett Centre (N53), Nathan campus: ($2.00m):

Works are broken into 3 stages. Stage 1 works are complete with occupation in early May 2015.

Stage 2 and Stage 3 works will commence mid-May and the project is scheduled to be completed in mid-June 2015.

Signage Works – Bray Centre (N54) Nathan campus and Mt Gravatt campus ($34k):

Signage works at N54 Bray Centre is approximately 80% complete. An external Directory sign was installed outside the Bray Centre on 21 April. Signage at Mt Gravatt campus is approximately 70% complete.

Student Engagement Centres (N78) (Room 0.14) & Gold Coast (G40) (Room 3.71), Nathan & Gold Coast campuses ($3.5m):

Construction works are in the final stages nearing completion. AV systems have been installed and are currently being commissioned. Openings are scheduled in May.
Mount Gravatt campus

Refurbishment of Teaching Labs and Seminar Rooms Level 2 Science Education Building (M15), Mount Gravatt campus ($2.6m):

The Teaching Laboratories and Seminar Rooms project is being undertaken by H&G Contractors. Demolition works have been completed and construction works well under way. The main building services runs will be completed in May. Practical completion is scheduled for mid-June and AV installation and commissioning scheduled for late June.

Refurbishment of Level 3 East Wing Social Sciences Building (M10), Mount Gravatt campus ($700k):

The refurbishment of these spaces for Education is being undertaken by Box and Co. Demolition works have been completed and construction works are well under way. The main building services runs have commenced and will be completed in the coming weeks. Practical Completion for construction works is due early May.

Refurbishment of Level 3 East Wing, Education Building (M06), Mt Gravatt campus ($700k):

Renovations have now been completed and the area has been re-occupied.

New Student Centre, Research Staff Offices & INS Technical Workshop Relocation, Arts & Music Building (M09); Research Staff Office, Social Sciences Building (M10), Mt Gravatt campus ($980k):

All work has now been completed and the areas have been re-occupied.

Secure Crime Lab Education Building (M06), Mount Gravatt campus ($630k):

The contractor for this project is Premis Solutions. They are currently well into construction phase with wall framing well advanced and sheeting commenced.

Social Sciences (M10) Level 4 Refurbished HDR Hub, Mount Gravatt campus ($375k):

Box and Co are progressing construction. Wall framing and sheeting is progressing. Mechanical services are being installed with construction due for completion in May.

South Bank campus

Alterations to Level 7 for AEL, Webb Centre (S02), South Bank campus ($550k):

Practical completion was issued 27 March 2015. Minor defects are in the process of being rectified.
Griffith Archive Launch

Over 40 years of University history was celebrated with the official launch of the Griffith Archive on 16 April.

The Archive is an initiative of Information Services and has been established to record, preserve, and publicly display the corporate and social history of the University. This accumulated historical content is also shared publicly through the Griffith Archive Website where visitors can view annual reports, historical speeches and images, oral histories, foundation organisational charts, and soon, Student Representative Council publications.

Michael Banks - curator of the Archive – is to be congratulated for overseeing the development of this significant initiative.

THETA

On 10-12 May, Griffith University hosted the 2015 THETA conference at the Gold Coast Convention Centre. More than 500 delegates attended the conference, which received a total of $555,000 financial support from 19 sponsors and 36 exhibitors. Some key sponsorship included:

- platinum sponsor Huawei provided delegates with an android device complete with a pre-paid Vodafone SIM card so delegates could download the THETA app.
- gold sponsor CISCO provided videoconferencing facilities in the Convention Centre’s meeting rooms.
• bronze sponsor Echo 360 live streamed the keynote and features speakers.
• Griffith’s collaboration with AARNet and the Gold Coast Convention Centre provided free data downloads for delegates.

The THETA biennial conference aims to advance higher education by promoting the innovative use of information technology. THETA is the key technological conference in higher education, attracting practitioners and senior decision makers from the broad spectrum of information technology, research, teaching and learning, library and knowledge management across Australia and New Zealand.

As an addendum to THETA, the Pro Vice Chancellor, Information Services hosted a ‘by-invitation’ Scholarly Communication Symposium: Increasing Research Impact in the Sciences at Griffith’s Gold Coast Campus on Thursday 14 May, with keynotes from Xiaolin Zhang, Executive Director of the National Science Library of the Chinese Academy of Sciences; Martin Fenner, Technical Lead, PLOS Article-Level Metrics; John Houghton, Professorial Fellow at Victoria University’s Institute of Strategic Economic Studies and Tony Shiel, Deputy Director, Research Policy at Griffith. The Symposium brought together thought leaders from universities and government agencies whose ideas have informed the development of a white paper on increasing the impact of science research, with specific recommendations for government, universities and researchers.
Report on International Delegations

Delegations

The International Relations Unit coordinated 16 international delegation visits to Griffith University from 11 March 2015 to 5 May 2015. The highlights are as follows:

China
China University of Petroleum (CPU)
On 17 April 2015, a delegation led by Professor Huadong Liu, Vice President of China University of Petroleum (CPU) visited the Gold Coast campus and attended a meeting hosted by Professor Sarah Todd, Pro Vice Chancellor (International). During their meeting they met with Dr Qin Li, Senior Lecturer, Griffith School of Engineering (Environment) and Dr Erwin Oh, Deputy Head of School/Associate Dean International, Griffith School of Engineering to discuss collaborations and initiate broader scale cooperation between Griffith and CPU.

Sichuan Normal University
On 20 April 2015, Professor Ian O'Connor, Vice Chancellor and President hosted a visit by the newly appointed President of Sichuan Normal University (SNU), Dr Ding Renzhong and signed an Addendum to our existing Memorandum of Understanding (MOU) at the Nathan campus. Professor Michael Powell, Pro Vice Chancellor (Business) also met with the delegation to discuss existing collaborations with Griffith Business School (GBS) and the development of research collaborations to expand the collaboration with SNU to staff exchange and to broader Griffith academic groups. The addendum extends the areas of cooperation to include Business, Education, Literature, Tourism Science and Engineering research and pathways.

China University of Mining & Technology (CUMT)
On 21 April 2015, Professor Sushila Chang, Dean Academic (Griffith Sciences) hosted a visit by Professor Jing Hongwen, Dean, School of Mechanics and Civil Engineering, CUMT and delegation. The delegation expressed their appreciation for the deep collaboration with Griffith and its importance in terms of internationalisation and innovation in curriculum development. They discussed extension of the collaborations such as joint PhD supervision, development of a joint research laboratory, staff exchanges and short-term mobility for research students to undertake projects at both institutions, as well as study abroad opportunities for students to come to Griffith for one semester. Prof Jing and delegation also met with the current CUMT students studying at Griffith who talked positively about their experience here and the differences in the curriculum.

Vice Chancellor’s visit to China (March 2015)
Professor Ian O’Connor, Vice Chancellor and President, and Professor Sarah Todd, Pro Vice Chancellor (International) attended the Asia Pacific Association of International Educators Conference (APAIE) and APAIE Board of Directors Meeting at the Beijing International Convention Center on 23 March 2015. Professor O’Connor was the lead speaker for the APAIE Presidents’ Roundtable meeting. During the conference Professor O’Connor and Professor Todd also met with Prof Lin Jianhua, President, Peking University.

Indonesia
Diponegoro University (UNDIP) and Universitas Swadaya Gunung Jati (Unswigati)
On 17 March 2015, a delegation led by the Vice Rector for Development and Collaboration, Professor Sultana Muhammad HuseinFaradz, Diponegoro University (UNDIP) and another affiliated delegation led by Prof. Djohan Rochanda Wiradinata, Rector of Universitas Swadaya Gunung Jati (Unswigati) visited the Gold Coast campus and met with the Griffith School of Medical Sciences to discuss an initiation of collaborations with Griffith University and in particular, with the Faculty of Medicine and Health.

Indonesian National Council on Climate Change
On 23 April 2015, Professor Ian O’Connor, Vice Chancellor and President met with The Hon Professor Rachmat Witoelar, Special Envoy for Climate Change to the Indonesian President, and the Executive
Chair of the Indonesian National Council on Climate Change. In these roles, Professor Witoelar serves as the Indonesian focal point on climate change issues. Professor Witoelar was visiting Griffith University from 20-24 April 2015 to attend meetings hosted by the Griffith Climate Change Response Program and the Center of Excellence for Sustainable Development in Indonesia, Griffith School of Environment. He also gave a guest lecture to students and staff.

