

# Annual Report 2006



# Chancellor's report

## Report to the Minister for Education and the Arts

### Presented to Parliament by Command

The Honourable Rod Welford, MP Minister for Education and Training Minister for the Arts

Dear Minister

I have the honour to present to you, on behalf of the Council of Griffith University, the Annual Report of Griffith University for the year ended 31 December 2006.



**Ms Leneen Forde, AC**  
Chancellor  
April 2007

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### Griffith University can look back on 2006 with a sense of achievement.

One of our biomedical students was the recipient of a 2006 Rhodes Scholarship (the University's first Rhodes Scholar); we held a lecture from Nobel Laureate Professor Peter Doherty AC; and celebrated our history as the state's oldest tertiary provider with the Queensland College of Arts' 125th anniversary.

In addition to our success in obtaining grants to support key research activities, the University launched a major new initiative to strategically rebuild our relationships with secondary schools in order to increase our recruitment of high-achieving school leavers. In the community, significant national profile was generated for the University through its sponsorship of a number of important events including the Ideas Festival; the Brisbane Festival—Earth Dialogues 2006; Riverfestival and the Brisbane Writers Festival.

The University recognises that the higher education environment will be even more complex and difficult in the future. Maintaining a capacity to respond to challenges will not be easy—but will be essential for Griffith to achieve its



*Ms Leneen Forde, AC, Chancellor*

aspirations. In this regard, the University Council adopted a new budget model in 2006 which will enable us to respond rapidly to strategic opportunities, invest resources in strategic priorities for long term benefit and apply our resources to leverage external funding.

With the dedicated support of staff, students and the community, I am confident that the University's current strategic agenda will facilitate our ability to negotiate the new world of research quality assessment, a competitive academic labour market, increased deregulation and a volatile international student market.



**Ms Leneen Forde, AC**  
Chancellor

for the enrichment of Queensland, Australia and the international community.

### Values

In pursuit of our mission, the University values:

- rigorous standards of scholarship
- continuous quality improvement
- accountability as befits a learning organisation
- commitment to individual rights, ethical standards and social justice
- participatory decision making and problem solving
- lifelong learning and personal development
- contributing to a robust, equitable and environmentally sustainable society
- tolerance and understanding of diversity in society.

### Goals

For Griffith's strategic goals, see the Performance section (pages 8 to 18).

### Vision

Griffith University—a multi-campus, learning-centred, research university—will be acknowledged as an outstanding university that combines the best university traditions and values with the innovation necessary for success.

Ideally positioned in the fastest-growing region of Australia, the University will build on its established reputation for responding creatively to local, national and global change by embracing diversity and nurturing innovation.

### Mission

In the pursuit of excellence in teaching and research, Griffith University is committed to:

- innovation
- bringing disciplines together
- internationalisation
- equity and social justice
- lifelong learning



Professor Ian O'Connor, Vice Chancellor and President

## Strategic developments

In early February 2006 I convened well attended meetings on all campuses to brief colleagues on the key issues for the University, its strategic direction and progress against the 'next phase' of the University's strategic plan, as outlined in the *Strategic Plan 2006-2010*. A core commitment of this 'next phase' is to initiate and build to their full potential the University's relationships with its students, staff, alumni, friends and supporters; and to seek philanthropic and sponsorship support. During 2006 a development and alumni directorate was established, staff recruited and new premises were renovated. Another core commitment of the 'next phase' strategic plan is to fund new strategic research appointments to contribute to the University's research goals. Eleven such appointments were made during 2006 totalling a commitment of \$2.3 million.

Later in 2006 I advanced two new broad strategies for Griffith: developing the distinctive strengths of each campus by engaging them with their communities, and identifying and providing substantial support to the University's five strategic research programs. The strategic research programs will be complemented by identifying and supporting outstanding learning-teaching programs that have exceptional student demand. These strategies were supported by the continued reduction of the number of courses with low student load, which is reducing staff workloads and increasing the resource richness of courses with substantial student load. A focus on student retention will improve outcomes for students, reduce the number of new students the University has to admit to fill its student load target and hence establish a virtuous cycle of improved student quality leading to higher retention. A program entitled 'Academic work @ Griffith'

will facilitate academic staff concentrating on their strengths, leading to a more productive university as well as more fulfilled staff.

## Gold Coast growth

The Gold Coast's distinctive strengths as a comprehensive campus with a health and science flavour closely linked to its community were enhanced with several major developments in 2006. The Australian Government announced the allocation of 250 new student places to Griffith, most in medical and health related degrees offered at the Gold Coast as well as places for

engineering, science and secondary education. The University's School of Dentistry and Oral Health reached a milestone on 12 December when almost 60 students graduated with a Bachelor of Oral Health. The dental technology and oral health therapy graduates were fully qualified to join the workforce while the dental science graduates are proceeding to a two-year Graduate Diploma of Dentistry to qualify them to apply for registration as a dentist. Pharmaceutical giant Pfizer supported the school to equip its newest research laboratories in the Centre for Medicine and Oral Health at Southport and establish the Listerine Chair of Periodontology to research and promote the teaching of diseases of the



An artist's vision of the new student village complex, which began construction at the Gold Coast campus during 2006.

# Vice Chancellor's review

gum and other supporting tissues of the teeth such as gingivitis and periodontitis. This is Pfizer's first such agreement with dental academia in Australasia.

The Queensland Government allocated \$10 million from the Smart State Innovative Building Fund to Griffith to build the new Smart Water Research Facility at the Gold Coast campus. The Gold Coast City Council will contribute an additional \$4 million to this project. Also of significance was the decision by the Gold Coast City Council to fund a professorial chair at Griffith's new School of Environmental Planning at the Gold Coast campus. A further announcement by the Australian Environment Minister, Senator The



*Kim Phuc, the famous "girl in the picture" from the Vietnam War, gave a lecture at Gold Coast campus in September.*

Honourable Ian Campbell, awarded \$8 million over four years to fund a Commonwealth environment research facility for the establishment of a tropical rivers and coastal knowledge research hub spearheaded by Griffith University.

The Gold Coast City Council and the Queensland Department of Main Roads contributed \$500 000 and \$480 000 respectively towards the total cost of \$5.33 million for the building of the Griffith Bridge spanning 96.20 metres over the Smith Street motorway. The pedestrian bridge, which was opened on 19 February 2007, links Griffith's established campus on the northern precinct with the new southern precinct. The University started building the students' Griffith Village on the southern precinct in 2006 in time for occupation in 2007.

The southern precinct will also have a 750-bed public hospital with 5500 staff. The project, which will cost \$1.3 billion, will be one of two university-based teaching hospitals in the country. The University's southern precinct will also include the Queensland Academy for Health Sciences, for high school students interested in health-related careers, and the Smart Water Research Facility. The bridge will also connect the expanding knowledge and service precinct to a future light rail and/or bus interchange that will form part of the Gold Coast rapid transit system.

The University's strong links with the Gold Coast community were expanded by establishing a new annual Griffith Nobel lecture series at the Gold Coast campus. Professor Peter Doherty, who shared the 1996 Nobel Prize in physiology or medicine, delivered the inaugural Griffith Nobel lecture on 28 June.



*Nobel prize-winner Professor Peter Doherty speaks at the Gold Coast campus.*



*The Chancellor Leneen Forde AC, Vice Chancellor Professor Ian O'Connor, Peking University President Professor Zhihong Xu, and Madam Fei Liu, Head Consul, Consulate of the People's Republic of China in Brisbane, at the June opening of the Peking University – Griffith University Research and Learning Centre.*

## Brisbane campuses build on strengths

The Nathan campus' strength in biotechnology was enhanced with the Australian Government's award of \$22 million to support Professor Alan Mackay Sim's adult stem cell research in Griffith's Eskitis Institute for Cell and Molecular Therapies. In addition, the Eskitis Institute will be the Queensland arm of the \$148 million Cooperative Research Centre for Cancer Therapeutics, headquartered at the Walter and Eliza Hall Institute biotechnology centre in Melbourne. The Eskitis Institute's drug discovery team will seek new treatments against cancer. Also on the Nathan campus the Queensland Premier opened the \$10 million Queensland Microtechnology facility. The core of the facility is clean rooms which provide a filtered air laboratory for the fabrication of silicon carbide chips. This research facility is the only one of its kind in Australia and one of only a handful in the world, and will be used to develop the next generation computer chip technology.

The Nathan campus also built on one of its founding strengths in Chinese and Asian studies by establishing a joint centre with the famous Peking University, China's top university. On 19 June Professor Xu Zhihong, the President of Peking University, formally opened the Australian end of the Peking University – Griffith University Research and Learning Centre. The collaboration builds on the close relationships developed by Professor Cordia Chu in environment and population health and as a result of his visit Professor Xu Zhihong extended the collaboration to include biosecurity and applied linguistics. Griffith and Peking Universities plan to exchange students and researchers at all levels, carry out joint studies and research, and identify best practice in the three areas of collaboration.

Griffith University's Islamic Research Unit will be the Queensland base of the National Centre of Excellence for Islamic Studies. The Australian Government announced funding of \$8 million to the centre established with the University of Melbourne and the University of Western Sydney to develop a range of new Islamic studies programs for Australia.



**Professor Ian O'Connor**  
Vice Chancellor and President  
2006



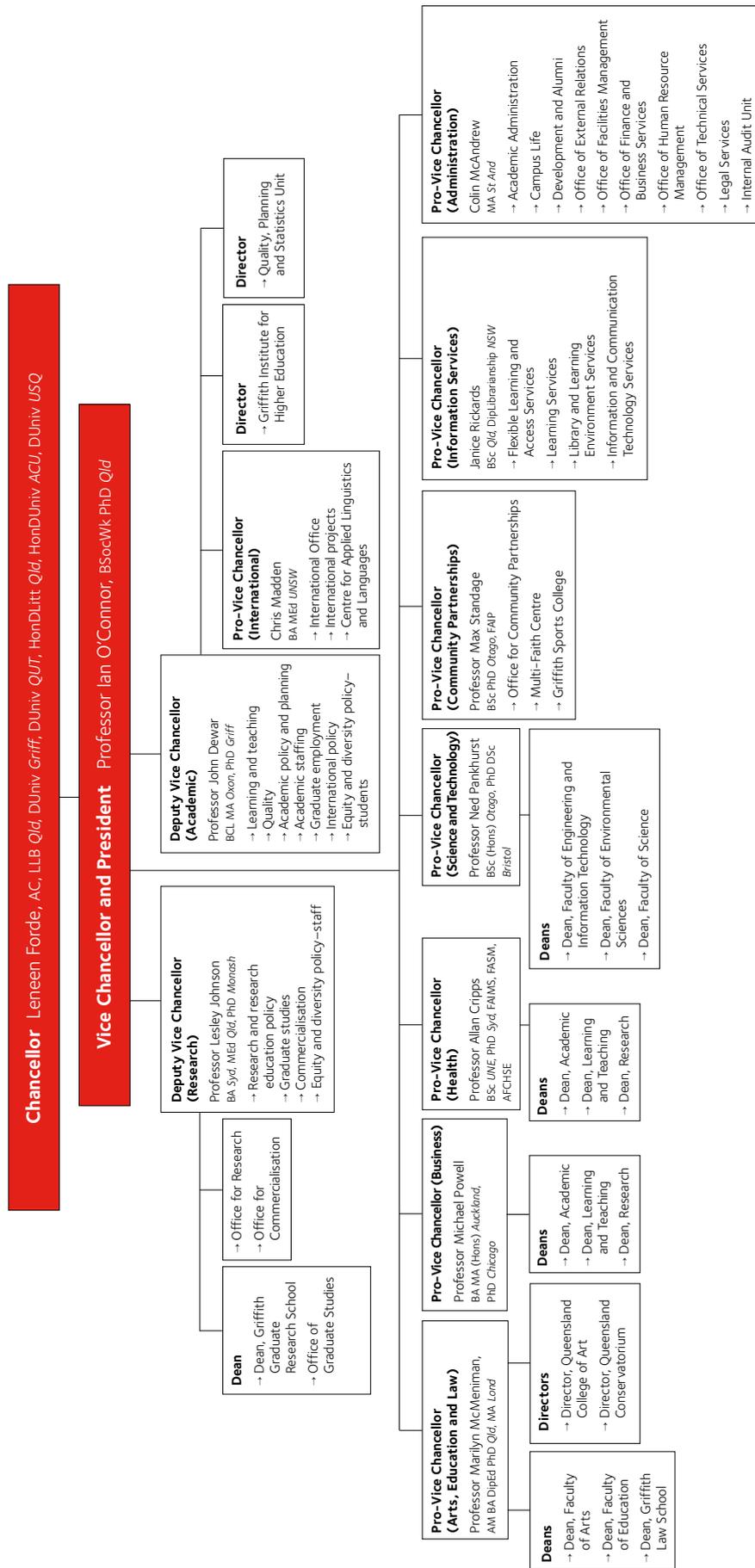
*Federal funding is helping Professor Alan Mackay-Sim to establish the National Adult Stem Cell Centre within Griffith's Eskitis Institute for Cell and Molecular Therapies.*



*Art dealer, patron and philanthropist Philip Bacon AM delivered the 2006 Griffith Public Lecture in September at the Queensland Conservatorium.*

# Organisational structure

## Organisational structure



## Establishment

Griffith University was established on 21 September 1971, under the *Griffith University Act*.

## University Council

### Role

Under the *Griffith University Act 1998*, the Council is Griffith University's governing body and has overall responsibility for the University's sound and effective governance.

The Council approves the University's strategic direction; monitors the University's progress, using agreed performance indicators; and approves the University's budget, policies and delegations of authority. The Council also reviews its own performance.

### Membership

Membership, at 31 December, is listed below.

**Chancellor** **Leneen Forde, AC**

Term of Office: From 5 June 2006, up to, but not including the ordinary meeting of the Council in June 2009.

**Deputy Chancellor** **Henry Smerdon**

Term of Office: From 4 September 2004, up to, and including 3 September 2007.

**Vice Chancellor** **Professor Ian O'Connor**  
*ex officio*

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

Term of Office: From 28 October 2005 up to 27 October 2009.

**Ian Alderdice**

**Mark Gray**

**Rachel Hunter**

**Michael Lake**

**The Honourable Justice Margaret McMurdo**

**Garry Redlich**

**Henry Smerdon**

**Two members of the University's academic staff, elected by academic staff**

**Dr Michael Barry**

Term of Office: From 28 October 2005 up to 27 October 2009.

**Dr Dwight Zakus**

Term of Office: From 3 October 2006 up to 27 October 2009.

**One postgraduate student of the University, elected by postgraduate students**

**Heather Douglas**

Term of Office: From 28 October 2005 up to 27 October 2007.

**One undergraduate student of the University, elected by undergraduate students**

**Brenton Hill**

Term of Office: From 28 October 2005 up to 27 October 2007.

**One member of the University's general staff, elected by general staff**

**Kaye Dillon**

Term of Office: From 28 October 2005 up to 27 October 2009.

**Four additional members appointed under Section 16, Griffith University Act**

**Dr Bob Anderson, OAM**

Term of Office: From 6 December 2005 to 31 December 2007.

**Sandra Anderson**

Term of Office: From 6 December 2005 to 31 December 2007.

**The Honourable Rob Borbidge**

Term of Office: From 3 May 2006 to 31 December 2007.

**Karen Struthers**

Term of Office: From 6 December 2005 to 31 December 2007.

### Resignations/changes

Resignations from Council:

Margaret Lee

(1 January to 30 September)

### Meetings

In 2006, the Council of Griffith University held five meetings:

- 6 March (Nathan campus) 13 out of 17 members attended
- 2 May (Logan campus) 12 out of 17 members attended
- 7 August (Gold Coast campus) 14 out of 18 members attended
- 2 October (South Bank campus) 11 out of 17 members attended
- 4 December (Nathan campus) 13 out of 18 members attended

### Council subcommittees

The key committees that report directly to the Council are:

- the Academic Committee, the senior body within the University responsible for teaching and learning, and research policies (chairperson Professor John Dewar)
- the Finance and Resources Committee, responsible for advising Council on critical resource issues, including income projections, operating budget allocations, capital expenditure, financing strategies and risk management (chairperson Henry Smerdon)

### Advisory councils

In addition to these committees, there are three advisory councils; namely, the Gold Coast Advisory Council (chairperson Jeffrey Johnson), the Queensland College of Art Advisory Council (chairperson Ulla Zeller), and the Queensland Conservatorium Advisory Council (chairperson Pauline Peel).

The advisory councils advise the University Council on strategic directions for teaching, research and community service at the Gold Coast campus, the Queensland College of Art and the Queensland Conservatorium.

## Enabling legislation

Griffith University is constituted under the *Griffith University Act 1998* as a body corporate and has a common seal.

## Functions and powers

The *Griffith University Act* provides for a broad range of functions and powers, including the specific provisions below.

### University functions

The University's functions are:

- to provide education at university standard
- to provide facilities for study and research generally, and, in particular, for people in the cities of Brisbane, Gold Coast and Logan
- to encourage study and research
- to encourage the advancement and development of knowledge, and its application to government, industry, commerce and the community
- to provide courses of study or instruction (at the level of achievement the Council considers appropriate) to meet the needs of the community generally, and, in particular, the

- people in the cities of Brisbane, Gold Coast and Logan
- to confer higher education awards
  - to disseminate knowledge and promote scholarship
  - to provide facilities and resources for the wellbeing of the University's staff, students and other persons undertaking courses at the University
  - to exploit commercially, for the University's benefit, a facility or resource of the University, including, for example, study, research or knowledge, or practical application of study, research or knowledge, belonging to the University, whether alone or with someone else
  - to perform other functions given to the University under this or another Act.

## University general powers

1. The University has all the powers of an individual, and may, for example:
  - enter into contracts
  - acquire, hold, dispose of, and deal with property
  - appoint agents and attorneys
  - engage consultants
  - fix charges, and other terms, for services and other facilities it supplies
  - do anything else necessary or convenient to be done for, or in connection with, its functions.

2. Without limiting subsection (1), the University has the powers given to it under this or another Act.
3. The University may exercise its powers inside or outside Queensland.
4. Without limiting subsection (3), the University may exercise its powers outside Australia.

## Council powers

The Council may do anything necessary or convenient to be done for, or in connection with, its functions.

Without limiting the subsection above, the Council has the powers given to it under this or another Act and, in particular:

- to appoint the university's staff
- to manage and control the university's affairs and property
- to manage and control the university's finances

*Note. Further details of Griffith University governance are outlined on pages 19 and 20.*

## University management

Through its organisational and management structure, Griffith fosters coherence and cooperation across the University in its

teaching, research and service, and promotes the efficient and effective deployment of resources (including administrative resources) across its five campuses.

Academic units, including schools, departments and faculties, are organised into four groups: Arts, Education and Law; Business; Health; and Science and Technology. These groups facilitate teaching, research and service activities across campuses.

Most administrative support services—such as student administration, finance, human resource management, information technology and technical services—are organised as centralised, multi-campus offices.

This structure supports consistent service levels, efficient resource use, and access to professional support and specialist expertise for all areas.

Griffith's approach is to embed quality in all of its processes to achieve excellent outcomes. The culture is one of innovation and responsiveness, of review and improvement.

Responsibility for quality is explicitly assigned to line managers, particularly the Deputy Vice Chancellors, the Pro Vice Chancellors, deans, heads of schools and office directors—in consultation with key committees.



Some of the Griffith University students who won medals at the Melbourne Commonwealth Games (left to right) Deborah Lovely, Angie Skirving, Jonathan Bernard, Libby Lenton, Damian Istria, Sara Carrigan and Caitlin Willis (far right), with Sue Perry, Manager Co-op Bookshop (second from right) who co-sponsored an on-campus celebration of the students' achievements.

### Overview

Four years ago the University reviewed its past achievements and set its agenda for the next decade in a process that ultimately resulted in the *Griffith Project*, crystallising the aspirations of the University community to create a distinctive university that is locally and nationally recognised for its excellence.

During that time, the University has achieved substantial progress in meeting the goals of the *Griffith Project*. However external factors have changed considerably. The Commonwealth has significantly changed the regulatory and funding arrangements for higher education, introducing a learning and teaching performance fund, with a research quality framework soon to be in place. Increasing importance has also been placed on private student places. These changes all point to the University's future now depending more than ever on recognised excellence in both learning and research.

The imperative to excel in learning and research is of such importance that it required significant focusing of the strategic agenda for Griffith to achieve its top 10 aspirations: hence the development of the *Strategic Plan 2006 – 2010*.

The goals outlined in this plan are reported on in the pages that follow. As 2006 was the first year of this new plan, some indicators are at a baseline level, while others have had a base year designated from historical data.

The plan seeks to highlight the core activities of learning and research, setting explicit performance indicators and challenging targets in these areas, scaleable to the different levels of the University. It also focuses attention on the key resources required to achieve the University's goals: people (both staff and students), and physical and information resources.



Associate Professor Richard John, whose research and community work has won him a coveted Smithsonian Fellowship.

## Research

### Internationally recognised

#### Goal

*To develop Griffith Strategic Research Programs in four or five areas of research in which the University will be widely recognised as a world-class leader.*

The concentration of research strengths at Griffith took a further major step forward in 2006 with the establishment of five strategic research programs. These programs bring together large multi-disciplinary teams from

the prime areas of research strength across the University, to work on key research challenges facing Australia and the world. They draw together multiple research centres and central resources in themed areas of research strength where Griffith is internationally renowned and can make major contributions to the future of society.

The five strategic research programs are: Australian Rivers Institute—confronting the challenges facing the world's rivers and coastal waterways; Drug Discovery—cross-disciplinary solutions to a wide range of acute, chronic and infectious diseases; Social Change and Wellbeing—designing new and effective

solutions to core problems in modern society, encompassing violence, social transitions and the urban environment; Democracy, Security and Public Policy—providing a better understanding of the issues of governance, security and democracy and their long-term solutions; and Environments for Healthy Living—developing one of the largest population health research activities conducted in Australia.

Thirteen 'next phase' senior research appointments were made and all are expected to be on board by the end of March 2007. Most of these appointments have been made into the strategic research programs.

### Performance, quality and impact

#### Goal

*To be a top-10 university in Australia in terms of overall research performance, quality and impact.*

Over \$60 million in major research funding awards to Griffith were announced during 2006, including for leading new national facilities in water science and adult stem cell research. These and other successes are detailed in the 'Highlights' section below.

Appendices 1.1, 1.4 and 1.5 show that Griffith is still growing its research publications and related outputs per staff member, with the aim of reaching the target of 10% increase per annum. The recent reversal in growth of research income per staff member has been halted, and a return to positive growth is expected in 2007. Internal indicators of international linkages and external collaborations are still in development, and are not able to yield rankings against other Australian universities; however, early indications using funding proxies show net growth over the past three years (Appendices 1.2 and 1.3).

Active preparations for the Research Quality Framework (RQF) are under way following confirmation of the adopted model by the Commonwealth Minister for Education, Science and Training in December, and these will allow Griffith to showcase the quality and community impact of its research when the first round of RQF reporting occurs in 2008.

### Intensiveness

#### Goal

*To be a research-intensive university in which a minimum of 70% of staff are research active.*

The University's adopted measure for research activity of academic staff engaged in research-only or research and teaching roles was reapplied during 2006 to assess staff performance over the three years 2003-2005. The proportion of these staff who were research active rose 4.8% to 61.8% (see Appendix 3.3), a significant movement towards the Strategic Plan 2006-2010 target of 70%.

The capacity-building influence of the 'next phase' senior research appointments, the establishment of the strategic research programs and the greater focus on research that will be brought to bear in the lead up to the RQF, are all expected to further boost research intensity in 2007 and beyond.

### Commercialisation

#### Goal

*To enhance the University's success in commercialising its research.*

Professors Barry Harrison and Sima Dimitrijević, from the School of Microelectronic Engineering, who invented a disruptive non-volatile random access memory (RAM) technology have received \$952 000 from the Griffith start-up company QS Semiconductor Corporation to undertake further milestone-based research. The research will be carried out in the Queensland Microtechnology Facility on the Nathan campus which was built with substantial funding support from the Queensland Government.

Under the stewardship of Professor Rodger Tomlinson, the Centre for Coastal Management, which has developed a strong relationship with the Gold Coast City Council and other organisations with interests in coastal management, won over \$1 million in funding to support this work in 2006.

Dr Peter Riddles was appointed director of the Office of Commercialisation towards the end of 2006. His major focus in 2007 will be the

development of the University's strategy for commercialising research.

Appendix 1.6 shows that after an extraordinary year in 2004 owing to a single major commercialisation event, growth in commercialisation income from 2005 to 2006 has returned to steady growth, and has exceeded the 15% per annum growth target.

### Highlights of 2006

University Council adopted at its May meeting the revised *Griffith Research Plan* which takes into account new developments in the sector, including the Commonwealth Government's proposed Research Quality Framework (RQF). The behaviour to be driven by the RQF is expected to reinforce the University's already stated development priorities of research concentration, intensity, quality, impact and social engagement. The revised research plan has been posted on the University's web site.

The initiative in 2005 by the Deputy Vice Chancellor (Research) in appointing a senior external review committee to advise on the future of research centres has been followed up by the establishment of five strategic research programs that greatly strengthen Griffith's concentrations of research excellence.

By the end of 2006 the number of confirmed 'next phase' appointments of senior research leaders, funded under the special initiative of the Vice Chancellor to boost research capacity at Griffith, totalled 13. These appointments will drive future growth in key research areas, for greater research capacity and depth.



Professor Barry Harrison, Premier Peter Beattie and Alan Iacopi at the opening of the new Queensland Microtechnology Facility.

An implementation plan for Griffith's response to the RQF was adopted, and the University's reporting power boosted with the launch of the Griffith Evidence Portfolio, an on-line tool that draws together research performance data for academic staff and allows them to complete a profile of the quality and community impact of their research.

A new research development team including one research development officer appointed to work with each of the four Academic Groups has been established within the Office for Research. The team's role is to work pro-actively on identifying major new funding and collaboration opportunities for Griffith research, including Queensland Government initiatives like Smart State funding and Commonwealth programs like the National Collaborative Research Infrastructure Scheme.

There were several outstanding new research funding awards during 2006, further reinforcing the focus of effort in areas of strength. The National Adult Stem Cell Centre, directed by Professor Alan Mackay-Sim, was established as a branch of the Eskitis Institute for Cell and Molecular Therapies with a \$22 million grant from the Commonwealth Government. Professor Stuart Bunn will direct the Queensland Research Hub of the Tropical Rivers and Coastal Knowledge (TRACK) program, following award of \$16 million from the Commonwealth Environmental Research Fund. \$10 million in Queensland Government Smart State funding and \$4 million from the Gold Coast City Council will support the establishment of the Queensland Smart Water Research Facility at the Gold Coast campus.

Widespread collaborations will be fostered by these new initiatives. The Smart Water Research Facility will house Gold Coast City Council's analytical laboratories as well as joint research. The facility's research program will bring together experts from Griffith and other research institutions, water supply authorities and water technology companies. Partners include Gold Coast and Toowoomba city councils, Wide Bay Water, University of Queensland, University of the Sunshine Coast, Central Queensland University, NIWA Australia, National Research Centre for Environmental Toxicology, International Water Centre,

AquaDiagnostic, and EcoNova. The research program will focus on developing innovative and integrated solutions to meet the healthy water needs of growing communities in Queensland and beyond.

The TRACK research hub will bring together over 50 leading tropical river and coastal researchers and managers from agencies across Australia to focus on the sustainability of rivers and catchments from Cape York to Broome. TRACK will be led by researchers from Griffith, Charles Darwin University, University of Western Australia, Land & Water Australia, CSIRO, the North Australian Indigenous Land and Sea Management Alliance and the CRC for Tropical Savannas Management. The aim of the research hub is to increase the understanding of how rivers and coastal areas sustain important natural assets and ecosystems. The hub will also assess the social, economic and environmental impacts of proposed developments and identify opportunities to develop genuinely sustainable activities in the region. It provides a unique opportunity in northern Australia to avoid the environmental degradation that has occurred in the south of our country.

Queensland Premier Peter Beattie officially opened the \$10 million state-of-the-art Queensland Microtechnology Facility on Nathan campus in July. This is the only research facility of its kind in Australia and one of only a handful in the world—positioning Griffith and Queensland as leaders in silicon carbide chip research. Silicon carbide chips have the potential to store more than 1000 times the capacity of conventional silicon chips. They will eliminate the need to boot up a computer and promise to significantly increase the capacity of mobile communication devices. Initial equipment was acquired through a \$3 million Smart State Research Facilities grant.

Queensland Government funding was announced for a pioneering study of biodiversity in South-East Queensland to identify signs of climate change. The Biodiversity at the Heights (BATH) project is led by Professor of Ecology and Queensland Smithsonian Fellow Roger Kitching and supported by French engineering company Pro-Natura. Leading international environmental scientists will join this unique

study of fauna and insects in Lamington National Park.

Additional Queensland Smart State funding was also awarded to the Eskitis Institute to investigate genes in stem cells and in diseases including schizophrenia and Parkinson's Disease, and to collaborate with the Seattle Biomedical Research Institute to develop breakthrough treatments for tropical diseases in developing nations. Researchers at Eskitis have also been awarded a major grant by the Medicines for Malaria Venture Grants Scheme to identify new drugs for the treatment of malaria.

