

University of Wollongong



2008 ANNUAL REPORT



EXCELLENCE | LEADERSHIP | INNOVATION

24th April 2009

The Honourable Verity Helen Firth, MP
NSW Minister for Education and Training

Level 31 Governor Macquarie Tower,
1 Farrer Place,
SYDNEY NSW 2000

Dear Minister

The Council of the University of Wollongong has the honour of submitting to you the Annual Report of the proceedings of the University of Wollongong for the period 1 January to 31 December 2008.

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

Yours sincerely,



Chancellor



Vice-Chancellor and Principal

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- > Illawarra Technology Corporation Limited
- > Wollongong UniCentre Ltd
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UOW AT A GLANCE

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

The University has forged strong links with the regional communities where it is based, injecting more than \$700 million annually into regional economies. It is a major driver of regional development and one of the largest non-government employers in the Illawarra region.

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

Key Research Strengths

UOW maintains research strengths in areas including

- > International Law
- > Materials Science
- > Medical Radiation Physics
- > Engineering
- > Information and Communication Technology

For more information on UOW's research activity, see page 25.

UOW in 2008

Campuses: 4

Wollongong, Innovation Campus (North Wollongong), Shoalhaven and Dubai

Education Centres: 4

Batemans Bay, Bega, Loftus, Moss Vale

Faculties: 9

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

Graduate Schools: 2

Sydney Business School, Graduate School of Medicine

Course Enrolments: 23,405²

Postgraduate: 7,505

Undergraduate: 15,706

Total Enrolments: 24,413

Non Award, Enabling and Cross Institution: 1,008

Equivalent Full Time Student Load (EFTSL): 17,430

International On-Shore EFTSL: 3,441

International Off-Shore EFTSL: 2,948

UOW Objectives

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

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

Vision

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

The University will achieve its vision by promoting:

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

Guiding Principles

As a university community, UOW strives for:

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

As a self-governing institution, UOW strives for:

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

¹ Figures are based on UOW data as at December 2008.

² Figures based on UOW data as at December 2009. Total Course Enrolments incorporates Total Enrolments minus the number of Non Award, Enabling and Cross Institution enrolments.

VICE-CHANCELLOR'S REVIEW

In 2008, UOW advanced its position as a high-performing research and teaching university with an international profile. We built on our strengths: a capacity for enterprise and achievement; a strong connection with our students and staff; and an ability to develop innovative systems.

At the institutional level, we mapped programs, processes and outcomes to highlight good practice and cooperative potential and to identify areas for further concentration of effort. This approach was a feature across major projects, from large infrastructure proposals to workforce planning initiatives and improvements to the Student Experience. It demonstrates UOW's collaborative strength and commitment to building a quality culture. Extra impetus was added through a new performance monitoring framework. In its first full year of operation, it set the targets and measures that form the reporting basis of the major chapters in this report. These mechanics of quality and performance were validated by the notable achievements of 2008. They included prominent recognition at international and national levels.

UOW's place in the top 2 percent of world universities was recognised through the 2008 results of two highly respected overseas university rankings schemes – the research-focused Shanghai Jiao Tong and The Times Higher Education Supplement. Sustaining an exceptional record, the University was again placed at the top ten in every discipline ranking for the national Learning & Teaching Performance Fund; this is a tribute to the staff supporting and enhancing the learning experience.

The outstanding outcomes in community engagement ranged from the launch of a 'Welcome to Wollongong' event for international students and the community (which sent a positive message about inclusion) to the important milestones for the largest regional development project in decades – the Innovation Campus (iC). iC celebrated the opening of the impressive iC Central building in June – a landmark event. Two other major buildings were completed by year's end and the project contributed nearly \$100 million to the regional economy.

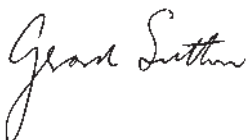
Just as outstanding were two sets of survey results that went to explain why UOW student and staff continue to achieve in a league of their own. The results of the 2007 workforce survey were released in 2008; they registered a positive 82 percent response on organisational commitment. Student satisfaction was measured for the first time by the independent Australasian Survey of Student Engagement. It corroborated internal survey results, demonstrating our students' strong appreciation of and allegiance to this institution. The Good Universities Guide has also ranked UOW 'number one' in the country for educational experience and graduate outcomes for the last five years.

Operationally, UOW met its student attraction targets and remained one of Australia's leading destinations for international students. The University aligned its budget processes more closely with faculty and unit planning and maintained an exemplary Standard and Poor's Credit Rating. IT initiatives, often internally driven and designed, continued to support our mission in innovative ways. Our ability to collect, analyse and use data was appreciably enhanced. This robust business capacity helped to position the University to succeed in attracting funding for two major projects – the SMART Infrastructure facility and the Illawarra Health & Medical Research Institute.

This report recognises important individual achievements in 2008 but it is, above all, a testament to a successful collaborative effort. We celebrate this while not overlooking those areas which have been prioritised for attention in 2009 as part of ongoing improvement. The challenge for 2009 is to use the special UOW sense of enterprise, founded in quality information and practice, to steer through a changed higher education landscape.

'UOW is an international university, firmly committed to its region and strongly aligned, through its research, partnerships and programs, with Australia's contemporary role in the Asia-Pacific region'.

(UOW Assessment of Strategic Framework, 2008 Federal Institution Assessment Framework Portfolio)



HIGHLIGHTS OF 2008

JANUARY

UOW scientists made an exciting discovery that enables processing and fabrication of an abundant form of carbon with extraordinary properties. Early test results indicated that the discovery would lead to advances in energy conversion and storage and the development of new electrodes in medical bionics.

FEBRUARY

The 'fabulous' \$9 million extension to the Library was unveiled. The update transformed the old building, described as a 'bunker-like' construction, into a transparent, luminous structure designed to attract and welcome students, staff and visitors to a new range of light-filled study and social spaces. The extension added about 2000 square metres of space across three floors and has provided the opportunity to reorganise collections, improve traffic flows and incorporate the most effective use of new technologies.

The University joined Wollongong City Council, TAFE and Wollongong College Australia to host *Welcome to Wollongong* – a festival aimed at making international students feel welcome, providing them with more information about what is happening in the community, and making the community more aware of the large and diverse international student population in Wollongong (picture 6).

MARCH

The Governor of NSW, Her Excellency Professor Marie Bashir, officially launched Diversity Week, (picture 2). Each year, Diversity Week celebrates differences at UOW – including abilities, disabilities, sexuality, ethnicity and race, gender and age – through a range of social, academic and cultural events.

APRIL

Dean of Education Professor Paul Chandler was honoured as one of 10 prominent Australian researchers at the Thomson Scientific Australian Research Day in Canberra for the huge impact of his research in education, and the large number of people who have cited his work across many disciplines.

UOW was well represented at the national 2020 Summit. Professor Lesley Head from the School of Earth and Environmental Sciences was involved in the topic of 'Population, sustainability, climate change and water' and Professor Sam Bateman from the National Centre for Ocean Resources and Security (ANCORS) examined 'Australia's future security and prosperity in a rapidly changing region and world'. Three current students and one graduate were involved in the Youth Summit.

MAY

US Ambassador to Australia Robert McCallum praised UOW for its contribution to the fight against transnational crime through the Centre for Transnational Crime Prevention during a visit to the Campus (picture 1).

UOW now has its own 'cone of silence' since an anechoic chamber was opened by researchers in the Faculties of Creative Arts, Informatics and Health and Behavioural Science. The chamber allows researchers to hear pure sound with no echoes or outside noise, and will pave the way for multi-disciplinary research into and creative activities related to such topics as 3D sound, historical recreation and new forms of music.