Pro Vice Chancellor (International)’s visit to Indonesia (May 2015)
Professor Sarah Todd, Pro Vice Chancellor (International) met with the following Griffith University partner institutions on 5 May 2015 in Jakarta to discuss further collaborations: Institute of Sciences (LIPI), University of Indonesia (UI), and Syarif Hidayatullah State Islamic University (UIN). In addition, Professor Todd hosted the Griffith Alumni function attended by approximately 50 Alumni on the evening of 5 May 2015 and also met with the Australian Embassy and Austrade staff on 6 May 2015.

Japan
International University of Health and Welfare (IUHW)
On 27 April 2015, the Chairman of International University of Health and Welfare (IUHW), Dr Kuninori Takagi visited Griffith University to follow up on a visit by the President of IUHW in January 2015. IUHW is interested in both sending, and receiving, students for short study tours (1-2 weeks). Professor Allan Cripps and Professor Tony Perkins are supportive of this initiative as IUHW is building a new Medical School in their new Narita City campus. During this visit Dr Mariko Momoi, Vice President, IUHW gave a presentation titled “The Mystery of Another Brain: Autism” which was widely attended by Griffith Health Group as well as the Gold Coast University Hospital staff. Professor Ned Pankhurst, Senior Deputy Vice Chancellor met with the delegation as well as Professor Tony Perkins, Dean Academic, Griffith Health and Professor David Shum, Dean Research (Griffith Health) and Griffith Health academic staff. IUHW expressed their interest in having exposure to native English language teachers to expand collaborations and have immersion classes for foreign teachers and discussed opportunities for short-term and longer-term faculty exchange, guest lectures and research collaborations. IUHW is interested in learning more about Griffith’s School of Medicine problem-based teaching methodologies. Short-term study tours for IUHW students to come to Griffith were also discussed and the delegation toured both the Griffith Health Centre and the Gold Coast University Hospital.

Pakistan
Bahria University
On 13 and 14 April 2015, a delegation led by Commodore Naseem Anwar Khan, Director Admissions, Bahria University visited the Nathan and Gold Coast campuses. This was a learning visit for Director level administrative staff from our partner, Bahria University (BU), to study Griffith University’s administrative practices and procedures. The delegates learnt about Griffith management practices through Griffith staff giving an overview of their various roles and responsibilities, including Admissions, Academic Affairs, Planning & Development and Campus Administration. Bahria University will now seek to apply relevant practices back in Pakistan.

Other partner and non-partner institutions that visited during this period included:
- Peking University (Department of Engineering & Science) - China (12 March 2015)
- Clarkson University - USA (13 March 2015)
- Abu Dhabi University - Abu Dhabi (13 March 2015)
- TCI Board Meeting Delegation from CUMT- China (1 April 2015)
- Peking University (Department of Psychology) - China (2 April 2015)
- State University of Jakarta - Indonesia (13 April 2015)
- Nanyang Technological University - Singapore (15 April 2015)
- ITESM Guadalajara - Mexico (24 April 2015)
- Xidian University and Chinese Academy of Sciences - China (27 April 2015)
- Technical University of Uruguay (UTEC) and Agencia National de Investigacion Innovation (ANII) - Uruguay, (5 May 2015)
Communications and Media Report – March 2015

1.0 Overview

Griffith’s reputation as a university of influence received public endorsement from Australia’s top office during this reporting period - a media highlight in another successful quarter. During his meeting with Turkish Prime Minister Ahmet Davutoğlu on the eve of the Gallipoli Centenary, Prime Minister Tony Abbott referred to the Turkish leader’s address to Griffith University last November. This comment was covered by The Australian and International Business Times but also represents the University’s standing within the Office of the Prime Minister.

The first quarter’s media monitoring data became available during this period and showed Griffith again topped 10,000 media mentions for the first three months of the year. This is down from the record fourth quarter last year (13,000) but still a formidable result. A Four Corner’s report on international students and alleged poor practices among overseas recruitment agencies gained media attention. Griffith responded with a local ABC Radio interview.

Strong coverage in Radio National kept Griffith in the limelight among a key demographic, with more than 350 reports broadcast in the first quarter. The Institute for Glycomics featured as the cover story for a Gold Coast Bulletin weekend magazine article (Attachment 7a) and Nursing (Attachment 7b) was the cover story for a new teenage lift-out called EDit, also in the Bulletin. The Eskitis Institute and Griffith’s biotechnology credentials were included in the first edition of a new high-end magazine called Forge, showcasing innovation and entrepreneurship (Attachment 7c). Professor Howard Wiseman’s work on parallel universes continues to resonate through the media and was featured in the Huffington Post’s Top Five Tech Stories You Should Have Read which has a global audience of millions. PhD candidate Naomi Edwards received significant national coverage with her project to uncover Australia’s saddest beaches, with the view of rejuvenating them. She featured on ABC television, radio and news websites.

One of the big stories of the period was the execution of the Bali nine duo. Griffith academics, led by Professor Colin Brown and Professor Andrew O’Neil, were called upon to give thoughtful and informed commentary which appeared in News Corp outlets, the Conversation, SBS and ABC as well as internationally.

In other Communications-related activity, Griffith now has a microsite attached to the main website of The Chronicle of Higher Education and an enhanced profile on the Times Higher Education website. The work of Dr Maxime Aubert and Dr Adam Brumm around the 40,000 year-old rock art in Indonesia was featured in the QS WOW newsletter distributed to the higher education sector globally.
1.1 Coverage

The following charts and diagrams show Griffith’s media profile for the first quarter 2015:

Coverage by media type breaks down the channels on which Griffith content appears. Television volumes increased during the quarter while Radio and Internet decreased.

![Coverage by media type](image)

Source: iSentia, Media Monitoring, January-March 2015

1.2 Competitor Analysis:

The following charts compare the media footprints of Griffith, University of Queensland, Queensland University of Technology and Bond University at a national, Queensland, Brisbane and Gold Coast level. QUT recorded a significant national result due to syndicated coverage of a January story about second-hand cigarette smoke, boosting their digital coverage beyond previous levels. Results show Griffith’s share of voice clear second in Queensland and Brisbane while dominant on the Gold Coast.

This is a new breakdown of data which gives insight to breadth of coverage within the key catchment areas of the University.

![Coverage by Media Type – All Competitors](image)
Competitor Comparison – Queensland

Chart 2 Queensland

Competitor Comparison – Brisbane

Chart 3 Brisbane
1.3 Sentiment:

Sentiment during the first quarter of 2015 was overwhelmingly positive. (Sentiment is calculated as a score of 50.0 being neutral. Anything above 50.0 is seen as favourable.)
1.4 Placement:

This chart gives an indication to quality of coverage. Griffith received favourable coverage for its most prominent placement (based on a sample analysis). The second chart below indicates the main topics covered, with the reputational expertise and thought leadership the most prolific.
3.0 Owned Digital Channels

3.1 News Website

The Griffith News website has had 50,000 visitors from March 4 to May 4, 2015, with 117,000 pages viewed. It also emphasises the growing importance of Griffith’s own channels. A redesign and overhaul of the functionality of the Griffith News website has been commissioned for this year. The last upgrade was in September 2012.

The five most popular news stories for the period were:

Griffith world rankings receive boost – 7100 views
G20 awards for criminology students – 3800
Research for real life health care is key for new HIQ director – 1550
Gold Coast student accommodation receives top honours - 1300
Top scientists appointed to academy – 1100

3.2 Social Media

Griffith’s engagement across social media networks continues to increase and is ever adapting to the shifting sands of the networks. Facebook in particular is reworking its search algorithms to make it almost impossible for corporate posts to organically reach followers’ news feeds. This is forcing corporate accounts to pay for their posts to be seen.

The Communications team is refining the content and scheduling of postings to meet audience preference. User Generated Content (UCG) from student interns is also proving successful.

Facebook has also become the number one video viewing platform, relegating Youtube to second place. However Facebook video views are usually seven or eight seconds long compared with the Youtube videos of a minute or two.

Communications facilitated training sessions with 50-60 academics on how to write for Linked In, bringing experts to the campus to outline the opportunities in this professional network.

Overview:

- Facebook main account: 52,400 Likes (up from 52,000)
- Twitter main account: 12,800 Followers (up from 12,100)
- Twitter media account: 1380 followers (up from 1286)
- Youtube Griffith channel: 187 news videos (equal to last period but old and outdated videos are being removed progressively); 379,131 total video views (down from the previous 422,000 due to removal of outdated videos) and 1781 subscribers (up from 1673)
• Linked In (Griffith University profile page) – 85,800 followers (up from 71,000)

Facebook Insights below show a snapshot of Griffith in comparison to competitor institutions. The graphs show most Universities struggling to increase their reach compared with the previous week. This is indicative of the changes to the Facebook news feeds. Paid or ‘boosted’ posts are now the only way to access the Facebook networks.