The Australian Institute for Suicide Research and Prevention (AISRAP) at Griffith has been designated a World Health Organisation (WHO) Collaborating Centre for Research and Training in Suicide Prevention. It is only the second such centre in the world to hold this distinction, in recognition of its international excellence and its many years of cooperation with WHO in the context of consultancy and international collaborative efforts. AISRAP will drive research and practice to overcome the problem of suicide especially in the Western Pacific Region, which has some of the highest rates of suicide in the world. 22 countries in the region will initially collaborate in its research programs, led by its Director, Professor Diego De Leo.

In a further stand-out international collaboration for Griffith, a partnership between France's Institute Pasteur and Griffith's Institute for Glycomics has led to establishment of the International Rapid Response Network to take influenza surveillance in the Asian region to an advanced level. With the growing risk of pandemics arising from avian influenza, Professor Mark von Itzstein will use his Institute's capabilities to build on the Institute Pasteur's existing screening program of viruses from wildlife and humans that attempts to detect and identify strains of influenza. His team will now test the susceptibility of identified viruses to anti-influenza drugs such as Relenza and Tamiflu, as well as new compounds developed at the Institute for Glycomics. The aim is to develop a rapid response capability in preparation for any impending flu pandemic.

The build-up of research strength has also been enhanced by the establishment of the Chair in Environmental Planning (funded by

## Research

Gold Coast City Council) and the Listerine Chair in Periodontology (funded by global pharmaceutical company Pfizer).

In December the Prime Minister launched a significant report detailing the first five years of the Pathways to Prevention Project, an early intervention program developed by Griffith University and Mission Australia, and led by Professor Ross Homel, Director of the Key Centre for Ethics, Law, Justice and Governance. This report is the most comprehensive analysis of a major Australian early intervention program ever carried out, and confirms the effectiveness of the groundbreaking Pathways program.

Also announced in December was funding by the Federal Government of the CRC for Cancer Therapeutics. The Eskitis Institute will be the only Queensland node for this major research centre.

Among other significant awards in 2006 are funding for the second stage of the national Drug Policy Modelling Program, the Griffith Adolescent Forensic Assessment and Treatment Centre, and the Griffith Islamic Research Unit.

Staff given special recognition for their research included physicist Professor Howard Wiseman, who was named in *Cosmos Magazine* as one of its inaugural Bright Sparks—'the top 10 brightest scientific minds in Australia under 45', Associate Professor Richard John from the Australian Rivers

Institute, recipient of a Smithsonian Fellowship, and Dr Christopher Day from the Institute for Glycomics, who was awarded a Smart State Fellowship.



Director of the Australian Institute for Suicide Research and Prevention, Professor Diego De Leo now also heads the World Health Organisation Collaborating Centre for Research and Training in Suicide Prevention, launched in March.

### Outlook

2006 saw the establishment of Griffith's five new strategic research programs to combine and enhance the work of its research centres and build their international reputation and collaboration programs. There will gain momentum in 2007. There will be further strategic senior research appointments during 2007 to expand these programs and to assist with the development of other exciting new emerging areas of research strength.

After delays in development of the Commonwealth Government's Research Quality Framework (RQF) following a change of Minister to the Hon. Julie Bishop, the RQF was finally confirmed in December to go ahead for reporting of university research performance in April 2008. Preparations for the RQF will form a major focus in 2007. The University has appointed a director of RQF to take charge of implementation,

and has begun 2007 with appointment of the RQF project team. The RQF central taskforce, under the direction of the Deputy Vice Chancellor (Research), will lead the process in conjunction with the research committees of the academic groups and faculties. Griffith will attempt to participate in DEST implementation trials and collaborate with sister universities in the Innovative Research Universities Australia cluster to refine content and presentation. A senior committee convened by the Vice Chancellor will approve the final submission.

Work has commenced on the new laboratories for the Eskitis Institute for Cell and Molecular Therapies in the Brisbane Innovation Park at Nathan, and should be completed during 2007. Plans are advanced for commencement of the next stage of the Institute for Glycomics at the Gold Coast.

The rapid growth of health and medical research at Griffith will continue, building critical mass and laying down the foundation for future achievements that will have gained substantial weight in time for the second round of the RQF, expected in 2014. The Griffith Institute for Health and Medical Research will appoint its permanent director, and will take charge of this growth and its strategic priorities, in conjunction with the Deputy Vice Chancellor (Research).

All the signs are positive for the refinement and expansion of research, research training and commercialisation at Griffith in 2007 and beyond. The strong leadership in place, the commitment of key research leaders and their colleagues, and the alignment of Griffith's resources to maximise research excellence, will all ensure that the current rate of growth is sustained and built upon.

### Learning

#### Comprehensive

##### Goal

*Griffith will be a university of a size sufficient to offer a comprehensive range of programs.*

Griffith welcomed the Federal Government's announcement of the allocation of 250 additional student places across our medical and health-related programs, as well as places in engineering, science and secondary education.

Credit transfer is one mechanism to increase the pathways for Australian and international students to enter Griffith programs, and it recognises their studies elsewhere. The revised 'Credit Transfer Policy' is now in line with current academic practices, ensures consistency with current national definitions, and provides better focus for articulation arrangements formed via formal University level partnership agreements. This assists the University in expanding and diversifying enrolments across programs by being able to recruit students from emerging overseas markets, as well as the Australian Vocational Education and Training sector. Maximum recognition of prior studies can be achieved whilst simultaneously guaranteeing a minimum pathway for completion of the University program. For example, Griffith has a growing number of students entering our programs after completing qualifications at Canadian community colleges, a process made more effective for these students by the use of block credit.

#### Excellent

##### Goal

*Griffith will improve its performance in each of its programs in national rankings of learning and teaching quality so as to be at the national average by 2007 and in the top 30% of all universities by 2010.*

The University appointed a senior member of academic staff, Dr Alf Lizzio, to coordinate the Griffith First Year Experience (FYE). Dr Lizzio worked closely with first year advisors

to draw together the experience for Griffith's commencing students, and to develop effective approaches to improve retention and completion rates.

The FYE coordinator drove strategies to strengthen the first year experience and build a stronger learning community, by adopting a partnership approach between students and the University. Griffith offers students a coordinated network of support services and activities with the longer term goal of their self-management or independence. First year advisors, aligned to every degree program, have a key role in coordinating and leading development of the first year learning environment, as they undertake academic advisement, facilitating student networks and monitoring student progress, and can direct students towards the many services on offer. The University continues to learn more about first year student needs through an online survey.

Student Orientation in 2006 promoted a focused and consistent orientation message through a range of media and opportunities, and delivered information at intervals so that students were not overwhelmed in their first week. From the range of University-wide resources and specialised information, some items are included in enrolment packs, while other resources are made available as first semester unfolds. Resources are also available on the Orientation web site and the 'Parents and Partners' site. The social side of orientation includes many face-to-face academic activities and lively welcome events on each campus, in addition to market days and barbecues in weeks 3–4. Senior students act in leadership roles as the student ambassadors and student partners, as well as student mentors in degree programs to support commencing students.

A new transition program for international students was developed to increase study support, and city familiarisation. GI MATES (Griffith International Making Arrival and Transitions Easy for Students) is a peer support program that welcomed some 2000 new international students to the Nathan and Gold Coast campuses. Many of the mentors were international students themselves, who shared personal accounts of how they settled in to university and Australian life.



*Sankalp Knanna receives the 'Outstanding Achievement by an International Student' award from Education and Training Minister Rod Welford at the Queensland Government's 'Celebrating International Education and Training Industry Showcase 2006'.*

During the semester, the Deputy Vice Chancellor (Academic) sends regular emails to students to highlight particular issues in the learning environment and to alert students to University-wide supports and services available to them. The emails are addressed to particular students groups (for example first year, postgraduate) making this a way to communicate personally with students, at the institutional level. As part of 'critical date' communication, the emails are sent in Weeks 2, 4, 7 and 12 to highlight particular issues at key times in the semester cycle.

The curriculum offered is key to improved retention, and Griffith has improved its processes for responding to needs. New programs for 2006 included the Bachelor of Visual Media and Graduate Diploma in Education—Secondary. In response to the recommendations from external consultants in 2005, policies for program planning, development and approval were revised to strengthen the strategic review and development of programs.

Effective teaching is also central to successful retention. The Carrick Institute for Learning and Teaching in Higher Education seeks to foster a commitment to leadership and innovation in Australia's higher education sector, and Griffith won two of the prestigious Carrick Awards

for Teaching Excellence. Phillip Rodgers-Falk received the Indigenous Education (Neville Bonner) Award while Salvatore (Sam) di Mauro received the Humanities and the Arts Award. These awards help us celebrate and reward those teachers who demonstrate the highest level of professionalism and enthusiasm.

Griffith was recognised by the Carrick Institute for its innovation in leadership and teaching with funding for a project to improve learning in a clinical environment and develop the leadership potential of student nurses. Dean (Academic) of the Health Group, Professor Debra Creedy, leads a team pioneering a concept known as 'learning circles' to foster improved communication between all levels of the University and hospital staff involved in the clinical education of nurses. The clinical version of learning circles, characterised by regular meetings of student nurses, with their academic and clinical teachers, and hospital management, helps students learn how the leaders in their profession think about practice issues.

The Carrick Institute's Priority Projects Program is also supporting research to develop a national, standardised approach to assessing the competency of physiotherapy students. Megan Dalton and Dr Heather Alexander, together with external collaborators, will benchmark best practice in assessing a student's applied knowledge and skill in the

clinical setting. A consistent and supervised approach will appeal to experienced clinicians to help train these students in clinical placements.

During 2006, a number of events shared Griffith's own examples of good teaching practice. The inaugural showcase of innovative approaches to e-learning included presentations from the four Griffith e-Learning (GEL) Fellows, Dr Alison Ruth, Jason Nelson, Dr Philippe Martin and Associate Professor Paul Bates. Their preliminary reports showed the impact of recently developed tools and resources on student learning. The showcase was open to all Griffith staff and ICT Teachers from Griffith Connect high schools.

The Mainstreaming Griffith Mentoring (MGM) project, funded under the Learning and Teaching Grants Scheme, is part of a cohesive strategy to enhance student retention and promote academic excellence. Research in student engagement and retention shows that peer mentoring relationships bring strong social and academic benefits for both mentors and mentees, and for the sense of community and identity in the institution as a whole. The project is working to simplify, systematise, and promote mentoring relationships between students and staff at Griffith, with the outcome of more consistency in what students experience, and assistance for staff wanting to implement, extend or model such programs.

### Successful

#### Goal

*Griffith will rank consistently in the top 30% nationally for the proportion of new graduates who are successful in obtaining full-time work and in proceeding to further study.*

Under a new scheme, Griffith students graduated as soon as two weeks after the final academic semester. December graduations in 2006 were held across all five campuses. Earlier ceremonies give more students the opportunity to celebrate together the completion of their degrees. It better accommodates the needs of students moving to other parts of Australia or overseas to start their careers, and our international students who are keen to attend ceremonies before they return home.

Employment of our graduates is critical, and it is vital that students are clear about, and satisfied with, the outcomes from their degrees, as they are more likely to be engaged with their degrees and committed to their studies. The online career program, Career Smarter, is a tool to enhance career development. Resources help students with career aspirations and job-searching skills. It is aimed at different student cohorts: first and second year students, pre-final and final year students, and postgraduates. For staff,



2006 participants in the Ruhr Valley Internship program, in which business students spend a semester studying the language and working for a company in Germany.

## Learning



Funded by the Carrick Institute, Professor Debra Creedy leads a project to foster improved communication between all levels of the University and hospital staff involved in the clinical education of nurses.

Career Smarter is a parallel to career-relevant programs of study, influencing how students are satisfied with the relevance of skills to their future employment.

Griffith's Careers Fairs provide an ideal opportunity for final year students to get their search for employment on track. Hundreds of students took the chance to speak with representatives from government bodies, major companies and professional associations when they showcased graduate jobs for 2007 at Nathan and Gold Coast campuses.

Since 1994 the Griffith Industry Mentoring Program has grown to include about 400 participants in 2006. Its primary function is to assist final-year students to clarify their career objectives and to facilitate their transition to graduate employment. Students involved in the Brisbane and Gold Coast programs represented a range of disciplines, but many students have little experience of work in their chosen career field. Observing and working alongside an experienced professional mentor offers invaluable opportunities to learn about work roles and organisational culture. Students reported greater clarity of career direction and

realistic expectations of potential duties and workplace demands.

### Distinctive

#### Goal

*By engaging disciplines, research and its communities, Griffith will offer a 'signature' multidisciplinary learning experience by providing students with identifiable research-based learning and work-integrated learning opportunities in the majority of its courses.*

Griffith's ambition is to meet the needs of its local and international communities through high quality yet distinctive programs, which we refer to as signature characteristics or experiences. The 'Distinctive' domain focuses on research-based learning and work-integrated learning, both of which support interdisciplinarity. During 2006, the University made progress on embedding these principles in academic policy, which assists Programs Committee to monitor the way the signature experience is implemented across different areas.

Definitions and criteria were established for each of these learning experiences, based on the student experience. An audit of current activity used the online 'Course Outline' to ask course convenors to indicate whether each course incorporates these components. The data on the current performance of academic groups should be regarded as the basis for investigation and review, incorporated into Annual Program Monitoring reports. In September, staff participated in a Celebrating Teaching seminar presented by Professor Michael Gibbons, Sussex University, on Mode 2 Curriculum, and Griffith hosted an inaugural, national conference on work-integrated learning. Griffith University is seen at the forefront of invigorating the agenda, both in Queensland and nationally.

### Outlook

Recent national data are beginning to show improvements in retention. The positive outcomes from the Learning and Teaching Performance Fund, announced in December, further suggest that efforts to improve quality are beginning to bear fruit. Griffith was one of twenty-one universities which were recognised for excellence, as Griffith received a \$500 000 grant from the fund for 2007.

Strategies currently being employed for quality improvement continue to make systemic and coordinated changes across the University. Examples include the model, issues and projects associated with 'Succeeding @ Griffith', a range of planning steps and review mechanisms for programs, and the embedding of student evaluation with respect to teaching and courses.

The distinctiveness of Griffith's programs will be enhanced as work is done to further emphasise the features of Griffith's student experiences.

### Staff

#### Goals

- *Recruitment and retention—to recruit and retain high quality staff who contribute to and strengthen the University's capability in the areas critical to the achievement of organisational goals*
- *A high performance organisation—the University will be a high performance organisation characterised by performance management and staff development systems which create incentives and support staff to achieve excellence in personal and organisational outcomes*
- *Staff diversity—the University will develop a staff profile that reflects the diversity of its communities.*

During 2006 the focus for staff was on activities that would assist in achieving a high performance organisation. Working towards the achievement of this goal the University focused on a holistic and integrated approach.

During 2006 a number of 'next phase' advertisements were placed and filled, selection panels for academic vacancies focused more on gaining evidence of recent and relevant research outcomes, and faculty staff began to align vacancy filling more closely with strategic goals rather than operational imperatives. As the University moves increasingly into competition with other universities (and industries) for high quality staff, the need to focus on recruitment strategies that reach and attract potential applicants will become more important. Timely selection processes, candidate care of applicants, and appropriate induction of successful appointees is the focus of attention. Considerable focus has been placed on the role of academic managers in recruiting, retaining and developing staff who can contribute to the strategic goals of faculties.

A workforce planning template was developed and completed by academic groups during the early part of 2006. This will be further refined in light of a review of University operational planning processes, enabling academic areas to be more strategic in their recruitment



More than 200 Indonesian school principals and district managers took part in a project to learn about leadership from their Australian counterparts, thanks to a partnership between the Indonesian Government and the Centre for Leadership and Management in Education.

decisions. In completing their workforce plans groups considered factors that related to the demographic profile of their faculties, as well as on the longer term goals.

The draft recruitment policy was finalised at the end of 2006, and it has been released for wide feedback. A range of client focused toolkits, designed to assist selection panel members, is progressively being placed on the feedback website. A key focus of the policy is the flexibility that it gives elements, so that the focus is on the selection of high quality staff who can assist in the achievement of the University's strategic goals.

Induction of academic staff will be a focus for attention during 2007. An induction program for newly appointed academic managers has been developed and will be implemented during the year.

The implementation of the 'Academic work @ Griffith' suite of policies provided an intensive focus on academic performance review and the need to focus on outcomes of academic work. The criteria for promotion were revised, and utilised for the first time in the 2006 promotion round for all levels. During the 2006 implementation of 'Academic work @ Griffith' the development of academic managers became a focus, and this will continue in 2007. The responsibilities involved in setting expectations, reviewing performance

and developing plans to improve academic achievements are being highlighted through information sessions and workshops, and in the early part of 2007 academic groups will be developing their own group-based workshops and forums to continue this focus.

The University continued to ensure that diversity was a key feature of its appointments and programs. Outcomes of recruitment and promotion processes are analysed in relation to gender representation. The University again received the Employer of Choice for Women citation from the Equal Opportunity for Women in the Workplace Agency, an award it has received since its inception in 2001. The University's Women in Leadership program continues to be offered, and was formally evaluated in 2006.



Griffith electronic waste expert Dr Sunil Herat and Bernie Kelly from DELL Australia at the free computer recycling day held at Griffith.

## Students



The Griffith Connect Valued Partners program aims to strengthen communication and access between Griffith and partner high schools.

### Students

Griffith's success with students depends on its ability to attract high quality candidates. To do so, the University must focus on attracting an increasingly diverse range of students to its programs, entering through a diverse range of pathways. It is also key that the University supports these students through to successful completion.

#### Student quality

##### Goal

*To improve the quality of the student body.*

The Griffith Connect—Valued Partners program was launched in 2006 to recognise and maintain relationships between the University and high schools in our key catchment areas. The Griffith Connect program will attract more high achieving students, via formal relationship management with high

schools. Of the original 84 target schools selected as potential partners, 74 have joined the program, the majority from the Brisbane South and Gold Coast regions. The program offers a range of benefits, including scholarships, admission schemes, special accesses and preferential visits, in return for open communication channels with high school students, staff and parents.

In 2005, the Deputy Vice Chancellor (Academic) proposed a new model for Griffith's approach to the packaging of academic excellence scholarships for high achieving students. In 2006 the revised scholarships scheme introduced a single scholarship for academic excellence called the Sir Samuel Griffith Scholarships, to enhance the student profile of the University. From 2007, 70 scholarships will be awarded, a significant increase from the 16 offered in 2006. Applications have increased from about 140 to well over 400, indicating the attractiveness to potential students and the value of

promoting the University to the public, secondary schools and potential students as an institution that is committed to academic excellence.

A major benefit of the Griffith Connect program is the opportunity for partner schools to submit early applications for the Sir Samuel Griffith Scholarships, as 20 of the 70 scholarships were set aside for partner schools. Eligible partner schools were able to take advantage of Griffith's QTAC Application Fee Support Scheme (see 'Student diversity' below).

In March and April, a series of university showcases involved school visits in conjunction with other universities in South-East Queensland. Griffith representatives visited schools in four major areas: Northern Rivers, Tweed, Gold Coast and Sunshine Coast. At each school, there was a general presentation by different university representatives, about the key facets of university processes and

## Students

lifestyle. Students visited university booths to ask questions and collect brochures. A total of 58 schools and approximately 7000 students were visited over the four weeks.

The State Government announced that it would establish a third Smart State Academy on the southern precinct of Griffith's Gold Coast campus. This Education Queensland facility will give 'best and brightest' high school students the opportunity to fast-track their studies in years 10, 11 and 12, working on the International Baccalaureate Diploma curriculum. The initial focus will be on the health sciences, but it is expected that the academy will in due course reflect the range of offerings on the Gold Coast campus. The academy will support Griffith's existing outreach activities to all high schools in the Gold Coast region in areas of science and technology. The initial student intake of year 10 and 11 students will be 2008.

### Student diversity

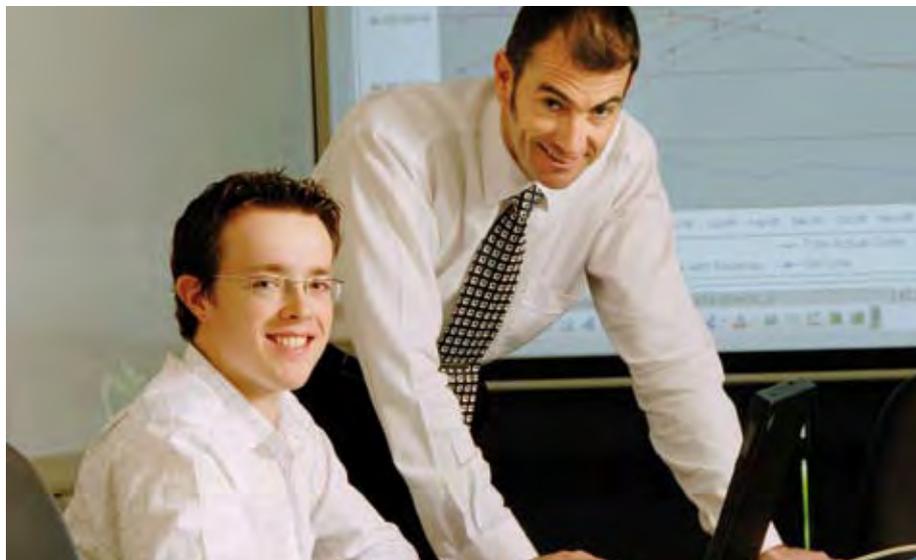
#### Goal

*To expand the diversity of the student body.*

Griffith has been working since 2003, to establish a comprehensive view of inclusive practices that will engage the Griffith community in discussion about the implementation of Indigenous Australian Studies in the curriculum. Within the framework of the *Academic Plan 2*, the



*Indigenous information technology student Jackie Cook was a 2006 DELL Computer Equity Scholarship recipient.*



*The benefits of Griffith's mentoring program flowed both ways for commerce student Steven Wood and his mentor Geoff Cawte, Chief Operating Officer of Transtoll.*

'Inclusive Practices in the Curriculum' strategies will promote the engagement of Indigenous Australian students and of the wider University community in Indigenous Australian issues. To gain a true picture, an audit of courses identified Indigenous Australian inclusion in the curriculum currently at Griffith. This highlighted the need for activities that will create a more culturally aware and astute student and staff community.

A significant step was the preparation of the Griffith 'Statement on Reconciliation' adopted by Council in October 2006, and planning for its official launch in 2007 to coincide with the 40th anniversary of the 1967 Referendum.

Initiatives supporting the participation of students from financially disadvantaged backgrounds were expanded:

- Uni-Reach schools participating in the Griffith Connect program were able to take advantage of Griffith's QTAC Application Fee Support Scheme, offered for the first time, recognising that the fee can be crucial in some students' capacity to consider university as an option.
- The inaugural Uni-Start Equity Admissions and Scholarships Scheme attracted 457 applications in 2006. 64 per cent (291) were 'first-in-family' students who often face additional hurdles in transitioning to university. 78 per cent (80) of the eligible

applicant pool of commencing Indigenous Australian students received scholarships.

- Uni-Book was reprinted and distributed to Uni-Reach schools by schools' request.
- The two-day, on-campus year 12 Tertiary Education Experience for Students with Disabilities (TEE) was successfully presented again, involving 10 students from across Queensland. Other disability-oriented achievements included:
- preparation of the draft Disability Action Plan 2007–2011 for consultation with University elements
  - presentation of a public seminar on developing aspirations and making transitions for students with disabilities, jointly sponsored by the School of Human Services, Student Equity Services and the Rehabilitation Counselling Association of Australasia
  - continuing sponsorship of the Queensland Government Disability Action Week as State Awards sponsor (Education and Arts), promoting government and community recognition of the University's academic and support programs
  - DEST's allocation of \$173 367 for Additional Support Costs for Students with Disabilities.

## Physical facilities and information resources



Work continued in 2006 on the new Griffith Film School facilities in a heritage-listed building at South Bank.

### Physical facilities and information resources

#### Research space and facilities

##### Commitment 1:

*Review allocation and management of research space and facilities to determine how to best align them with achieving the University's research goals.*

Under the direction of the Deputy Vice Chancellor (Research), a review of research spaces across all campuses has been completed. Actions arising have been as follows:

1. Two laboratories have been changed over to new usage during 2006.
2. A further 10 laboratories have been earmarked for review during 2007 and a further three to be reviewed in 2008.
3. The Academic Group Pro Vice Chancellors are to have responsibility for monitoring usage and planning for research space, and this will be enacted under a new Research Laboratory Space Allocation and

Management Policy being developed by the Office of Technical Services in 2007.

#### Campus Enhancing Scoping Project

##### Commitment 2:

*Undertake a Campus Enhancement Scoping Project to identify future options for campus developments and its financing.*

A Campus Enhancement Scoping Project for the Nathan campus was commissioned from an external firm with expertise in planning and development. The report is currently under consideration.

#### Capital Management Plan

##### Commitment 3:

*Review the Capital Management Plan and present to Council a revised plan for 2007-2010.*

Work commenced on developing the next stage of the Capital Management Plan. A major briefing paper was presented to the Finance and Resources Committee during the year as well as progress reports at subsequent meetings. In parallel with this, a review of the University's financial capacity

to undertake further projects was also carried out. The outcome of this work will be brought together in 2007 in a report setting out recommendations for the next stage of the Capital Management Plan.

#### Electronic infrastructure

##### Commitment 4:

*Review the Electronic Infrastructure Capital Plan on an annual basis to reflect changing priorities and accommodate emerging technologies.*

The Electronic Infrastructure Capital Plan is reviewed on a continuing basis through five Program Boards, each of which governs a portfolio of projects. Funding priorities are reassessed as new technologies that have potential to address strategic objectives emerge. A draft Electronic Infrastructure Capital Plan that incorporates latest priorities is reviewed each year as part of the Capital Plan.

# Other governance reports

## Organisational reviews

Griffith University continued the formal process of reviewing faculties and support service divisions, in line with the review processes adopted and approved by Council in May 2003. During 2006, eight reviews were conducted.

The Faculties of Environmental Science, and Science, the Queensland Conservatorium Griffith University, the Griffith Law School, and the School of Public Health were reviewed under the faculty review process. The purpose of faculty reviews is to improve the academic planning and performance of faculties through a continuing cycle of self-assessment, benchmarking, critical reflection, forward planning and internal/external peer review. Support service divisions reviewed during 2006 included the Griffith Institute for Higher Education, Academic Administration and the Office of Human Resource Management. These reviews assist in establishing improved processes and performance outcomes which contribute to the achievement of the University's Strategic Plan goals and objectives.

In all cases, the review process involved the relevant unit conducting a self-evaluation based on agreed terms of reference, leading to completion of a review submission. The preparation of the review submission provides an opportunity for critical self-assessment and analysis of the unit's performance, and enables the identification of areas for improvement and, importantly, a clear plan for future action.

An independent review committee is responsible for providing an objective assessment of the unit's self review and for making recommendations for future action and development. The review committee's membership includes key external leaders in the relevant field who provide expert advice on performance and direction.

Executive Group, then Academic Committee, initially considers reports from the reviews, together with implementation plans prepared by the relevant unit in response to the recommendations included in the review report, before these documents are presented to the University Council for endorsement.

In 2006, the Queensland College of Art, the Office of Technical Services, the Departments of International Business and Asian Studies, Politics and Public Policy, and Industrial Relations, and the Faculty of Engineering and Information Technology, all presented both 12 and 18 month progress reports for submission to Executive Group, Academic Committee and University Council. In addition, the Faculty of Education presented its 12 month progress report.

## Audit Committee

The Audit Committee's overall role is to assist the Vice Chancellor and the University Council to discharge the responsibilities imposed under the *Financial Administration and Audit Act 1977*, Financial Management Standards and other relevant legislation.

The Audit Committee membership comprises:

- the chairperson, appointed by the Council
- two Council members who are neither staff nor students of the University, appointed by the Council
- two members appointed by council with expertise in auditing and/or accounting.

The Audit Committee approves and monitors internal audit activities. It also reviews and approves the internal audit strategy and the annual audit plan, prepared by the Internal Auditor after consultation with management at various levels.

On completion of the planned audits, prepared in terms of compliance with legislation and University policy, the Audit Committee assesses the audit report findings and relevant management responses, and advises the University Council, as appropriate.

The committee reviews the annual Client Services Plan prepared by the Queensland Audit Office. The plan contains the audit strategy, details of specific areas of audit emphasis, the level of reliance on internal audit reports, and the audit fee.

## Risk management

Risk Management is an integral component of the University's efficient operation.



*A large crowd experienced Griffith's annual Open Day.*

It enables the University to identify and manage significant business risks that could materially impact on its operations.

These operations include financial management, insurance, physical infrastructure maintenance, security, workplace health and safety, systems infrastructure, maintenance and management, and project risk management.

In 2004, the University engaged Pricewaterhouse Coopers to assist in the development of a Corporate Risk Profile and Management Plan. The University Council approved the final report during 2004.