JUNE

The \$32 million iC Central building was the first of 25 buildings to be completed at the \$500 million Innovation Campus. The opening of the building was declared a 'six-star day' by Vice-Chancellor Professor Gerard Sutton when the NSW Government announced \$15 million for a new medical research institute. The University matched the \$15 million to build the Illawarra Health and Medical Research Institute. Research at the Institute will focus on the five key health issues for Australia: diabetes, cancer, heart disease, mental health and obesity (pictures 3 & 4).

JULY

Professor Mark Walker from the School of Biological Sciences was one of the six finalists in the Australian Museum Eureka Prizes People's Choice Awards for his research into the flesh eating bacterium *Streptococcus pyogenes* – a serious disease-causing microbe affecting the northern Australian Aboriginal population.

AUGUST

UOW continued its five-star winning ways in the key categories of research, educational experience and graduate outcomes in the 2009 *Good Universities Guide*. Hot on the heels of the five-star awards, the University topped the country in the Australian Learning and Teaching Council's 'Citations for Outstanding Contributions to Student Learning' – with UOW gaining the maximum 10 citations. The University also improved its ranking in the prestigious Shanghai Jiao Tong University rankings, which are strongly weighted in favour of research.

UOW researchers were part of an international team that shed new light on the role that humans played in the extinction of Australia's prehistoric animals. Their findings suggested that the mass extinction of Tasmania's large prehistoric animals was the result of human hunting – not climate change as previously believed.

SEPTEMBER

The University made a commitment to the environment with the creation of a new Environmental Unit. Through the year staff took part in various events such as National Ride to Work Day and Recycling Week. After establishing the new Unit, the University boosted its green credentials through a major push to increase public transport usage, and increased its Green Power usage from 2 percent to 15 percent.

OCTOBER

Academics were awarded \$10.3 million in funding through the hotly contested Australian Research Council (ARC) Discovery Grant and Linkage Grant schemes.

A new degree course offered by the Faculty of Education, called 'The Early Years,' was launched to provide a new approach to teaching in the early childhood sector (picture 5). The program has a strong emphasis on community, social equity and justice with the aim that all young people be given the opportunity to reach their true potential.

NOVEMBER

The new Shoalhaven Marine and Freshwater Centre opened its doors to the public to celebrate the new research hub for scientists with expertise in marine and fresh water fish and fisheries, marine conservation and ecology, aquaculture and estuarine ecology.

DECEMBER

The Federal Government announced \$35 million in funding towards a new world-class research and training centre at UOW. The \$61.8 million SMART (Simulation, Modelling and Analysis for Research and Teaching) Infrastructure Facility will begin construction in 2009, and will be the first of its kind in Australia and one of very few in the world (picture 7). It will draw together the University's expertise in Engineering, Science, Commerce and Information Technologies to address the many issues relating to infrastructure development, including major transport projects in roads, ports and rail, energy generation and supply, water supplies, and housing and general construction.



FINANCIAL MANAGEMENT

The University and its controlled entities recorded a surplus operating result of \$ 5.6 million for the year ended 31 December 2008.

The surplus result for 2008 was underpinned by strong operating revenue growth (18.6 percent excluding deferred government superannuation contributions) offset by moderate increases in operating expenditure (14 percent excluding impairment and deferred government superannuation contributions).

The positive result for the year is reinforced by the University maintaining its Standard and Poor's credit rating at AA/A-1+ stable and a positive assessment for the University in the range of financial risk assessment benchmarks used for universities by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR).

Table 1.1 provides a comparison of 2008 results for the University to the DEEWR benchmarks for Operating Performance.

Table 1.1: UOW Operating Performance	2008	2007	Risk Thresholds		
			Low	Medium	High
Revenue growth or decline for the year	18.6%	2.7%	>5%	2% to 5%	<2%
Proportion of total Australian Government Funding	53.9%	54.7%	<55%	55% to 65%	>65%
Variance in Australian Government funding from previous period	16.9%	0.3%	<0%	0% to 3%	>3%
Proportion of overseas student fees	27.1%	26.0%	<15%	15% to 25%	>25%
Growth in revenue from overseas student fees	25.8%	8.7%	0% to 15%	15% to 25%	>25% or <0%
Consecutive deficits recorded	0	0	<1	1 to 2	>2

Indicators for revenue growth (18.6 percent) and proportion of revenue from Australian Government Funding (53.9 percent) are assessed as low. The variance of Government funding is assessed as high at 16.9 percent and is influenced by the receipt of significant capital grants in 2008 (\$9.7 million Better Universities Renewal Fund, \$2.3 million Voluntary Student Unionism Transition Fund) and an increase of \$9.4 million (12.9 percent) in Commonwealth Grants Scheme funding.

The indicators relating to international/overseas student income are assessed as falling into the high risk category of the DEEWR assessment. Revenue from this source grew from \$89 million in 2007 to \$112 million in 2008. The University has appropriate mechanisms in place to manage the downside risk of this source of income.

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

Table 1.2: Cash Flow and Capital Management	2008	2007	Risk Thresholds		
			Low	Medium	High
Cash flow adequacy	16.1%	9.7%	>10%	5% to 10%	<5%
Capital expenditure to depreciation ratio	2.7	2.5	>1.4	1 to 1.4	<1
Capital expenditure to income ratio	16.7%	16.3%	>10%	5% to 10%	<5%

The cash flow adequacy ratio provides an indication of the University's ability to generate cash flows from operating activities. This indicator has moved into the low risk area – influenced by the receipt of capital funds and growth in international student income.

The capital expenditure to depreciation ratio and capital expenditure to income ratio returned low risk thresholds, reflecting the University's ongoing commitment to improving and developing infrastructure.

Table 1.3 analyses the University's risk profile in terms of liquidity and financial stability. Except for the Borrowings to Equity ratio, results reflect a continuing low risk assessment for the University in these areas.

The Borrowings to Equity Ratio has increased as a result of the University issuing a \$42.5 million bond during 2008. The issuing of this debt is part of the University's financial plan and within the parameters of the Standard and Poor's AA credit rating. The proceeds are being used to fund capital works in accordance with the University's Capital Management Plan.

As a result of the University's strong operating cash flows, the debt service cover ratio strengthened during 2008. This reflects an increase in the University's capacity to manage its borrowings.

Table 1.3: Financial Stability and Liquidity	2008	2007	Risk Thresholds		
			Low	Medium	High
Number of weeks income cash and investments equivalent to	22.6	23.9	>8	4.0 to 8.0	<4.0
Current ratio – (current assets: current liabilities)	1.8	1.7	>1	0.75 to 1.0	<0.75
Borrowings to equity ratio	11.0	2.7	<7.0	7.0 to 10.0	>10.0
Borrowings to capital expenditure	\$69,080	\$54,921	>0.0	NA	<0.0
Debt service cover ratio	33.8	11.7	>1.5	1.1 to 1.5	<1.1

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

PLANNING AND REVIEW

Legislation

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

Continuing development of guidelines supporting the revised *National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students 2007* required the University to revise its course listings on the Commonwealth Register of Institutions and Courses for Overseas Students, as well as standardise credit points and course duration for some coursework masters programs.

The Department of Immigration and Citizenship introduced a revised points system for international students seeking General Skilled Migration status. To assist international students the University introduced the Certificate in Global Workplace Practice, aimed at enhancing the employment skills of international graduates.