<table>
<thead>
<tr>
<th>Page</th>
<th>Total Page Likes</th>
<th>From Last Week</th>
<th>Posts This Week</th>
<th>Engagement This Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The University of Melbourne</td>
<td>136.1K</td>
<td>▲ 0.6%</td>
<td>26</td>
</tr>
<tr>
<td>2</td>
<td>The Australian National U.</td>
<td>115.7K</td>
<td>0%</td>
<td>23</td>
</tr>
<tr>
<td>3</td>
<td>The University of Queensland</td>
<td>95.1K</td>
<td>0%</td>
<td>14</td>
</tr>
<tr>
<td>4</td>
<td>Queensland University of Technology</td>
<td>84.9K</td>
<td>0%</td>
<td>8</td>
</tr>
<tr>
<td>5</td>
<td>Griffith University</td>
<td>52.4K</td>
<td>0%</td>
<td>24</td>
</tr>
<tr>
<td>6</td>
<td>The University of Newcas...</td>
<td>45.3K</td>
<td>0%</td>
<td>50</td>
</tr>
<tr>
<td>7</td>
<td>Griffith International Stud...</td>
<td>43.5K</td>
<td>0%</td>
<td>4</td>
</tr>
</tbody>
</table>

3.3 *The Conversation* academic news and comment website now boasts more than 4 million readers of Griffith University authors since its inception. This channel continues to grow and The Conversation’s Queensland editor Liz Minchin has held workshops for early careers researchers in Eskitis to help get them started in this space.

The table belows show the total numbers of readers, articles and comments on The Conversation website since 2011 among Griffith and other institutions:

<table>
<thead>
<tr>
<th>Griffith University</th>
<th>The University of Queensland</th>
<th>Queensland University of Technology</th>
<th>Bond University</th>
</tr>
</thead>
<tbody>
<tr>
<td>READERS</td>
<td>4,072,436</td>
<td>4,542,308</td>
<td>2,610,082</td>
</tr>
<tr>
<td>ARTICLES</td>
<td>552</td>
<td>781</td>
<td>482</td>
</tr>
<tr>
<td>COMMENTS</td>
<td>18,505</td>
<td>25,403</td>
<td>10,854</td>
</tr>
</tbody>
</table>
4.0 Communications and Media Highlights By Strategy Area:

4.1 Influence Demonstrated


- Dr Mark Pearson was interviewed on The Project (Channel 10) discussing the traditional use for defamation laws and notes now there are many publication forums in which one can be defamed. The Project is one of the most watched news programs for young adults.

- ABC Gold Coast, 891 ABC Adelaide, 105.7 ABC Darwin, http://www.hospitalandagedcare.com.au http://www.abc.net.au agedcareguide.com Dr Lauren Ball (Centre for Health Practice Innovation) is interviewed regarding GPs advising patients about diet and nutrition.

- Sydney Morning Herald, http://www.thesenior.com.au, Rouse Hill Courier, http://www.theage.com.au Camden Advertiser, Bayside Bulletin, Murray Mail, Moyne Gazette, and 268 other websites. Article on benefits of medication on back pain interviews Associate Professor Michael Yelland (MHIQ) who says people should not be alarmed that the study also identified some abnormal liver function in the arthritis patients taking paracetamol, as if used according to the recommended dose it was safe. (Attachment 7e)

- Australian (p2) column on uncertainty in Queensland as a result of Billy Gordon controversy includes comment by Professor Tony Makin, Department of Accounting, Finance and Economics. (Attachment 7f)

- Australian (p16) story on the curbing of anti-corruption powers in NSW includes comment by Professor AJ Brown, Centre for Governance and Public Policy. Story also published by Business Spectator.

- The Australian (p11) story on relationship between Australia and Indonesia post executions includes comment by Professor Andrew O’Neil, Head of School of Government and International Relations. (Attachment 7g)

- West Australian (p18) publishes article by Professor Colin Brown, Griffith Asia Institute on Tony Abbott’s political reaction to Indonesian executions.

- Hot Tomato FM news story on imminent execution of Bali Nine ringleaders also includes grab from Professor Andrew O’Neil, Head of School of Government and International Relations.

- 2SER FM (The Daily) interviews Professor Colin Brown, Griffith Asia Institute, on impact of execution of Bali Nine ringleaders. A piece by Professor Brown, published by The Conversation, is also discussed on 2UE Radio (Nights with Mike Jeffreys) and republished by Straits Times, SBS News (podcast) and The Nation (Thailand) also run comments by Professor Brown.

- The Conversation publishes an article by Professor Colin Brown, Griffith Asia Institute, on the poor leadership surrounding the Bali Nine executions.

- ABC Gold Coast (Drive with Matt Webber) interviews Professor Colin Brown, Griffith Asia Institute, on impact of execution of Bali Nine ringleaders.
4.2 Research Excellence

The Australian (p9) ran a story on the impacts of video games on children quoting Professor Catherine Beavis (Education) and a recent Griffith study that looked at 400 kids across 10 schools and found better collaboration among those who used games.


Daily Telegraph. Researchers at Griffith and the St George Dermatology and Skin Cancer Clinic are looking for adults aged 18-55 with a diagnosis of mild to moderate atopic dermatitis for a 12-week pilot study.

WIN Rockhampton. Communities in central Qld have become the focus of a new study aimed at preventing Australian farmer suicide deaths. The study is being conducted by Newcastle and Griffith Universities in Emerald and Winton.

ABC 612 Brisbane includes Associate Professor Daniel James (Engineering, ICT, SABEL Labs) in a regular sporting panel. Associate Professor James talks about how Griffith research is measuring the physiology of athletes and their behaviour.

4.3 Community Engagement

Griffith’s profile as sponsor of the Brisbane Roar’s Asian Champions League football campaign was highlighted through local, national and international media featuring the University’s logo on the team jersey front. This received global TV exposure as well as specific images in the Sydney Morning Herald, Stuff.co.nz, Courier Mail, the A-League website and many more.

School of Humanities honours student and sciences graduate Naomi Edwards was interviewed on ABC News 24 (broadcast to 10 stations), ABC Radio Perth and Radio National about a competition to find Australia’s saddest beach.

My GC reports on Perry Cross Spinal Research Foundation’s donation of $75,000 over three years to continue spinal injury research at the Eskitis Institute for Drug Discovery.
Hervey Bay City Independent (p23) mentions PhD candidate Daniel Brieva and Griffith University scientists who have identified algae blooms on the Fraser Coast as a fish feeding magnet and a potential plus for the fishing industry.


4.4 Student Recruitment

Gold Coast Bulletin and EdiT. Jayde Bidner and Luke Takota are profiled on the front cover as Griffith nursing students.

Gold Coast Bulletin (p23) profiles an education degree at Griffith and opportunities for graduates.

Channel 9 Gold Coast reports that student Patrisha Kay has won the 2014 Speaker’s University Challenge for her video on freedom of speech.

Cairns Post (p34) mentions law graduate Erin Priest has commenced working with Cairns law firm, Williams Graham Carmen Lawyers.

Also, 612 ABC Afternoons Brisbane, Gold Coast and Sunshine Coast with Tim Cox interviewed Queensland Conservatorium student Petah Chapman as part of an extended opera explained segment alongside Opera Queensland. Also published online.

Australian Financial Review (p26) feature story on women studying MBA degrees includes comment by Professor Michael Powell, Pro Vice Chancellor (Business) and Griffith MBA student, Christine Johnson. (Attachment 7i)

Australian Financial Review (p24) story on digital delivery of MBA programs focuses extensively on Griffith MBA program with comments by program director, Associate Professor Nick Barter.

Adelaide Advertiser (p99) story with footy coach Nathan Bock mentions he is studying at Griffith. He is a business student.

Coffs Coast Advocate (p51) story on local high achiever Josette Lewis mentions she is set to study a business degree, majoring in sport management, at Griffith University.

Northern Star (p6) story on local students making strides mentions that Jacki Molla, a Government and International Relations student, is to attend this year’s Y20 in Turkey.
4.5 Asian Engagement

The following chart shows the breadth of coverage for Griffith among English-language mainstream online news services overseas. About a third of coverage is in the Asia-Pacific, lower than usual due to a higher proportion of coverage in the USA.