During 2006, Council received an annual progress report on risk assessment that outlined actions that had been taken to mitigate risk associated with the key areas identified in the management plan.

## Health and safety

2006 saw a focus on changing the culture in relation to health and safety (H and S), in particular in academic areas of the University.

Highlights of the year included:

- appointment of two health and safety risk advisers to work with academic managers
- establishment of GriffithSAFE Academic Health and Safety Change Management Group
- launch of four online health and safety training courses—almost 6000 completions
- reduction of workers' compensation premium by 18%
- centralisation of first aid administration
- holding H and S forums 'Small steps to successful health and safety risk management'; and 'Wellness at work psychosocial issues in the workplace'
- trial H and S assessments in six University elements
- review of campus health and safety committees
- 'Safe Work Week' promotion encouraging workplace inspections
- webstreaming of new introduction by Vice Chancellor for the 'Keeping You Safe at Griffith University' video.

## Public Sector Ethics Act

Under the *Public Sector Ethics Act 1994*, Griffith University must have a Code of Conduct.

The Code sets out the University's expectation that all staff will behave professionally and with respect and consideration for others. The University's code is regularly updated and staff are encouraged to be familiar with it.

## Information privacy

In 2002, the Queensland Government approved new information standards for collecting and managing personal information in the Queensland public sector and in certain statutory bodies and government-owned corporations.

In accordance with Information Standard No. 42, Griffith developed a Privacy Plan for publication on the University's website in 2002.

In line with previous practice, in 2006 the University reviewed and updated this plan and encouraged staff to familiarise themselves with the privacy website.

## Freedom of Information

Section 108 of the *Freedom of Information Act 1992* (FOI Act) requires the State Government Minister responsible for administering the FOI Act to prepare an annual report on the operation of the FOI Act, and to table that report in the Legislative Assembly following the end of each financial year. The University (an 'agency' under the FOI Act) is required to provide input into that report.

In mid 2006, the University reported on the number of FOI applications received by it between 1 July 2005 and 30 June 2006. During that period, the University received eleven applications to access University documents under the FOI Act. Eight applications concerned the personal affairs of the applicants. Three applications were non-personal applications. (If a document applied for does not concern the applicant's personal affairs, the applicant must pay an application fee).

By way of comparison, the University's input into the 2004-05 report recorded that it received 5 personal applications to access documents under the FOI Act between 1 July 2004 and 30 June 2005.

## Whistleblowers disclosures

Under the *Whistleblowers Protection Act 1994*, Griffith University must report annually (as an inclusion in its Annual Report) on the number of disclosures made in accordance with the Act and the number of disclosures verified. In 2006, no disclosures were made.

## Griffith Medical Research Institute

The Griffith Medical Research Institute (GMRI) is a registered public company, limited by guarantee and unlisted on the Stock Exchange.

Incorporated on 20 October 1990 using powers granted under Section 65 of the *Griffith University Act*, GMRI does not have a share capital and has been dormant since incorporation.

The Memorandum of Association objectives state that GMRI was established not only to develop and operate a centre for medical research and associated activities, but also to commercially realise such research and apply the proceeds towards the centre's objectives.

As a controlled entity, GMRI is subject to audit by the Auditor-General.

## Sano Seno Pty. Ltd.

Sano Seno Pty. Ltd. is a registered public company, limited by shares and unlisted on the Stock Exchange.

The company was incorporated on 16 October 2006 exercising the powers granted under Section 65 of the Griffith University Act, but has not commenced operating at the time of this report.

Sano Seno Pty. Ltd. was established to develop and commercialise a new approach for the treatment of breast cancer. The technology, which has been developed by Griffith University scientist, Dr Derek Kennedy, provides a path to detecting breast cancers which are at most risk of becoming aggressive and triaging them appropriately. The technology is at an early stage of development and a key objective of the company will be to raise significant additional capital to take the technology to the market.

As a controlled entity, Sano Seno Pty. Ltd. is subject to audit by the Auditor-General.

## Information systems

The University uses the Oracle PeopleSoft ERP system for its corporate information systems. This includes PeopleSoft Finance version 8.4, and PeopleSoft Higher Education Integrated Human Resource and Student Administration version 7.6.

# Financial Summary

## Overall result

Griffith University has consistently produced operating surpluses over the years and 2006 was another successful year with a good operating surplus and a strong balance sheet. Careful cash management resulted in an optimum level of liquidity to meet both operating and capital funding requirements.

The net operating result for 2006, a surplus of \$20.9m, was marginally up but consistent with the surplus of \$20.3m recorded for 2005. Overall revenue increased by \$46.5m (10.8%) from \$432m to \$478.5m. The main reasons for the increase are an additional \$13.8m in Australian Government grants, an increase in HECS—HELP student contributions of \$11.4m, \$15.6m from State Government contributions to the Film School and Medical School, and an increase of \$5m in student fees and charges. Total expenditure increased by \$45.9m (11.2%) from \$411.6m to \$457.5m. This is mainly due to increases in employee related expenses of \$25.7m (including increases resulting from enterprise bargaining, next phase research appointments and promotions), an increase in depreciation and amortisation of \$7.7m (adjustment to useful life of assets, new buildings, and the impact of revaluations), and other expenses of \$9.4m (scholarships, laboratory consumables and staff entitlement provisions).

The balance sheet reflects the continuing growth of the University with equity increasing by \$103.4m (12.4%) from 836.9m in 2005 to \$940.3m in 2006. This is attributed to an increase in assets of \$133.7m (13.4%), offset by an increase in liabilities of \$30.2m (18.8%). As was the case in 2005 the increase in assets this year is largely due to property, plant and equipment additions related to the capital management plan and the revaluation of land and buildings. The main reason for the increase in liabilities was due to a further \$23.8m draw down of approved external loan funds.

Short-term liquidity (ratio of current assets to current liabilities) increased above the standard required level to 1.01 in 2006 compared to 0.88 in 2005. In addition to having sufficient liquidity to meet current obligations the University has adequate approved borrowing facilities in place to meet any unforeseen short-term financial commitments.

Currently there appears to be limited scope for growth in traditional income sources (no new places or increased funding rates, no further funding for workplace reforms, HECS increases fully implemented, and a plateau in demand for full fee-paying international students) and uncertainty about maintaining research-related income levels with the implementation of the research quality framework.

In summary, an increasingly difficult period lies ahead for the University to maintain its historical level of operating surpluses with income streams levelling off and cost pressures continuing to increase. Fortunately the University is in a sound financial position at present to meet the challenges that lie ahead, however, it will need to continue to carefully plan and manage its operations and look to alternative and innovative sources of income to fund future growth.

## Sources of operating revenue

The Federal Government continued to provide a large portion of the University's operating revenue. Direct grants of \$180.3m (\$166.5m in 2005) and student loan contributions through the Higher Education Contribution Scheme and FEE-HELP loan programmes of \$88.4m (\$76.7m in 2005), accounted for 56.1% (56.3% in 2005) of total operating revenue. Of the direct federal grants, \$139.4m (\$127.9m in 2005) was received for core operating purposes.

Overall revenue derived from non-government sources declined marginally in 2006 due to the significant increase in funding received from the State Government. Non-government income in 2006 increased slightly to \$191m (\$185.5m in 2005), with income from fee-paying students of \$111m (\$105.1m in 2005) being the most significant.

Course fees and charges remains the largest single source of non-government revenue for the University. The balance is made up of other grants, including research grants and consultancy and contract research. Other items include donations and bequests, investment income and the sale of goods. A breakdown of the major sources of operating revenue is shown in the table.

	2005	2005	2006	2006
	\$m	%	\$m	%
Federal Government (including HECS/FEE Help)	268.7	56.1	243.3	56.3
State and Local Government	18.8	3.9	3.2	0.7
Non-government	191.0	40.0	185.5	43.0
<b>Total</b>	<b>478.5</b>	<b>100.0</b>	<b>432.0</b>	<b>100.0</b>

## Capital funding

The University continued to invest significant resources in the capital development program, under which about \$199.4m is committed to the expansion of buildings and infrastructure between 2005 and 2009. Of this, \$130.8m will be expended on the Gold Coast campus (including the hospital site), \$6.7m on the Logan campus, \$47.6m on the Mt Gravatt and Nathan campuses, \$9.4m at South Bank, and \$4.4m towards refurbishments and reducing the maintenance backlog across all campuses.

A further \$64m is earmarked for electronic infrastructure at the various campuses during the same period.

In 2006 the University received \$11.3m (\$10.7m in 2005) as Federal Government capital roll-in funding and allocated \$12.5m (\$11.0m in 2005) from fee-paying student income for capital purposes. Federal Government development pool funding grew from \$2.1m in 2005 to \$4.25m in 2006.

During 2006 a total of \$65.6m (\$78m in 2005) was spent on capital expenditure for property, plant and equipment. Major capital works and upgrading of infrastructure, including electronic infrastructure, is continuing on all campuses.

## Investments

Funds available for investment during 2006 fluctuated as net funds available from operating activities and the continuing expenditure on the capital program was offset by a further draw down of \$20m of external borrowings. The University ended 2006 with cash or cash equivalent funds of \$51.6m (\$40.8 in 2005) and as anticipated, investment income for 2006 of \$5.5m was up from the \$4m received in 2005.

With the continuation of the expanding capital development program in 2007 further draw down of approved external loans are planned and will be utilised to fund these requirements. Again, funds available for investment are expected to fluctuate during the year based on cash flow requirements but should remain close to current levels by the end of 2007.

## New developments

In accordance with the University's new strategic plan a new triennial budget was developed to cover the period 2007–2009. As a part of this, a review of the current budget methodology was completed in the second quarter of 2006 and a significantly new budget model was developed which seeks to deliver the commitment of the strategic plan—to align the budget with the strategic priorities of the University. It seeks to achieve this by:

- transparently attending to income and expenses in the distribution mechanism, thereby providing a direct incentive to increase income and/or reduce expenditure, and to increase return on activities
- rewarding research and learning performance
- providing capacity for strategic investment.

A detailed review of the University's Planning Cycle was undertaken by consultants in 2006 resulting in the adoption of a new and comprehensive process. The new process will be used in 2007 for the 2008–2010 planning cycle.

The University was successful in obtaining funding from the Department of Education, Science and Training (DEST) under the Workplace Productivity Program for the development of an activity-based costing and management framework, a comprehensive data warehouse for management reporting and the undertaking of an operating diagnostic to assess the level of resource alignment to achieve the University's strategic objectives. The University will be making further bids in 2007 to commence new projects aimed at enhancing workplace productivity.

## Future directions

In 2004, the Federal Government had foreshadowed the availability of growth places in 2005 and announced its decisions on additional places in the course of the year. At the same time they had foreshadowed a further round of new places to be available in 2007. Much of the growth announced for Griffith went to the Gold Coast campus and included new places for the medical program. Griffith acquired further new places in 2007.

Uncertainty still remains about the ultimate effects of the government's proposed policy on research through the Research Quality Assessment framework. This will present new challenges and opportunities for the University after more than a decade of rapid and significant growth.

At the same time, major readjustments in the University's budget will be required to realign resources with the University's new Strategic Plan 2006–2010 and cope with the intensification of other budget pressures resulting from salary cost increases through a succession of enterprise bargaining agreements, increases in insurance, rates and taxes, building construction and operating costs, and significant ongoing investments in buildings and electronic infrastructure.

As indicated above, achieving the outcomes espoused in The Griffith Project: The Next Phase will continue to impact our capital plans and expenditure, given the expected growth in student numbers and the planned expansion in University research activity.

The supporting strategies and enabling resources necessary to achieve the goals underpinning the core activities of learning and research espoused in the Strategic Plan 2006–2010 are grouped under the headings of People, Funding and Physical Facilities and Information Resources. Specifically, this will require using existing resources efficiently, aligning them effectively with strategic objectives and expanding the resource base. To foster the efficient use of existing resources, the Plan also sets out through 'Project Streamline' to streamline the University's administrative and support services with any consequent savings applied towards achieving the University's strategic objectives. The Plan also calls for campus enhancement with improved utilisation of both electronic and physical infrastructure and identifying funding sources to sustain a future capital management plan.

All of this will require the University to carefully assess its resource allocation priorities and manage finances with even greater care and professionalism.

# Financial Statements

## Financial Statements for the year ended 31 December 2006

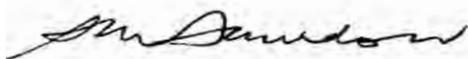
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## CERTIFICATE OF GRIFFITH UNIVERSITY

The annual financial statements have been prepared pursuant to the provisions of the *Financial Administration and Audit Act 1977* and other prescribed requirements and we certify that -

- (a) the financial statements with other information and notes to and forming part thereof are in agreement with the accounts and records of Griffith University;
- (b) in our opinion -
  - (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects;
  - (ii) the financial statements are prepared in accordance with applicable Accounting Standards and the DEST Guidelines and represent a true and fair view of the transactions of Griffith University for the period 1 January 2006 to 31 December 2006 and of the financial position as at 31 December 2006;
  - (iii) at the time of certification, there are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due;
  - (iv) the amount of Australian Government financial assistance expended during the year was used for the purpose for which it was provided;
  - (v) the University has complied with the applicable legislation, contracts, agreements and programme guidelines in incurring expenditure in respect of Australian Government financial assistance.



H Smerdon  
Acting Chancellor



I O'CONNOR  
Vice-Chancellor



R V SRINIVASAN  
Director  
Finance and Business Services

29 March 2007



# Financial Statements

## Income Statement for the year ended 31 December 2006

	Notes	2006 \$'000	2005 \$'000
<b>Revenue from continuing operations</b>			
Australian Government financial assistance			
- Australian Government grants	2	180,315	166,550
- HECS-HELP – Australian Government payments	2	81,010	69,605
- FEE-HELP	2	7,373	7,127
State and local Government financial assistance	3	18,804	3,170
HECS-HELP – Student payments		12,320	11,536
Fees and charges	4	125,992	120,915
Investment income	5	5,539	4,022
Royalties, trademarks and licences	6	89	10
Consultancy and contracts	7	24,841	23,703
Other revenue	8	22,498	25,414
Gains/(losses) on disposal of assets		(292)	(56)
Total revenue from continuing operations		<u>478,489</u>	<u>431,996</u>
<b>Expenses from continuing operations</b>			
Employee related expenses	9	271,068	245,314
Depreciation and amortisation	10	39,382	31,673
Repairs and maintenance	11	13,494	12,243
Finance costs	12	4,385	3,092
Bad and doubtful debts	13	196	(335)
Other expenses	14	129,029	119,623
Total expenses from continuing operations		<u>457,554</u>	<u>411,610</u>
<b>Operating result before income tax</b>		<b>20,935</b>	<b>20,386</b>
Income tax expense	15	7	38
Operating result from continuing operations		<u>20,928</u>	<u>20,347</u>
<b>Operating result after income tax for the year</b>		<b><u>20,928</u></b>	<b><u>20,347</u></b>

The above Income Statement should be read in conjunction with the accompanying notes.

# Financial Statements

## Balance Sheet as at 31 December 2006

	Notes	2006 \$'000	2005 \$'000
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	16	51,565	35,053
Trade and other receivables	17	14,977	13,830
Inventories		921	867
Other financial assets	18	11,168	5,789
Other non-financial assets	22	747	1,429
<b>Total current assets</b>		<b>79,378</b>	<b>56,968</b>
<b>Non-current assets</b>			
Trade and other receivables	17	52	104
Other financial assets	18	4,071	3,268
Property, plant and equipment	19	1,026,006	909,962
Intangible assets	20	14,974	20,405
Premium on leased property	21	7,056	7,124
<b>Total non-current assets</b>		<b>1,052,159</b>	<b>940,863</b>
<b>Total assets</b>		<b>1,131,537</b>	<b>997,831</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	23	21,933	21,617
Interest bearing liabilities	24	9,917	8,388
Provisions	25	19,777	16,135
Other liabilities	26	26,771	18,337
<b>Total current liabilities</b>		<b>78,398</b>	<b>64,477</b>
<b>Non-current liabilities</b>			
Trade and other payables	23	1,143	1,429
Interest bearing liabilities	24	73,700	60,135
Provisions	25	37,962	34,908
<b>Total non-current liabilities</b>		<b>112,805</b>	<b>96,472</b>
<b>Total liabilities</b>		<b>191,203</b>	<b>160,949</b>
<b>Net assets</b>		<b>940,334</b>	<b>836,882</b>
<b>EQUITY</b>			
General reserves	27	17,601	18,510
Asset revaluation reserve	27	466,665	384,141
Retained surplus	27	456,068	434,231
<b>Total equity</b>		<b>940,334</b>	<b>836,882</b>

The above Balance Sheet should be read in conjunction with the accompanying notes.

# Financial Statements

## Statement of Changes in Equity For the year ended 31 December 2006

	Notes	2006 \$000	2005 \$000
<b>Total equity at the beginning of the financial year</b>		<b>836,882</b>	<b>767,325</b>
Gain/(loss) on revaluation, net of tax, of:			
Buildings	27	43,440	46,982
Infrastructure	27	4,986	3,750
Library	27	216	(2,261)
Artworks	27	25	88
Land	27	33,857	651
<b>Net income recognised directly in equity</b>		<b>82,524</b>	<b>49,210</b>
<b>Operating result for the year</b>		<b>20,928</b>	<b>20,347</b>
<b>Total recognised income and expense for the year</b>		<b>103,452</b>	<b>69,557</b>
<b>Total equity at the end of the financial year</b>		<b>940,334</b>	<b>836,882</b>

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

# Financial Statements

## Cash Flow Statement for the year ended 31 December 2006

	Notes	2006 \$000	2005 \$000
<b>Cash flows from operating activities</b>			
Australian Government grants received	2(g)	273,312	244,932
State and local Government grants received		19,015	3,162
HECS-HELP – Student payments		12,408	11,691
Receipts from student fees and other customers		184,129	178,471
Dividends received		541	20
Interest received		5,348	4,438
GST received		16,319	16,973
GST paid		(6,443)	(6,362)
Payments to suppliers and employees (exclusive of goods and services tax)		(427,716)	(397,303)
Interest paid and other costs of finance		(4,385)	(3,088)
Income taxes paid		(18)	(26)
<b>Net cash provided by/(used in) operating activities</b>	39	<b>72,510</b>	<b>52,908</b>
<b>Cash flows from investing activities</b>			
Payment for property, plant and equipment		(65,607)	(78,018)
Proceeds from sale of property, plant and equipment		1,321	1,690
Proceeds from sale of financial assets		59	116
Repayment of loans by related parties		(1,337)	(1,014)
Payments for investments		(186)	(945)
<b>Net cash provided by/(used in) investing activities</b>		<b>(65,750)</b>	<b>(78,171)</b>
<b>Cash flows from financing activities</b>			
Proceeds from interest bearing liabilities		23,797	40,000
Repayment of interest bearing liabilities		(8,704)	(6,400)
<b>Net cash provided by/(used in) financing activities</b>		<b>15,093</b>	<b>33,600</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>			
Cash or cash equivalents at the beginning of the financial year		40,842	32,464
Effects of exchange rate changes on cash and cash equivalents		38	41
<b>Cash or cash equivalents at the end of the financial year</b>	16	<b>62,733</b>	<b>40,842</b>
Financing arrangements	24		

The above Cash Flow Statement should be read in conjunction with the accompanying notes.

## Notes to the financial statements for the financial year ended 31 December 2006

### NOTE 1

#### Summary of significant accounting policies

##### Financial reporting framework

Griffith University is constituted under the *Griffith University Act 1998* and is a statutory body within the meaning given in the *Financial Administration and Audit Act 1977*.

The financial statements are a general purpose financial report and have been prepared in accordance with the *Griffith University Act 1998*, the *Financial Management Standard 1997* issued under Section 46L of the *Financial Administration and Audit Act 1977*, applicable Australian equivalents to International Financial Reporting Standards (AIFRSs) and other authoritative pronouncements of the Australian Accounting Standards Board.

The format of the financial statements is consistent with the requirements of the Financial Statement Guidelines for Australian Higher Education Providers for 2006 Reporting Period issued by the Department of Education, Science and Training.

The financial statements are prepared on an accruals basis in accordance with the historical cost convention, except for certain assets, which, as noted, are at valuation. Unless otherwise stated, the accounting policies are consistent with those of the previous year. A summary of significant accounting policies adopted by the University in the preparation of the financial statements is provided under a separate heading.

##### Compliance with IFRS

Australian Accounting Standards include Australian equivalents to International Financial Reporting Standards (AIFRS). The Financial statements and notes of the University comply with the Australian Accounting Standards, some of which contain requirements specific to not-for-profit entities that are inconsistent with International Financial Reporting Standards.

##### Critical Accounting Estimates

University Management has made no judgements in the process of applying accounting policies that would have a significant impact on the amounts disclosed in the financial report, other than the normal operational judgements affecting depreciation and revaluation of assets as described in this Note.

##### Significant accounting policies

###### (a) Comparative figures

Where applicable the 2005 comparative figures have been restated to reflect the current year's accounting policies. Where necessary, comparative figures have been adjusted to conform to changes in presentation reflected in the current year.

###### (b) Revenue recognition

Revenue is recognised when it is probable that the economic benefits associated with the transaction will flow to the University and can be reliably measured. Interest revenue is recognised when the University becomes entitled to the income. Revenue from rendering services or provision of goods is recognised when the University has a right to be compensated, and the amount of revenue and the stage of completion of the service can be reliably measured.

###### *Australian Government grants/Higher Education Trust Fund revenue*

Grants are recognised as revenue when the University obtains control over the assets comprising the grants, unless conditions are attached to the grants. Control over granted assets would normally be obtained upon their receipt.

###### (c) Cash and cash equivalents

Cash on hand and in banks and short-term deposits are stated at nominal value.

For the purposes of the Cash Flow Statement, cash includes cash on hand and in banks and money market investments readily convertible into cash within two working days.

## Notes to the financial statements for the financial year ended 31 December 2006

### (d) Receivables

All trade receivables are recognised at the amounts receivable as they are due for settlement no more than 30 days from date of recognition.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off, and provision is made for doubtful receivables where collection is no longer probable. Any change in provision is recognised in the income statement.

### (e) Investments and other financial assets

The University has classified its investments as financial assets at fair value through profit or loss. Management determines the classification of its investments at initial recognition and re-evaluates this designation at each reporting date.

The fair values of quoted investments are based on quoted market prices at balance date. If the market for a financial asset is not active, the University accounts for the asset on a cost basis.

Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the University has transferred substantially all the risks and rewards of ownership.

Dividend income and other distributions are recognised in the Income Statement when receivable.

### (f) Depreciation of property, plant and equipment

Items of property, plant and equipment, other than art collections and land, are depreciated over their estimated useful economic lives to the University using the straight-line method. The residual value and useful life of each asset category is reviewed annually, and adjusted if appropriate. A review of estimated useful life of general property, plant and equipment has resulted in a change of depreciation rates for passenger vehicles from 2 years to 2.5 years, together with a decrease in residual value from 80% to 70%. The useful life of photocopiers was increased from 5 to 6 years. For each class of depreciable asset the following depreciation rates are used:

Buildings	5 to 80 years
Infrastructure	4 to 80 years
Library collection	15 years
Vehicles	2.5 to 7 years
General property, plant and equipment	5 to 10 years

### (g) Recognition and measurement of property, plant and equipment

#### Acquisition

All assets acquired during the accounting period have been initially recognised at cost. Cost is the value of assets given as consideration plus costs incidental to acquisition including architect fees, engineering design fees and other costs incurred in getting the assets ready for use. Where control of such assets has been acquired other than by an exchange transaction they have been recognised at their fair value.

Expenditure on existing infrastructure and buildings has been added to the value of the existing assets where the expenditure is deemed to increase the value of the asset as opposed to expenditure, which maintains the value of the asset.

Items or components, which form an integral part of an asset, are recognised as a single asset (functional asset). The recognition threshold is applied to the aggregate cost of each functional asset.

The asset recognition threshold is \$5,000 for all property, plant and equipment, except infrastructure and buildings, which are capitalised when the cost exceeds \$10,000.

## Notes to the financial statements for the financial year ended 31 December 2006

### Revaluation

General library collections, plant and equipment, motor vehicles, computing equipment, photocopiers, buildings under construction and infrastructure under construction are stated at cost. Other assets are valued at fair value in accordance with Treasurer's Guidelines *"Non-current Asset Policies for the Queensland Public Sector – reviewed June 2006"*.

Artworks, land and special library collections are comprehensively revalued at five year intervals. Independent revaluations are performed on buildings every three years and on infrastructure every five years, or whenever a material variation in these assets is expected to have occurred. In the intervening years a University specialist performs revaluations of artworks, while desktop valuations are performed on land, buildings and infrastructure.

Revaluation increments are credited directly to the Asset Revaluation Reserve, unless they are reversing a previous decrement charged to the Income Statement, in which case the increment is credited to the Income Statement.

### *Buildings and infrastructure*

With effect from 1 July 2006, building and infrastructure assets were independently revalued by Alfio Ponticello, B.Business (RPVA), of Australia Pacific Valuers Pty Ltd, licensed property valuers. The gross value has been established utilising the current replacement value of a new asset with similar service potential and includes allowances for preliminaries and professional fees. In accordance with the requirements of the *"Non-current Asset Policies for the Queensland Public Sector"*, the accumulated depreciation has been restated to reflect the consumed or expired service potential, thus reporting the University's building and infrastructure assets at Fair Value in accordance with the requirements of *AASB116 Property, Plant and Equipment*. The resultant change in Asset Revaluation Reserve is reported as part of Note 27(a) Reserves and retained surpluses.

### *Library collection*

The general library collection is valued at cost during the financial year. Books contained in the Special Library Collection were valued in 2005 by Barbara Palmer of O.P. Books, a registered valuer under the Cultural Gifts Program of the Australian Government.

### *Land*

With effect from 1 July 2006, land was revalued by Alfio Ponticello, B.Business (RPVA), of Australia Pacific Valuers Pty Ltd, licensed property valuers. The valuation was carried out on a market value basis and represents the estimated amount each property might reasonably be expected to realise in an exchange between willing and knowledgeable parties in an arms length transaction. The resultant change in Asset Revaluation Reserve is reported as part of Note 27(a) Reserves and retained surpluses.

### *Art collection (Queensland College of Art)*

All artworks contained in the collection were reviewed during 2006 by the University's specialist, and where applicable, the replacement value of the collection was adjusted, with corresponding entry made to the Asset Revaluation Reserve. Artworks previously reported as part of the library collection were comprehensively re-valued in 2005 by Bettina MacAulay of MacAulay Partners, a registered valuer under the Cultural Gifts Program of the Australian Government.

### Repairs and maintenance

Routine maintenance, repair costs and minor renewal costs are expensed as incurred. Where the repair relates to the replacement of a component of an asset and the cost exceeds the capitalisation threshold, and either increases the value or the useful life of the asset, the cost is capitalised and depreciated.

### Impairment of assets

Assets held at cost are tested annually for impairment, when significant events or circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised in the Income Statement for the amount by which the asset's carrying amount exceeds its recoverable amount, unless the asset is measured at a revalued amount. Impairment losses on assets previously revalued are off-set against the asset revaluation reserve to the extent available.

## Notes to the financial statements for the financial year ended 31 December 2006

### (h) Intangible assets

#### Research and development

Research costs incurred in obtaining new scientific or technical knowledge and understanding, are recognised in the Income Statement as an expense when they are incurred.

Expenditure on development activities, being the application of research findings or other knowledge to a plan or design for the production of new or substantially improved products or services before the start of commercial production or use, is capitalised if the product or service is technically and commercially feasible and adequate resources are available to complete development, and the costs on completion of the asset exceed the capitalisation threshold of \$100,000. The expenditure capitalised comprises all directly attributable costs, including costs of materials, services, direct labour and an appropriate portion of overheads.

Other development expenditure is recognised in the Income Statement as an expense as incurred.

Capitalised development expenditure is stated at cost less accumulated amortisation and impairment losses recognised. Amortisation is calculated using the straight-line method to allocate the cost over the period of the expected benefit, which varies from 5 to 9 years.

Amortisation rates for intangible assets have been reassessed, resulting in the useful life of the existing Peoplesoft Human Resource and Student Financials module being reduced to coincide with the implementation of the new Peoplesoft Version in March 2008.

#### Licences

Licences have a finite useful life and are carried at cost less accumulated amortisation and impairment losses. Amortisation is calculated using the straight-line method to allocate the cost of licences of their estimated useful lives.

### (i) Trade and other payables

These amounts represent liabilities for goods and services provided to the University prior to the end of the Financial Year and which are unpaid. The amounts are unsecured and are normally paid within 30 days of recognition.

### (j) Interest bearing liabilities

Principal amounts in respect of interest bearing liabilities are initially recognised at fair value. Interest bearing liabilities are classified as current liabilities unless the University has a right to defer settlement of the liability for at least 12 months after the Balance Sheet date.

Finance costs comprise interest and administration costs associated with the borrowings, which are recognised as an expense in the period they are incurred.