The University also offered its first masters by coursework programs, which are required for entry to a profession, following the Federal Government's decision to allow eligible students in such approved courses to claim Austudy and Youth Allowance.

In 2008, the Commonwealth Government made a number of changes to the *Higher Education Support Act 2003* (the Act) including restructuring student contribution bands and indexation formulae, and reducing the annual student contribution for mathematics, statistics and science students. This required a number of minor administrative and system changes on the part of the University. Domestic full fee paying undergraduate student places were phased out and section 33–17 of the Act was repealed, removing the Higher Education Workplace Relations Requirements and the National Governance Protocols as conditions of Commonwealth assistance. As the University did not offer domestic full fee-paying places and was compliant with section 33–17 requirements, the impact of these changes was minimal.

Strategic Planning

The first year of the 2008–10 Strategic Planning cycle featured the roll-out of enhanced planning and reporting processes. The new Performance Monitoring Framework (PMF) introduced a streamlined approach to checking the University's 'critical' signs – the indicators and targets under its Key Performance Indicators that show how it is progressing as an institution in its seven goal areas.

Faculty and unit planning templates were revised to align more visibly with the strategic goals and, for the first time, addressed the PMF targets. Their reports were analysed to provide key source material for the goal monitoring committees which reported at the end of the year using the PMF indicators and targets. Those goal reports have been adapted as the core chapters of this Annual Report, thus further rationalising processes.

As intended, a more integrated planning structure is resulting in more focused reporting to better inform decision-making and identify areas for improvement

Requirements for reporting outcomes to the Federal Government were successfully met. The University was commended for its performance during the 2008 Institution Assessment visit by representatives from the Department of Education, Employment and Workplace Relations and the Department of Innovation, Industry, Science and Research on 29 October.

All initiatives were overseen by the University Planning and Quality Committee and developed and implemented in consultation with key stakeholders. The two formal opportunities for communication, direction setting and performance monitoring in 2008 were the University Planning Retreat for senior leaders, held in July, and the larger Planning Forum for heads of units, held in September.

Priorities for 2009 include the further refinement of the PMF reporting process, a stronger alignment of planning and the budget process (see below), and the launch of the next Strategic Plan development cycle.

Planning is the first step in, and governed by, the University's quality improvement cycle of 'Plan, Act, Review, Improve'.

Quality

The University Planning and Quality Committee continued to monitor progress under the University's Quality Improvement Plan during 2008. A significant number of projects were completed during the year and the Plan will be reviewed in 2009.

The significant milestones listed below established a firm basis for the University's next Australian Universities Quality Agency (AUQA) audit, scheduled for early 2011:

- > The revised Academic Review Policy is a notable policy reform which sits at the core of the University's quality framework and sets the rationale and the mechanisms for reviewing academic units and curricula. The Policy, approved for introduction in 2009, provides for academic standards to be monitored, processes and outcomes tested and improvements recommended.
- > An institutional academic risk assessment exercise brought together key representatives from the learning, teaching and research areas to identify and rank risk areas. The outcomes were reported to the Academic Senate and University Council and circulated to Deans and Directors.
- > A review of the range of initiatives for improving the quality of the UOW student experience was informed by the risk assessment exercise. A new strategic project was launched in the last quarter to focus on the International Student Experience.
- > A review of compliance under the National Protocols was initiated.
- > A revised framework for linking budget decisions and planning was developed to allow for more regular consultation with faculties in a formal planning context.
- > After a consultative scoping exercise, UOW and the University of Tasmania developed a trial benchmarking project for launch in 2009. To be modelled on the Australian Council on Open, Distance and E-Learning (ACODE) benchmarking process, it will focus on the area of academic transition support.

Risk Management

The UOWIA 2008 work program ensured coverage of significant risk areas as identified in the UOW Strategic Risks Register, processes vital to its revenue streams and the critical functions of the University. The work program was conducted with an independent, ethical and objective mindset and access to staff members, records and documentation at all levels. It utilised trained and qualified personnel to provide value to risk management owners.

UOWIA continued to support and consult across UOW in 2008 to strengthen risk management. Examples of such activities include:

- > working closely with the Strategic Planning and Quality Unit in completing its Academic Risk Assessment project;
- > facilitating a series of risk identification workshops with the Woolyungah Indigenous Centre;
- > refreshing two key UOW policies in risk management and corruption prevention;
- > membership of the ITC Anti-Fraud Working Party;
- > contribution of the UOW Business Continuity Coordinator in sharpening the UOW business continuity framework against the British Standard 25999 Business Continuity Management Standards (2007).

The University maintains a high level of compliance with the main requirements of the Australian/ New Zealand Risk Management Standard 4360:2004. Practices introduced by the UOWIA Manager in 2008 included 'likelihood' and 'impact' ratings as part of the risk rating in UOWIA Reports, and commencing a series of discussion briefings provided by key responsibility owners to the Audit Management and Review Committee.

UOWIA continued to conduct training courses in anti-fraud and anti-corruption measures and utilised the ten attributes of best practice in corruption and fraud control framework as provided by the NSW Audit Office. UOWIA reported to the Audit Management & Review Committee three times on the completion rate of implementation of agreed risk-significant actions from UOWIA Reports.

Internal Audit

Fifteen internal audit reviews were monitored by the Audit Management and Review Committee of the University Council, which met four times in 2008.

In order to mitigate business capacity risks, UOW Internal Audit (UOWIA), performed improvement reviews and control evaluations, and examined the UOW website, IT infrastructure change management, international student marketing and recruitment, and financial verifications of requested research grants.

A review of the academic assessment process was carried out in the faculties and central support areas. In addition, Shoalhaven Campus operations were also examined as part of a review of community engagement risks.

UOWIA continued to facilitate corporate governance goals, utilised a variety of relevant and focused assurance approaches, and enabled effective communication and adoption of efficient coordination mechanisms to ensure achievement of its activity aims. This approach included conducting a Controls Self-Assessment Survey, (including 152 participants) gauging compliance with 38 key UOW policies.

A total of three management cadets and four student trainees participated in the UOWIA Management Activity Program. This included training in the areas of project management, career specialisation interests and risk management approaches.

UOWIA focused on ensuring compliance with current Australian Auditing Standards – especially in planning, documentation, evidence, controls and quality control – in all assignments, whether performed with or without external providers.

Complaints Management

The University aims to provide a fair, equitable and productive learning environment for all of its students. As part of this commitment, the University undertakes to treat any concern or complaint seriously and impartially and to seek a resolution as quickly as possible.

The University provides students with detailed information on how to respond to issues of concern and how to make a complaint through its student complaints webpage www.uow.edu.au/student/complaints. Students who cannot resolve matters at the University are able to take their concerns externally, for example by approaching the NSW Ombudsman's Office.

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

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

There are also various feedback systems in place throughout UOW for students and staff wishing to make complaints, comments, pay compliments or provide ideas for improvement. Some of these avenues include:

- > Student Central 'Ask Us' / 'Tell Us' online facilities
- > Library 'Tell Us' online facility
- > Student Central Enquiries
- > Administration through the Quality Assurance Unit
- > Buildings and Grounds Service Centre
- > Information Technology Services Helpdesk
- > Occupational Health and Safety Hazard & Incident Reporting systems
- > Personnel Phone Support
- > Privacy Complaint Online Form.

The Dean of Students is the students' ombudsman and plays an important role in examining and resolving student complaints. Students are also able to consult a Student Equity and Diversity Liaison Officer (SEDLO), who can provide support and act as a student advocate.