![International Internet Coverage: Griffith University](image)

Highlights of international coverage include:

- **Zeenews India** includes research led by Professor Sally-Ann Poulsen (Eskitis Institute for Drug Discovery) in an article about the potential for the use of saccharin in the treatment of aggressive cancers. Professor Poulsen’s team created a compound in which a molecule of glucose was chemically linked to saccharin. Also at Med India, Medical News Today, Medical News Net, Science Daily and Medical Xpress.

- 2SER The Daily (and online) interviewed the QCA’s Cassandra Schultz about Japanese artist Megumi Igarashi who currently faces obscenity charges for her work.
China Daily article on a 3D conference in New York quotes the QCA’s Professor Jennifer Loy who says 3D printing has already proven to be a widely useful tool in manufacturing. But the full-use value of the technology is still being determined.

The Conversation publishes article on how a slowing Chinese economy will affect Australia, including comment by Professor Fabrizio Carmignani, Head of Accounting, Finance and Economics. A related article, also quoting Professor Carmignani, is published online by News.com, Adelaide Now, Herald Sun, Courier Mail, Perth Now, Cairns Post, Fat Cat, The Bull and Daily Telegraph.

Asia Insurance Review story on emerging financial planning profession highlights Business of Advice research carried out by Griffith University with Zanetti Recruitment.

The Interpreter publishes article by Dr Andrew Selth, Griffith Asia Institute, on the implications of Hillary Clinton’s visit to Burma.

Radio NZ included comments by Dr Tony van Fossen, Humanities, on the Samoan Passport scheme.

Yahoo! India and other sub-continent outlets continued to report on Dr Ben Desbrow’s low-hangover beer research.
MEDICINE MAN
INSIDE THE GOLD COAST SCIENCE LAB WAGING WAR ON THE FLU, MALARIA AND CANCER
WAGING WAR ON KILLER BUGS

He developed major anti-flu medication and is now working on a new treatment for childhood cancer. Meet the Gold Coast-based virus and disease-busting Professor Mark von Itzstein

WITH EMILY MACDONALD

PICTURE this: Professor Mark Von Itzstein is sitting in the office of his Gold Coast doctor.

The head of Griffith University’s Institute of Glycomics, has a fever and a pounding headache.

Yep, it’s the flu all right, striking him down recently for just the second time in his life.

The professor, who is a master of medicine and creator of vaccines, knows what he’s got. He also knows what he needs to treat it – he invented it.

It’s called Relenza.

It’s the world’s first anti-influenza medication and governments across the world have stockpiled it in preparation for a potentially catastrophic global pandemic.

Surely the drug’s creator has a secret stash?

Perhaps he’s hoarded it away near his Institute’s nuclear magnetic resonance spectrometer, a piece of equipment which is worth a cool $3 million and coughs out impressive white clouds as scientists study viruses at the atomic level?

Maybe it’s hidden behind the institute’s giant blown-up copy of Time magazine on which Mark appeared in celebration of his discovery?

“No. I have to go to the doctor for a prescription just like everybody else,” he says.

“I felt extremely feverish and it all happened so quickly. I immediately knew I had a viral infection.

“I went in there and he said, ‘yeah, I know who you are, here you go’, “ he says.

“I just wanted to go home and take it. I’m pleased to report it worked.”

Glycomics is the study of carbohydrates or sugars and in particular their involvement in disease.

The Institute of Glycomics, of which Mark is the director, is one of the largest of its kind in the world and the only one in Australia. At this Southport bastion of discovery there is level upon level of PhD students studying swabs of mouse blood alongside Westinghouse fridges.

You know those fridges – they are the same kind your grandmother has in her kitchen filled with a jumble of expired condiments and last night’s roast vegies, except here the various items inside are marked with labels like ‘malaria’ and ‘strept’.

There are distinct clues this world-renowned facility is located at the Gold Coast — a pair of shorts worn under a lab coat here, sun-kissed skin and beach-tussled hair over there, guys in trainers examining test tubes.

But make no mistake: the 170 experienced minds working at the Institute are far from relaxed in their approach to research.

These aren’t just the adult versions of the baking soda and vinegar volcanoes exploded with glee in many a primary school science class.

The research being conducted
right here on the Gold Coast has global implications.

Mark’s colleague, Professor Michael Good, has got a potential vaccine for malaria to the stage of human trials.

Other mosquito-borne diseases such as chikungunya and dengue are on their radar as are developing either vaccines or drugs for deadly meningitis, hendra and even childhood cancer leukaemia.

Michael says Mark is “a fantastic boss”.

“He’s a wonderful director. He’s inspiring, a good listener, a good people person and a wonderful scientist.

“One of the things that inspires me the most is he’s a phenomenal scientist. He has a perspective and depth of knowledge to make those important decisions. He’s built the institute up from a very small place to quite an international glycomics institute.”

With all this going on under his watch, at 57-years-old, Mark is a practical man, one whose incredible brain is focused solely on the facts.

Yet when he talks about the flu, an illness which kills half a million people every year, and the potential for a pandemic his body language betrays him — just like his body did when he caught the virus.

His knuckles reach unconsciously toward the table top to knock on wood.

He doesn’t laugh when you mention the Matt Damon disaster movie Contagion.

“It could be one day it (Relenza) works but then another challenge is the virus eventually learns how to avoid Relenza altogether,” Mark tells Coast Weekend.

“It’s not scare-mongering but we know viruses emerge and bacteria are becoming resistant.

“That’s why we’ve got to keep on making new versions — we’ve got to continue to work on the next generation of anti-influenza drugs.”

With perfect skies glimpsed through the Institute’s windows and some groups of typically hungover students stumbling to class after a night out partying on the nearby Glitter Strip, it’s easy to forget the full implications of what is being achieved.

That is until you talk to people like Aloysious Ssemaganda, a PhD student from Uganda who has left behind his wife and three children to help work on the malaria vaccine.

“When I left my littlest wasn’t talking yet but now he is,” Aloysious says.

“Everyone gets malaria in Uganda — even my three-year-old son has had it. I miss them but here I get to do something for them as well.”

The first time Mark got the flu he was a teenager living on a cattle farm on the outskirts of Brisbane.

It was an era when parents still sent their children to a neighbour’s home so they could all catch measles or chickenpox together.

As his future self hadn’t yet invented the drugs that would ease his suffering, it took him weeks to recover from that strain of flu.

Yet when he reflects on whether he’s glad he created Relenza because it spared his current self the pain of going through it again, his own welfare isn’t at the forefront of his mind.

Neither is money. While there are obviously going to be dividends from creating a medication which has been sold across the world for billions, most of the money goes to pharmaceutical companies which took a punt and funded his research.

“My greatest joy comes from when I hear stories from physicians like an 84-year-old woman who wouldn’t have survived without it,” Mark says. “Saving a life like that makes you feel good. Like you’ve done something really worthwhile.”

Your thoughts? Email coastweekend@news.com.au
Professor Mark von Itzstein (above) at the Glycomics Institute; (bottom, right) Professor Michael Good.
We talk to people on the inside and uncover what it takes to become a nurse on the Gold Coast.
**Q&A WITH A NURSE**

A revealing insight to judge whether this rewarding and challenging career path is the right one for you.

**Q** What study is involved and how much does it cost?  
A. Griffith University and Southern Cross University both offer a Bachelor of Nursing on the Gold Coast which takes three years of full-time study or six years part-time.  
Southern Cross University in 2015 charges $2570 per unit for a Bachelor of Nursing (for fee-paying students) with 24 units in the degree – usually 8 units per year, which equals approximately $20,560 for the first year.  
At Griffith University the 2015 standard one-year cost of a Bachelor of Medicine is approximately $18,080. Both universities have HECS/HELP loan options available for students who are Australian residents.  
Students are required to take several off-campus clinical placements throughout their degree – including during semester breaks.  
Pre-placement requirements include criminal history check, first aid and CPR, immunisation and health record and a Blue Card/Working with Children check.  
According to Griffith University Director of Nursing Jayde Bidner, who works in Infectious Diseases, each day is very different from the last.  
She says it doesn’t matter what area of nursing you work in, each day will bring with it different challenges and excitement.

**Q** What are the working hours and shifts in a normal working week?  
A. Griffith University Director of Nursing Jayne Hewitt said there was actually quite a lot of flexibility in working hours.  
She said the state award for nurses working full-time was a 38-hour week, and many part-time positions which vary in hours. She said there was flexibility in shift length, with many nurses able to choose whether they worked 8, 10 or 12-hour shifts depending on their commitments.  
“Obviously the benefit of working 12-hour shifts is you get to work less shifts in a week, just more hours in the one shift,” she said.