### (k) Employee benefits

#### *Long service leave*

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

#### *Recreation leave*

Recreation leave has been accrued for outstanding leave entitlements for all employees up to balance date, having regard to salary rates and on-costs as at 31 December 2006. Recreation leave expected to be settled within 12 months of the reporting date is recognised in the provision for employee benefits and measured at the amounts expected to be paid when the liabilities are settled. Expected future payments to be settled after 12 months are discounted using market yields at the reporting date on national government bonds, with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

## Notes to the financial statements for the financial year ended 31 December 2006

### *Severance entitlement*

Pursuant to Australian Accounting Standard *AASB119 Employee Benefits* and the HECE Award, a liability for severance payments to employees on a fixed term contract is recognised. Measurement is in accordance with an employee's period of continuous service and is based on employee salary rates as at 31 December 2006.

In accordance with the Australian Accounting Standard *AASB137 Provisions, Contingent Liabilities and Contingent Assets*, a provision has been recognised for redundancy payments expected to be paid in 2007. The calculation is based on entitlements as at 31 December 2006.

### *Employee benefit on-costs*

Employee benefit on-costs, including payroll tax, are recognised and included in employee benefit liabilities, when the employee benefits to which they relate are recognised as liabilities. Contributions to an employee's superannuation fund are recognised as an expense when they become payable.

### (l) Foreign currency translations

Transactions denominated in a foreign currency are converted into Australian currency at the exchange rate applicable at the date of the transaction. Foreign currency receivables and payables at balance date are translated to Australian currency at exchange rates applicable at balance date. Foreign exchange gains and losses are recognised in the income statement.

### (m) Inventories

Inventory is stated at the lower of cost and net realisable value. Costs are assigned to individual items of inventory on the basis of weighted average cost.

### (n) Leased assets

The University does not have any finance leases.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to the Income Statement on a straight-line basis over the period of the lease.

The University is leasing Southbank House and associated land under a long-term lease arrangement with the South Bank Corporation (expiring in 2110). The initial lease premium has been apportioned over land and building, in proportion to their fair value at inception of the lease. The premium will be amortised over the period of the lease.

### (o) Consolidated accounts

#### Subsidiaries

Entities 100% controlled by Griffith University during 2006, and forming part of the Griffith University Economic Reporting Entity are as follows:

- Griffith Medical Research Institute Ltd
- Sano Seno Pty Ltd

No financial transactions have been recorded by these entities, and therefore they do not require consolidation.

#### Associates

Associates are all entities over which the University has significant influence but not control, generally accompanying a shareholding of between 20% and 50% of the voting rights. Investments in associates are not considered material. Gains or losses on investments in associates are recognised in the Income Statement.

Dividends receivable from associates are recognised in the University's Income Statement.

## Notes to the financial statements for the financial year ended 31 December 2006

When the University's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the University does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate.

### (p) Presentation

Amounts in the financial report have been rounded to the nearest thousand dollars, or where necessary, to the nearest dollar, as a result, some additions within the notes accompanying the financial statements may vary from the Income Statement and Balance Sheet.

### (q) Taxation

The activities of the University are exempt from Commonwealth taxation except for Fringe Benefits Tax (FBT) and Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense. Amounts payable to trade payables or receivable from trade receivables are recorded at the GST inclusive amount. The net amount of GST recoverable from, or payable to, the Australian Taxation Office is included with other receivables and payables in the balance sheet.

The University incurs Payroll Tax at the rate determined by the State Government for payments made to and benefits received by the employees.

In relation to any foreign operations, Griffith University is subject to tax under the Tax Acts applicable in the relevant countries. Tax in respect of these operations has been brought to account in the year it is incurred (Refer Note 15).

### (r) Web site costs

Costs in relation to web sites controlled by the University are charged as expenses in the period in which they are incurred unless they relate to the acquisition of an asset, in which case they are capitalised and amortised over their period of expected benefit.

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

	Notes	2006 \$'000	2005 \$'000
<b>2. Australian Government financial assistance including HECS-HELP and other Australian Government loan programmes</b>			
<b>(a) Commonwealth Grants Scheme and other grants</b>			
Commonwealth Grants Scheme		127,045	122,421
Indigenous Support Fund		1,349	1,163
Equity Programmes		565	494
Workplace Reform Programme		1,832	1,737
Capital Development Pool		4,258	2,094
Collaboration and Structural Reform Programme		150	-
Total Commonwealth Grants Scheme and other grants	41.1	<u>135,199</u>	<u>127,909</u>
<b>(b) Higher Education loan programmes</b>			
HECS-HELP		81,010	69,605
FEE-HELP		7,373	7,127
Total Higher Education Loan Programmes	41.2	<u>88,383</u>	<u>76,732</u>
<b>(c) Scholarships</b>			
Australian Postgraduate Awards		2,197	2,308
International Postgraduate Research Scholarships		345	339
Commonwealth Education Cost Scholarships		1,177	674
Commonwealth Accommodation Scholarships		1,868	1,221
Indigenous Staff Scholarships		33	29
Total Scholarships	41.3	<u>5,620</u>	<u>4,571</u>
<b>(d) DEST – Research</b>			
Institutional Grants Scheme		6,359	6,409
Research Training Scheme		12,764	12,326
Systemic Infrastructure Initiative		1,100	-
Research Infrastructure Block Grants		2,815	2,832
Total DEST – Research grants	41.4	<u>23,038</u>	<u>21,567</u>
<b>(e) Australian Research Council</b>			
<b>(i) Discovery</b>			
Projects		4,877	3,599
Fellowships		632	759
Indigenous Researchers Development		52	75
Total Discovery	41.5(a)	<u>5,561</u>	<u>4,433</u>
<b>(ii) Linkages</b>			
Special Research Initiatives		(19)	-
Infrastructure		660	798
International		13	23
Projects		2,402	1,926
Total Linkages	41.5(b)	<u>3,056</u>	<u>2,747</u>
<b>(iii) Networks and Centres</b>			
Research Networks		312	306
Total Networks and Centres	41.5(c)	<u>312</u>	<u>306</u>

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

	Notes	2006 \$'000	2005 \$'000
<b>(f) Other Australian Government financial assistance</b>			
Child Care Subsidy		213	346
Aboriginal Tutorial Assistance Scheme		368	510
Department of Health & Aged Care		2,168	128
Commonwealth Government		2,111	2,463
Cape York Institute funding		2,354	1,371
Other		315	200
Total other Australian Government financial assistance		<u>7,529</u>	<u>5,017</u>
<b>Reconciliation</b>			
Australian Government grants		180,315	166,550
HECS-HELP – Australian Government payments		81,010	69,605
Other Australian Government loan programmes – FEE-HELP		7,373	7,127
<b>Total Australian Government financial assistance</b>		<u><b>268,698</b></u>	<u><b>243,282</b></u>
<b>(g) Australian Government grants received – cash basis</b>			
CGS and other DEST grants	41.1	139,422	127,909
Higher Education Loan Programmes	41.2	87,987	78,283
Scholarships	41.3	5,620	4,574
DEST research	41.4	23,038	21,567
ARC grants – Discovery	41.5(a)	5,561	4,433
ARC grants – Linkages	41.5(b)	3,056	2,747
ARC grants – Networks and Centres	41.5(c)	312	306
Other Australian Government grants		8,418	5,017
<b>Total Australian Government grants received – cash basis</b>		<u><b>273,414</b></u>	<u><b>244,836</b></u>
OS-Help (Net)		(102)	96
<b>Total Australian Government funding received – cash basis</b>		<u><b>273,312</b></u>	<u><b>244,932</b></u>
<b>3. State and Local Government financial assistance</b>			
Operating financial assistance		5,146	1,075
Capital financial assistance		10,730	-
Research funds		2,928	2,095
<b>Total State and Local Government financial assistance</b>		<u><b>18,804</b></u>	<u><b>3,170</b></u>
<b>4. Fees and charges</b>			
<b>Course fees and charges</b>			
Fee-paying overseas students		96,404	91,752
Continuing education		3,328	2,804
Fee-paying domestic postgraduate students		2,862	3,586
Fee-paying domestic undergraduate students		2,901	1,014
Fee-paying domestic non-award students		1,432	1,790
Other domestic course fees and charges		4,126	4,210
<b>Total course fees and charges</b>		<u><b>111,053</b></u>	<u><b>105,156</b></u>

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

	Notes	2006 \$'000	2005 \$'000
<b>Other fees and charges</b>			
Community services fees		1,997	1,593
Conferences and seminars		2,142	1,900
Library fees and fines		441	499
Parking fees and fines		2,608	2,572
Enrolment/reinstatement fees		2,874	4,514
Student accommodation		3,905	3,444
Other fees and charges		972	1,237
Total other fees and charges		14,939	15,759
<b>Total fees and charges</b>		<b>125,992</b>	<b>120,915</b>
<b>5. Investment income</b>			
Dividends		541	14
Interest		4,998	4,008
<b>Total investment income</b>		<b>5,539</b>	<b>4,022</b>
<b>6. Royalties, trademarks and licences</b>		<b>89</b>	<b>10</b>
<b>7. Consultancy and contracts</b>			
Consultancy		7,891	6,122
Contract research		16,950	17,581
<b>Total consultancy and contracts</b>		<b>24,841</b>	<b>23,703</b>
<b>8. Other revenue</b>			
Donations and bequests		2,212	4,667
Scholarships and prizes		1,101	650
Non-government grants		457	120
Sale of goods		9,857	9,060
Commercial rent		1,900	1,625
Recovery of expenditure		3,706	5,328
Contributions/sponsorships		1,237	1,426
Performances and exhibitions		565	656
Other revenue		1,463	1,882
<b>Total other revenue</b>		<b>22,498</b>	<b>25,414</b>
<b>9. Employee related expenses</b>			
<b>Academic</b>			
Salaries		108,716	95,803
Contributions to superannuation and pension schemes – funded		16,302	14,521
Payroll tax		6,224	5,795
Workers' compensation		571	470
Long service leave expense		1,371	1,365
Annual leave		6,771	6,871
Total academic		139,955	124,825

## Notes to the financial statements for the financial year ended 31 December 2006

	Notes	2006 \$'000	2005 \$'000
<b>Non-academic</b>			
Salaries		102,053	92,984
Contributions to superannuation and pension schemes – funded		15,097	13,871
Payroll tax		5,783	5,184
Workers' compensation		537	455
Long service leave expense		1,287	1,325
Annual leave		6,356	6,670
Total non-academic		<u>131,113</u>	<u>120,489</u>
<b>Total employee related expenses</b>		<b><u>271,068</u></b>	<b><u>245,314</u></b>
<b>10. Depreciation and amortisation</b>			
<b>Depreciation</b>			
Depreciation library		4,530	4,450
Depreciation furniture		47	63
Depreciation motor vehicles		498	408
Depreciation computing		1,083	799
Depreciation general plant and equipment		978	1,000
Depreciation office and communication equipment		1,220	628
Depreciation laboratory/technical/scientific equipment		3,526	3,070
Depreciation Infrastructure		2,143	2,177
Depreciation buildings		16,566	14,184
Depreciation network/server equipment		2,609	2,202
Total depreciation		<u>33,200</u>	<u>28,981</u>
<b>Amortisation</b>			
Amortisation leasehold land		32	32
Amortisation leasehold buildings		36	36
Amortisation Intangible assets		6,114	2,624
Total amortisation		<u>6,182</u>	<u>2,692</u>
<b>Total depreciation and amortisation</b>		<b><u>39,382</u></b>	<b><u>31,673</u></b>
<b>11. Repairs and maintenance</b>			
Maintenance plant and equipment		5,038	4,144
Maintenance buildings and grounds		2,410	2,325
Minor works (non capital)		6,046	5,774
<b>Total repairs and maintenance</b>		<b><u>13,494</u></b>	<b><u>12,243</u></b>
<b>12. Finance costs</b>			
		<b><u>4,385</u></b>	<b><u>3,092</u></b>
<b>13. Bad and doubtful debts</b>			
Bad debts		323	473
Doubtful debts		(127)	(808)
<b>Total bad and doubtful debts</b>		<b><u>196</u></b>	<b><u>(335)</u></b>

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

	Notes	2006 \$'000	2005 \$'000
<b>14. Other expenses</b>			
Scholarships, grants and prizes		18,899	16,139
Non-capitalised equipment		12,263	17,466
Advertising, marketing and promotional expenses		6,737	6,904
Audit fees, bank charges, legal costs, insurance and taxes		3,014	2,780
Laboratory consumables		5,635	4,845
Printing and stationery		4,410	4,300
Operating lease fees		2,264	1,939
Telecommunications		2,436	2,421
Travel, staff development and entertainment		10,572	9,941
Inventory used		2,672	2,825
Net transfers to provisions		7,039	2,632
Hospitality		2,223	2,290
Consultancy	40	6,747	5,752
Utilities		8,138	7,407
Computer expenses		2,660	2,073
Safety security and cleaning		5,290	5,072
Subscriptions and reference materials		6,202	4,752
Commission expenses		6,331	6,390
Staff recruitment and benefits		5,368	3,798
Motor vehicle expenses		1,732	1,649
Other expenses		8,397	8,248
<b>Total other expenses</b>		<b>129,029</b>	<b>119,623</b>
<b>15. Income tax</b>			
	1(q)	<b>7</b>	<b>38</b>
<b>16. Cash and cash equivalents</b>			
Cash on hand		81	78
Cash at bank		13,420	4,031
Managed funds at call		38,064	30,944
<b>Total cash and cash equivalents</b>		<b>51,565</b>	<b>35,053</b>
<b>(a) Reconciliation of cash at the end of the year</b>			
The above figures are reconciled to cash at the end of the year as shown in the Cash Flow Statement as follows:			
Balances as above		51,565	35,053
Other current financial assets		11,168	5,789
<b>Balance as per Cash Flow Statement</b>		<b>62,733</b>	<b>40,842</b>
<b>(b) Cash at bank and on hand</b>			
Cash on hand is non-interest bearing, while cash at bank is subject to floating interest rate of 5.7% (2005 – 4.9%).			
<b>(c) Managed funds at call</b>			
The funds on call are subject to a floating interest rate of 7.3% (2005 – 7.4%).			

Notes to the financial statements  
for the financial year ended 31 December 2006

	2006 \$'000	2005 \$'000
<b>17. Trade and other receivables</b>		
<b>Current</b>		
Student fees	5,985	5,335
Trade receivables	5,717	6,033
Other receivables	4,572	3,927
Less provision for doubtful debts	(1,494)	(1,622)
	<u>14,780</u>	<u>13,673</u>
Staff advances	197	157
Total current receivables	<u>14,977</u>	<u>13,830</u>
<b>Non-current</b>		
Other receivables	52	104
Total non-current receivables	<u>52</u>	<u>104</u>
<b>Total trade and other receivables</b>	<u>15,029</u>	<u>13,934</u>
<b>18. Other financial assets</b>		
<b>Current</b>		
Managed funds	11,168	5,789
Total current financial assets	<u>11,168</u>	<u>5,789</u>
<b>Non-current</b>		
Unit trust	241	178
Shares in other corporations	3,830	3,090
Total non-current other financial assets	<u>4,071</u>	<u>3,268</u>
<b>Total other financial assets</b>	<u>15,239</u>	<u>9,057</u>

Changes in fair values of other financial assets at fair value through profit or loss are recorded as part of other revenue in the income statement (Note 8)

## Notes to the financial statements for the financial year ended 31 December 2006

The University has endeavoured to account for shares in other corporations at fair value. Management concluded that where reliable information is not available, the University would retain its shareholdings at cost. Fair value and cost are not expected to differ significantly.

Griffith University holds units in the following unit trusts:

SciVentures Investments Pty Ltd

Griffith University holds shares in the following listed and unlisted companies:

AARNET Pty Ltd

Antenova Limited

Calytrix Technologies Pty Ltd

CRC for Sustainable Tourism Pty Ltd

DSTC Pty Ltd

Guardsoft Ltd

Healing Power Limited

IBT Education Limited

IDP Education Australia Ltd

IELTS Australia Pty Ltd

Open University Australia Pty Ltd

QS Semi-conductor Corporation

Smart Internet Technology CRC Pty Ltd

Shareholdings in the companies listed above are less than 20%. Companies where the University's shareholdings exceed 20% are disclosed in Notes 36 and 37.

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

### 19. Property, plant and equipment

Movement of carrying amounts for each class of property, plant and equipment between the beginning and end of the reporting period

	Construction in progress	Land	Buildings	Plant and equipment	Library	Infrastructure and other plant and equipment	Total property, plant and equipment
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>At 1 January 2005</b>							
Cost	47,522	-	639	96,497	55,919	-	200,577
Revaluation	-	119,345	635,817	-	789	82,164	838,115
Accumulated depreciation	-	-	(136,287)	(56,614)	(12,678)	(24,290)	(229,869)
Net book amount	47,522	119,345	500,169	39,883	44,030	57,874	808,823
<b>Year ended 31 December 2005</b>							
Opening net book amount	47,522	119,345	500,169	39,883	44,030	57,874	808,823
Revaluation surplus	-	651	46,982	-	(2,261)	3,838	49,210
Additions	(28,694)	2,670	86,169	15,891	5,914	854	82,805
Disposals	-	-	-	(1,891)	-	(4)	(1,895)
Depreciation charge	-	-	(14,184)	(8,170)	(4,450)	(2,177)	(28,981)
Closing net book amount	18,828	122,666	619,136	45,713	43,233	60,385	909,962
<b>At 31 December 2005</b>							
Cost	18,828	2,670	32,128	108,269	58,966	54	220,915
Revaluation	-	119,996	734,540	-	728	89,365	944,629
Accumulated depreciation	-	-	(147,532)	(62,556)	(16,461)	(29,034)	(255,583)
Net book amount	18,828	122,666	619,136	45,713	43,233	60,385	909,962
<b>Year ended 31 December 2006</b>							
Opening net book amount	18,828	122,666	619,136	45,713	43,233	60,385	909,962
Revaluation surplus	-	33,857	43,440	-	216	5,011	82,524
Additions	3,476	-	41,852	17,863	4,395	833	68,418
Disposals	-	-	-	(1,580)	(98)	(20)	(1,698)
Depreciation charge	-	-	(16,566)	(9,961)	(4,530)	(2,143)	(33,200)
Closing net book amount	22,304	156,523	687,862	52,035	43,216	64,066	1,026,006
<b>At 31 December 2006</b>							
Cost	22,304	-	6,030	120,006	62,825	424	211,589
Revaluation	-	156,523	841,205	-	216	97,322	1,095,266
Accumulated depreciation	-	-	(159,373)	(67,971)	(19,825)	(33,680)	(280,849)
Net book amount	22,304	156,523	687,862	52,035	43,216	64,066	1,026,006

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

### 20. Intangible assets

Movement of carrying amounts for each class of intangible asset between the beginning and end of the reporting period

	Software and intellectual property \$'000		Software and intellectual property \$'000
<b>At 1 January 2005</b>			
Cost	30,232		
Accumulated amortisation	<u>(9,774)</u>		
Net book amount	<u>20,458</u>		
<b>Year ended 31 December 2005</b>			
Opening net book amount	20,458	<b>Year ended 31 December 2006</b>	
Additions	2,571	Opening net book amount	20,405
Disposals	-	Additions	683
Amortisation charge	<u>(2,624)</u>	Disposals	-
Closing net book amount	<u>20,405</u>	Amortisation charge	<u>(6,114)</u>
		Closing net book amount	<u>14,974</u>
<b>At 31 December 2005</b>			
Cost	32,803	<b>At 31 December 2006</b>	
Accumulated amortisation	<u>(12,398)</u>	Cost	32,024
Net book amount	<u>20,405</u>	Accumulated amortisation	<u>(17,050)</u>
		Net book amount	<u>14,974</u>

### 21. Premium on leased property

Movement of carrying amounts for leased property between the beginning and end of the reporting period

	Premium on leased land \$'000	Premium on leased buildings \$'000	Total \$'000
<b>At 1 January 2005</b>			
Cost	3,500	4,000	7,500
Accumulated amortisation	<u>(144)</u>	<u>(164)</u>	<u>(308)</u>
Net book amount	<u>3,356</u>	<u>3,836</u>	<u>7,192</u>
<b>Year ended 31 December 2005</b>			
Opening net book amount	3,356	3,836	7,192
Additions	-	-	-
Disposals	-	-	-
Amortisation charge	<u>(32)</u>	<u>(36)</u>	<u>(68)</u>
Closing net book amount	<u>3,324</u>	<u>3,800</u>	<u>7,124</u>
<b>At 31 December 2005</b>			
Cost	3,500	4,000	7,500
Accumulated amortisation	<u>(176)</u>	<u>(200)</u>	<u>(376)</u>
Net book amount	<u>3,324</u>	<u>3,800</u>	<u>7,124</u>
<b>Year ended 31 December 2006</b>			
Opening net book amount	3,324	3,800	7,124
Additions	-	-	-
Amortisation charge	<u>(31)</u>	<u>(37)</u>	<u>(68)</u>
Closing net book amount	<u>3,293</u>	<u>3,763</u>	<u>7,056</u>
<b>At 31 December 2006</b>			
Cost	3,500	4,000	7,500
Accumulated amortisation	<u>(207)</u>	<u>(237)</u>	<u>(444)</u>
Net book amount	<u>3,293</u>	<u>3,763</u>	<u>7,056</u>

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

	2006 \$'000	2005 \$'000
<b>22. Other non-financial assets</b>		
<b>Current</b>		
Prepayments	747	1,429
<b>Total current other non-financial assets</b>	<b>747</b>	<b>1,429</b>

Progress payments in respect of plant and equipment, previously classified as prepayments, have been transferred to plant and equipment under construction. This change is intended to more accurately reflect the nature of the payments made. 2005 comparatives were amended by \$2,136,000 to account for this change in classification.

### 23. Trade and other payables

#### Current

Trade payables	10,737	12,801
Accrued expenditure	4,821	3,631
OS-Help liability to Australian Government	(1)	96
Funds held on behalf of other bodies	720	745
Payroll accruals	5,656	4,344
<b>Total trade and other payables</b>	<b>21,933</b>	<b>21,617</b>

#### Non-current

Accrued expenditure	1,143	1,429
<b>Total non-current payables</b>	<b>1,143</b>	<b>1,429</b>
<b>Total payables</b>	<b>23,076</b>	<b>23,046</b>

### 24. Interest bearing liabilities

#### Current

Secured		
QTC loans	71	71
<b>Total current secured interest bearing liabilities</b>	<b>71</b>	<b>71</b>

#### Unsecured

QTC loans	9,816	8,317
Other	30	-
<b>Total current unsecured interest bearing liabilities</b>	<b>9,846</b>	<b>8,317</b>
<b>Total current interest bearing liabilities</b>	<b>9,917</b>	<b>8,388</b>

#### Non-current

Secured		
QTC loan	-	71
<b>Total non-current secured interest bearing liabilities</b>	<b>-</b>	<b>71</b>

#### Unsecured

QTC loans	69,181	59,300
Other loans	4,519	764
<b>Total non-current unsecured interest bearing liabilities</b>	<b>73,700</b>	<b>60,064</b>
<b>Total non-current interest bearing liabilities</b>	<b>73,700</b>	<b>60,135</b>
<b>Total interest bearing liabilities</b>	<b>83,617</b>	<b>68,523</b>

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

The Queensland Treasury Corporation loan facility includes an interest free loan of \$848,000, established in 1993, which is secured by a charge over a Nuclear Resonance Spectrometer held by the University. The balance owing at the end of 2006 is \$70,667.

A further loan of \$25,000,000 was taken out in 2001 to cover increased capital expenditure, with a further \$16,800,000 taken out in 2003 to cover specific capital expansion. Further \$40,000,000 and \$20,000,000 loans were drawn down in 2005 and 2006 respectively.

In 2005 the University obtained a State Government Loan of \$752,000 to acquire land on which the University will construct buildings for the Eskitis Institute. This loan is repayable at \$30,000 per annum over a period of 10 years. Any remaining principal balance, together with any capitalised interest, will be repaid in year 10.

In 2005 the University won Smart State Loans of \$12,000,000 (Eskitis Institute) and \$3,000,000 (Queensland Microtechnology Facility). A total of \$3,800,000 was drawn down on these loans during 2006. Repayments on these loans commence 11 years after final drawdown. Following the repayment of 2/3 of the loan, the remaining 1/3 will be forgiven, provided the University has met its obligations under the Loan Agreements. Primary obligations are to keep the Department of State Development and Trade informed about the administration of the loans, ensure that appropriate insurance cover is in place and legislative requirements in respect of design and construction of buildings and plant under these agreements are met.

	2006 \$'000	2005 \$'000
<b>Financing arrangements</b>		
Unrestricted access was available at balance date to the following lines of credit:		
<b>Credit standby arrangements</b>		
Total facilities		
Bank overdrafts	10,000	10,000
	<u>10,000</u>	<u>10,000</u>
Used at balance date		
Bank overdrafts	-	-
	<u>-</u>	<u>-</u>
Unused at balance date		
Bank overdrafts	10,000	10,000
	<u>10,000</u>	<u>10,000</u>
<b>25. Provisions</b>		
<b>Current provisions expected to be settled within 12 months</b>		
Long service leave	2,335	2,228
Annual leave	13,436	12,473
Severance pay	4,006	1,291
Other	-	143
Total current provisions	<u>19,777</u>	<u>16,135</u>
<b>Non-current</b>		
Long service leave	31,859	29,944
Annual leave	6,103	4,964
Total non-current provisions	<u>37,962</u>	<u>34,908</u>
<b>Total provisions</b>	<u><b>57,739</b></u>	<u><b>51,043</b></u>
<b>26. Other liabilities</b>		
<b>Current</b>		
Unearned revenue	21,598	16,964
Unclaimed receipts	36	1
Accrued liabilities	190	21
Australian Government unspent financial assistance	4,947	1,351
Total current liabilities	<u>26,771</u>	<u>18,337</u>
<b>Total other liabilities</b>	<u><b>26,771</b></u>	<u><b>18,337</b></u>

Notes to the financial statements  
for the financial year ended 31 December 2006

	2006 \$'000	2005 \$'000
<b>27. Reserves and retained surplus</b>		
<b>(a) Reserves</b>		
Asset revaluation reserve	466,665	384,141
General reserve	17,601	18,510
<b>Total reserves</b>	<b>484,266</b>	<b>402,651</b>
<b>Reserve movements:</b>		
<b>General reserve</b>		
General reserve balance 1 January 2006	18,510	19,491
Transfers from accumulated funds	911	876
Transfers to accumulated funds	(1,820)	(1,857)
<b>Balance 31 December 2006</b>	<b>17,601</b>	<b>18,510</b>
<b>Asset revaluation reserve</b>		
Asset revaluation reserve balance 1 January 2006	384,141	334,931
Revaluation of land	33,857	651
Revaluation of buildings	43,440	46,982
Revaluation of libraries	216	(2,261)
Revaluation of artworks	25	88
Revaluation of infrastructure	4,986	3,750
<b>Balance 31 December 2006</b>	<b>466,665</b>	<b>384,141</b>
<b>(b) Retained surplus</b>		
Retained surplus as at 1 January 2006	434,231	412,903
Net operating result for the year	20,928	20,347
<b>Retained surplus at 31 December 2006</b>	<b>455,159</b>	<b>433,250</b>
Net transfer from general reserve	909	981
<b>Retained surplus at 31 December 2006</b>	<b>456,068</b>	<b>434,231</b>

**(c) Nature and purpose of reserves**

Transfers to and from the asset revaluation reserve result from fluctuations in the fair value of assets held.

The general reserve represents amounts retained from University funds for future equipment and capital expenditure.

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

### 28. Financial instruments

#### (a) Terms, conditions and accounting policies

The University's accounting policies, including the terms and conditions of each class of financial asset and financial liability, both recognised and unrecognised at the balance date, are as follows:

Recognised financial instruments	Financial Statement Notes	Accounting policies	Terms and conditions
<i>(i) Financial assets</i>			
Trade and other receivables	17	Receivables are carried at nominal amounts due less any provision for doubtful debts. A provision for doubtful debts is recognised when collection of the full nominal amount is no longer probable.	Credit sales are on 30-day terms.
Managed funds	16, 18	Managed funds are stated at market value. Interest is recognised in the Income Statement when earned and accrued as at balance date.	Funds are available at call. Effective average interest rate is 7.0%.
<i>(ii) Financial liabilities</i>			
Trade and other payables	23, 26	Payables are recognised for amounts to be paid in the future for goods and services received, whether or not billed to the University.	Trade payables are normally settled 30 days from statement.
Interest bearing liabilities	24	Interest bearing liabilities are carried at principal amounts. Interest is expensed in the Income Statement as incurred and accrued as at balance date.	The University has interest bearing loans from QTC and State Development. Interest is charged quarterly at the commercial borrowing rate. The QTC loan amounting to \$71,000 in respect of a spectrometer does not incur interest.

#### (b) Credit risk exposures

The credit risk on financial assets of the University, which have been recognised on the Balance Sheet, other than investments in shares, is generally the carrying amount, net of any provisions for doubtful debts.

Notes to the financial statements  
for the financial year ended 31 December 2006

**(c) Interest rate risk exposures**

The University's exposure to interest rate risk and the effective weighted average interest rate by maturity periods is set out in the following table.