The University is currently completing a review of its complaints management and grievance management and appeals processes in order to improve complaints and grievance processes. The review has focused on changes to the system for managing complaints in light of the NSW Ombudsman's *Complaint Handling: Best Practice Guidelines*. Key themes emerging from this review include the need for a better integrated system that is more user-friendly and gives the University improved mechanisms for consolidating and analysing relevant complaints information. This will allow for easier identification of systemic issues that warrant attention.

Privacy

In 2008, comprehensive privacy training sessions continued for staff of the University and its subsidiaries. Privacy training is part of the University's new staff induction program and is also conducted on request. The University notified the Privacy Commissioner that it has increased its Privacy Officers from one to three by allowing two additional lawyers in Legal Services to offer privacy advice and training. The Legal Counsel, who acts as the main Privacy Officer, is reviewing the introduction of online training in privacy in addition to the Privacy Officers providing face-to-face training for new employees in order to maximize such training.

No matters were referred to the University by the Privacy Commissioner or Privacy NSW. No privacy complaints were received by the University in 2008.

Many requests for privacy advice were received from University staff or units in relation to documents, procedures or specific requests for information, and the Privacy Officers assisted with these inquiries.

Freedom of Information

The University continued to aim to comply with the requirements of the *Freedom of Information Act 1989* (NSW) and improve access rights to appropriate University information. All of the University's key publications, policy documents and organisational information are available, electronically, free of charge to the public, via the University's website at www.uow.edu.au. These include:

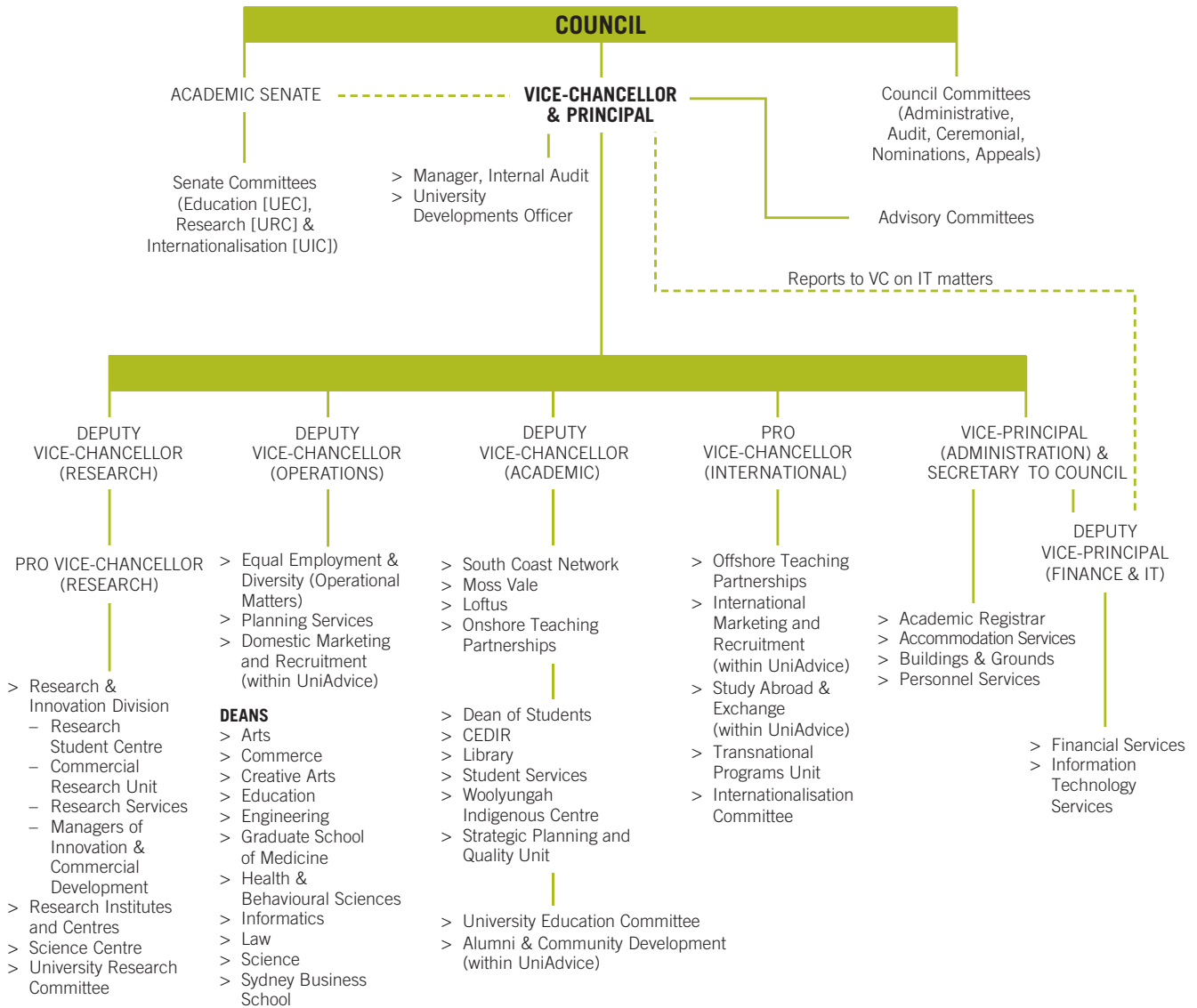
- > University Course Handbook
- > Annual Report
- > University Strategic Plan
- > Student Guide and Prospectus
- > Application Forms
- > Codes of Practice
- > All University Policies

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

The University has an FOI website www.uow.edu.au/about/foi which is designed to assist members of the public to exercise their access rights under the FOI Legislation. It is the University's practice to provide staff and/or students with access to their personal and/or student file on request, without the need to lodge a formal FOI application. Queries regarding FOI procedures and FOI applications can be made directly to the University via the FOI Officer, University of Wollongong, Building 36 (Administration), Northfields Avenue, Wollongong, NSW, 2522 (ph: 02 4221 3277).

In 2008, the University received three new FOI applications. One further application was received but was incomplete and the applicant failed to respond to correspondence seeking to clarify the missing detail. See Appendix D for the FOI statistical report.

UNIVERSITY STRUCTURE 2008





UNIVERSITY COUNCIL

The University Council welcomed eight new members in 2008. Ms Rosemary Sinclair was appointed by Council and took up her position on 1 January. Also commencing in January were the following elected members:

- > Ms Penney MacFarlane as an academic staff member
- > Mrs Kim Callaway as a general staff member
- > Dr Stephen Andersen as a graduate member
- > Ms Kelly Knowles as a graduate member
- > Mr Brad Winton as a postgraduate student member

Associate Professor Diana Kelly joined the Council in July upon becoming elected Chair of Academic Senate, and Mr Dom Figliomeni was appointed to Council by the NSW Minister of Education in September.

Council steered the University through an eventful year of growth and development. In February, Council approved the 2008–2012 Capital Management Plan which aims to provide sustainable and reliable infrastructure; to improve campus safety, accessibility and the quality of the built environment; to upgrade and maintain IT infrastructure; and, to enhance the University's research infrastructure. Progress reports on the Capital Management Plan were reviewed by the Administrative Committee at each of its meetings.

The University Council took an active role in the oversight and approval of the University's financial activities, including the approval of the University's audited financial statements at its April meeting (following detailed consideration by the Audit Management and Review Committee) and of the University's budget for 2009 in October. Reports on the University's financial performance against the 2008 budget were presented to each meeting of the Council's Administrative Committee.