**Q** Can you travel?  
A. Qualified Australian nurses are increasingly finding both short and long-term work overseas, which can be a great opportunity if they fully investigate the working and living arrangements prior to arriving at their new job. Organisations such as Projects Abroad, Nurse the Nations and Global Work and Travel can help kickstart the search for employment or volunteer placements overseas.

**Q** What is the starting wage/salary?  
A. According to health.qld.gov.au in April 2014 an assistant nurse in Grade 1 Band 1 made $49,212 in their first year, while an enrolled nurse (grade 3 nurse) made $53,293 and a grade 1 registered nurse (who has an undergraduate degree) has a first year salary of $61,988. Meanwhile an executive director of nursing makes $188,169 per annum.

**Q** What is the beginning of study for the first year like?  
A. Griffith University Gold Coast and Southern Cross University both offer a Bachelor of Nursing on the Gold Coast which takes three years of full-time study or six years part-time.  
Southern Cross University in 2015 charges $2570 per unit for a Bachelor of Nursing (for fee-paying students) with 24 units in the degree – usually 8 units per year, which equals approximately $20,560 for the first year.  
At Griffith University the 2015 standard one-year cost of a Bachelor of Medicine is approximately $18,080. Both universities have HECS/HELP loan options available for students who are Australian residents.  
Students are required to take several off-campus clinical placements throughout their degree – including during semester breaks.  
Pre-placement requirements include criminal history check, first aid and CPR, immunisation and health record and a Blue Card/Working with Children check.  
According to Griffith University Director of Nursing Jayne Hewitt, nursing has traditionally had a much higher percentage of females than males.  
“We have around 11 per cent male enrolment on the Gold Coast and 9 per cent at the Mount Nathan campus. This is also reflected in the profession and has been around the 10 per cent mark for a long time,” she said.

Students also have the option of studying a Diploma of Nursing at TAFE which enables them to become an enrolled nurse, or can study a certificate to become an assistant nurse.

**Q** What academic, personal and social strengths would I need?  
A. Nursing is an occupation that often requires a lot of patience in dealing with patients and their conditions. Depending on the ward they are working on, nurses often have to work varying shifts, and need to be able to catch sleep at different times of the day.

**Q** What are the working conditions?  
A. Nursing is a challenging and rewarding career, however taking biology and chemistry in high school would be helpful for students wanting to study nursing at university.

**Q** What academic, personal and social strengths would I need?  
A. Nursing is an occupation that often requires a lot of patience in dealing with patients and their conditions. Depending on the ward they are working on, nurses often have to work varying shifts, and need to be able to catch sleep at different times of the day.
in a range of countries.

Q What are some of the most challenging aspects of this job?
A. Challenges include working different shifts, depending on the role, including nights and weekends. There is the challenge of becoming emotionally connected to the people you are working with, including patients who are very unwell or who pass away.

Q What are some of the most exciting aspects of this job?
A. The exciting parts of the job include helping patients who then recover and continuing to meet new people and learn on the job. There are exciting opportunities for travel and promotion and many nurses report a high satisfaction from their chosen career.

To nominate a nurse for the 2015 HESTA Australian Nursing Awards, visit hestaawards.com.au
Griffith University student nurse Tennielle Els inspired by hospital visit. Picture: TIM MARSDEN
READY FOR TAKE-OFF

10 BIG business trends

Fast growing franchises
How to make it in Asia
GADGETS: what's hot

60-PAGE BIOTECH REPORT
Griffith University builds deeper bioscience relationships in Asia

The biomolecular science education pioneer is taking its strengths in teaching and natural drug discovery to China.

Griffith University’s long-term commitment to Asia is paying off. The Queensland-based university is helping educate the next generation of Chinese biomolecular scientists and medicinal chemists by building a platform to collaborate on exciting research projects in the region.

In 2011, the Griffith School of Natural Sciences launched a joint degree in biomolecular science and medical chemistry with the prestigious Nanjing University of Chinese Medicine (NUCM). NUCM was the first university established in the field of Traditional Chinese Medicine in China, and is one of its oldest education institutions.

Griffith is a pioneer of biomolecular science education in Australia, having launched the first undergraduate program in 1991. About 500 students study biosciences each year, before specialising in other biomedical fields. Griffith’s teaching hospital at the new Gold Coast University Hospital gives its health students access to Australia’s largest clinical and research facility.

This unique local strength is helping Griffith build deeper bioscience relationships in Asia. More than 30 Chinese students are enrolled in the joint Griffith-NUCM Bachelor of Biomolecular Science. Enrolments in the course, which involves three years of study at NUCM before completing a final year at Griffith, are expected to quadruple by 2016.

‘We are delighted by the early response to the joint degree,’ says Derek Kennedy, head of the Bioscience discipline at the School of Natural Sciences. ‘This innovative collaboration took several years to build, and has significant long-term potential for both universities. As it develops, the collaboration could expand to other universities in Asia and further strengthen Griffith’s ties in the Asia Pacific region.’

Asia relationship to benefit students

Dr Kennedy says Chinese and Australian students have much to gain from the relationship between Griffith and NUCM. ‘Increasingly, Chinese biotechnology companies want to commercialise products in Western markets. This approach needs more Chinese scientists with recognised Western education, in addition to qualifications earned in China, and who understand drug-approval processes in the West.’

Australian biomolecular science students will benefit from an opportunity to earn part of their degree in China. ‘We very much want the joint degree to be two-way,’ says Dr Kennedy. ‘That will take time because of language barriers and different teaching processes, but exposing Australian students to growth markets in Asia has obvious benefits.’

The two universities have engaged in exchanges of staff, to gain experience and training that enhances the considerable investment in the relationship, which will grow further through the development of research links acquired through joint training of PhD and MSc students.

Dr Kennedy wants Chinese students who complete the Bachelor of Biomolecular Science to take further postgraduate study at the university; for example, a Master’s Degree in medicinal chemistry or biomolecular science through the Eskitis Institute for Drug Discovery. Eskitis had its origins in 1988 with the establishment of a research centre specialising in drug discovery. It merged with two other university centres in 2003 in a re-branded Eskitis Institute of Drug Discovery to bring critical mass to the university’s drug discovery research.

‘The long-term potential is for more Chinese students to complete a PhD in biomolecular science at Griffith and commercialise their research in Australia, before returning to China,’ says Dr Kennedy. ‘It’s not something that will happen straight away. A lot of trust must be established and the relationship needs to develop and strengthen over time. This type of research and teaching collaboration is quite new, and there is a learning curve to be achieved by both parties. But our relationship is certainly heading in the right direction.’

Eskitis’s strengths a natural fit with Asia

Dr Kennedy says the Eskitis Institute, a leading global research centre focusing on natural product drug discovery, is a valuable asset for Asia. The cornerstone of the Eskitis drug discovery program is its world-class Nature Bank, a collection of 63,000 samples of plants and marine invertebrates from tropical Queensland, Tasmania, China, Malaysia and Papua New Guinea, collected in accordance
with the United Nations Convention on Biological Diversity.

With a library of more than 200,000 natural product fractions, Nature Bank is being used to search for new drugs to combat malaria, sleeping sickness, cancer, Parkinson’s disease, schizophrenia, Alzheimer’s, drug-resistant bacteria, tuberculosis and many other diseases.

The Eskitis Institute also houses the recently renamed Compounds Australia, a facility for long-term archival storage of compounds and for provision of samples in screen-ready format. Nature Bank is one of the libraries stored in Compounds Australia, which also stores around 400,000 compounds and natural products submitted by Australian universities and research organisations. The libraries are stored at Compounds Australia and are available for its members to screen.

‘Through the Eskitis Institute and its Nature Bank and Compounds Australia, Griffith has world-class expertise in natural product drug discovery and research,’ says Dr Kennedy. ‘It is a natural fit for Griffith to collaborate with Chinese universities and companies given the region’s focus on traditional medicines and plant-based compounds.’

Dr Kennedy says researchers around the world can use their validated cell-based assays for human diseases and collaborate with Nature Bank and/or access synthetic compounds via Compounds Australia to screen for potential cures.

As an example, Dr Kennedy is currently negotiating with a group in Guangzhou, which has an assay for Hepatitis B that will be used in collaboration with Compounds Australia to screen for compounds that can block Hepatitis B replication. ‘It’s a powerful collaboration: they provide the assay, we provide the compound screening. Potentially, it could lead to a drug getting to clinical trials much faster.’