Exposures arise predominantly from assets and liabilities bearing variable interest rates as the University intends to hold fixed rate assets and liabilities to maturity.

	Notes	Floating interest rate \$'000	Fixed interest maturing in:						Non-interest bearing \$'000	Total \$'000
			1 year or less \$'000	Over 1 to 2 years \$'000	Over 2 to 3 years \$'000	Over 3 to 4 years \$'000	Over 4 to 5 years \$'000	More than 5 years \$'000		
<b>2006</b>										
<b>Financial assets</b>										
Cash on hand and at bank	16	12,999	-	-	-	-	-	-	502	13,501
Managed funds at call	16	38,064	-	-	-	-	-	-	-	38,064
Trade and other receivables	17	-	-	-	-	-	-	-	15,029	15,029
Other financial assets	18	11,168	-	-	-	-	-	-	4,071	15,239
		<b>62,231</b>	-	-	-	-	-	-	<b>19,602</b>	<b>81,833</b>
Weighted average interest rate		7.0%	-	-	-	-	-	-	-	-
<b>Financial liabilities</b>										
Trade and other payables	23	-	-	-	-	-	-	-	23,076	23,076
Interest bearing liabilities	24	-	9,846	10,384	10,971	8,093	34,417	71	83,617	
Accrued liabilities	26	-	-	-	-	-	-	-	5,137	5,137
		-	<b>9,846</b>	<b>10,384</b>	<b>10,971</b>	<b>8,093</b>	<b>34,417</b>	<b>28,284</b>	<b>111,830</b>	
Weighted average interest rate		-	5.7%	5.7%	5.7%	5.7%	5.7%	-	-	
Net financial assets/(liabilities)		62,231	(9,846)	(10,384)	(10,971)	(8,093)	(34,417)	(8,682)	(29,997)	

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

The following table details the University's exposure to interest rate risk as at the 31 December 2005:

2005	Note	Floating interest rate \$'000	Fixed interest maturing in:						More than 5 years \$'000	Non-interest bearing \$'000	Total \$'000
			1 year or less \$'000	Over 1 to 2 years \$'000	Over 2 to 3 years \$'000	Over 3 to 4 years \$'000	Over 4 to 5 years \$'000				
<b>Financial assets</b>											
Cash on hand and at bank	16	3,776	-	-	-	-	-	-	333	4,109	
Managed funds at call	16	30,944	-	-	-	-	-	-	-	30,944	
Trade and other receivables	17	-	-	-	-	-	-	-	13,934	13,934	
Other financial assets	18	5,789	-	-	-	-	-	-	3,268	9,057	
		<b>40,509</b>	-	-	-	-	-	-	<b>17,535</b>	<b>58,044</b>	
Weighted average interest rate		7.2%	-	-	-	-	-	-	-	-	
<b>Financial liabilities</b>											
Trade and other payables	23	-	-	-	-	-	-	-	23,046	23,046	
Interest bearing liabilities	24	-	8,684	8,547	8,970	9,436	24,427	141	68,523		
Accrued liabilities	26	-	-	-	-	-	-	-	1,372	1,372	
		-	<b>8,318</b>	<b>8,547</b>	<b>8,970</b>	<b>9,436</b>	<b>24,427</b>	<b>24,559</b>	<b>92,941</b>		
Weighted average interest rate		-	5.4%	5.4%	5.4%	5.4%	5.4%	-	-		
Net financial assets/(liabilities)		40,509	8,318	(8,547)	(8,970)	(9,436)	(24,427)	(7,024)	(34,897)		

**Notes to the financial statements  
for the financial year ended 31 December 2006**

**(d) Fair values of financial assets and liabilities**

On-Balance Sheet

The fair value of cash and cash equivalents, interest bearing and non-interest bearing monetary financial assets and secured and unsecured interest bearing liabilities of the University approximates their carrying amounts.

The fair value of other monetary financial assets and interest bearing liabilities is based upon market prices, where a market exists.

Equity investments held by the University are not traded in an organised market, and are therefore valued at cost, unless information about the underlying value of net assets is available to permit the fair value to be determined.

	2006		2005	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
<b>On-Balance Sheet financial instruments</b>				
<i>Financial assets</i>				
Cash and cash equivalents	13,501	13,501	4,109	4,109
Trade and other receivables	15,029	15,029	13,934	13,934
Managed funds	49,232	49,232	36,733	36,733
Unit trust	241	241	178	178
Shares in other corporations	3,830	3,830	3,090	3,090
<b>Non-traded financial assets</b>	<b>81,833</b>	<b>81,833</b>	<b>58,044</b>	<b>58,044</b>
<b>Financial liabilities</b>				
Trade and other payables	23,076	23,076	23,046	23,046
Accrued liabilities	5,137	5,137	1,372	1,372
Interest bearing liabilities	83,617	83,617	68,523	68,523
<b>Non-traded financial liabilities</b>	<b>111,830</b>	<b>111,830</b>	<b>92,941</b>	<b>92,941</b>

## Notes to the financial statements for the financial year ended 31 December 2006

### 29. Key management personnel disclosures

"Key management personnel" are defined as those who act for the University in a fiduciary position as a member of the University's Council and includes board members of the University's wholly owned subsidiaries.

#### (a) Names of responsible persons and executive officers

The following persons were Council members during the financial year 2006:

Chancellor	Ms Leneen Forde, AC
Deputy Chancellor	Mr Henry Smerdon
Vice-Chancellor	Professor Ian O'Connor *
Members appointed by the Governor-in-Council	Mr Ian Alderdice Mr Mark Gray Ms Rachel Hunter Mr Michael Lake The Honourable Justice Margaret McMurdo Mr Garry Redlich Mr Henry Smerdon
Elected academic staff	Dr Michael Barry * Dr Dwight Zakus (term commenced 3 October 2006) * Ms Margaret Lee (term ended 30 September 2006) *
Elected student members	Ms Heather Douglas * Mr Brenton Hill
Elected general staff	Ms Kaye Dillon *
Council appointed members	Dr Bob Anderson, OAM Ms Sandra Anderson Ms Karen Struthers The Honourable Rob Borbidge (term commenced 3 May 2006)

#### (b) Remuneration of council members and executives

Council members are not remunerated for their services as Council members. Staff members who serve as Council members are remunerated only for their substantive role within the University. Council members, who also serve as staff members are marked by \*.

Income paid or payable to Council members and executives in connection with the management of the University's affairs was \$3,497,520 for 2006 (\$3,227,335 - 2005).

(c) The University did not enter into any transactions, which could be deemed "related party transactions", with responsible persons or executive officers of the University.

## Notes to the financial statements for the financial year ended 31 December 2006

	2006 Number	2005 Number
<b>(d) Remuneration of executive officers</b>		
\$120,000 to \$129,999	-	1
\$170,000 to \$179,999	-	1
\$230,000 to \$239,999	1	2
\$240,000 to \$249,999	-	4
\$250,000 to \$259,999	1	-
\$260,000 to \$269,999	2	-
\$290,000 to \$299,999	1	1
\$300,000 to \$309,999	-	1
\$320,000 to \$329,999	2	-
\$330,000 to \$339,999	1	1
\$420,000 to \$429,999	1	1
\$460,000 to \$469,999	1	-
	<b>2006</b>	<b>2005</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>30. Remuneration of auditors</b>		
Fees paid to Queensland Audit Office:		
Audit and review of financial reports	165	160
<b>Total remuneration for audit services</b>	<b>165</b>	<b>160</b>
<b>31. Reportable losses</b>		
Individual losses in excess of \$500 each		
Bad debts	297	440
Property losses	75	20
<b>Total reportable losses</b>	<b>372</b>	<b>460</b>
<b>32. Prescribed special payments</b>		
Ex-gratia	866	404
Extra-contractual	83	88
<b>Total prescribed special payments</b>	<b>949</b>	<b>492</b>

### 33. Contingencies

#### (a) Contingent liabilities

The University has no outstanding contingent liabilities as at 31 December 2006.

#### (b) Contingent assets

In respect of the Smart State Loans disclosed under Note 24, 1/3 of the loans received will be forgiven if the conditions outlined in the note are met, and 2/3 of the borrowings have been repaid. It is expected that the University will meet all the requirements under the agreement, and as a result the University will be eligible to a reduction in borrowings in year 20. The Net Present Value to be forgiven, based on existing drawdowns, is \$261,000.

#### (c) Claims

The University has a number of outstanding insurance claims, which are currently being assessed by the University's insurers. The University believes that it would be misleading to estimate the final amounts recoverable, if any, in respect of the outstanding claims as at 31 December 2006.

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

### (d) Guarantees

The ANZ Bank holds 2 financial guarantees in favour of the Department of Immigration and Multicultural Affairs (DIMA) as follows:

- i) \$100,000 in respect of international student visa applications, which will remain in place until 29 November 2008, unless cancelled prior to that date; and
- ii) \$15,000 to facilitate Griffith University business with DIMA, which will remain in place until 1 May 2008, unless cancelled prior to that date.

	2006	2005
	\$'000	\$'000

### 34. Commitments

#### (a) Capital commitments

Commitments for the acquisition of property, plant and equipment contracted for at the reporting date but not recognised as liabilities, payable:

Within one year	29,920	17,477
<b>Total capital commitments</b>	<b>29,920</b>	<b>17,477</b>

#### (b) Lease commitments

Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:

Within one year	768	698
Later than one year but not later than 5 years	1,104	762
Later than 5 years	423	390
<b>Total lease commitments</b>	<b>2,295</b>	<b>1,850</b>

#### (c) Other expenditure commitments

Commitments for expenditure in existence at the reporting date but not recognised as liabilities, payable:

Within one year	19,632	14,103
Later than one year but not later than 5 years	1,733	3,218
Later than 5 years	39	60
<b>Total expenditure commitments</b>	<b>21,404</b>	<b>17,381</b>

#### (d) Electronic infrastructure commitments

Commitments for the acquisition of plant and equipment contracted for at the reporting date but not recognised as liabilities, payable:

Within one year	1,186	405
	<b>1,186</b>	<b>405</b>

## Notes to the financial statements for the financial year ended 31 December 2006

### 35. Superannuation Commitments

#### (a) UniSuper

The University contributes to UniSuper (the fund) under which employees, where applicable, are entitled to defined benefits on retirement, disability, or death. The Fund provides defined lump sum benefits based on years of service and final average salary.

UniSuper, a multi-employer Fund, exposes contributing employers to actuarial risks associated with current and former employees of other participating employers, with the result that there is no consistent and reliable basis for allocating the obligation, plan assets and costs to participating employers. Therefore, UniSuper has adopted the multi employer provisions of *AASB 119 - Employee Benefits*, and provides the "additional information detailing the overall position of the fund".

Following extensive consultation with UniSuper employers, regarding the requirement for additional employer contributions in the event that the assets of the fund are insufficient to provide the benefits payable under the Trust Deed, it was determined that the relevant clause be amended. These amendments require that where the Trustee considers that UniSuper assets are insufficient to provide benefits payable under the Deed, after having obtained two succeeding actuarial investigations and valuations of UniSuper within a 4 year period, the Trustee must reduce the benefits payable to employees on a fair and equitable basis.

The result of these changes to the Trust Deed the Fund has effectively changed to a defined contribution plan for the purposes of AASB 119, although it does remain a defined benefit fund for other purposes and continues to require actuarial oversight under the Superannuation Law.

As at 30 June 2006 the assets of the UniSuper Defined Benefit Division in aggregate were estimated to be \$958,000,000 in excess of vested benefits. The vested benefits are benefits which are not conditional upon continued membership and include the value of CPI indexed pensions currently being provided by the Defined Benefit Division.

As at 30 June 2006 the assets of the DBD in aggregate were estimated to be \$1,834,000,000 in excess of accrued benefits. The accrued benefits have been calculated as the present value of expected future benefit payments to members and CPI indexed pensioners which arise from membership of UniSuper up to the reporting date.

The vested benefit and accrued benefit liabilities were determined by the Fund's actuary, Russell Employee Benefits, using the actuarial demographic assumptions outlined in their report dated 13 July 2006 on the actuarial investigation of the DBD as at 31 December 2005. The financial assumptions used were:

	Vested benefits	Accrued benefits
Gross of tax investment return	7.0% p.a.	8.3% p.a.
Net of tax investment return	6.5% p.a.	7.8% p.a.
Consumer Price Index	2.5% p.a.	2.5% p.a.
Inflationary salary increases long term	3.5% p.a.	3.5% p.a.
Inflationary salary increases next three years	5.0% p.a.	5.0% p.a.
(additional promotional salary increases are assumed to apply based on past experience)		

Assets of the fund have been included at their net market value, i.e. allowing for realisation costs.

## Notes to the financial statements for the financial year ended 31 December 2006

### 35. Superannuation Commitments (continued)

#### (b) QSuper

The University contributes to QSuper (the Fund), under which employees, where applicable, are entitled to defined benefits on retirement, disability or death. The Fund provides defined lump sum benefits based on years of service and final average salary.

Employer contributions are determined by the Treasurer of Queensland, based on advice received from the State Actuary. These contributions are accumulated in a reserve in the Consolidated Fund, which is specifically maintained to finance the State's future liability for the employer component of all benefits.

As defined benefits become payable, the full cost is met by the State Public Sector Superannuation Fund, with the Consolidated Fund contributing the employers' share of the benefits.

No liability is recognised for accruing superannuation benefits in the financial statements of QSuper, or the University's financial statements, as the liability is being held on a whole-of-Government basis and reported in the whole-of-Government financial report prepared pursuant to *AAS31 Financial Reporting by Governments*.

The last actuarial review of the Fund was conducted as at 30 June 2004, by the State Actuary, Mr. W H Cannon BSc (Hons) FIAA ASIA.

This investigation has revealed that QSuper is in a healthy position with a surplus of assets over accrued liabilities of \$1,838,000,000, which represents an increase of \$588,000,000 from the surplus at the 2001 investigation.

In light of the available surplus the actuary has considered the funding implications of maintaining the current employer contribution rates. The actuarial investigation has revealed that these contribution rates will not jeopardise the solvency position of the Fund and therefore the Actuary has supported their retention.

The Actuary has certified that the expected liabilities of the scheme should be adequately provided for by the assets of the QSuper Fund and the relevant reserve within the Consolidated Fund, together with the Funds' investment earning and member and employer contributions at the current level.

## Notes to the financial statements for the financial year ended 31 December 2006

### 36. Subsidiaries

Name of entity	Principal activities	Country of incorporation	Ownership interest		Net equity		Total revenue		Operating results		Contribution to operating results	
			2006	2005	2006	2005	2006	2005	2006	2005	2006	2005
Griffith Medical Research Institute Ltd	Research	Australia	100%	100%	-	-	-	-	-	-	-	-
Seno Sano Pty. Ltd. (incorporated 10 October 2006)	Research	Australia	100%	-	-	-	-	-	-	-	-	-

### 37. Investments in associates

Name of entity Other (non-traded)	Principal activities	Country of incorporation	Ownership interest		Carrying amount	
			2006	2005	2006	2005
International Golf Institute Pty. Limited	Training and development	Australia	50%	50%	-	-
Aqua Diagnostics Pty. Ltd.	Research	Australia	22.5%	50%	-	-
International Water Centre Pty. Ltd.	Research	Australia	50%	50%	-	-

### 38. Events occurring after reporting date

A review of events after the reporting date has not identified any issues, which would materially affect the information disclosed in the Income Statement or the Balance Sheet.

Notes	2006 \$'000	2005 \$'000
<b>39. Reconciliation of operating result after income tax to net cash flows from operating activities</b>		
Operating result from ordinary activities after related income tax	20,928	20,347
Depreciation and amortisation	39,382	31,673
Net loss/(gain) on sale of non-current assets	292	56
Net loss/(gain) on revaluation of financial assets	(56)	88
Net foreign exchange differences	(28)	(56)
QIC market value adjustment	341	(350)
Capital donations	(1,040)	(2,040)
Change in operating assets and liabilities		
Increase in receivables	(184)	(1,622)
Increase in inventories	(53)	(76)
Increase in other financial assets	(252)	(1,065)
Increase in payables	6,612	4,237
Increase in provisions for employee entitlements	6,696	2,531
Decrease in provision for doubtful debts	(128)	(815)
<b>Net cash provided by operating activities</b>	<b>72,510</b>	<b>52,908</b>

Notes to the financial statements  
for the financial year ended 31 December 2006

	Notes	2006 \$'000	2005 \$'000
<b>40. Expenditure on external consultants</b>			
Management		73	6
Human resource management		260	289
Information technology		663	550
Communications		11	2
Finance and accounting		62	83
Professional/technical		5,678	4,822
		<u>6,747</u>	<u>5,752</u>

Notes to the financial statements  
for the financial year ended 31 December 2006

41. Acquittal of Australian Government financial assistance

41.1 DEST – CGS and other DEST grants

	Commonwealth Grant Scheme		Indigenous Support Fund		Equity programmes		Workplace Reform Programme	
	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	129,668	122,422	1,349	1,163	565	494	1,832	1,737
Net accrual adjustments	(2,623)	-	-	-	-	-	-	-
Revenue for the period	127,045	122,422	1,349	1,163	565	494	1,832	1,737
Surplus/(deficit) from the previous year	-	-	-	-	-	-	-	-
Total revenue including accrued revenue	127,045	122,422	1,349	1,163	565	494	1,832	1,737
Less expenses including accrued expenses	127,045	122,422	1,349	1,163	565	494	1,832	1,737
Surplus/(deficit) for reporting period	-	-	-	-	-	-	-	-

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

### 41. Acquittal of Australian Government financial assistance (continued)

#### 41.1 DEST – CGS and other DEST Grants (continued)

	Workplace Productivity Programme		Capital Development Pool		Collaboration and Structural Reform Programme		Total	
	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	1,600	-	4,258	2,094	150	-	139,422	127,909
Net accrual adjustments	(1,600)	-	-	-	-	-	(4,223)	-
Revenue for the period	-	-	4,258	2,094	150	-	135,199	127,909
Surplus/(deficit) from the previous year	-	-	-	-	-	-	-	-
Total revenue including accrued revenue	-	-	4,258	2,094	150	-	135,199	127,909
Less expenses including accrued expenses	-	-	4,258	2,094	150	-	135,199	127,909
Surplus/(deficit) for reporting period	-	-	-	-	-	-	-	-

Notes to the financial statements  
for the financial year ended 31 December 2006

41. Acquittal of Australian Government financial assistance (continued)

41.2 Higher Education Loan Programmes

	HECS (Australian Government payments only)		FEE-HELP		OS-HELP		Total	
	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	81,010	69,605	6,747	8,478	230	200	87,987	78,283
Net accrual adjustments	-	-	626	(1,351)	-	-	626	(1,351)
Revenue for the period	81,010	69,605	7,373	7,127	230	200	88,613	76,932
Surplus/(deficit) from the previous year	-	-	-	-	96	-	96	-
Total revenue including accrued revenue	81,010	69,605	7,373	7,127	326	200	88,709	76,932
Loss expenses including accrued expenses	81,010	69,605	7,373	7,127	327	104	88,710	76,836
Surplus/(deficit) for reporting period	-	-	-	-	(1)	96	(1)	96

# Financial Statements

## Notes to the financial statements for the financial year ended 31 December 2006

### 41. Acquittal of Australian Government financial assistance (continued)

#### 41.3 Scholarships

Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)

Net accrual adjustments

Revenue for the period

Surplus/(deficit) from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus/(deficit) for reporting period

	Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Cost Scholarships		Commonwealth Accommodation Scholarships		Indigenous Staff Scholarships		Total	
	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000
	2,197	2,308	345	339	1,177	674	1,868	1,221	33	32	5,620	4,574
	-	-	-	-	-	-	-	-	-	(3)	-	(3)
	2,197	2,308	345	339	1,177	674	1,868	1,221	33	29	5,620	4,571
	119	(124)	34	53	3	(2)	68	7	7	-	231	(66)
	2,316	2,184	379	392	1,180	672	1,936	1,228	40	29	5,851	4,505
	2,028	2,065	442	358	1,082	669	1,798	1,160	21	22	5,371	4,274
	288	119	(63)	34	98	3	138	68	19	7	480	231

Notes to the financial statements  
for the financial year ended 31 December 2006

41. Acquittal of Australian Government financial assistance (continued)

41.5 Australian Research Council grants

(a) Discovery

	Projects		Fellowships		Indigenous Researchers' Development		Total	
	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	4,877	3,599	632	759	52	75	5,561	4,433
Net accrual adjustments	-	-	-	-	-	-	-	-
Revenue for the period	4,877	3,599	632	759	52	75	5,561	4,433
Surplus from the previous year	1,438	1,723	303	128	10	16	1,751	1,868
Total revenue including accrued revenue	6,315	5,322	935	887	62	91	7,312	6,300
Less expenses including accrued expenses	4,262	3,884	480	584	31	81	4,773	4,549
Surplus/(deficit) for reporting period	2,053	1,438	455	303	31	10	2,539	1,751

Notes to the financial statements  
for the financial year ended 31 December 2006

41. Acquittal of Australian Government financial assistance (continued)

41.5 Australian Research Council grants

(b) Linkages

	Special Research Initiatives		Infrastructure		International		Projects		Total	
	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	(19)	-	660	798	13	23	2,402	1,926	3,056	2,747
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-
Revenue for the period	(19)	-	660	798	13	23	2,402	1,926	3,056	2,747
Surplus/(deficit) from the previous year	18	16	612	(2)	(9)	15	800	557	1,421	586
Total revenue including accrued revenue	(1)	16	1,272	796	4	38	3,202	2,483	4,477	3,333
Less expenses including accrued expenses	(1)	(2)	1,138	184	(1)	47	2,356	1,683	3,492	1,912
Surplus/(deficit) for reporting period	-	18	134	612	5	(9)	846	800	985	1,421

Notes to the financial statements  
for the financial year ended 31 December 2006

41. Acquittal of Australian Government financial assistance (continued)

41.5 Australian Research Council grants

(c) Networks and Centres

	Research Networks		Total	
	2006 \$'000	2005 \$'000		2006 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	312	306	312	306
Net accrual adjustments	-	-	-	-
Revenue for the Period	312	306	312	306
Surplus from the previous year	326	150	326	150
Total revenue including accrued revenue	638	456	638	456
Less expenses including accrued expenses	602	130	602	130
Surplus/(deficit) for reporting period	36	326	36	326

Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)

Net accrual adjustments

Revenue for the Period

Surplus from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus/(deficit) for reporting period

## INDEPENDENT AUDIT REPORT

To the Council of Griffith University

### Matters Relating to the Electronic Presentation of the Audited Financial Report

The audit report relates to the financial report of Griffith University for the financial year ended 31 December 2006 included on Griffith University's web site. The Council is responsible for the integrity of the Griffith University's web site. We have not been engaged to report on the integrity of the Griffith University's web site. The audit report refers only to the statements named below. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of the financial report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report, available from Griffith University, to confirm the information included in the audited financial report presented on this web site.

These matters also relate to the presentation of the audited financial report in other electronic media including CD Rom.

### Scope

#### *The Financial Report*

The financial report of Griffith University consists of the Income Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement, notes to and forming part of the financial report and certificates given by the Council and officer responsible for the financial administration of Griffith University, for the year ended 31 December 2006.

#### *The Council's Responsibility*

The Council is responsible for the preparation and true and fair presentation of the financial report, the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error and for the accounting policies and accounting estimates inherent in the financial report.

#### *Audit Approach*

As required by law, an independent audit was conducted in accordance with *QAO Auditing Standards*, which incorporate the *Australian Auditing Standards*, to enable me to provide an independent opinion whether in all material respects the financial report is presented fairly, in accordance with the prescribed requirements, including any mandatory financial reporting requirements as approved by the Treasurer for application in Queensland.

#### Audit procedures included –

- examining information on a test/sample basis to provide evidence supporting the amounts and disclosures in the financial report;
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the Council;
- obtaining written confirmation regarding the material representations made in conjunction with the audit; and
- reviewing the overall presentation of information in the financial report.

### Independence

The *Financial Administration and Audit Act 1977* promotes the independence of the Auditor-General and QAO authorised auditors.

The Auditor-General is the auditor of all public sector entities and can only be removed by Parliament.

The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised.

The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

### Audit Opinion

In accordance with s 46G of the *Financial Administration and Audit Act 1977* –

- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion –
- (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects; and
  - (ii) the financial report has been drawn up so as to present a true and fair view in accordance with the prescribed accounting standards of the transactions of the Griffith University for the financial year 1 January 2006 to 31 December 2006 and of the financial position as at the end of that year.



P G SHIPPERLEY FCPA  
as Delegate of the Auditor-General of Queensland



Queensland Audit Office  
Brisbane

All overseas travel for 2006 is reported below, according to each academic group of the University, as well as administrative and academic support elements. Each entry provides the name and position of the traveller, plus the destination, purpose, number of days and cost of the trip.