The University's Innovation Campus was officially opened by the Premier of New South Wales on 29 June, and Council's third meeting of the year took place at the Innovation Campus after the opening ceremony. Prior to the meeting Council members had the opportunity to tour the Innovation Campus facilities.

The development of the Innovation Campus, including the construction of academic and commercial buildings and the recruitment and selection of commercial tenants, is monitored by the Council's Innovation Campus Oversight Committee which met three times in 2008.

Pictured: University Council Members

Back row: Professor Tony Hulbert; The Hon David Campbell, MLA; Mr Dom Figliomeni; Mr Geoff O'Donnell; Mr Peter Fitzgerald; Dr Stephen Andersen; Ms Penney McFarlane

Middle Row: Ms Elizabeth Larbalestier; Associate Professor Diana Kelly; Ms Rosemary Sinclair

Front Row: Mr Brad Winton; Ms Sue Chapman (Deputy Chancellor); Mr Michael Codd AC (Chancellor); Professor Gerard Sutton (Vice-Chancellor);

Missing: Mrs Sue Browbank; Mr Noel Cornish; Mrs Kim Callaway; Mr Kerry Kyriakoudes; Ms Kelly Knowles.

In August, Council's annual self-evaluation took place drawing on information provided to the Secretariat by Council members through its evaluation survey. Improvement opportunities that were identified included the proposal that six-monthly financial updates be provided to Council and that, where possible, additional statistical and trend information would be provided with agenda papers to further assist Council's decision-making.

In October, Council endorsed the annual statement of compliance with the *National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students 2007*, and at Council's November meeting, the Chair of Senate reported on the key activities of Academic Senate including course approval activities and policy development, and initiatives such as the Meet the Chancellor Reception, which brings academic staff and students together with the Chancellor to engage with one another and discuss various academic activities.

Throughout 2008, a number of presentations were made to Council with topics including: the results of 2007 UOW Workplace Survey; the Capital Management Plan; the 2007 University Financial Statements; Financial Benchmarking across the NSW and Australian university sector; significant research initiatives at UOW; recent international student trends; and the University's planned bid for Education Infrastructure Funding.

Through such presentations Council was informed about the University's performance across a number of key areas. The presentations also enabled Council the opportunity to provide input to major strategic projects such as the now successful bid for Infrastructure Funding for the proposed SMART Infrastructure Facility.

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

- > *Authorship Policy*
- > *Admissions and Advanced Standing Policy*
- > *Code of Practice Casual Academic Teaching*
- > *Student Awards and Prizes Policy*
- > *Disability Policy – Students*
- > *Academic Review Policy*
- > *Academic Senate Electoral Rules.*

Regular reports were provided to Council by each of its committees, including the Administrative Committee, Audit Management and Review Committee, Innovation Campus Oversight Committee, Ceremonial and Honorary Awards Committee and the Nominations Committee.

ACADEMIC SENATE

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

In 2008, the Academic Senate received the following major items for consideration and recommendation to University Council for approval:

- > The University of Wollongong's Planning and Quality Committee Report on the 2007 Reviews of UOW's Core Function Areas.
- > The *University of Wollongong's eLearning and eTeaching 2008–2010 Strategic Plan*
- > Revised Terms of Reference for the University Education Committee, the University Research Committee and the Higher Degree Research Appeals Committee, and revised Subject Approval Guidelines and Subject Proposal Forms
- > *New Academic Senate Electoral Rules*
- > A proposal for the introduction of Honorary Postdoctoral Research Associates
- > Student awards and prizes across all faculties.

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

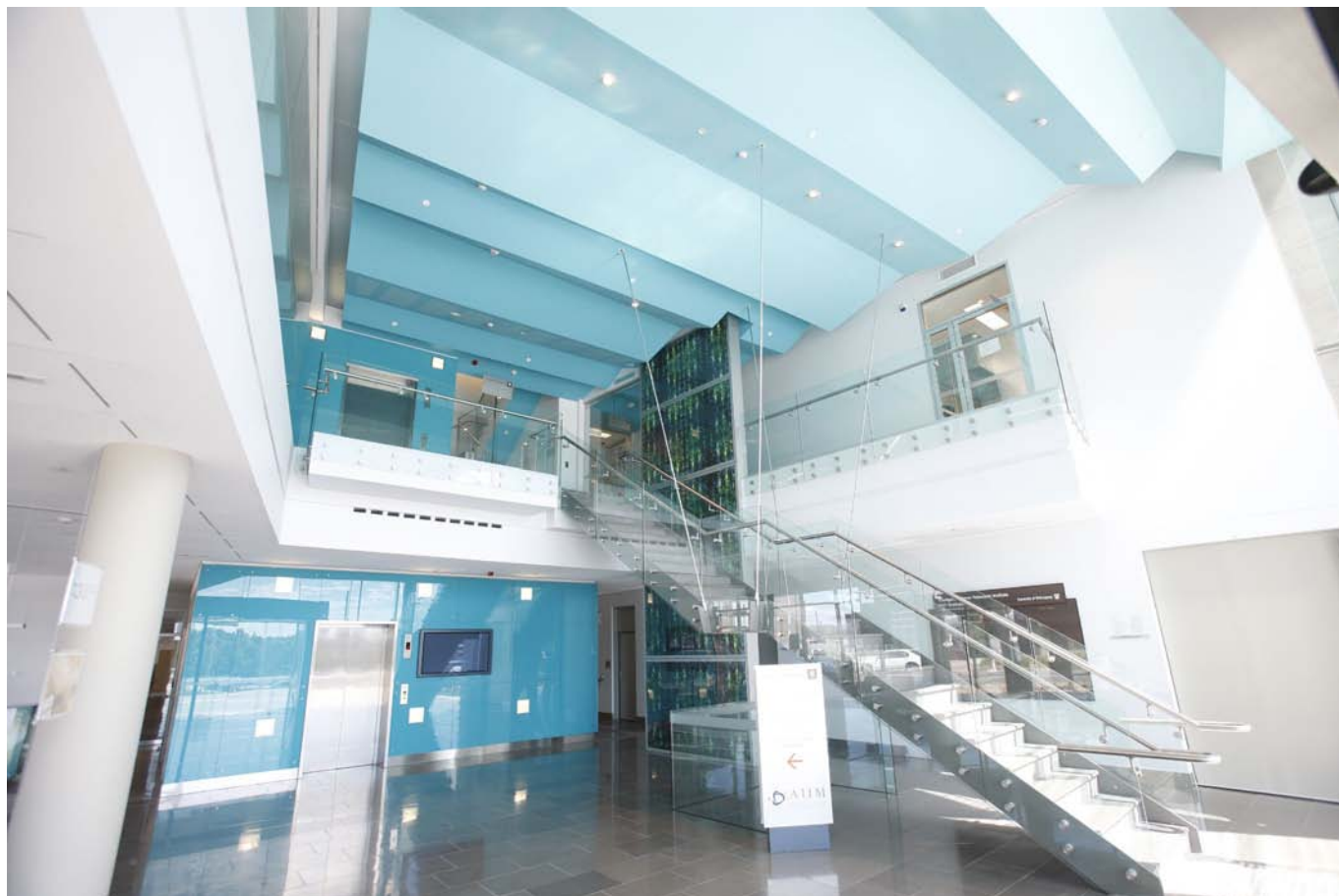
- > *New Admissions and Advanced Standing Policy, new Disability Policy – Students, new UOW Academic Review Policy, new Authorship Policy and new Student Awards and Prizes Policy.*

- > Revisions to the *General Course Rules* for: Amendments to Academic Record Due to Enrolment Error, change of name for Doctor of Philosophy by Publication (to PhD by Published Works), expanding the approved formatting styles for HDR theses, and recording Examiners' Commendation on HDR transcripts.