**Compounds Australia’s potential**

Griffith’s Eskitis Institute’s significant commitment in China, built over more than 15 years, encompasses three cities: Nanjing, Shanghai and Guangzhou. Griffith shares laboratory facilities in Shanghai and Guangzhou, and the long-term plan is to develop a Traditional Chinese Medicine based natural product compound library, similar to Nature Bank, in Shanghai.

‘Compounds Australia can play a very important role in the Asia Pacific, so it’s important that Australian industry gets behind it, and sponsors or supports what is truly a unique asset. It is arguably the world’s largest publicly available database of compounds,’ says Dr Kennedy. ‘There is scope for industry to sponsor the library and share in its commercialisation in Asia.’

Dr Kennedy says other schools within Griffith can add to its biomolecular science offering in Asia. Discussions are underway for The Australian Centre for Intellectual Property in Agriculture, based at Griffith, to feed into its bioscience Masters programs and help Chinese students develop their intellectual property skills.

‘This is an area of great interest to Chinese students, particularly those at postgraduate level who want to commercialise their intellectual property, and another area where Griffith can add value to Chinese students and researchers.’

*To learn more about the Griffith School of Natural Sciences, visit [www.griffith.edu.au](http://www.griffith.edu.au).*

**The School of Natural Sciences**

The School of Natural Sciences is a foundation school of Griffith University, offering innovative and quality science education combined with world-leading research in a diversity of areas from quantum science to drug discovery.

It offers a wide range of pioneering degree programs for undergraduate and postgraduate studies.

- **Aviation** – ranked as the best aviation course in Queensland
- **Biomolecular and biomedical science** – a pathway into medicine or to research with some of our most prestigious research institutes
- **Forensic science** – the forensic science program is now essential learning for all Queensland Police Service science officers
- **Physics** – the only university in Australia with a dedicated photonics and nanoscience program
- **New Bachelor of Science** – Introduced in 2014, the new improved Bachelor of Science provides a most flexible, interdisciplinary and innovative program, with 13 majors covering everything from chemistry and physics to bioinformatics and marine biology.

The School has more than 30 years’ experience in delivering exceptional science, and continues to lead the way with breakthrough degree programs that are preparing a new generation of leaders in the science disciplines.
Quantum experiment verifies Einstein's 'spooky action at a distance'

Mar 24, 2015

An experiment devised in Griffith University's Centre for Quantum Dynamics has for the first time demonstrated Albert Einstein's original conception of "spooky action at a distance" using a single particle.

Almost 90 years later, by splitting a single photon between two laboratories, scientists have used homodyne detectors—which measure wave-like properties—to show the collapse of the wave function is a real effect.

This phenomenon is the strongest yet proof of the entanglement of a single particle, an unusual form of quantum entanglement that is being increasingly explored for quantum communication and computation.

"Einstein never accepted orthodox quantum mechanics and the original basis of his contention was this single-particle argument. This is why it is important to demonstrate non-local wave function collapse with a single particle," says Professor Wiseman.

"Einstein's view was that the detection of the particle only ever at one point could be much better explained by the hypothesis that the particle is only ever at one point, without invoking the instantaneous collapse of the wave function to nothing at all other points.

"However, rather than simply detecting the presence or absence of the particle, we used homodyne measurements enabling one party to make different measurements and the other, using quantum tomography, to test the effect of those choices."

"Through these different measurements, you see the wave function collapse in different ways, thus proving its existence and showing that Einstein was wrong."

© Explore further: The first ever photograph of light as both a particle and wave

Journal reference: Nature Communications
The drugs don’t work — medication for back pain is no better than placebo

April 30, 2015

Health_Council_Sydney Morning Herald

The most useful advance in back pain research is the realization that back pain often has nothing to do with back problems.

Associate Professor Emma Innes said the study, which compared 13 high-quality trials into paracetamol and pain, found there was no evidence it improved pain intensity or quality of life in the short term.

"There were many factors involved in the pathogenesis of lower back pain," said the Wollongong Institute of Global Health and University of Sydney researcher. "But there is more going on than just pain that can be handled by drugs."

It is thought up to 80 per cent of Australians experienced lower back pain during their lives, with at least 10 per cent of people experiencing significant disability.

Associate Professor Emma Innes said her research, which examined 13 high-quality trials into paracetamol and pain, found there was no evidence it improves pain intensity or quality of life in the short term.

She said there could be many different contributing factors for back pain, complicating treatment, but in the short term the best advice was to encourage people to continue with their daily lives and daily exercise.

In the long term, using healthy, drug-free exercise, and cutting workplace stress were known to help.

"We are just coming to the point that we see the simple statistics are not as simple as we used to think, and we need to get on top of these other issues, particularly stress levels," she said.

Study co-author Dr Day, an expert in pharmacology and arthritis from St Vincent's Hospital and the University of Wollongong, said whereas evidence on the benefits of treatments such as exercise was growing, it was decreasing for medications.

"We need other approaches, really, and we do have them, they are not just as easy as taking a pill," he said.

Professor Day said that the problem was not that paracetamol didn’t relieve pain, it was just that it didn’t appear particularly helpful for this type of pain.

"You can only presume that the rise of physical pathology causing the pain is the conditions we are talking about doesn’t have enough of a paracetamol sensitive mechanism to make a substantial difference," he said.

Michael Yelin, a professor of medicine from Chicago and a member of the Royal Australian College of General Practitioners, said people should not be alarmed that the study also identified some interventions effective in the arthritis patients taking paracetamol, as it could be that the recommended dose it was safer.

He said there was also a caution in the research only showed paracetamol had no better effect than a placebo, not that it had no effect at all.

"Placebo does not mean no effect, people respond to placebos as well, so some people might get some improvement on paracetamol... people get some effect from just doing something," he said.

Rachael Richardson, a research associate in anatomy and head of the Centre for Musculoskeletal Research, said back pain was an area ripe for further treatment.

"You get a treatment in the acute phase and it will appear as if it was the treatment that worked, but actually the pain resolved because that is the natural course of the condition," she said.

In addition, she said we would see lots of abnormalities on CT scans, MRIs and X-rays but they often have very little to do with what is causing the pain, but when people see the imaging they worry and that might lead to further treatments and investigations they don’t need," she said.
Guessing the game for now in a state of uncertainty

SHANE RODGERS
ANALYSIS

The new wave of political uncertainty that has buckled the fledgling Palaszczuk government could not have come at a worse time for a state in desperate need of some traction and continuity.

Queensland is already battling debt issues, a resources downturn, the wind-down of infrastructure construction projects and declining economic churn from interstate migration.

Throw in the unexpected change of government, uncertainty about the fate of senior public servants, a delayed and problematic budget, and a nervous business and investor community and you have red lights signalling an economic danger zone.

The disowning of a Labor MP for hiding a string of criminal offences may not be a fatal blow for the government, but it creates another layer of insecurity and a heightened risk of a state machine that just spins on its pulleys.

Annastacia Palaszczuk has recognised the potential perception perils so early in her term and made all the right noises — meeting business groups in her first week, opening the doors to the resources industry and showing a preparedness to listen.

The business-friendly message will need a lot of selling. There is corporate unease over the perceived power of the union and environmental movements in the Left-strong caucus and the string of election pledges to oppose some projects. Already uranium mining appears to have been thrown under the bus.

Companies dealing with overseas investors have to work hard to placate the jitters. Investors who might have expected three terms of LNP off the back of the mega 2012 election win are feeling duped and confused.

In a world of fierce competition for limited investment capital, Queensland’s selling points were stability, economic momentum and growth fuelled by population surges and resources projects. Now, almost unbelievably, the volatility of the electorate and the slightly ugly economic outlook is undermining those advantages.

A few big decisions are pending, such as Rio Tinto’s potential $1.5 billion investment in the South of Embley bauxite mine near Weipa.

Compounding the blues is an air of indecision around the hundreds of projects and organisations that rely on state funding. With the budget not being brought down until nearly three weeks into the new financial year, there will be a lot of guessing. The government is promising “no frills” but nobody yet knows what that means.

“This new political uncertainty has added another layer of uncertainty to an area that has already been holding back growth in Queensland,” Griffith University professor of economics Tony Makin said. “On top of this, the budget process has been derailed somewhat by unexpected events and a new team running the finances. There is a problem of continuity.”
Australians are wondering how best to convey our angst and anger to Jakarta

ROWAN CALLICK
ASIA-PACIFIC EDITOR

Right now, the questions uppermost in many Australians’ minds are clear. How can we make Indonesia’s political class understand just how much we detest what it has done to Andrew Chan and Myuran Sukumaran? And what more can we do to punish Jakarta, besides the somewhat esoteric diplomatic measure of withdrawing our ambassador, Paul Grigson — a move Indonesia has itself made twice in the past decade?