## Arts, Education and Law

### Pro Vice Chancellor (Arts, Education and Law)

Prof M. McMeniman (Pro Vice Chancellor): China, official business, 6 days, \$6,442; India, official business, 6 days, \$8,100

### Faculty of Arts

#### Dean of Arts

Prof K. Ferres (Dean): USA, research, 18 days, \$8,604

#### School of Arts

Dr S. Downman (Lect.): Thailand, conference/research, 33 days, \$4,805

Dr G. Griffin (S. Lect.): New Zealand, conference, 6 days, \$744

Dr J. Keane (S. Lect.): USA, ASP, 107 days, \$4,413

A/Prof S. Stockwell (Dep. Head of School): New Zealand, conference, 5 days, \$554

Dr P. West (S. Lect.): England, conference, 10 days, \$3,239; USA, conference, 9 days, \$2,716

Mr K. Zervos (Lect.): New Zealand, conference, 7 days, \$1,651

#### School of Arts, Media and Culture

Dr D. Adair (Res. Fell.): Scotland, conference/research, 22 days, \$5,092

Dr B. Buchan (Lect.): England, ASP, 80 days, \$11,720

A/Prof P. Buckridge (A/Prof.): England, research, 20 days, \$5,187

Dr D. Ellison (Lect.): USA, ASP, 81 days, \$10,211

Dr J. Ewart (S. Lect.): USA, conference, 11 days, \$3,407

Dr S. Fisher (S. Lect.): Scotland, conference/research, 20 days, \$6,829; USA, conference/research, 23 days, \$9,033

A/Prof R. Ganter (A/Prof.): Germany, ASP, 151 days, \$12,109

Dr A. Howell (S. Lect.): USA, research, 26 days, \$3,367

Prof W. Hudson (Prof.): England, research, 17 days, \$6,964

Dr C. Jenkins (S. Lect.): New Zealand, conference, 5 days, \$1,221

Dr S. Lovell (Lect.): England, conference/research, 27 days, \$2,439

Dr B. McKay (S. Lect.): Canada, conference, 13 days, \$7,555

A/Prof M. Meadows (A/Prof.): New Zealand, conference/research, 16 days, \$680

Dr J. Minson (S. Lect.): USA, conference/research, 156 days, \$2,587; USA, conference/research, 28 days, \$1,055

Prof A. Moran (Prof.): England, conference/research, 16 days, \$3,591; Netherlands, conference/research, 27 days, \$4,450; USA, conference, 5 days, \$2,623

Dr G. Murray (S. Lect.): South Africa, conference/research, 29 days, \$4,272

Dr F. Oppel (S. Lect.): USA, research, 203 days, \$3,724

Dr F. Paisley (S. Lect.): USA, conference/research, 8 days, \$1,845; USA, ASP, 23 days, \$7,379

Dr S. Rickson (Adj. S. Lect.): New Zealand, conference, 7 days, \$624; USA, conference/research, 15 days, \$2,146

Prof P. Turnbull (Head of School): New Zealand, conference/research, 9 days, \$2,451; USA, conference, 7 days, \$3,125

Dr T. Van Fossen (S. Lect.): USA, ASP, 53 days, \$3,855; USA, conference, 20 days, \$2,000

Dr I. Woodward (Lect.): USA, ASP, 119 days, \$5,942

Prof R. Yeo (Prof.): New Zealand, conference/research, 11 days, \$1,239

### School of Criminology and Criminal Justice

Prof R. Homel (Prof.): Sweden, conference, 21 days, \$6,038

A/Prof A. Stewart : Canada, conference, 9 days, \$2,006; New Zealand, conference, 3 days, \$208

Prof R. Wortley (Head of School): Canada, conference, 10 days, 10 days \$4,244; Canada, conference, 14 days, \$5,698

### School of Languages and Linguistics

Dr S. Eisenchlas (S. Lect.): Israel, conference/research, 10 days, \$3,463

Dr J. Jorgensen (Dep. Head): Japan, research, 30 days, \$8,669; Japan, research, 35 days, \$4,592

A/Prof M. Levy (Head of School): Spain, conference, 17 days, \$3,454; USA, conference, 9 days, \$1,360

A/Prof J. Sneddon (A/Prof.): Malaysia, research, 5 days, \$1,440

Ms S. Thompson (Co-ordinator): Thailand, special duties, 61 days, \$4,132

Dr S. Trevaskes (S. Lect.): Israel, conference/research, 29 days, \$4,967; Netherlands, conference/research, 29 days, \$4,222

Dr C. Tsurutani (Lect.): Japan, ASP, 122 days, \$2,293; USA, conference/research, 18 days, \$2,750

Ms Y. Wang (Lect.): China, conference/research, 11 days, \$2,526; Taiwan, research, 7 days, \$2,594

# Overseas travel

## Griffith Film School

Prof C. Caldwell (Head of School): USA, official business, 10 days, \$3,162

Ms T. Fitzsimons (Convenor): Chile, conference, 12 days, \$3,992

Ms B. Flynn (Lect.): Austria, ASP, 67 days, \$3,000

A/Prof A. Spark (Head of School): India, official business, 7 days, \$2,024; Spain, conference/special duties, 16 days, \$4,434

## Centre for Learning Research

Ms L. Duggan (Administrative Officer): England, conference, 10 days, \$2,361

Centre for Applied Language, Literacy and Communication Studies

Ms S. Bridges (Res. Fell.): Singapore, conference, 6 days, \$1,965

## Centre for Public Culture and Ideas

Prof M. Finnane (Prof.): China, special duties, 16 days, \$1,655; Czechoslovakia, conference/research, 27 days, \$3,805; USA, research, 7 days, \$4,480; USA, conference/research, 5 days, \$2,209

## Key Centre for Ethics, Law, Justice and Governance

Dr M. Abdalla (Dir.): England, conference, 5 days, \$2,588; Malaysia, conference, 8 days, \$1,252; United Arab Emirates, official business, 13 days, \$2,451

Prof H. Adelman (Principal Res. Fell.): Canada, research, 56 days, \$17,334; New Zealand, conference/research, 6 days, \$3,155; Nigeria, official business, 18 days, \$8,147; Thailand, conference/research, 7 days, \$2,475; Uruguay, conference/research, 17 days, \$2,142; USA, research, 19 days, \$6,237

Mr T. Allard (Res. Fell.): Canada, conference, 10 days, \$5,077

Dr V. Berry (Res. Fell.): England, conference/research, 11 days, \$4,572

Prof B. Head (Adj. Prof.): New Zealand, conference/official business, 3 days, \$557; Scotland, conference, 18 days, \$2,388

Dr H. Lang (S. Res. Fell.): Singapore, official business, 11 days, \$546; Switzerland, official business, 16 days, \$6,245

Dr R. Lui (S. Res. Fell.): Canada, conference, 13 days, \$6,130; England, official business, 33 days, \$3,598; Singapore, conference, 30 days, \$4,184; Switzerland, special duties, 11 days, \$4,292

Prof L. Mazerolle (Dep. Dir.): China, conference, 4 days, \$1,688; USA, conference, 5 days, \$4,851

Prof P. Mazerolle (Res. Prof.): USA, conference, 4 days, \$2,183

Mr H. Rane (Res. Ass.): Israel, conference, 34 days, \$3,643

Mr S. Rombouts (Res. Ass.): Canada, conference, 7 days, \$4,243; Malaysia, conference, 4 days, \$1,523; USA, conference, 13 days, \$4,449; USA, conference, 5 days, \$3,201

Prof C. Sampford (Dir.): England, conference, 25 days, \$11,557; England, official business, 17 days, \$11,330; Italy, conference/research, 20 days, \$1,347; USA, conference/research, 14 days, \$14,178

Dr A. Shacklock (S. Res. Fell.): England, conference/research, 17 days, \$951; Turkey, conference, 5 days, \$2,765

Dr K. Shacklock (S. Res. Fell.): Malaysia, conference, 9 days, \$3,263

## Faculty of Education

### Dean of Education

Prof N. Dempster (Dean): New Zealand, special duties, 8 days, \$597

School of Cognition, Language and Special Education

A/Prof B. Bartlett (A/Prof.): USA, ASP, 44 days, \$4,107

Dr G. Birch (S. Lect.): USA, official business, 9 days, \$3,873

Mr G. Booker (S. Lect.): Turkey, conference/research, 10 days, \$3,189

Dr F. Bryer (S. Lect.): USA, conference, 6 days, \$1,625

Dr M. Davies (Lect.): Indonesia, conference/research, 6 days, \$1,477; USA, conference, 10 days, \$2,211

Dr G. Elias (S. Lect.): Thailand, conference/research, 15 days, \$1,040; Thailand, conference/research, 8 days, \$1,199

Dr M. Fletcher (S. Lect.): Fiji, official business, 3 days, \$647

A/Prof G. Johnson (Head of School): Denmark, conference, 11 days, \$3,964

Dr J. Kearney (Lect.): USA, conference, 9 days, \$3,500

Dr D. Meadows (Lect.): Thailand, conference/research, 15 days, \$1,229

Dr S. Nisbet (S. Lect.): Brazil, conference, 12 days, \$5,169

Dr K. Power (S. Lect.): New Zealand, conference, 6 days, \$830

Dr S. Thomas (S. Lect.): Denmark, conference, 13 days, \$2,946

Prof C. Wyatt-Smith (Dean): Singapore, conference, 6 days, \$1,633; USA, conference/research, 9 days, \$7,097

## School of Curriculum, Teaching and Learning

A/Prof D. Hayes (A/Prof.): USA, conference, 21 days, \$4,979

Mr W. Muller (Lect.): Canada, special duties, 15 days, \$15,151; Finland, conference, 8 days, \$3,862

Dr L. Parry (S. Lect.): China, special duties, 10 days, \$4,174

Dr C. Sim (Head of School): Canada, official business, 7 days, \$6,086; England, conference, 6 days, \$2,591

# Overseas travel

A/Prof P. Thomas (A/Prof.): New Zealand, conference, 4 days, \$2,610; USA, conference, 2 days, \$5,105  
School of Education and Professional Studies

Dr H. Austin (S. Lect.): USA, conference, 12 days, \$4,726

Dr M. Cooper (Dir.): Slovenia, conference, 10 days, \$3,008; USA, ASP, 114 days, \$8,719

Dr A. Edwards (S. Lect.): New Zealand, conference, 6 days, \$1,399

Prof J. Elkins (Prof.): USA, conference, 9 days, \$2,669; USA, conference, 19 days, \$3,041

Dr E. Hirst (S. Lect.), England, ASP, 5 days, \$5,012

Prof M. Hyde (Prof.): Denmark, research, 17 days, \$2,919; Denmark, ASP, 45 days, \$3,018; Norway, conference/research, 17 days, \$1,202; USA, ASP, 26 days, \$5,488

A/Prof D. Jones (Adj. A/Prof.): Canada, special duties, 12 days, \$4,631; Canada, special duties, 18 days, \$17,432; Canada, special duties, 16 days, \$8,990

Prof D. Power (Emeritus Prof.): USA, conference, 37 days, \$3,287

Prof P. Renshaw (Prof.): USA, ASP, 91 days, \$9,479

Prof P. Singh (Head of School): USA, conference/research, 15 days, \$3,496

Dr J. Skinner (S. Lect.): New Zealand, conference, 6 days, \$2,280

Dr S. Thorpe (S. Lect.): USA, conference, 8 days, \$2,155

Mr W. Usher (A/Lect.): New Zealand, conference, 6 days, \$1,582

## **School of Vocational, Technology and Arts Education**

Prof R. Bagnall (Prof.): Sri Lanka, ASP, 5 days, \$1,996

Prof M. Balfour (Prof.): England, official business, 7 days, \$2,567

A/Prof S. Billett (A/Prof.): Denmark, conference, 13 days, \$6,575; Finland, conference, 17 days, \$5,567; Netherlands, conference, 10 days, \$5,663; USA, conference/research, 9 days, \$3,387

A/Prof P. Bundy (A/Prof.): China, official business, 10 days, \$4,735

Prof B. Burton (Prof.): Sweden, special duties, 20 days, \$1,452

Dr J. Dunn (S. Lect.): China, official business, 9 days, \$4,309

Dr K. Hartwig (Lect.): Canada, conference/special duties, 14 days, \$10,359; Canada, special duties, 20 days, \$2,869

Dr G. Nalder (Lect.): Canada, ASP, 46 days, \$4,058

Dr M. Pavlova (S. Lect.): Russia, conference/research, 38 days, \$8,378; Russia, research, 14 days, \$2,689; Russia, ASP/conference, 218 days, \$5,156

Dr J. Searle (S. Lect.): England, conference/research, 16 days, \$3,989

Prof J. Stevenson (Prof.): Greece, conference, 12 days, \$4,639

Ms L. Wheelahan (S. Lect.): USA, conference, 15 days, \$3,032

Prof R. Zevenbergen (Prof.): Czechoslovakia, conference, 12 days, \$6,453

## **Eidos**

Prof B. Muirhead (Executive Dir.): France, conference/research, 8 days, \$4,210; USA, conference/research, 9 days, \$2,748

## **Griffith Law School**

Dr C. Banks (Res. Fell.): England, official business, 21 days, \$7,472

Mr A. Berman (Lect.): Malaysia, conference, 5 days, \$1,140

Prof S. Berns (Prof.): Japan, official business, 7 days, \$3,599

Ms R. Chesmond (Res. Fell.): Fiji, research, 5 days, \$3,997

Dr B. Cullen-Mandikos (Lect.): USA, research, 2 days, \$789

Dr R. De Silva Wijeratne (Lect.): England, research, 18 days, \$1,000

Mr P. Falk (S. Lect.): France, conference/research, 23 days, \$7,125

Prof J. Giddings (A/Dean): England, special duties, 10 days, \$5,962; England, conference/research, 13 days, \$2,506

Ms N. Graham (Marketing Officer): USA, official business, 33 days, \$4,855

Ms N. Howell (Dir.): England, official business, 28 days, \$3,174

Prof R. Hunter (Prof.): England, conference, 9 days, \$2,984; England, conference, 13 days, \$2,122; Japan, official business, 5 days, \$3,952

A/Prof J. Malbon (A/Prof.): England, conference/research, 14 days, \$9,221; England, official business, 20 days, \$2,139

Dr E. Marchetti (S. Lect.): Malaysia, conference, 6 days, \$1,140; Scotland, conference, 9 days, \$4,291

Prof J. McDonald (Prof.): Solomon Islands, official business, 7 days, \$474

Prof R. McQueen (Prof.): India, special duties, 14 days, \$3,656; Japan, official business, 5 days, \$4,434; Malaysia, conference, 5 days, \$1,140; USA, conference, 8 days, \$4,243; USA, conference, 10 days, \$2,694

Mr S. McVeigh (S. Lect.): New Zealand, research, 9 days, \$643

A/Prof M. Robertson (A/Prof.): New Zealand, conference, 4 days, \$1,397

Mr J. Sanderson (Res. Ass.): Fiji, research, 5 days, \$4,539

# Overseas travel

A/Prof P. Tan (A/Prof.): China, conference/research, 13 days, \$3,626; India, conference/research, 15 days, \$2,196; Malaysia, conference, 8 days, \$1,158

Mr K. Tranter (S. Lect.): New Zealand, conference, 2 days, \$803; USA, conference, 11 days, \$5,102

Ms L. Weathered (Lect.): USA, research, 11 days, \$2,621; USA, conference, 7 days, \$3,667

Dr Y. Wei (S. Lect.): USA, conference, 10 days, \$4,622

Ms T. Wilson (S. Lect.): Austria, special duties, 16 days, \$4,577; South Africa, conference, 4 days, \$2,760

A/Prof L. Wiseman (A/Dir.): Fiji, conference, 7 days, \$2,869

## Queensland College of Art

Mr R. Blundell (Dep. Dir.): China, special duties, 9 days, \$3,880; Singapore, special duties, 8 days, \$2,353

Prof M. Bramley-Moore (Dir.): China, special duties, 15 days, \$4,316; New Zealand, official business, 6 days, \$295; USA, ASP, 143 days, \$2,365

Prof P. Hoffie (Dep. Dir.): Chile, conference/research, 19 days, \$6,918; Japan, official business, 13 days, \$1,658

Dr J. McDowall (S. Lect.): France, conference/research, 17 days, \$4,891

Ms S. Ostling (S. Lect.): Japan, special duties, 13 days, \$1,594

Mr L. Vint (Lect.): Belgium, conference/special duties, 12 days, \$3,420

Mr P. Wannay (A/Lect.): Egypt, special duties, 14 days, \$2,283

Mr D. Welch (S. Lect.): Korea, special duties, 4 days, \$1,260

## Queensland Conservatorium

Mr J. Byzantine (S. Lect.): Taiwan, official business, 4 days, \$2,887

Dr G. Carey (Head of Pedagogy): England, conference, 17 days, \$2,000

Ms S. Clem (Mgr.): Malaysia, official business, 9 days, \$5,448

Mr R. Hultgren (Head of Pre-Tertiary Studies): USA, conference/official business, 22 days, \$2,452

Mr D. Lebler (Lect.): England, conference/special duties, 12 days, \$1,631; Vietnam, conference/research, 14 days, \$1,966

Ms A. Nisbet (Head of Vocal Studies): Malaysia, conference, 10 days, \$1,256

Prof P. Roennfeldt (Dir.): Singapore, special duties, 6 days, \$1,333

Prof H. Schippers (Prof.): Netherlands, conference, 11 days, \$2,783; Vietnam, conference, 10 days, \$5,339

Mr M. Stocker (S. Lect.): China, special duties, 14 days, \$2,130

## Gumurrii Centre

Prof B. Robertson (Dir.): USA, official business, 10 days, \$6,315

## Business

### Pro Vice Chancellor (Business)

Prof M. Powell (Pro Vice Chancellor): China, conference, 7 days, \$7,091; Denmark, conference, 11 days, \$10,625; France, conference, 8 days, \$8,400; France,

conference/special duties, 18 days, \$9,908; India, official business, 9 days, \$6,874

### Office of the Pro Vice Chancellor (Business)

Prof L. Frazer (Dean (Learning and Teaching)): Canada, official business, 10 days, \$15,533; Canada, conference, 8 days, \$12,435; France, conference, 15 days, \$4,624

Prof L. Fulop (Dean (Research)): England, ASP, 8 days, \$6,500

Prof B. Shepherd (Dean (Academic)): Malaysia, official business, 14 days, \$5,210

Prof A. Shulman (Dir.): China, conference, 8 days, \$1,865; Ireland, conference/research, 22 days, \$12,027; USA, conference, 13 days, \$3,860; USA, research, 22 days, \$3,206

## Griffith Business School

### Department of Accounting, Finance and Economics

Dr R. Alagiah (S. Lect.): USA, conference, 7 days, \$971

Dr P. Auyeung (S. Lect.): USA, conference, 8 days, \$5,447

A/Prof J. Bandaralage (A/Prof.): USA, official business, 7 days, \$1,550

Ms K. Bodle (A/Lect.): New Zealand, conference, 5 days, \$2,039

Dr M. Brimble (S. Lect.): New Zealand, special duties, 3 days, \$1,373; New Zealand, research, 5 days, \$1,696; New Zealand, special duties, 6 days, \$764

Ms R. Cameron (Lect.): Ireland, conference, 7 days, \$3,559

Dr A. Cheung (Lect.): China, research, 26 days, \$1,510; China, special duties, 9 days, \$2,699; New Zealand, conference, 7 days, \$2,018

Dr P. Cybinski (S. Lect.): USA, conference, 46 days, \$5,765

Mr R. Dagwell (S. Lect.): England, research, 31 days, \$2,279; Singapore, conference, 6 days, \$3,012

Mr B. Freudenberg (Lect.): Netherlands, conference, 12 days, \$2,803

Prof R. Guest (Prof.): Japan, official business, 5 days, \$680; Singapore, conference, 8 days, \$2,321; USA, ASP/conference, 23 days, \$9,240

Dr A. Huang (S. Lect.): China, special duties, 19 days, \$3,500; China, special duties, 18 days, \$1,928

Dr C. Lambert (S. Lect.): China, official business, 5 days, \$1,308; Malaysia, conference, 7 days, \$1,945

Dr D. Lamminmaki (Lect.): Italy, conference, 8 days, \$3,202

Mr B. Liu (Lect.): China, conference, 5 days, \$2,392

Prof T. Makin (Prof.): New Zealand, research, 7 days, \$2,406

Dr L. McManus (S. Lect.): New Zealand, conference, 5 days, \$1,404

Prof L. Mia (Foundation Chair): USA, conference, 11 days, \$3,275

Ms A. Mortimore (Lect.): Belgium, conference, 9 days, \$1,734; Canada, ASP/conference, 9 days, \$2,684

Mr Z. Murgulov (A/Lect.): New Zealand, conference, 6 days, \$1,333

Prof J. Muthuswamy (Prof.): USA, research, 27 days, \$4,000

Mr G. Nanayakkara (A/Lect.): Sri Lanka, research, 13 days, \$934

A/Prof P. Narayan (A/Prof.): China, conference, 5 days, \$2,164; Fiji, research, 10 days, \$2,585; Fiji, research, 9 days, \$1,589; Fiji, research, 6 days, \$1,385; India, conference, 7 days, \$3,954

Prof C. Ng (Head of Department): New Zealand, conference, 6 days, \$1,507

Prof S. Selvanathan (Dep. Head (Economics)): India, conference/research, 56 days, \$1,919

Mr P. Sharma (Lect.): Fiji, research, 15 days, \$2,083

Dr P. Stevenson-Clarke (S. Lect.): India, conference, 4 days, \$2,529

Prof J. Stewart (Dep. Head (Accounting)): New Zealand, conference, 8 days, \$2,186

A/Prof N. Subramaniam (A/Prof.): New Zealand, conference, 5 days, \$1,504

Dr M. Tahir (S. Lect.): New Zealand, conference, 5 days, \$1,682; Pakistan, research, 89 days, \$4,012; Pakistan, conference, 53 days, \$2,216

Ms L. Winata (Lect.): USA, conference, 10 days, \$4,411

## Department of Industrial Relations

Dr J. Bailey (S. Lect.): Canada, ASP, 8 days, \$3,339

Prof G. Bamber (Prof.): England, conference/research, 22 days, \$9,111; England, ASP/conference, 20 days, \$12,284; England, conference/research, 20 days, \$7,324; Italy, conference/research, 19 days, \$9,940

Dr M. Barry (S. Lect.): New Zealand, research, 6 days, \$1,514; New Zealand, conference, 5 days, \$1,644

Prof P. Brosnan (Adj. Prof.): New Zealand, conference, 8 days, \$554; New Zealand, conference, 1 day, \$215

Dr R. Loudoun (Lect.): England, ASP, 125 days, \$7,643

Prof D. Peetz (Head of Department): South Africa, conference/research, 38 days, \$4,536

## Department of International Business and Asian Studies

Dr B. Bishop (S. Lect.): England, research, 18 days, \$1,968; Philippines, conference, 8 days, \$2,892

A/Prof J. Butcher (A/Prof.): Netherlands, ASP, 47 days, \$4,799

A/Prof W. Case (A/Prof.): Malaysia, conference/research, 18 days, \$2,102; Malaysia, research, 10 days, \$2,460; Thailand, research, 10 days, \$2,358

A/Prof L. Crissman (Adj. A/Prof.): China, official business, 29 days, \$3,921; Thailand, research, 10 days, \$2,294

Dr L. Crump (S. Lect.): Chile, research, 110 days, \$3,963; Paris, special duties, 37 days, \$9,054

Prof M. Farquhar (Prof.): China, conference/special duties, 5 days, \$2,132

Dr T. Flockhart (S. Lect.): USA, conference/research, 10 days, \$1,773

Dr G. Ge (Lect.): China, research, 38 days, \$1,731; Russia, conference/research, 14 days, \$1,938

Dr L. Ge (Lect.): New Zealand, conference, 5 days, \$731

A/Prof M. Griffiths (A/Prof.): Japan, conference, 6 days, \$3,859

Dr M. Hossain (S. Lect.): China, official business, 66 days, \$2,670; China, conference/research, 23 days, \$3,788; England, ASP, 145 days, \$1,210; India, ASP, 32 days, \$13,376; Italy, ASP/conference, 34 days, \$2,817

A/Prof J. Howell (A/Prof.): Indonesia, research, 16 days, \$4,572; Indonesia, research, 25 days, \$5,842

Prof Y. Kwon (Prof.): Korea, official business, 12 days, \$4,595; Korea, research, 19 days, \$1,767; Switzerland, conference/research, 8 days, \$4,572

Prof L. Liew (Head of Department): India, special duties/research, 11 days, \$6,338

Prof C. Mackerras (Emeritus Prof.): China, conference, 89 days, \$2,229; New Zealand, official business, 5 days, \$791; USA, conference/special duties, 11 days, \$3,145

A/Prof J. Maswood (Dep. Head of Department): USA, ASP, 202 days, \$6,083

Dr B. Min (S. Lect.): Korea, ASP, 70 days, \$1,466; New Zealand, conference, 4 days, \$1,574

Dr A. Riege (S. Lect.): China, special duties, 13 days, \$4,146; Germany, conference, 11 days, \$7,683; Sweden, conference/research, 33 days, \$1,204

Mr D. Ringuet (Res. Ass.): Singapore, official business, 12 days, \$650

Dr P. Ross (Lect.): China, conference, 7 days, \$6,035; Germany, official business, 17 days, \$1,370

A/Prof D. Schak (Adj. A/Prof.): China, official business, 130 days, \$10,754

Prof A. Selvanathan (Prof.): China, special duties, 7 days, \$2,738; India, conference/research, 56 days, \$1,919

# Overseas travel

Dr M. Sinclair (Lect.): USA, conference, 13 days, \$2,750

Mr D. Smith (Lect.): China, official business, 46 days, \$1,567

## Department of Management

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Prof M. Barker (Prof.): France, research, 20 days, \$9,834; New Zealand, conference, 4 days, \$1,131

Dr N. Bissett (S. Lect.): England, conference/research, 9 days, \$4,478

A/Prof B. Bowden (A/Prof.): India, conference/research, 8 days, \$3,706; USA, conference/research, 12 days, \$5,604

Dr Y. Brunetto (S. Lect.): USA, ASP, 101 days, \$20,470

Dr K. Bryant (S. Lect.), USA, conference, 9 days, \$3,529

Prof P. Couchman (Prof.): Norway, conference/research, 18 days, \$6,423

Mr R. Fisher (A/Lect.): Ireland, conference/research, 18 days, \$4,597

Dr C. Fraser (S. Lect.): Thailand, conference, 13 days, \$2,999

Prof J. Gammack (Prof.): China, conference, 8 days, \$3,057; England, conference/research, 56 days, \$761

Dr R. Gapp (Lect.): Denmark, conference, 12 days, \$6,045

Dr G. Guzman (S. Lect.): USA, conference, 9 days, \$4,374

Dr C. Hodkinson (Lect.): Greece, conference, 14 days, \$4,035

A/Prof P. Jordan (A/Prof.): USA, conference/research, 10 days, \$1,789; USA, conference, 12 days, \$8,392

Dr D. Kerr (Dep. Head of Department): China, conference/special duties, 13 days, \$4,934

Ms S. Lawrence (S. Res. Ass.): USA, conference, 12 days, \$2,960

Dr R. McPhail (Lect.): Ireland, conference/research, 8 days; \$4,540

Prof K. Parry (Prof.): New Zealand, research, 3 days, \$693

Dr A. Poropat (A/Lect.): India, research, 11 days, \$1,633

Dr J. Rhodes (Lect.): South Africa, consultancy, 17 days, \$2,521

A/Prof R. Russell (A/Prof.): Italy, conference/research, 5 days, \$4,891

Dr K. Sandhu (Lect.): India, special duties, 19 days, \$13,702; India, special duties, 29 days, \$3,845

Dr L. Sanzogni (Head of Department): India, research, 11 days, \$1,633

Dr M. Thite (S. Lect.): USA, research, 18 days, \$2,982

Dr Z. Wong (Lect.): Canada, conference, 10 days, \$3,573

Mr P. Woods (Lect.): Vietnam, conference, 13 days, \$2,319

## Department of Marketing

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Dr T. Gatfield (S. Lect.): China, ASP, 120 days, \$15,976; China, special duties, 14 days, \$1,961

Dr J. Heaney (S. Lect.): France, conference, 6 days, \$5,285

Dr C. Herington (S. Lect.): Hungary, conference, 13 days, \$1,895

A/Prof A. Lye (A/Prof.): Canada, special duties/research, 36 days, \$8,450; Thailand, research, 6 days, \$2,384

Dr L. McDonald (Lect.): Italy, conference, 12 days, \$3,533

Prof B. Merrilees (Head of Department): Canada, research, 29 days, \$1,413; England, conference, 11 days, \$4,060; Hungary, conference, 12 days, \$3,361

Dr D. Miller (A/Lect.): Hungary, conference, 13 days, \$2,999

Ms S. Prugsamatz (Lect.): Norway, conference, 9 days, \$2,250

Dr H. Winzar (S. Lect.): France, conference, 5 days, \$2,724

Mr O. Wright (A/Lect.): France, conference, 10 days, \$2,832

Department of Politics and Public Policy

Dr P. Bishop (S. Lect.): England, research, 161 days, \$3,049

Dr R. Eccleston (Lect.): Japan, conference, 8 days, \$3,494

Prof J. Kane (Prof.): Singapore, research, 5 days, \$2,015

Dr A. Kay (S. Lect.): England, conference/research, 12 days, \$4,563

Dr A. Lavelle (Lect.): England, conference/research, 19 days, \$4,996

Dr B. O'Connor (S. Lect.): USA, ASP, 8 days, \$6,766

Prof C. O'Faircheallaigh (Prof.): Canada, conference, 10 days, \$10,196; Ireland, conference/research, 9 days, \$4,790; USA, research, 15 days, \$1,766

A/Prof H. Patapan (A/Prof.): Japan, conference, 7 days, \$4,567; Singapore, research, 6 days, \$2,015; USA, conference, 10 days, \$5,824

Dr A. Tiernan (Postdoctoral Fell.): New Zealand, conference, 4 days, \$890

Dr E. Van Acker (Head of Department): USA, research, 16 days, \$3,268; USA, ASP, 66 days, \$4,588

Prof P. Weller (Prof.): Austria, research, 35 days, \$11,169; China, research, 12 days, \$1,740; England, research, 1 days, \$951; Indonesia, research, 9 days, \$6,157

## Department of Tourism, Leisure, Hotel and Sport Management

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Prof C. Auld (Prof.): China, conference/research, 19 days, \$9,624; England, official business, 18 days, \$14,037

Mr B. Bell (Lect.): Brazil, conference, 37 days, \$1,474; China, conference, 7 days, \$2,322; New Zealand, conference, 5 days, \$1,085

Prof P. Brown (Prof.): China, conference/research, 10 days, \$3,117; Denmark, conference, 9 days, \$3,951; New Zealand, ASP, 8 days, \$608; Portugal, conference/research, 12 days, \$2,875

Dr J. Burden (S. Lect.): England, conference, 10 days, \$3,657

Dr K. Butcher (S. Lect.): Thailand, conference, 10 days, \$2,448

Dr C. Cater (Lect.): England, conference, 13 days, \$3,397; Papua New Guinea, official business, 10 days, \$1,321

Prof G. Cuskelly (Prof.): USA, conference/research, 12 days, \$11,751

Prof M. Davidson (Head of Department): China, official business, 7 days, \$5,978; Ireland, conference, 3 days, \$1,209; Thailand, conference, 6 days, \$4,201

Dr S. Fullagar (Lect.): Canada, conference/research, 29 days, \$12,890; New Zealand, conference/research, 8 days, \$327

A/Prof D. Funk (A/Prof.): Canada, research, 47 days, \$1,200; USA, conference, 7 days, \$3,107; USA, conference/research, 20 days, \$2,811

Prof C. Guilding (Prof.), Canada, research, 15 days, \$1,175

Mr R. Hales (A/Lect.): New Zealand, conference/research, 10 days, \$1,596

Dr M. Harrington (S. Lect.): New Zealand, conference, 6 days, \$773

Dr T. Harrison-Hill (Lect.): USA, conference, 7 days, \$3,942

Dr R. Hibbins (S. Lect.): Canada, official business, 9 days, \$7,635; China, conference,

10 days, \$2,923; China, special duties, 13 days, \$1,480

Dr Y. Lee (Lect.): Ireland, conference/research, 26 days, \$2,900

Dr K. Lloyd (Lect.): China, conference/research, 13 days, \$2,372

Ms K. Marles (Lect.): China, official business, 6 days, \$2,154

Dr G. Pan (Lect.): China, official business, 15 days, \$6,079; Taiwan, conference/research, 27 days, \$5,323; Thailand, conference, 10 days, \$1,520

Dr A. Patiar (Lect.): China, official business, 8 days, \$1,190; India, conference, 24 days, \$1,118

Ms M. Pratt (A/Lect.): China, official business, 7 days, \$1,390

Dr M. Raybould (Lect.): China, special duties, 8 days, \$2,518

Ms C. Ringuet (A/Lect.): Greece, conference/research, 37 days, \$1,540

Prof B. Sparks (Prof.): England, ASP, 34 days, \$12,084; Hungary, conference, 19 days, \$7,440

Prof K. Toohey (Prof.): Cyprus, conference, 21 days, \$4,247

Dr M. Watkins (Lect.): China, conference, 7 days, \$1,456; New Zealand, conference, 9 days, \$772