In 2008, Senate approved the introduction of 20 new courses, major amendments to 15 courses and the deletion of four courses.

Under delegation from Academic Senate, in 2008 the Deputy Vice-Chancellor (Academic & International) approved 70 proposals for minor amendments to courses. Details of delegated course approvals continue to be presented to Council for information.

The Meet the Chancellor Reception, sponsored by Academic Senate, was held in August. More than 30 academic and general staff members and undergraduate and postgraduate students attended the reception, including, for the first time, the Education Centre Managers from Bega and Batemans Bay. The event continues to successfully raise the profile of governance and recognise the role of staff and students in governance at all levels in the University.



INNOVATION CAMPUS

The University's Innovation Campus (iC) reached major milestones in 2008, its first operational year. The first construction phase, which started at the end of 2006, produced iC Central, the soaring focal point and business and innovation hub of the campus. iC Central was opened by the then New South Wales Premier, the Hon Morris Iemma MP, on 27 June. The occasion provided an opportunity for the supporters and stakeholders from the University, its joint venture partner Baulderstone Hornibrook, and the region and the wider community to celebrate the first building in this major \$350 million plus project which looks to create 5,000 jobs over the course of its development.

Two other buildings were also completed in 2008. The Australian Institute for Innovative Materials building welcomed its high profile research teams in September; it is home to the Intelligent Polymer Research Institute (IPRI) and the Institute for Superconducting and Electronic Materials (ISEM). In November, a second building was handed over for occupation by its chief university tenants – the Global Centre for Transnational Crime Prevention (CTCP) and the Australian National Centre for Ocean Resources and Security (ANCORS). In December, the Minister for the Illawarra, the Hon David Campbell MP presided at the groundbreaking ceremony for iC's next building which will house UOW's Sydney Business School and, in partnership with TAFE, a Digital Multimedia Centre. It is due for completion in late 2009.

By the end of 2008, all available space in iC Central had been leased. All foundation tenants meet the iC partnership criteria. They are innovative companies, many with linkages to the University through, for example, R&D programs, graduate placement and training opportunities, or by providing key central services for the campus. They cover the areas of human resources, finance, IT, engineering, regional and economic research and geospatial services. The level of demand from commercial and other organisations led the University to initiate the planning for a fifth, fully commercial building which is due for completion by 2011.

As the Community Engagement chapter of this report notes, iC attracted approximately 12,000 visitors in 2008. The Science Centre and Planetarium, which is located on the iC, attracted 63,000 visitors for the year. The iC contributed \$99 million to the regional economy in 2008 (including \$41 million from construction).

Pictured: Inside the new Australian Institute for Innovative Materials building at Innovation Campus.

The NSW Government continued to give active support to the iC vision in 2008, especially through strategic advice, introductions and incentives for businesses through the Department of State & Regional Development (DSRD). The Department supported the University's initiatives overseas to promote student access and research partnerships and to introduce compatible companies to the opportunities offered by the iC and the region. Visits to India and China established strategic contact networks. The Indian visit program was especially boosted by the presence and support of former Australian cricket Vice-Captain, Adam Gilchrist, who has early links to UOW and exemplifies many of its core values.

The iC Marketing Strategy was reviewed and upgraded in 2008 to take into account iC's physical development, the visible quality of the amenities it has to offer and a change to a UOW-based marketing and tenant attraction effort. The overall development of the iC continued to be overseen by a specially appointed University Council iC Oversight Committee. Council itself received regular progress reports on the project throughout 2008. The iC Project Control Group, consisting of representatives of the joint venture partners, provided direction and review of construction, finance and marketing.

iC's planning priorities for 2009 include:

- > The official openings for the AIIM and the CTCP buildings
- > Completion of the Sydney Business School & TAFE/UOW Digital Multimedia Building
- > Commencement of works for a new commercial building
- > Extension of the free bus service linking UOW, iC and Wollongong CBD
- > Launch of an updated iC website
- > Continued domestic & international marketing and tenant attraction program (including associations with NSW DSRD and Commonwealth Government agencies)

STUDENT SNAPSHOT

The composition of UOW student enrolments is outlined in Table 2.2. In 2008, UOW experienced an increase in the total number of enrolments, including a rise in both Postgraduate and Bachelor Degree enrolments. Bachelor Degrees continued to make up the majority of total enrolments, constituting 64 percent of total enrolments, the same proportion as 2007.

The growth in UOW's student population is reflected in Table 2.2. Full-time students made up almost 68 percent of total enrolments in 2008, up from 57 percent in 2007. The proportion of part-time students decreased from 42 percent of enrolments in 2007 to 31 percent in 2008.

The UOW student population is comprised of students across the age spectrum, as demonstrated in Table 2.3. Student aged between 21 and 25 continued to be the largest age group category, accounting for 10,946 (45 percent) of student enrolments in 2008.

In 2008, UOW continued to attract students from a range of geographic areas, both domestically and internationally. Table 2.4 shows that there was little variation in the geographic areas of origin of enrolled students in 2008 in comparison to 2007.

Table 2.1: Student Enrolments 1999–2008

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Higher Degree & Masters	2308	2498	3002	4978	5557	5463	6329	6122	6113	6366
Other Postgraduate	633	593	588	747	807	955	984	1018	1123	1139
Bachelor Degree	9711	9704	10277	12612	13274	13827	13964	14172	14741	15706
Sub-Degree	31	17	9	2	1	434	658	440	134	194
Non Award, Enabling & Cross Institutional	218	255	318	682	765	884	972	990	1060	1008
Total	12901	13067	14194	19021	20404	21563	22907	22742	23171	24413

Table 2.2: Growth in Student Population 1999–2008

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Full-Time	8082	7246	7669	10322	11146	11525	13807	12653	13175	16489
Part-time	4436	5197	5725	8484	9045	9853	8845	9732	9666	7465
External	383	624	800	215	213	185	255	357	330	459
Total	12901	13067	14194	19021	20404	21563	22907	22742	23171	24413

Table 2.3: Enrolment by Age 1999–2008

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<21	5291	5226	5733	4662	5131	5390	5555	5300	5104	5993
21-25	3321	4030	4392	7796	8392	9559	10380	10525	10588	10946
26-29	1405	1213	1354	2371	2445	2550	2884	2872	3191	3128
30-39	1627	1555	1680	2680	2824	2486	2492	2430	2578	2590
40-49	962	810	800	1147	1204	1180	1123	1132	1169	1214
>49	295	233	235	365	408	398	473	483	541	542
Total	12901	13067	14194	19021	20404	21563	22907	22742	23171	24413

Table 2.4: Enrolment by Region 1999–2008

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Illawarra	47.62	48.8	45.8	40.95	38.82	35.48	31.93	31.02	31.33	30.91
Sydney	20.56	23.1	21.5	20.72	20.99	21.52	21.9	21.42	21.44	20.84
Other NSW	7.43	6.88	5.8	5.73	4.29	4.55	5.28	5.96	6.47	6.48
Interstate	5.5	2.16	2	1.91	1.88	1.63	1.98	1.83	1.20	2.53
Overseas*	17.01	19.06	24.9	30.69	34.02	36.82	38.91	39.76	39.56	39.23
Total	98.12	100	100	100	100	100	100	99.99	100.00	100.00

*Overseas includes international students and domestic students who have a home location overseas and no local address details.