The relationship with Indonesia has been here before. Indeed, the Timor Sea that separates us might well be renamed the Dire Straits. The highs and lows have been intensified by our proximity, which highlights our failures and successes, and by our mutual lack of understanding, the lack of engagement between our peoples beyond brief holidays.

For this reason, says Tim Lindsay, director of the Centre for Indonesian Law, Islam and Society at the University of Melbourne, “I think it is vital that this not be simply an Australia-Indonesia issue.

“We need to join with other countries — including possibly the UN, whose Secretary-General Ban Ki-moon has intervened twice on the issue — to make it multilateral. We lack leverage and will be too exposed on our own.”

In the dark hours of yesterday morning, Indonesia executed four Nigerians, a Brazilian and an Indonesian as well as the two Australians — while a Filipina and a Frenchman were given temporary reprieves.

Last week, two Iranians convicted of smuggling 40kg of methamphetamine had their death sentences commuted to life imprisonment. However, in January, President Joko Widodo approved the execution of citizens from Brazil, Malawi, The Netherlands, Nigeria and Vietnam, all of whom were convicted on drugs charges.

With Brazil and The Netherlands having also withdrawn their ambassadors, if Joko carries out his pledge to execute the scores more foreigners on death row, Jakarta’s diplomatic corps could end up as a very thin group.

Indonesia is one of only a handful of countries that still execute people for such offences. Elsewhere, capital punishment is overwhelmingly reserved for murder.

Gathering international support to press Jakarta to halt what is turning into a wave of state-conducted killings of drug traffickers will provide a fresh test for Foreign Minister Julie Bishop.

But Australia’s success in its temporary role on the UN Security Council, which expired at the start of this year, will provide Canberra with a handy base for ratcheting up global opposition to the recalibration of the beleaguered Joko and Indonesian parliamentarians on this issue.

Back home, the executions have unleashed only the first round of public anguish. More will come with the funerals of Chan and Sukumaran, which will intensify demands for action.

But beyond shifting holidays from Bali — which many Australians scarcely regard as part of Indonesia — to newly democratic Fiji, there is not much individuals can do, in part because people-to-person links between the countries have remained remarkably thin for such close neighbours. And Australians holiday-makers already have been flying to Bali in increasing numbers this year, despite Indonesia’s intention to execute Chan and Sukumaran. In January and February, 156,424 Australians travelled to Bali, up 16.74 per cent on the same period last year. Bali received more Australian visitors (about a quarter of the total) than any other nationality, followed by Chinese tourists.

The Indonesian rupiah has been falling virtually in tandem with the Australian dollar, so Australians do not suffer from a worsening exchange rate, which makes many other international destinations more expensive.

Before the executions, the Perth-based Indonesia Institute’s president Ross Taylor said “the more ‘thinking’ Australians have worked out that Bali is 1300km away from Jakarta, where these death-sentence decisions are made”.

He noted that a new ban on alcohol sales could have a considerably greater impact on Australian tourism. However, the legislation — pushed through parliament by two Islamic parties a fortnight ago — applies principally to convenience stores and exempts certain locations to protect tourism, including five-star hotels and the island of Bali.

Business measures are not likely to prove especially effective either in punishing those who approved the executions. Despite the size of the Indonesian market and its rapid growth in recent years, Australia is only modestly engaged there. Our investments in Indonesia, for example, are half those in another neighbour, Papua New Guinea.

That leaves many talkback radio callers and social media users suggesting we cut or shift, maybe to Nepal, our government aid to Indonesia — $605 million this financial year.

But where is that aid targeted? Its goals include supporting efforts to combat corruption in Indonesia’s law and justice sector, which, as the Bali Nine cases
underline, remains in serious need of reform; improving the way local governments deliver basic services such as education, water and sanitation; helping to address the health needs of women and children; and tackling HIV, malaria and emerging infectious diseases.

The problem with withdrawing such aid is that the impact would be felt by thousands of ordinary Indonesians, not those responsible for the executions.

It would not touch Joko, who seems to believe the execution of foreigners demonstrates his strength of character in the domestic context. It is meant to highlight a resolve that otherwise appears to have evaporated, as his presidency has been subsumed within the resurrected political caravanserai of his patron Megawati Sukarnoputri, his least competent predecessor to date.

The lack of dignity surrounding the executions, and the lack of respect that led to requests from Tony Abbott and Bishop going unanswered, have reinforced this perception of incompetence.

In contrast, some Indonesian figures emerge from this appalling episode with enhanced dignity.

Chief among them is Todung Mulya Lubis, the Australian victims’ leading lawyer, who has dedicated his distinguished career to working towards an honest and fair legal system that reflects human rights. He was director of Indonesia’s most famous dissident non-governmental organisation, the Legal Aid Foundation, which under the Suharto regime led to his office being broken into and to death threats. Even now, he needs a bodyguard in Jakarta. On a visit to Australia last year, during which Melbourne Law School appointed him an honorary professor, he said that even today “many perceive the legal apparatus, including the judiciary, as having become an instrument of those who have the means to buy its support”.

Lubis, a strong and consistent campaigner against the death penalty, had once been optimistic that Joko would be the President who could put into place the aspiration of the 1945 constitution that Indonesia should be a nation based on negara hukum, the rule of law. But immediately after the executions yesterday, the exhausted Lubis tweeted: “I failed. I lost. I am sorry.”

Lindsey, a long-time friend of Lubis, and chairman of the Australia Indonesia Institute, tells The Australian: “These killings will taint President Widodo’s dealings with Australia for the rest of his current term. It will probably make it impossible now to develop the sort of relationship that Australia had with president Susilo Bambang Yudhoyono, which, for all its ups and downs, was overall a real boon for Australia.

“Tebb will always be tensions in the relationship between neighbouring countries that are so different, but a warm working relationship with the president allows them to be managed much more effectively.”

“The absence of this key platform for co-operation, together with the fact that Widodo’s government is fragmented, weak and greatly influenced by inward-looking conservatives, suggests very difficult times ahead for the bilateral relationship.”

Malcolm Cook, a senior fellow at Singapore’s Institute of Southeast Asian Studies, agrees, saying the executions “should act as a reality check on the limits of Australia-Indonesia relations and Australian influence in Indonesia. They clearly reinforce the large cultural, ethical and policy differences between the two countries today. The executions also reinforce the counterproductive nature of diplomatic pressure on Indonesia over what it views as internal matters.”

Cook highlights the almost universal view among such experts that the two SBY terms were the best for Australia-Indonesia relations: “So far, this judgment is standing the test of time.”

He says: “The Jokowi administration, as shown by the sinking of Vietnamese fishing boats, stronger language on its maritime boundary dispute with China in the South China Sea and these eight executions, is quite nationalistic. “From its first days in office, the administration has been sensitive to what it perceives as foreign interests, and particularly foreign governments, not treating Indonesia with the respect and dignity it feels Indonesia deserves.”

Michael Wesley, director of the Coral Bell School of Asia Pacific Affairs at the Australian National University, expects at the official level there will be a freezing of high-level contacts but the normal process of on-the-ground engagement will continue.

“The big unknown is nationalism on both sides,” he says. “There’s some pretty nasty stuff coming out on Twitter in Australia, and the chances of that starting to drive nationalism in Indonesia are pretty high.”

“My worry is that the round of executions — not just the Australians — will have the effect of deepening the sense of isolation and nationalism among Jokowi and his foreign affairs team. We’ve already seen what a retail, low-horizoned politician he is. How he will react to an implosion of Indonesian nationalism is likely to be very different from SBY.”

The Lowy Institute’s Indonesia expert Aaron Connelly has a markedly different take, expressing concern that those seeking an explanation have “attributed a malevolence to Jokowi for which there is little evidence”.

He says instead, “Jokowi is motivated by the zeal of a reformer, albeit one with a very different sense than most Australians of what constitutes reform.”

Andrew O’Neil, head of the school of government and international relations at Griffith University, says: “My take is that this episode will follow a pretty standard path in the bilateral relationship. The aggrieved party will take a demonstrable measure to register displeasure and to address public opinion — the withdrawal of the ambassador — but not do anything likely to do damage to the underlying relationship.