A/Prof H. Wilkins (A/Prof.): China, official business, 6 days, \$2,148; Ireland, conference, 9 days, \$4,516

Dr D. Zakus (S. Lect.): Cyprus, ASP/conference, 70 days, \$6,411

## Cape York Institute

Mr J. Wallace (S. Consultant): New Zealand, official business, 10 days, \$1,000

Mr J. Wenitong (S. Projects Officer): New Zealand, official business, 8 days, \$461

## Griffith Asia Institute

Dr M. Heazle (Res. Fell.): Singapore, conference, 3 days, \$1,624

Prof M. Wesley (Dir.): Canada, conference, 3 days, \$3,926; Japan, official business, 5 days, \$2,845; Singapore, official business, 2 days,

\$1,363; USA, conference, 7 days, \$3,382; USA, conference, 7 days, \$10,980

## Griffith Health

### Pro Vice Chancellor (Health)

Prof A. Cripps (Pro Vice Chancellor): China, official business, 8 days, \$8,602; India, official business, 7 days, \$12,953; New Zealand, conference, 3 days, \$3,843; USA, conference, 6 days, \$14,752

### Griffith Health Executive

Dr K. Armstrong (Executive Officer): England, conference, 21 days, \$5,946

Prof D. Creedy (Dean): England, conference, 30 days, \$11,255; Singapore, official business, 4 days, \$6,232, United Arab Emirates, official business, 6 days, \$3,098; USA, official business, 8 days, \$15,558

### School of Anatomy

Dr H. Massa (Head of School): New Zealand, conference, 4 days, \$564

### School of Dentistry and Oral Health

Dr J. Gao (S. Lect.): China, conference, 17 days, \$1,172

A/Prof K. Hallett (A/Prof.): Vietnam, conference, 5 days, \$703

Prof N. Johnson (Dean and Head of School): Malaysia, official business, 15 days, \$5,965

Dr R. Nair (S. Lect.): USA, conference, 7 days, \$5,403

### School of Human Services

A/Prof N. Buys (A/Prof.): Canada, ASP, 99 days, \$3,397

Dr F. Campbell (S. Lect.): India, conference/research, 12 days, \$2,941; Sri Lanka, ASP, 176 days, \$2,113; Sri Lanka, conference/research, 9 days, \$1,373; USA, conference/research, 10 days, \$5,233

Prof L. Chenoweth (Prof.): Germany, conference, 5 days, \$929, South America, conference, 9 days, \$1,450

Dr J. Fowler (S. Lect.): USA, ASP, 203 days, \$33,607; USA, official business, 7 days, \$2,687

Dr S. Larmar (Lect.): India, conference, 14 days, \$1,882

Ms K. MacFarlane (Lect.): New Zealand, conference, 7 days, \$1,620

## School of Medical Science

Dr L. Dong (Res. Fell.): China, conference/research, 27 days, \$1,645

Dr F. Fernandez (Postdoctoral Fell.): New Zealand, research, 14 days, \$2,111

Prof L. Griffiths (Head of School): USA, conference, 19 days, \$10,411; USA, conference/research, 17 days, \$13,049

Prof J. Headrick (Prof.): Italy, conference, 11 days, \$9,977

A/Prof J. Neuzil (A/Prof.): Czechoslovakia, research, 32 days, \$1,808; Czechoslovakia, research, 10 days, \$2,795; Czechoslovakia, research, 36 days, \$2,773; Czechoslovakia, research, 26 days, \$2,498

Dr D. Pountney (Lect.): Japan, conference, 9 days, \$3,158

Dr S. Ralph (S. Lect.): USA, conference, 10 days, \$2,842

Dr A. Stadlin (S. Lect.): China, conference/research, 38 days, \$3,776; USA, conference, 22 days, \$1,000

Dr L. Tajouri (Postdoctoral Res. Fell.): France, special duties, 16 days, \$3,147; France, conference, 19 days, \$2,369

## School of Medicine

Dr C. Cameron (Res. Fell.): South Africa, conference, 22 days, \$5,688

A/Prof M. Groves (Dep. Head of School): Italy, conference, 9 days, \$746

Prof A. Lam (Prof.): China, conference, 8 days, \$1,251

Prof R. McClure (Prof.): South Africa, conference, 18 days, \$11,991

Mr K. Sweeting (Res. Ass.): New Zealand, conference, 3 days, \$687

A/Prof M. Yelland (A/Prof.): New Zealand, conference, 3 days, \$749

## Dean of Nursing and Midwifery

A/Prof E. Patterson (Dean & Head of School): New Zealand, official business, 4 days, \$1,349

## School of Nursing and Midwifery

Dr J. Brammer (Lect.): Canada, conference/research, 8 days, \$1,746; Singapore, official business, 8 days, \$1,542; Singapore, official business, 108 days, \$1,609; Singapore, official business, 213 days, \$1,279; Singapore, official business, 4 days, \$3,374

Prof W. Chaboyer (Dir.): Canada, conference/research, 39 days, \$12,993

Dr M. Conrick (Lect.): Korea, conference/research, 9 days, \$1,000

Mr A. Estefan (Lect.): England, conference, 6 days, \$1,000

Dr K. Evans (Lect.): Tunisia, conference/research, 12 days, \$3,210

Dr J. Gamble (Lect.): England, conference/research, 17 days, \$4,358

Ms H. James (Lect.): Canada, official business, 44 days, \$998; Singapore, official business, 7 days, \$2,399; Singapore, official business, 9 days, \$4,349

Dr M. Jessup (A/Lect.): Denmark, conference, 14 days, \$2,101

Dr P. Johnson (S. Lect.): Japan, official business, 8 days, \$3,545; Singapore, official business, 7 days, \$2,077; Singapore, special duties, 6 days, \$1,675; Singapore, official business, 9 days, \$2,905

Dr D. Lee (Lect.): Singapore, official business, 7 days, \$4,887

A/Prof M. McAllister (A/Prof.): England, ASP, 12 days, \$3,221

Mr G. Mellor (A/Lect.): Singapore, official business, 7 days, \$2,212; Singapore, official business, 9 days, \$3,257

Dr M. Mitchell (S. Lect.): Singapore, official business, 8 days, \$2,608; Singapore, official business, 4 days, \$2,071; Sweden, ASP, 68 days, \$6,720

Prof W. Moyle (Prof.): China, special duties, 9 days, \$3,714; Japan, official business, 6 days, \$2,986

Dr C. Purcell (Sessional Lect.): Singapore, official business, 5 days, \$4,219; Singapore, official business, 5 days, \$547

Dr J. Rowe (Undergraduate Program Co-ordinator): New Zealand, ASP, 27 days, \$485

Dr P. Seaton-Sykes (Lect.): China, official business, 9 days, \$3,171; Japan, official business, 13 days, \$6,876; Japan, official business, 8 days, \$2,668

A/Prof W. St John (Dep. Head of School): New Zealand, conference, 6 days, \$429

Prof M. Wallis (Chair): Singapore, conference, 5 days, \$790

A/Prof J. Wollin (Dep. Head of School): England, official business, 16 days, \$1,884; United Arab Emirates, official business, 8 days, \$3,263

## School of Pharmacy

Mrs L. Hattingh (Lect.): France, conference, 12 days, \$5,356

Dr A. Haywood (S. Lect.): New Zealand, conference, 8 days, \$771

Prof N. Smith (Head of School): Czechoslovakia, conference, 10 days, \$3,127; Fiji, official business, 7 days, \$1,855; Fiji, official business, 5 days, \$2,154; Fiji, official business, 12 days, \$2,082

Mr G. Yeates (Co-ordinator): New Zealand, conference, 5 days, \$829

## School of Physiotherapy and Exercise Science

Dr B. Beck (S. Lect.): USA, conference, 8 days, \$5,171; USA, conference, 7 days, \$4,410; USA, research, 10 days, \$3,511

Dr G. Harrison (S. Lect.): Netherlands, ASP, 44 days, \$8,596

Dr L. Haseler (Lect.): Denmark, conference, 13 days, \$2,369; USA, ASP, 183 days, \$3,651

A/Prof N. Morris (A/Prof.): USA, ASP, 234 days, \$12,459

Dr S. Morrison (S. Lect.): USA, ASP, 145 days, \$3,956

A/Prof G. Renshaw (S. Lect.): Italy, ASP, 91 days, \$4,764

Dr D. Schneider (S. Lect.): USA, ASP, 12 days, \$2,440

## School of Psychology

Dr M. Boschen (Lect.): New Zealand, conference, 8 days, \$1,493

Dr G. Bradley (S. Lect.): England, ASP, 34 days, \$2,961; Hungary, conference, 19 days, \$4,926

Dr P. Brough (S. Lect.): USA, ASP, 155 days, \$11,929

Prof P. Creed (Head of School): Greece, conference, 10 days, \$4,011

Prof S. Dawe (Prof.): New Zealand, official business, 2 days, \$250; New Zealand, conference, 5 days, \$708

Dr A. Duffy (A/Lect.): New Zealand, conference, 11 days, \$722

Prof M. Dyck (Prof.): Canada, conference, 12 days, \$2,892

A/Prof I. Glendon (A/Prof.): England, conference/research, 28 days, \$5,441; Greece, conference, 10 days, \$5,809

Dr H. Green (Lect.): Italy, conference, 10 days, \$3,050

Ms J. Griffiths (Res. Ass.): New Zealand, conference, 6 days, \$1,717

Prof K. Halford (Prof.): China, ASP, 133 days, \$2,911; USA, conference/research, 10 days, \$4,563

Dr L. Jones (S. Lect.): Germany, conference, 9 days, \$4,470; New Zealand, ASP, 154 days, \$666

A/Prof M. Kebbell (Dir.): England, official business, 38 days, \$4,988

Dr N. Loxton (Res. Fell.): New Zealand, conference, 5 days, \$1,020

Ms T. Ludlow (Lect.): New Zealand, conference, 8 days, \$306

Prof D. Nesdale (Prof.): England, research, 25 days, \$5,572

Dr A. O'Donovan (Dep. Head of School): New Zealand, conference, 6 days, \$1,997; South Africa, conference/research, 14 days, \$5,734; USA, conference, 9 days, \$1,186

Dr T. Ownsworth (Lect.): England, conference, 8 days, \$2,358; Switzerland, conference/research, 5 days, \$2,724

Ms S. Scott (Postgraduate Programs): New Zealand, conference, 4 days, \$1,755

Prof D. Shum (Prof.): China, ASP, 39 days, \$4,765

Ms R. Thomas (Co-ordinator): USA, conference, 8 days, \$3,447

Dr B. Thompson (S. Lect.): New Zealand, conference, 7 days, \$706

Dr M. Van Der Veen (Dir.): New Zealand, official business, 3 days, \$1,049

Dr A. Waters (S. Lect.): New Zealand, conference, 6 days, \$937

A/Prof J. Zimmer-Gembeck (A/Prof.): USA, conference, 10 days, \$3,714; USA, ASP, 67 days, \$1,223

## School of Public Health

Mr B. Desbrow (Lect.): England, conference, 6 days, \$2,726

Mr I. Edwards (Adj. Prof.): USA, special duties, 18 days, \$3,479

A/Prof P. Howard (A/Prof.): China, official business, 11 days, \$1,310

A/Prof R. Hughes (Dep. Head of School): Sweden, conference, 13 days, \$2,719; Sweden, research, 21 days, \$855

Ms M. Liang (Lect.): China, special duties, 21 days, \$10,545

Prof S. Short (Prof.): Bulgaria, conference, 8 days, \$1,802; South Africa, conference, 8 days, \$2,055

Dr S. Somerset (S. Lect.): France, ASP, 104 days, \$7,389

Prof D. Stewart (Head of School): England, conference/research, 16 days, \$3,765

Dr J. Sun (Lect.): China, conference/research, 10 days, \$2,859; Taiwan, conference, 7 days, \$2,021

## Australian Institute for Suicide, Research and Prevention

Prof D. De Leo (Dir.): Italy, conference, 26 days, \$7,552; Italy, conference, 5 days, \$7,588; Italy, conference, 3 days, \$1,254; Japan, conference, 6 days, \$8,654; Singapore, conference, 5 days, \$7,099

## Heart Foundation Research Centre

Dr K. Ashton (Res. Fell.): USA, conference/research, 11 days, \$2,258

Dr J. Peart (Res. Fell.): Canada, conference/research, 7 days, \$5,909; Hungary, conference/research, 12 days, \$5,188; USA, conference, 10 days, \$6,054

## Griffith Science and Technology

### Faculty of Engineering and Information Technology

#### Dean of Engineering

Prof Y. Loo (Dean): China, official business, 11 days, \$2,959; China, official business, 8 days, \$3,171; China, special duties, 11 days, \$2,177; France, official business, 10 days, \$3,216; France, ASP, 33 days, \$2,881; France, special duties, 25 days, \$2,269; Malaysia, conference, 11 days, \$1,510; New Zealand, special duties, 6 days, \$1,785; Thailand, conference, 11 days, \$2,016

# Overseas travel

## Griffith School of Engineering

A/Prof I. Agranovski (A/Prof.): Germany, conference/research, 17 days, \$2,076; Russia, research, 17 days, \$7,208; Russia, research, 29 days, \$19,322; USA, research, 14 days, \$11,697

Prof R. Braddock (Prof.): Germany, ASP, 141 days, \$2,696

Dr A. Busch (Lect.): Portugal, conference/research, 10 days, \$3,462

Dr P. Celka (S. Lect.): Korea, conference, 8 days, \$2,427

Dr S. Chowdhury (Lect.): China, special duties, 9 days, \$670; Italy, conference, 8 days, \$4,954

Prof S. Dimitrijevic (Prof.): England, conference/research, 8 days, \$5,708; Yugoslavia, conference/research, 12 days, \$4,069

Dr J. Doh (Lect.): China, official business, 7 days, \$2,556; China, official business, 6 days, \$900; China, official business, 7 days, \$3,080; China, official business, 7 days, \$2,961

A/Prof S. Fragomeni (Dep. Head of School): China, official business, 7 days, \$2,749; China, special duties, 9 days, \$2,136; New Zealand,

conference, 5 days, \$1,664; USA, conference, 4 days, \$650

Dr Y. Gao (S. Lect.): China, conference/research, 8 days, \$4,744; Korea, ASP, 138 days, \$1,865

A/Prof M. Greenway (A/Prof.): Singapore, special duties, 4 days, \$1,340; USA, conference/research, 19 days, \$5,322

Dr H. Guan (S. Lect.): Thailand, conference, 11 days, \$2,665

Dr W. Guo (S. Lect.): China, conference, 8 days, \$2,172

Dr S. Herat (S. Lect.): Germany, official business, 21 days, \$3,183

Dr D. James (S. Res. Fell.): Germany, conference/research, 16 days, \$4,622; Japan, conference/research, 15 days, \$2,653

Dr S. Kamalarasa (Lect.): USA, ASP, 96 days, \$9,906

Dr K. Le (Lect.): China, conference, 11 days, \$2,434

Prof P. Lisner (Prof.): India, special duties, 8 days, \$4,947

A/Prof J. Lu (A/Prof.): USA, conference/research, 9 days, \$4,779

Prof K. Paliwal (Prof.): India, conference, 34 days, \$4,047; New Zealand, official business, 6 days, \$1,213; USA, conference, 7 days, \$5,114

Ms C. Paten (A/Lect.): USA, special duties/research, 8 days, \$2,081

Dr O. Pyankov (Res. Fell.): China, research, 15 days, \$2,575

Dr K. Sanmugarasa (Lect.): China, official business, 5 days, \$2,194; China, official business, 15 days, \$1,833

Dr R. Stewart (S. Lect.): China, official business, 13 days, \$5,882; China, official business, 7 days, \$3,012; USA, ASP/conference, 22 days, \$7,161

Dr D. Sweatman (Lect.): England, ASP, 86 days, \$4,310

Dr V. Tam (Lect.): China, official business, 9 days, \$3,586; China, official business, 8 days, \$3,201; China, conference, 11 days, \$2,044; China, official business, 8 days, \$1,610; China, official business, 7 days, \$2,945

Prof D. Thiel (Head of School): Belgium, official business, 14 days, \$1,957; USA, conference, 8 days, \$6,742

Prof L. Vlacic (Prof.): Italy, conference/research, 17 days, \$6,266; Japan, conference/research, 10 days, \$1,404

Dr P. Williams (S. Lect.): Singapore, special duties, 4 days, \$1,677; Singapore, special duties, 4 days, \$1,336

Prof B. Yu (Dep. Head of School): China, conference/research, 13 days, \$1,980; India, special duties, 8 days, \$3,515

Dr J. Yu (S. Lect.): China, research, 5 days, \$1,463; Malaysia, conference/research, 6 days, \$1,947; Singapore, special duties, 3 days, \$1,430

Dr Q. Yu (S. Lect.): China, research, 16 days, \$2,103

Dr H. Zhang (S. Lect.): China, research, 52 days, \$1,600

School of Information and Communication Technology

Ms J. Beekhuyzen (S. Res. Ass.): Germany, special duties, 23 days, \$2,246; Mexico, conference/research, 5 days, \$3,803

A/Prof P. Bernus (Dep. Head of School): Korea, special duties, 5 days, \$2,973

A/Prof D. Billington (A/Prof.): India, conference, 7 days, \$3,701; USA, ASP, 43 days, \$8,729

Dr M. Blumenstein (Head of School): Canada, conference, 9 days, \$4,933; China, conference, 7 days, \$2,339

Dr D. Chen (Lect.): Canada, conference, 10 days, \$4,386; Netherlands, ASP, 106 days, \$2,055

Mr G. Cranitch (S. Lect.): Canada, official business, 8 days, \$9,176; India, official business, 11 days, \$6,041; United Arab Emirates, official business, 10 days, \$4,658

A/Prof P. Deer (A/Prof.): China, official business, 17 days, \$4,500

Prof G. Dromey (Prof.): Japan, conference, 8 days, \$2,426

Prof V. Estivill Castro (Prof.): Germany, conference/research, 13 days, \$3,189; Poland, conference/research, 10 days, \$4,036; USA, conference/research, 5 days, \$3,660

A/Prof M. Ford (A/Prof.): England, ASP, 15 days, \$2,923; Italy, ASP, 26 days, \$2,353

Dr J. Jo (S. Lect.): Germany, conference, 9 days, \$2,251; Korea, special duties, 15 days, \$7,392; Korea, conference, 12 days, \$1,685; New Zealand, conference, 5 days, \$1,141

Dr P. Martin (S. Lect.): USA, conference, 10 days, \$1,767

Dr V. Muthukumarasamy (S. Lect.): India, conference, 7 days, \$2,185; USA, conference, 7 days, \$2,318

Dr O. Noran (Lect.): Thailand, conference/research, 13 days, \$1,792

A/Prof T. Rout (A/Prof.): China, research, 7 days, \$3,210; Spain, ASP, 32 days, \$11,137; USA, conference/research, 28 days, \$9,646; USA, conference, 7 days, \$4,303

Dr B. Rowlands (Lect.): USA, ASP, 120 days, \$5,322

Prof A. Sattar (Prof.): China, conference/research, 8 days, \$2,374; England, conference/research, 13 days, \$9,781; Japan, conference/research, 7 days, \$3,347

Dr R. Sitte (S. Lect.): Austria, conference, 17 days, \$658; Czechoslovakia, ASP, 35 days, \$2,886

Mr D. Tuffley (Lect.): Germany, conference/research, 7 days, \$3,443

A/Prof L. Von Hellens (A/Prof.): Germany, research, 29 days, \$2,561

Dr J. Wang (Lect.): China, ASP, 202 days, \$1,635

A/Prof K. Wang (A/Prof.): Austria, ASP, 12 days, \$6,777

## **Queensland Microtechnology Facility**

Prof B. Harrison (Dir.): USA, conference/research, 15 days, \$13,574; USA, conference/research, 20 days, \$2,728

Mr A. Iacopi (Mgr.): England, research, 13 days, \$3,773

## **Faculty of Environmental Sciences**

### **Dean of Environmental Sciences**

Prof L. Brown (Dean): China, special duties, 10 days, \$2,370; England, special duties, 12 days, \$16,895; Finland, conference, 11 days, \$7,908; Finland, special duties, 13 days, \$7,896; USA, special duties, 7 days, \$2,708; Vietnam, special duties, 7 days, \$3,686

## **Australian School of Environmental Studies**

A/Prof C. Catterall (A/Prof.): China, conference, 10 days, \$2,010

Dr A. Chan (Lect.): Japan, ASP, 46 days, \$5,968

A/Prof J. Chaseling (A/Prof.): Austria, conference, 11 days, \$4,215; Brazil, conference/research, 11 days, \$5,794; Sweden, conference/research, 13 days, \$2,005

Dr C. Chen (Res. Fell.): Brazil, conference/research, 13 days, \$5,656; USA, conference/research, 27 days, \$10,340

Prof C. Chu (Prof.): China, conference/research, 20 days, \$2,473; China, conference/research, 12 days, \$6,717; China, official business, 13 days, \$8,165; China, conference/research, 29 days, \$11,594; Indonesia, research, 8 days, \$2,464; Indonesia, research, 4 days, \$4,453; Taiwan, conference/research, 6 days, \$2,088

Dr R. Cropp (Lect.): England, conference/research, 28 days, \$5,174; Sweden, ASP, 25 days, \$7,514; USA, conference, 18 days, \$4,667

Prof P. Dale (Prof.): Finland, ASP, 42 days, \$5,002; Indonesia, research, 3 days, \$2,383; USA, ASP, 88 days, \$3,080

Dr P. Daniels (S. Lect.): USA, conference/research, 11 days, \$1,637

Mr P. Davey (S. Lect.): Canada, special duties, 10 days, \$3,023; China, official business, 13 days, \$1,125; China, conference/research, 15 days, \$3,519; Indonesia, research, 10 days, \$2,681; Singapore, conference/research, 6 days, \$3,760

Ms J. Ferreira (Lect.): USA, conference/research, 13 days, \$2,298

A/Prof A. Gabric (A/Prof.): USA, conference, 8 days, \$4,014; USA, research, 11 days, \$1,977

A/Prof H. Ghadiri (A/Prof.): USA, conference/research, 10 days, \$3,358

Dr R. Hindmarsh (S. Lect.): Austria, research, 9 days, \$2,150; Singapore, research, 21 days, \$2,252

Dr M. Howes (Lect.): England, special duties, 8 days, \$3,266

Prof J. Hughes (Head of School): USA, conference/research, 11 days, \$5,823

A/Prof D. Jones (A/Prof.): New Zealand, conference, 4 days, \$681; New Zealand, ASP, 164 days, \$1,255

Dr J. Kanowski (Res. Fell.): China, conference, 15 days, \$4,807

Prof R. Kitching (Prof.): China, conference, 17 days, \$2,570; Malaysia, special duties, 16 days, \$600; Vanuatu, research, 31 days, \$1,096

Prof G. McTainsh (Prof.): Canada, conference, 6 days, \$3,981

Dr R. Neumann (Lect.): England, ASP, 51 days, \$1,804

Dr O. Pyankov (Res. Fell.): Russia, research, 17 days, \$1,943

Prof R. Rickson (Prof.): New Zealand, conference, 7 days, \$624; USA, conference/research, 15 days, \$7,223

Dr V. Shanmugam (S. Res. Fell.): Indonesia, research, 15 days, \$1,599; Vietnam, research, 10 days, \$3,374

Dr J. Tisdell (S. Lect.): Japan, conference, 9 days, \$1,807; New Zealand, official business, 42 days, \$6,579; USA, ASP, 32 days, \$3,277

Dr A. Tularam (Lect.): New Zealand, conference/research, 10 days, \$2,612

## **School of Environmental and Applied Science**

Prof R. Buckley (Prof.): Canada, research, 19 days, \$5,620; South Africa, research, 25 days, \$15,551

Mr J. Hay (A/Lect.): China, official business, 7 days, \$2,268; New Zealand, research, 10 days, \$1,047

A/Prof M. Hero (A/Prof.): England, research, 24 days, \$7,405; New Zealand, conference, 8 days, \$569

Dr F. Leusch (Res. Fell.): France, conference/research, 15 days, \$2,401

Mr H. Mirfenderesk (S. Res. Fell.): Denmark, research, 41 days, \$1,556; USA, conference, 18 days, \$4,850

Ms C. Ollenburg (Res. Fell.): Chile, conference/research, 22 days, \$4,102

Dr K. Pitt (Lect.): Papua New Guinea, official business, 10 days, \$1,321

Prof R. Tomlinson (Prof.): Portugal, conference, 11 days, \$6,667

Dr J. Warnken (S. Lect.): Germany, research, 32 days, \$1,101; Switzerland, conference, 14 days, \$4,723

Dr D. Welsh (S. Lect.): Italy, research, 17 days, \$3,054; New Caledonia, conference, 9 days, \$2,282

Mr W. Wen (Lect.): China, research, 15 days, \$1,313

A/Prof H. Zhao (A/Prof.): China, research, 14 days, \$3,474; China, research, 9 days, \$3,677; China, research, 6 days, \$2,236; China, research, 10 days, \$3,071; China, research, 17 days, \$1,937

## School of Environmental Planning

A/Prof S. Baum (A/Prof.): Greece, conference/research, 14 days, \$4,044; Singapore, conference/research, 15 days, \$4,011

Ms D. Houston (Lect.): USA, conference/research, 10 days, \$1,636

A/Prof D. Low Choy (A/Prof.): Austria, conference/research, 13 days, \$4,807; China,

official business, 17 days, \$2,262; India, conference/research, 18 days, \$1,975

Dr N. Sipe (Head of School): China, conference/research, 7 days, \$1,643; USA, conference, 10 days, \$1,918; Vietnam, research, 9 days, \$2,124

Dr T. Yigitcanlar (Lect.): USA, research, 10 days, \$4,134

## Centre for Riverine Landscapes

Prof A. Arthington (Prof.): France, conference/research, 9 days, \$2,971; New Zealand, special duties, 11 days, \$581; USA, conference/research, 13 days, \$5,253

Dr A. Brooks (S. Res. Fell.): New Zealand, conference/research, 8 days, \$1,855; USA, conference, 10 days, \$4,809

Prof S. Bunn (Prof.): China, official business, 14 days, \$9,295; Mexico, conference/research, 6 days, \$10,721; New Zealand, conference/research, 8 days, \$762; USA, conference/research, 10 days, \$2,233; USA, conference, 9 days, \$10,715; USA, conference/research, 11 days, \$6,567

Dr M. Burford (S. Res. Fell.): New Zealand, conference, 8 days, \$578; Switzerland, conference, 19 days, \$1,382; USA, ASP, 7 days, \$817

Dr C. Fellows (Program Leader): USA, conference, 16 days, \$4,936

Ms V. Fry (Res. Ass.): Ireland, conference, 16 days, \$4,174

A/Prof H. Ghadiri (A/Prof.): Morocco, conference/research, 17 days, \$5,650

Dr W. Hadwen (Res. Fell.): USA, conference/research, 13 days, \$2,651

Dr J. Hussein (Res. Fell.): New Zealand, official business, 12 days, \$781

Dr C. James (Res. Fell.): England, conference/research, 7 days, \$6,313

Ms K. Markwell (Res. Ass.): Canada, conference/research, 15 days, \$4,821

Dr P. Pollard (Program Leader): Canada, conference/research, 14 days, \$9,336

Dr M. Ponniah (Res. Fell.): USA, conference/research, 12 days, \$3,738

Dr B. Pusey (S. Res. Fell.): Spain, conference/research, 10 days, \$3,981

Dr F. Sheldon (Lect.): England, conference/research, 12 days, \$4,090

Mr C. Strong (Res. Ass.): Canada, research, 8 days, \$3,158

Dr S. Zhang (Res. Fell.): China, conference, 11 days, \$3,879; China, research, 11 days, \$1,210; Japan, conference/research, 14 days, \$4,021

## International Centre for Ecotourism Research

Prof R. Buckley (Prof.): New Zealand, conference/research, 5 days, \$2,192

## Faculty of Science

### Dean of Science

Prof G. Bushell (Dean): Switzerland, special duties, 8 days, \$9,654

### School of Aviation

A/Prof P. Bates (Head of School): Taiwan, official business, 6 days, \$4,808; USA, official business, 20 days, \$20,470; USA, official business, 20 days, \$13,441

### School of Biomolecular and Biomedical Sciences

Dr S. Ashmore (S. Lect.): China, conference, 12 days, \$1,929; England, research, 34 days, \$3,026

Prof R. Drew (Prof.): Korea, conference, 10 days, \$4,666; Philippines, conference/research, 6 days, \$3,111; Thailand, conference, 10 days, \$2,296; USA, ASP, 172 days, \$5,174

Dr D. Kennedy (S. Lect.): Italy, special duties, 13 days, \$3,016

Dr S. Lee (S. Lect.): England, conference/research, 4 days, \$3,405

Dr W. Murrell (Res. Fell.): Japan, official business, 7 days, \$2,462

Prof B. Patel (Prof.): Austria, conference/research, 15 days, \$7,409; India, conference/

research, 18 days, \$4,516; Singapore, conference, 9 days, \$1,589

Ms M. Peterson (Lect.): Netherlands, conference/research, 14 days, \$2,861

Dr C. Wells (Lect.): Japan, official business, 3 days, \$2,578; New Zealand, conference/research, 8 days, \$959; USA, conference, 9 days, \$3,403