Source: Table 2.1 – 2.4: University of Wollongong data as at 6 February 2009

Education Centres and Shoalhaven Campus

In addition to the main Wollongong Campus, UOW continued to provide a range of programs at the Shoalhaven Campus and its Education Centres located at Batemans Bay, Bega, Loftus and Moss Vale.

Table 2.5: Enrolments at Shoalhaven Campus and UOW Education Centres 2005-2008

	2005	2006	2007	2008
Batemans Bay	67	78	86	100
Bega	116	131	130	150
Loftus	134	235	290	255
Moss Vale	88	96	97	96
Shoalhaven	223	205	301	384

Source: University of Wollongong data as at 31 March 2008

Table 2.6: Commencing Students at Shoalhaven Campus and UOW Education centres 2005-2008

	2005	2006	2007	2008
Batemans Bay	29	28	42	47
Bega	56	59	53	63
Loftus	64	125	113	73
Moss Vale	44	34	42	39
Shoalhaven	138	112	160	191

In most cases, enrolment numbers at the Shoalhaven Campus and our Education Centres continued to increase in 2008, as illustrated in Table 2.5. Commencing student numbers at the Shoalhaven Campus and each of UOW's Education Centres are illustrated in Table 2.6.

The successful introduction of the Bachelor of Nursing at the University's Shoalhaven Campus was a highlight of 2008. Enrolments in the program were well above expectation, and completion of a purpose-built facility enhanced the experience of students and staff. Nursing continued to be a popular choice at the Bega Education Centre, with strong enrolments continuing in 2008.

Enrolment numbers at the Shoalhaven Campus were also augmented by the second intake of medical students, with the full quota of positions being taken up by students eager to work as general practitioners in rural and regional areas.

The first students in the Diploma of Education (Primary) at Bega graduated at the end of the year. All graduates have found employment.

Preparations were made for the introduction of the Diploma of Education (Primary) to be introduced in 2009 at the Batemans Bay Centre. Following this, the University will have a network of Centres offering this program. In recognition of the challenge this will pose, the University was successful in obtaining a \$3.3 million Federal Government grant, over four years, to fully develop the program and delivery options across the Centres.

Successful promotional campaigns and changes to the Bachelor of Arts program resulted in a continued rise in enrolments at the Batemans Bay Centre. This reflects an increase both in enrolments of students straight from school and retention of students into the second and third year of the Program.

In 2008 there were seven students undertaking doctoral studies through the Centres, five of whom are graduates of programs offered locally. These students are also now working as tutors and offer strong role models for the current student population.

Enrolments at Loftus were lower throughout the year primarily, as a result of a decline in interest in our joint TAFE and University programs. The University and TAFE are undertaking a review of the programs to ensure they stay relevant and are appropriate for the potential student population.

SUPPORTING OUR STUDENTS

The University continued to provide a range of services aimed at supporting and enhancing all aspects of each student's involvement at UOW.

Student Central

In its third year of operation, Student Central continued to evolve as a one-stop administrative support centre committed to exceeding the needs and expectations of its diverse customer base.

The centre's commitment to delivering exceptional service led to the successful implementation of a number of innovative initiatives during the year. There was a strong focus on improving workforce capabilities and streamlining processes. One of the key initiatives was an organisational realignment. The realignment has ensured that Student Central is well positioned to respond flexibly to fluctuations in student demand and deliver a seamless service experience. Other major service initiatives undertaken during the year included:

- > Provision of an extensive Customer Service Training Program, ensuring absolute customer focus and the delivery of a consistent, high quality service experience across all functions;
- > Implementation of a Staff Cross-skilling Plan to make certain that the centre meets its service delivery requirements, whilst maintaining efficient and effective workforce planning;
- > Provision of an Express Counter for simpler student enquiries;
- > Conducting a major ongoing review of student administration forms in collaboration with faculties, with the goal of making administrative processes easier for students and delivering a more timely service;
- > Implementation of a Stakeholder Relationship Development Plan to improve communication, collaboration and timely support of faculty and administrative stakeholders – includes regular scheduled stakeholder service reviews;
- > Provision of a Faculty Support Hotline; and
- > Provision of a Staff Priority Counter.

These and many other initiatives have had a significant, positive impact on service delivery. Student Central fielded over 120,000 enquiries during the year, up 8 percent on the previous year. Despite the increased demand for its services, the centre managed to reduce counter service waiting time by 45 percent and telephone service waiting times by 7 percent.

Going forward, Student Central will continue to implement initiatives to strengthen the customer focus of the University. Over the next 12 months a heightened focus on student engagement and feedback will be introduced. Programs supporting staff development and training will also be implemented.

The UOW Student Experience

In 2008 the University focused on the development of a welcome and orientation program for new students. The program is aimed at delivering increased opportunities for social engagement and a greater sense of welcome to the UOW community. The program is called 'Get Started @ UOW'.

Get Started @ UOW combines the three elements of starting study at UOW, including accepting an offer to study, enrolling at UOW and attending orientation. This program will be launched in the Autumn session of 2009. A communications strategy has also been developed to ensure minimal confusion and anxiety for students during this transition.

The results of the 2007 UOW Student Experience Questionnaire were delivered in April. UOW continues to achieve high satisfaction levels, with over 85 percent of all students indicating satisfaction with their overall experience at UOW. Faculties and divisions worked closely to deliver a continued and coordinated response to the Student Experience Questionnaire results, particularly focusing on the international student experience.

In Spring session the University implemented the 'Stay On Track' program. Stay on Track is a regular mid session event aimed at informing students about academic and personal support available to them at UOW.

The University's December graduands experienced online and real time eligibility information, easing anxiety at this final stage of their UOW experience. This was made possible due to service delivery improvements within the University's online student systems.

Student Representation at UOW

Students at the University are represented by two student associations: the Wollongong University Students' Association (WUSA) and the Wollongong University Postgraduate Association (WUPA). Student representatives are also active participants on University Council, Academic Senate, Faculty Committees and on the Boards of UniCentre and the University Recreation & Aquatic Centre (URAC).

During 2008, recommendations from the 2007 review of student associations were implemented. A Student Advocacy Officer was appointed to advise students on grievances, misconduct allegations, and the University's policies and processes. Governance and financial management training was provided to WUSA and WUPA in April and May to improve the student associations' accountability to students. Student representation and student advocacy web pages were collaboratively produced and published to assist students in contacting and utilising student representation services.

In August the inaugural Student Representative Forum gathered student representatives from the University Council, the Academic Senate, URAC, UniCentre and the faculties together with key University officers to discuss issues affecting students. Issues raised contributed to UOW initiatives in areas such as transport and the environment, and the proceedings of the Forum were reported to the University Council. The University has continued to assist the student associations financially, most notably making available funds for the publication of the student newspaper, *Tertangala*, and for online student elections. Elections were held in September 2008 for student representatives on Academic Senate as well as for WUSA and WUPA positions. No nominations were received for WUPA positions so boosting postgraduate representation through WUPA will be a focus for 2009.