“I certainly think there’s an extra edge to this because of Tony
Abbott’s and Julie Bishop’s relationships with the families, but my belief is they have a clear sense of how this will play out in time.

“In a sense this is quite analogous to the spying controversy in 2013, when SBY recalled the ambassador in Canberra. It will be a bit turbulent for a while, but the Australian foreign policy elites have prepared for this eventuality for some time and will not let it get out of control.”

The challenging part will be managing a domestic backlash that may be harder to predict, particularly if the opposition pushes the line that the Abbott government could have tried harder.

So far, however, that hasn’t happened, and despite the inevitable social media trolls parading their grisly relish for capital punishment, the compassionate Australian core remains for now crushed and united by the events on Nusakambangan, ‘Execution Island’ — and genuinely puzzled as to where our relationship with Indonesia goes from here.

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**Australia and Indonesia: a turbulent relationship**

**Bali relies on tourism**

**By the numbers**

- Total merchandise trade: $12 billion (10th largest trading partner for each)
- Australia’s biggest exports: wheat, live animals
- Indonesia’s biggest exports: petroleum, metal structures
- Australian investment in Indonesia: $11bn
- Indonesian investment in Australia: $1bn

**Highs and lows**

- 1947: Australia raises Indonesia’s decolonisation at the UN; waterside workers ban Dutch ships taking arms and equipment to Indonesia
- 1949: Australia, under PM Robert Menzies, is among the first to recognise the new republic
- 1975: Five Australian journalists killed in East Timor
town of Balibo, PM Gough Whitlam assures Jakarta that Australia would not interfere in Indonesian takeover of East Timor
- 1994: First Indonesia-Australia Ministerial Forum held, under Paul Keating’s government
- 1999: Australia leads a peacekeeping force in East Timor after the people there vote for independence
- 2002: A bomb attack by Islamist terrorists kills 202 in Bali, including 88 Australians
- 2004: Australia gives a $1bn aid package after the Indian Ocean tsunami
- 2006: Indonesia withdraws its ambassador after Australia accepts 42 asylum-seekers from West Papua
- 2011: Australia under PM Julia Gillard bans live cattle exports to Indonesia after a TV documentary on cruelty in Indonesian abattoirs
- 2013: US intelligence renegade Edward Snowden reveals Australia listened to phone calls made by Indonesian president Susilo Bambang Yudhoyono and his wife Kristiani Herawati, promoting the recall of Indonesia’s ambassador
An ambulance carries away a coffin in Cilacap

Julie Bishop and Tony Abbott yesterday

Indonesia's President Joko Widodo
Indonesians hold a candlelit vigil for death row prisoners early yesterday at Wijayapura port in Cilacap, close to Nusakambangan, where the executions took place.
A FLOCK of Queensland lorikeets have ruffled the feathers of bird experts after developing a taste for meat.

THE rainbow lorikeets, who traditionally have a vegetarian diet of nectar and pollen from native shrubs, have been feasting on mince from a backyard bird feeder north of Brisbane for around seven years.

Bill, who owns the Elimbah property, started putting the meat out for magpies, currawongs and kookaburras.

However, he noticed the lorikeets were soon fighting for their share.

"At first they went for the seed but then they started chasing the other birds away from the meat, which surprised me," he told the ABC.

The behaviour has shocked bird experts.

"I have researched what birds feed on all around the world," said Griffith University's Professor Darryl Jones, who is researching the impact of backyard feeding on bird populations.

"To see a lorikeet eating meat astonishes me completely. I have never heard of such a thing before."

He said a bird would usually seek out different foods to supplement their diet if there were health problems.

However he said the birds all looked healthy, making their new diet a mystery.
Program addresses MBA cost barrier for women

A new initiative involving corporate sponsorship aims to get rid of one of the roadblocks for women enrolling in MBAs, writes Ruth Callaghan.

If you want more than 40 per cent of your MBA students to be women, charge less than $50,000.

That's one of the conclusions of research conducted by Macquarie Graduate School of Management (MGSM) into the cost and gender split of Australian MBA courses, which included mapping the enrolments of the approximately 6500 women among the country's 20,000 MBA students.

While the ratio of females to males varies by program and specialisation, the division between expensive and cheap courses is stark.

The 10 cheapest programs - costing an average of $25,000 to complete - secure 33 per cent female representation or higher.

The 10 most expensive programs - averaging $61,000 - have women sitting in less than a quarter of seats.

It's a finding that has prompted MGSM to become the first program in the country to offer two different prices for MBAs as part of what it calls the WIMBA, or Women in MBAs, initiative: there's one price for female students who are sponsored in their studies by industry and one price for everyone else.

"What WIMBA does is attack two key issues we found were a deterrent to women undertaking MBA programs," MGSM dean Alex Frino says.

"The first of those is cost - the target age group [for MBAs] tends to be 25 to 35, and a lot of women are leaving the workforce at that age for family.

"They have less disposable income and they lose their tax deduction for undertaking education."

The second issue is a poorer return on investment for female MBA graduates, as they find fewer career positions open to them than their male colleagues.

"If I pay $70,000 to do an MBA at MGSM, then I enter a workforce where senior leadership positions are less than 10 per cent for women, the return on effort I get from doing an MBA as a woman is very poor," Frino says.

"This program attacks both these issues."

Under the WIMBA program, MGSM reduces its fee by $1 for every dollar put up by an industry partner, compounding the impact of any employer sponsorship.

"If an industry partner puts up $10,000, we reduce our fee by $10,000, so that's a reduction of $20,000 for the female student," Frino says.

"The second point is that as we are investing a lot in the program, the employer has to articulate how they are going to support the female in the program and how they are going to champion them in a corporate setting in a career sense," Frino says.

While an expensive move for the course, it almost didn't go far enough, he says. "Women are doing cheaper programs because they can't afford to do pricier programs.

"That means there are women who can't afford to do anything," he says.

"Originally I was wanting to come to market with an MBA that was free for women, but I was dissuaded by colleagues who said 'what would be the point if they spent that time but couldn't get the senior leadership position down the track?'"

While MGSM is now encouraging other business schools to take a similar approach, not all universities are comfortable with a reduced-price model.

"One of the problems with reducing fees for particular groups is that it may be seen as devaluing the program or devaluing entry into the program," Fisher says.

"We are a fairly cost-competitive MBA as well." He says Flinders' strong female representation is underpinned by a number of factors.

"Flinders Uni has historically had a strong profile in areas [such as] education, that may have had a high number of female graduates and that feeds into the perception of the university and helps us attract people returning to Flinders," Fisher says.

"The second thing is that we do have a very good gender mix within our teaching staff. At one point we had the highest proportion of senior female academics teaching within the MBA.

"The third thing is that because we have had that track record for quite a while, we have a shown a real commitment to female equity - that's reflected in the student cohort, it's reflected in the teaching staff and, as it has been going for a while, it almost self-drives."

There is no magic bullet for gender diversity in programs, Fisher says, and while it is useful to look at career paths for women, there are other factors beyond gender at play in the South Australian MBA market.

"The vast majority of people - male and female - end up in regional or divisional-level positions, or they are doing the MBA as part of a career change," he says.

"There is a non gender-based glass ceiling in South Australia that leads to migration out of the state."

Central Queensland University offers one of the cheapest programs in the country, at about $19,000. MBA director associate professor Michael Segon says it is no surprise that the course also has more than 40 per cent female students.

About 30 per cent of CQU's MBA graduates find roles with major consult-
option for women under the WIMBA initiative, the need to encourage more women in MBA study was pressing.

"The issue is a very important one: the systemic and ongoing under-representation of women in senior business positions and in the MBA programs that feed in to those senior business positions. The model that Alex has developed is very attractive and the business schools are looking at whether they can emulate it or come up with something similar."

MGSM’s Frino says that by date, 20 corporations have come forward to sponsor 25 women through the WIMBA initiative, mostly members of their own staff, but in some cases offering money that can reduce the cost of study for a woman employed in another sector or not-for-profit.

"I've had calls from top people at CEO level who have embraced it and that's for an important reason – they all have KPIs around women in leadership positions," he says.

"The response is staggering."

If I pay $70,000 to do an MBA at MGSM, then I enter a workforce where senior leadership positions are less than 10 per cent for women, the return on effort I get from doing an MBA as a woman is very poor.

Alex Frino, dean, Macquarie Graduate School of Management
Christine Johnson says the flexible pace of her MBA course at Griffith University allows her to keep on track without getting overwhelmed. PHOTO: ROBERT SHAKESPEARE