## School of Science

A/Prof D. Bernhardt (A/Prof.): England, conference, 11 days, \$3,049

Dr T. Blach (Postdoctoral Fell.): England, research, 22 days, \$2,384; USA, conference, 9 days, \$1,731

Dr S. Boyd (Mgr.): Hungary, conference, 11 days, \$2,868

Dr C. Brown (S. Lect.): Hungary, conference, 12 days, \$2,868

Prof D. Burch (Prof.): New Zealand, conference, 17 days, \$2,631; South Africa, conference, 9 days, \$4,388; Thailand, conference/research, 10 days, \$3,020

A/Prof E. Gray (A/Prof.): Canada, conference, 6 days, \$2,722; England, ASP, 11 days, \$4,733; Norway, ASP, 12 days, \$5,146; USA, conference, 9 days, \$4,671

Prof G. Hope (Prof.): China, research, 16 days, \$1,155; South Africa, conference, 15 days, \$5,116; USA, conference/research, 18 days, \$14,193

Dr T. Houston (S. Lect.): USA, conference/research, 9 days, \$1,111

Dr D. Kielpinski (S. Lect.): Austria, conference/research, 20 days, \$7,675; USA, conference/research, 5 days, \$3,139

Prof B. Lohmann (Prof.): USA, conference/research, 6 days, \$4,027

Prof I. Lowe (Emeritus Prof.): New Zealand, conference, 10 days, \$388

Dr K. Lyons (Lect.): New Zealand, conference, 18 days, \$1,026; Uganda, conference/research, 37 days, \$10,046

Dr S. McCue (Lect.): England, research, 24 days, \$3,097

Dr G. Pryde (S. Lect.): USA, conference/research, 5 days, \$2,985; USA, conference/research, 8 days, \$4,411

Dr I. Rychkov (Res. Fell.): New Zealand, conference, 21 days, \$554

Dr R. Sang (S. Lect.): Germany, conference/research, 16 days, \$8,238; New Zealand, conference/research, 5 days, \$994

Dr M. Stevenson (Postdoctoral Fell.): Italy, conference/research, 8 days, \$2,885

Dr H. Sun (Lect.): China, conference/research, 15 days, \$3,026; China, research, 26 days, \$804

Dr J. Vaccaro (S. Lect.): Japan, conference/research, 22 days, \$2,090

Ms K. Watling (Sessional Lect.): USA, research, 13 days, \$2,219

Dr G. Watson (Res. Fell.): England, conference/research, 36 days, \$10,963

Dr M. Williams (S. Lect.): England, conference/special duties, 24 days, \$2,726

Prof H. Wiseman (Prof.): Canada, conference/research, 16 days, \$3,972; New Zealand, conference/research, 14 days, \$823; USA, conference/research, 12 days, \$4,996

Prof Z. Xu (Dir.): China, research, 16 days, \$1,513; China, conference/research, 20 days, \$2,898; China, conference/research, 21 days, \$2,617; Germany, conference, 5 days, \$2,301; USA, conference/research, 27 days, \$14,133

A/Prof D. Young (A/Prof.): Korea, research, 28 days, \$1,717; Singapore, conference, 8 days, \$1,677

## Natural Product Discovery

A/Prof V. Avery (A/Prof.): England, special duties, 6 days, \$10,621; USA, conference/research, 13 days, \$12,268

Dr M. Buchanan (S. Res. Fell.): Japan, conference, 8 days, \$3,822; New Zealand, conference, 7 days, \$1,443

Dr D. Camp (Program Leader): England, special duties, 4 days, \$9,707; Finland, conference/special duties, 10 days, \$5,002

A/Prof A. Carroll (A/Prof.): China, official business, 6 days, \$2,980; England, special duties, 6 days, \$12,714; New Zealand, conference, 7 days, \$2,371; Sweden, official business, 19 days, \$16,401; Sweden, special duties, 5 days, \$12,210; USA, conference/research, 12 days, \$2,355

Dr R. Davis (Res. Fell.): England, special duties, 6 days, \$10,599; Sweden, conference, 18 days, \$6,680

Dr G. Fechner (Res. Fell.): China, conference, 6 days, \$3,305

Dr Y. Feng (Res. Fell.): China, official business, 7 days, \$3,850; New Zealand, conference, 5 days, \$1,052; USA, conference, 8 days, \$2,299

Prof I. Jenkins (Prof.): Estonia, conference/research, 5 days, \$4,118

Dr M. Jobling (Res. Fell.): USA, conference/research, 14 days, \$4,240

Dr J. Longden (Res. Fell.): England, special duties, 2 days, \$2,084

Dr J. Neve (Res. Fell.): Sweden, conference, 12 days, \$3,345

Dr N. Pham (Res. Fell.): Japan, conference/research, 8 days, \$3,539

Prof R. Quinn (Dir.): England, special duties, 8 days, \$11,401; England, special duties, 6 days, \$3,123; Germany, conference/special duties, 8 days, \$11,692; Malaysia, conference, 5 days, \$4,615; USA, conference, 6 days, \$18,305

Mr S. Toms (Instrument Engineer): England, special duties, 8 days, \$9,811; Germany, special duties, 10 days, \$7,707

Dr P. Van Le (S. Res. Fell.): USA, conference/research, 6 days, \$3,680

Mr T. Vu Hoan (Res. Fell.): Czechoslovakia, research, 21 days, \$2,615

Mr P. Walve (Information Systems Mgr.): USA, conference/special duties, 7 days, \$6,342

Mrs D. Wessling (Res. Ass.): USA, conference, 6 days, \$1,500

## **Eskitis**

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A/Prof G. Mellick (A/Prof.): Greece, conference, 6 days, \$4,510

Dr S. Poulsen (Res. Fell.): Italy, research, 9 days, \$3,583

## **Institute for Glycomics**

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Dr H. Blanchard (Res. Leader): Canada, conference, 16 days, \$2,678; Japan, conference, 8 days, \$1,748

Dr D. Grice (Res. Leader): England, research, 9 days, \$3,797

Dr R. Hartnell (Res. Fell.): Canada, conference, 13 days, \$2,679

Dr T. Haselhorst (Res. Fell.): Canada, conference, 9 days, \$3,241

Dr T. Islam (Res. Fell.): Canada, conference, 10 days, \$2,955

Dr M. Kiefel (Res. Leader): Canada, conference, 10 days, \$2,922

A/Prof V. Korolik (A/Prof.): USA, conference/research, 6 days, \$6,074

Dr A. Szyzew (Res. Fell.): Canada, conference, 9 days, \$2,814

Dr R. Thomson (S. Res. Fell.): Canada, conference, 8 days, \$1,936; Germany, conference, 8 days, \$2,364

Dr J. Tiralongo (Res. Leader): Japan, conference, 6 days, \$1,570

Prof M. Von Itzstein (Dir.): Cambodia, official business, 11 days, \$11,200; Canada, conference, 9 days, \$12,526; China, conference, 5 days, \$6,351; China, conference, 3 days, \$1,795; China, official business, 4 days, \$7,163; China, conference, 8 days, \$7,128; China, conference, 17 days, \$9,569; Hungary, conference/research, 27 days, \$10,823; Taiwan, conference, 8 days, \$7,628; USA, official business, 5 days, \$10,839

## **Administrative and Academic Support Elements**

### **Office of the Vice Chancellor**

Ms L. Forde (Chancellor): Canada, official business, 12 days, \$15,042; China, official business, 9 days, \$10,072

Prof I. O'Connor (Vice Chancellor): Chile, official business, 8 days, \$10,632; China, official business, 13 days, \$12,105; China, official business, 6 days, \$8,887; Korea, official business, 5 days, \$949

### **Deputy Vice Chancellor (Academic) Griffith Institute for Higher Education**

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Ms A. Lupton (Lect.): China, conference, 6 days, \$1,888

Dr D. Nulty (S. Lect.): England, conference/research, 9 days, \$2,717

Dr C. Zimitat (S. Lect.): Syria, conference, 3 days, \$3,639

### **Deputy Vice Chancellor (Research)**

Prof L. Johnson (Dep. Vice Chancellor): England, official business, 11 days, \$16,485; USA, official business, 18 days, \$9,591; USA, official business, 22 days, \$9,263

### **Graduate Research School**

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Prof J. Cumming (Dean): Canada, special duties, 9 days, \$11,867; Singapore, conference,

7 days, \$2,506; USA, conference/research, 15 days, \$5,022

### **Office for Commercialisation**

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Mr S. Chambers (Mgr.): USA, conference, 5 days, \$4,413

Dr P. McDonnell (Lect.): USA, conference, 6 days, \$4,265

Mr B. Smith (Dep. Dir.): Ireland, conference/special duties, 9 days, \$4,537

### **Pro Vice Chancellor (Community Partnerships)**

Prof M. Standage (Pro Vice Chancellor): New Zealand, official business, 12 days, \$204; New

Zealand, official business, 6 days, \$803; New Zealand, official business, 3 days, \$568

### **Multi-Faith Centre**

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Prof S. Toh (Dir.): Canada, conference/official business, 38 days, \$8,764; China, conference, 6 days, \$801; France, conference, 7 days, \$2,629; Indonesia, conference, 5 days, \$1,189; Korea, conference, 8 days, \$2,038; Philippines, conference, 13 days, \$9,414; Thailand, conference, 8 days, \$634

### **Griffith Sports College**

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Mr M. Jeh (Mgr.): South Africa, research, 14 days, \$13,350

### **Pro Vice Chancellor (Information Services)**

Ms J. Rickards (Pro Vice Chancellor): USA, conference/research, 8 days, \$14,112; USA, official business, 12 days, \$3,248

### **Corporate Technology Infrastructure**

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Mr K. Turnbull (Mgr.): USA, conference, 7 days, \$3,835

### **Educational Products and Services**

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Mr K. Ashford-Rowe (A/Dir.): USA, official business, 12 days, \$6,885

### **Enterprise Information Systems**

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Mr H. Bustamante (Software Engineer): Germany, research, 12 days, \$2,875

Mr B. Callow (A/Dir.): New Zealand, official business, 4 days, \$857; Singapore, official business, 2 days, \$750; USA, official business,

7 days, \$1,921; USA, official business, 4 days, \$3,792; USA, conference, 18 days, \$8,851

Ms K. Humphrey (Mgr.): USA, conference, 14 days, \$4,923

Mr T. Neaton (S. Architect): USA, conference, 15 days, \$5,640; USA, conference, 15 days, \$2,720

### **Flexible Learning and Access Services**

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Dr M. Crock (Dir.): Spain, official business, 8 days, \$13,179; USA, official business, 30 days, \$5,969

## Information and Communication

### Technology Services

Mr G. Dengate (Dir.): New Zealand, conference, 2 days, \$563; Switzerland, official business,

21 days, \$1,411; USA, conference, 7 days, \$13,545

Mr J. Edge-Williams (Co-ordinator): USA, official business, 12 days, \$4,391

### Learning Environment Services

Ms C. Main (Product/Service Mgr.): USA, official business, 17 days, \$6,490

Mr M. Maynard (Team Leader): USA, official business, 7 days, \$3,372

### Learning and Teaching Systems

Ms T. Engwirda (Team Leader): USA, official business, 6 days, \$3,190

### Library and Learning Environment Services

Mr C. Graves (Dir.): England, official business, 18 days, \$7,036; New Zealand, conference, 3 days, \$857

### Research Computing Services

Dr D. Green (Administrator): Singapore, conference, 4 days, \$2,482

Dr A. Lewis (S. Res. Specialist): Netherlands, conference/research, 19 days, \$3,518

Mr M. Wolski (A/Dir.): USA, official business, 7 days, \$3,442

### Pro Vice Chancellor (International)

Mr C. Madden (Pro Vice Chancellor): Canada, official business, 12 days, \$24,447; Canada, official business, 23 days, \$43,970; Chile, official business, 6 days, \$19,800; France, conference, 15 days, \$14,964; Korea, special duties, 6 days, \$7,980; New Zealand, official business, 2 days, \$3,360; South Africa, official business, 16 days, \$16,127; Vietnam, official business, 7 days, \$10,662

### Griffith International

Ms S. Geraghty (Regional Mgr.): Canada, official business, 19 days, \$15,202; Colombia,

official business, 29 days, \$11,985; Denmark, official business, 24 days, \$9,829

Ms R. Goto (Admissions Co-ordinator): Korea, official business, 5 days, \$2,703

Ms A. Hammond (Dep. Dir.): China, official business, 15 days, \$8,203; India, official business, 22 days, \$7,821; Malaysia, official business, 10 days, \$10,562; Malaysia, official business, 11 days, \$2,472; United Arab Emirates, official business, 14 days, \$12,558; United Arab Emirates, official business, 7 days, \$11,517; Vietnam, marketing, 11 days, \$5,602

Ms L. Hastings-McGowan (Admissions Officer): India, official business, 18 days, \$9,587

Mr M. Holder (Mgr.): USA, official business, 9 days, \$7,359

Mr S. Hoover (Admissions Officer): Russia, official business, 11 days, \$4,719; Saudi Arabia, official business, 18 days, \$5,141; United Arab Emirates, official business, 19 days, \$5,823

Ms M. Issar (Coordinator): Vietnam, official business, 6 days, \$2,054

Ms J. Lambert (Admissions Officer): China, marketing, 4 days, \$2,485; China, official business, 14 days, \$5,629; USA, official business, 18 days, \$11,041

Ms B. Long (Admissions Officer): South Africa, special duties, 51 days, \$1,565; Thailand, marketing, 5 days, \$1,822

Ms I. Loon (Dep. Dir.): Denmark, official business, 13 days, \$16,986; Singapore, official business, 7 days, \$5,548

Ms L. Mack (Admissions Officer): China, official business, 5 days, \$2,741

Mr R. Mankad (Regional Mgr.): Australia, marketing, 15 days, \$22,158; Australia, marketing, 13 days, \$22,109; Egypt, marketing, 10 days, \$23,647; India, marketing, 22 days, \$4,967; India, marketing, 6 days,

\$12,077; India, official business, 7 days, \$26,746; India, marketing, 24 days, \$12,119; Jordan, marketing, 4 days, \$5,881; Kuwait, marketing, 18 days, \$17,170; Pakistan, marketing, 5 days, \$3,220; USA, marketing, 9 days, \$7,733

Ms A. McCann (Admissions Officer): India, official business, 27 days, \$3,000

Ms A. McGrath (Acting Dep. Dir.): China, official business, 12 days, \$1,913; Korea, marketing, 6 days, \$4,210; Peru, official business, 17 days, \$7,515

Ms Y. Miyazawa (Admissions Officer): Japan, official business, 11 days, \$5,547

Mr K. Parry (Admissions Officer): India, official business, 13 days, \$6,860; Taiwan, official business, 8 days, \$3,063

Ms S. Pinalli (Co-ordinator): Singapore, official business, 7 days, \$2,813; Singapore, official business, 5 days, \$2,172; Singapore, marketing, 5 days, \$2,700; Singapore, official business, 14 days, \$2,542; Singapore, marketing, 7 days, \$1,648

Mrs V. Roberts (International Student Advisor): New Zealand, marketing, 9 days, \$275

Miss C. Smith (Pathways Admissions Officer): China, official business, 8 days, \$2,982

Ms S. Tickle (International Marketing Mgr.): Brazil, official business, 18 days, \$11,509; Colombia, marketing, 26 days, \$7,877; Indonesia, official business, 8 days, \$3,370; Korea, official business, 8 days, \$4,556; Peru, marketing, 5 days, \$3,654; Thailand, marketing, 7 days, \$2,819

Mr T. Toh (International Marketing Mgr.): China, official business, 28 days, \$15,136; China, marketing, 19 days, \$13,685; China, official business, 10 days, \$8,457; China, official business, 14 days, \$9,444; China, official business, 9 days, \$4,850; China, official business, 7 days, \$10,628; Singapore, official business, 8 days, \$5,165; Taiwan, official business, 5 days, \$5,913; Taiwan, marketing; 7 days, \$4,897

Ms M. Walker (International Project Officer): China, official business, 15 days, \$2,962; Vietnam, official business, 18 days, \$6,605; Vietnam, marketing, 20 days, \$1,431; Vietnam, official business, 21 days, \$1,750

Mr G. Xhiha (Admissions Officer): Thailand, official business, 7 days, \$2,502

## Griffith English Language Institute

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Mr S. Bradley (S. Project Officer): Qatar, official business, 20 days, \$3,583; Qatar, official business, 12 days, \$3,000

Mr P. Carter (Mgr.): China, official business, 6 days, \$7,390; Japan, official business, 11 days, \$2,043; Singapore, official business, 4 days, \$2,082; Taiwan, official business, 7 days, \$804

Ms M. Casey (Dir.): Korea, conference, 7 days, \$7,888; United Arab Emirates, conference, 10 days, \$13,854; United Arab Emirates, official business, 18 days, \$15,521

Mrs J. Collyer (Admissions Mgr.): Thailand, official business, 13 days, \$5,439

Mr S. Craft (Mgr.): Japan, official business, 9 days, \$3,951; Qatar, official business, 7 days, \$12,467

Ms C. Fowler-Paul (Co-ordinator): Japan, official business, 7 days, \$2,877; Japan, official business, 7 days, \$2,490

Ms P. Humphreys (IELTS Administrator): Brazil, official business, 20 days, \$16,977

Ms L. McCoy (International Marketing Mgr.): China, official business, 28 days, \$12,445; Mexico, marketing, 28 days, \$20,597

Ms S. Pelusi (Administrator): Japan, official business, 11 days, \$2,043

Ms M. Williamson (Operations Mgr.): New Caledonia, official business, 4 days, \$1,291

## Pro Vice Chancellor (Administration)

Mr C. McAndrew (Pro Vice Chancellor): England, official business, 16 days, \$11,393

## Academic Administration

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Dr R. Armour (Academic Registrar): Singapore, official business, 4 days, \$1,143

Sr P. Blundell (Chaplain): Philippines, conference, 5 days, \$1,349

Dr S. Broughton (Co-ordinator): Greece, conference, 15 days, \$2,560

Ms L. Mitchell (Admissions Coordinator): New Zealand, conference, 7 days, \$379

Ms M. Paez-Kirkland (Graduations Mgr.): Canada, official business, 15 days, \$21,192; Taiwan, official business, 19 days, \$30,894

Ms S. Upson (S. Graduations Coordinator): USA, official business, 12 days, \$3,005

Mr N. Walmsley (Co-ordinator): New Zealand, conference/research, 6 days, \$627

## Campus Life

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Ms S. Condon (Head of College): China, conference, 22 days, \$2,642; New Zealand, official business, 7 days, \$913

Mr S. Vella (Campus Support Officer): Canada, official business, 6 days, \$3,930

## External Relations

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Mr M. Boath (Events Mgr.): Taiwan, official business, 20 days, \$3,257

Ms T. Roe (Marketing Mgr.): China, official business, 12 days, \$2,500

## Facilities Management

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Mr G. Bartholomew (Dep. Dir.): New Zealand, official business, 3 days, \$1,797

Mr A. Callcut (Project Mgr.): United Arab Emirates, conference, 3 days, \$1,194

Ms D. Lynch (Mgr.): USA, official business, 30 days, \$2,101

Mr S. Ragusa (Dir.): USA, conference, 9 days, \$4,502

Mr G. Smith (Dep. Dir.): New Zealand, official business, 3 days, \$1,666

## Finance and Business Services

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Mr T. Case (Mgr.): New Zealand, conference, 4 days, \$1,302

Mr R. Srinivasan (Dir.): India, official business, 13 days, \$9,096; USA/Canada, official business, 21 days, \$8,852

## Human Resource Management

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Ms J. Anderson (Mgr.): United Arab Emirates, official business, 6 days, \$3,098

Ms K. Dubois (Mgr.): New Zealand, official business, 4 days, \$630

Mr K. Greedy (A/Dir.): Malaysia, conference, 5 days, \$2,063

Ms T. O'Malley (Administrator): New Zealand, official business, 4 days, \$559

Ms J. Walker (Dir.): England, official business, 28 days, \$3,092

## Technical Services

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Mr C. Cepon (S. Scientific Officer): New Zealand, official business, 4 days, \$935

Mr R. Diocares (Scientific Officer): Germany, official business, 15 days, \$5,116

# Appendix 1 Research Indicators and Targets

## 1.1 Research Outputs

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

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

**Indicators:**

	2002	2003	2004 <sup>†</sup>	2005	2006*
Actual Publication Points	857	1,026	1,167	1,269	
Actual FTE Staff	903	929	997	1,050	
Actual PPoints/FTE	0.95	1.10	1.17	1.21	
Actual % Increase		16.4%	6.0%	3.3%	

<sup>†</sup> Base year for target projection

\* Data not available until later in 2007

## 1.2 International Linkages

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

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

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

**Indicators:**

	2002	2003	2004 <sup>†</sup>	2005	2006*
Actual International Funding (\$000)	1,343	1,323	972	1,810	
Actual % Increase		-1.5%	-26.6%	86.2%	

<sup>†</sup> Base year for target projection

\* Data not available until later in 2007

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

# Appendix 1 Research Indicators and Targets

## 1.3 External Collaborations

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

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

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

Indicators:

	2002	2003	2004†	2005	2006*
Actual External Funding (\$M)	13.41	14.25	13.39	14.73	
Actual % Increase		6.3%	-6.0%	10.0%	

† Base year for target projection

\* Data not available until later in 2007

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

## 1.4 Research Income

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

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

Indicators:

	2002	2003	2004†	2005	2006*
Actual Income \$M	27.9	\$30.9	\$31.3	\$33.0	
Actual FTE Staff	903	929	997	1,050	
Actual Income \$000/FTE	\$30.9	\$33.3	\$31.4	\$31.4	
Actual % Increase		7.8%	-5.7%	0.0%	

† Base year for target projection

\* Data not available until later in 2007

# Appendix 1 Research Indicators and Targets

## 1.5 Research Higher Degree Completions

Target: To increase RHD completions by 5% per annum.

Definition: RHD completions are taken from the annual Higher Education Student Data Collection.

Indicators:

Year of Completion	2002	2003	2004 <sup>†</sup>	2005	2006
Actual RHD Completions	138	167	168	171	165
Actual % Increase		21.0%	0.6%	1.8%	-3.5%

<sup>†</sup> Base year for target projection

Comment: While overall RHD completions were reduced for 2006, the drop was due to a downturn in enrolments in a number of masters programs. Completions for the Master of Philosophy (MPhil) and PhD programs increased over the previous year.

## 1.6 Income from Commercialisation of Intellectual Property

Target: To increase income from commercialisation of IP by 15% per annum.

Definition: This indicator is defined as the projected income from research contracts and consultancies written in a given year.

Indicators:

	2002	2003 <sup>†</sup>	2004	2005	2006
Actual Income \$M	\$2.56	\$3.05	\$11.87	\$4.96	\$5.55
Actual % Increase		20%	289%	-58%	12%

<sup>†</sup> Base year for target projection

Comments: 2004 income is unusually high as a result of income relating to one particular project, making it impractical to use that year as the base year for the performance indicator targets. The targets have therefore been reset using 2003 as the base year. Within this framework, actual income from commercialisation of IP is \$920 000 above the revised target for 2005.

# Appendix 2 Learning Indicators and Targets

## 2.1 Comprehensive

**Target:** To be a university of 42 000 enrolled students (just over 30 000 equivalent full-time students) by 2010.

**Sub-targets:**

- Domestic fee-paying postgraduates – 10% of total load;
- International students – 25% of total load;
- Domestic fee-paying undergraduates – 1% of total load.

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

**Indicators:**

		2004	2005	2006*
Effective full-time student load	Government Supported	16 190	16 812	17 427
	Domestic RHD	747	765	776
	Fee Paying Overseas (FPOS)	5247	6008	6157
	Fee Paying Postgraduate (FPPG)	1109	1156	1122
	Fee Paying Undergraduate (FPUG)	71	74	133
	Other (Non-award, etc.)	390	175	135
<b>Total Actual EFTSL</b>		<b>23 754</b>	<b>24 991</b>	<b>25 749</b>
<b>Sub-targets</b>	FPOS as % of Total	22.1%	24%	23.9%
	FPPG as % of Total	4.7%	4.6%	4.4%
	FPUG as % of Total	0.3%	0.3%	0.5%

\*Preliminary actual figures for 2006

## 2.2 Excellent: Retention

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

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

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

**Indicators:**

University Target Areas	2002-2003	2003-2004	2004-2005	2005-2006
Griffith Retention Rate	76.5%	76.9%	77.7%	77.8%*
% of Programs above National Average	46.3%	45.4%	58.5%	
% of Programs in top 30%	35.3%	31.9%	38.8%	

\* Provisional data. National average and top 30% figures not available until later in 2007.

## 2.3 Successful: Graduate Success

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

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

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

Indicators:

	2003	2004	2005	2006*
Average Griffith Employment/Study Rate	0.79	0.82	0.81	
Griffith UG Programs in top 30% Nationally	19	21	28	
<i>% of Programs in top 30% Nationally</i>	22.9%	28%	30.1%	

\* Data not available until later in 2007

## 2.4. Distinctive: Research-based Learning

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

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

Indicators:

	2006*
Bachelors Degree Programs	317
Programs with Research Based Learning	141
<i>% of Programs with Research Based Learning</i>	44.5%

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

## 2.5 Distinctive: Work-integrated learning

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

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

Indicators:

	2006*
Programs for which data is available	128
Programs with Work-integrated Learning	57
<i>% of Programs with Work-integrated Learning</i>	44.5%

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

# Appendix 3 Staff Indicators

## 3.1 Agreed Workforce Plans

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

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

## 3.2 Excellence Embedded in Staffing Policies

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

Indicators: Innovative approaches have been established to link performance and reward in targeted academic employment contracts. The use of 'next phase' appointments is increasing across all academic groups.

A comprehensive review of academic staff review and promotion policies has been undertaken and is now complete. Implementation of Academic Work @ Griffith policies and promotion procedures occurred during July 2006. A significant change in relation to promotion was the clarification of criteria and the recognition of quality and excellence against demonstrated achievements.

## 3.3 Research Active Staff

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

Definition: Academic staff members with at least three outputs from the following categories over three consecutive years, with at least one output from the first category.

1. Named in a DEST category publication
2. Named on a project that received external research income (as included in the HERDC income return)
3. Principal supervisor of a RHD student

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

Indicators:

	2004	2005	2006*
% of Research Active Staff - Active	57.0%	61.8%	

\* Data not available until later in 2007

# Appendix 3 Staff Indicators

## 3.4 Proportion of women and staff from culturally and linguistically diverse backgrounds in senior management positions

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

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

**Indicators:**

	2002	2003	2004	2005	2006
Women in Senior Management	17	21	24	28	31
Persons in Senior Management	77	76	77	94	91
<i>% of Senior Management who are Women</i>	22.1%	27.6%	31.2%	29.8%	34.1%

# Appendix 4 Student Indicators

## 4.1 Quality: Median OP's by program

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

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

Indicators:

	2001	2002	2003	2004	2005	2006
Number of QTAC admissions	5295	4586	4322	4583	5678	5406
<b>Median OP Score</b>	10	10	9	8	10	9

## 4.2 Quality: Student success in external scholarships or awards

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

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

Indicators:

	2001	2002	2003	2004	2005	2006
Actual - Awards (cumulative 2001-2010)	5	8	12	12	14	18

## 4.3 Quality: Quality of RHD applicants

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

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

Indicators:

	2004	2005	2006*
PhD Commencements	193	234	
PhD Admissions based on 1st Class Honours	102	113	
% of PhD Admissions based on 1st Class Honours	53%	48%	

\* Data not available until later in 2007

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

Target: Access and participation rate of 15% for low socio-economic status (SES) students.

Definition: SES is defined by the postcode of a student's domicile. The access rate for low SES students is the ratio between the number of commencing low SES students and all commencing students. The participation rate is the ratio between the total number of low SES students and all students.

	2002	2003	2004	2005	2006
Access Rate	13.5%	13.2%	13.0%	13.1%	14.1%
Participation Rate	13.6%	13.4%	13.3%	13.4%	13.7%

# Appendix 4 Student Indicators

## 4.5 Diversity: Retention and success rates of Indigenous students

Target: Retention ratio of 0.95 for Indigenous students.

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

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

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

Indicators:

	2002	2003	2004	2005	2006*
Retention Ratios	0.92	0.91	0.81	0.89	
Success Ratios	0.84	0.81	0.86	0.87	

\* Data not available until later in 2007

## 4.6 Diversity: Graduate outcomes of students from non-English speaking backgrounds

Target: Continuous improvement in graduate success for students from non-English speaking backgrounds (NESB).

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

Indicators:

	2003	2004	2005	2006
NESB respondents Seeking FT Work/Study	265	259	334	341
Successful NESB respondents	203	198	245	244
% Successful	76.6%	76.4%	73.4%	71.6%