Residential Accommodation

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

	2003	2004	2005	2006	2007
UOW					
Access %	1.28	0.63	0.85	1.1	1.18
Participation %	1.15	1.04	0.96	1	0.94
Success Ratio	0.9	1.02	0.93	0.98	0.93
Retention Ratio	0.92	0.93	0.99	0.9	0.85
New South Wales					
Access %	1.3	1.22	1.18	1.22	1.33
Participation %	1.06	1.08	1.07	1.09	1.15
Success Ratio	0.83	0.84	0.84	0.85	0.85
Retention Ratio	0.8	0.83	0.86	0.85	0.86
Sector					
Access %	1.6	1.54	1.49	1.49	1.51
Participation %	1.26	1.26	1.2	1.25	1.29
Success Ratio	0.75	0.76	0.79	0.77	0.79
Retention Ratio	0.76	0.78	0.78	0.81	0.82

Table 3.1: Indigenous Higher Education Performance

Source: 2003–2007 data, Draft IAF Portfolio October 2008¹

The seven residences provided different styles of accommodation such as fully catered, flexi catered, self catered, dedicated postgraduate areas and different styles of rooms and units. The student cohort comprised a mix of 45 percent domestic and 55 percent international, with a high proportion of international students coming from the USA, China, Thailand and Saudi Arabia.

Application Trends

In 2008, demand for student accommodation continued to exceed supply. Indeed the level of demand was unprecedented, with 2,000 applications for 1,340 student places in student accommodation. Accommodation Services is reviewing strategies to meet the future demand with present trends indicating that this will continue to increase.

Rebranding – Living @ UOW

The rebranding strategy for residences began to be implemented in early 2008, allowing integration of a consistent brand while communicating the unique offerings of each residence. This saw the introduction of the 'living@uow' logos, rebranding of all marketing material and of the accommodation services website as well as the production of infomercials for different residences. An individual 'living@uow' logo was produced for each residence.

Combined Residence Events

A series of Combined Residence Events brought together living@uow students and provided an entertaining and informative student experience that celebrated the cultural diversity within the residences. Events such as Global Highway, International Food Fair, Big Day In and the Living @ Hollywood Ball all attracted large audiences and a very positive response from the student body.

Charity Support

Supporting charities has been a significant focus in the residences with students taking the initiative to actively fundraise for various charities through events and participation in community activities. Examples include Relay for Life and World Vision sponsorship. International House was also awarded a US-based Davis Projects for Peace grant and received a Community Engagement Grant to work in collaboration with community partner Strategic Community Assistance to Refugee Facilities (SCARF) Illawarra to complement existing government offerings to refugee families.

Support for Indigenous Students

The Woolyungah Indigenous Centre's mission is to achieve greater access and more equitable educational outcomes for Indigenous Australians through sustained engagement with Indigenous communities, with particular attention to the local and regional communities of the Illawarra, Shoalhaven and far South Coast.

Throughout 2008, the Centre continued to collaborate with faculties, divisions and units of the University to provide the key focus for planning and coordination of Indigenous student access and support. It provided Indigenous students with:

- > Academic advice and mentoring
- > Assistance under the Indigenous Tutorial Assistance Scheme (ITAS)
- > Cultural and social support
- > Scholarship, career and cadetship information
- > Student leadership opportunities.

The performance of Indigenous students at UOW compared to New South Wales and the Sector Average is shown in Table 3.1 and Figures 1 and 2.

The Centre also continued to conduct the Aboriginal Studies major, an interdisciplinary major within the Bachelor of Arts degree. This includes choice of an Aboriginal Studies Honours Program and Aboriginal Studies as a minor or elective study.

Particular highlights of 2008 relating particularly to Indigenous students included:

- > Staff viewing the broadcast of the National Apology to the Stolen Generations delivered by the Prime Minister;
- > Promotion of Indigenous protocol within the University including Acknowledgement to Country, celebration of cultural events, NAIDOC Week, National Sorry Day, and National Close the Gap Day;
- > Forty-four Indigenous applicants being offered places in 2009 through the Alternative Admission Program, and six applicants being offered places to the Special Tertiary Entrance Program (STEP);
- > Australian Indigenous Mentoring Experience program being established in the Illawarra;
- > The Aboriginal Studies Board of Studies continuing to oversee quality teaching and learning;
- > Woolyungah and South Coast Writer's Centre receiving a University Community Engagement Grant of \$7,840 for *Blakwrite Symposium*;

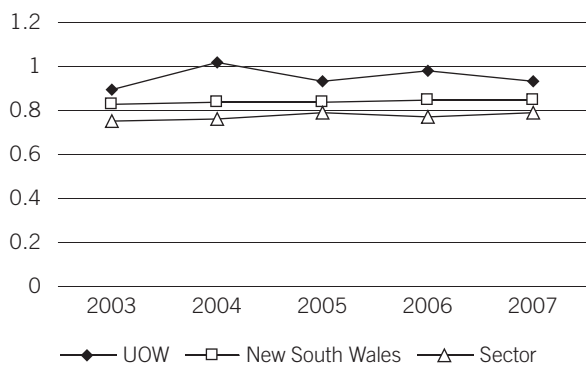


Figure 1: Indigenous Student Success Ratio

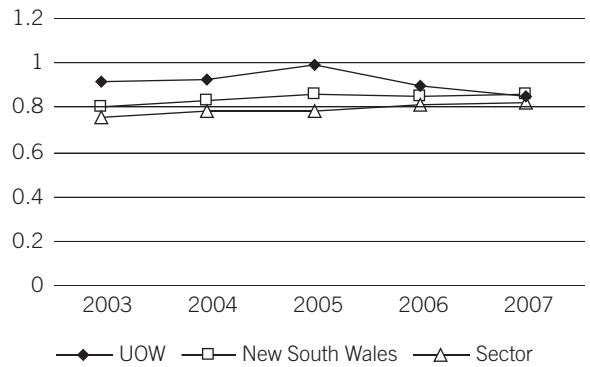


Figure 2: Indigenous Student Retention Ratio

- > Indigenous students attending the National Indigenous Tertiary Education Student Games in Perth;
- > Indigenous students being awarded the Susan Owen Memorial and the Paul Wand Prizes;
- > Woolyungah hosted seminars by prominent Indigenous academics, including Professor Martin Nakata and Associate Professor Karen Martin;
- > Woolyungah hosted forum funded through a University Research Development Partnership Grant: *Shared Knowledges and Stories about Indigenous Research*;
- > Woolyungah hosted national Indigenous postgraduate research forum;
- > Indigenous students graduating from the Faculties of Arts, Education, Engineering Science, Health and Law.

Student Services

Student Services continued to assist students prior to and during their studies at the University, as well as in their preparation for their move into the workplace.

Uni Connections

The Uni Connection Program aims to assist students who are socially, economically or regionally disadvantaged, by providing them with opportunities to improve their educational outcomes and increase their potential to access higher education.

In 2008, six schools from the Wollongong region and ten from the Shoalhaven and South Coast area were involved in the Program.

Uni Connections provided workshops and courses for school students at various UOW campuses. A Creative Arts Faculty Workshop and Law Faculty Workshop provided 55 school students with hands on activities and the opportunity to speak with Faculty representatives about courses on offer. A total of 76 senior school students attended six essay writing workshops at Shoalhaven Campus while 17 students from Moruya High attended similar workshops at the Batemans Bay campus.

In November, students from six Illawarra schools attended a two day Connect and Explore Workshop on the main Wollongong campus. The workshop was scheduled to coincide with the conclusion of the Year 10 School Certificate, and gave 124 school students the opportunity to prepare for Years 11 and 12 and the demands and expectations of senior school study. Students participated in activities with UOW Student Tutors, learned study skills and had the opportunity to speak with current and former UOW students. Parents of participating school students were also provided with the opportunity to learn about how to best assist their students in the senior years of school. Plans are underway to continue providing support to participating students as they progress through Years 11 and 12 and move into higher education. A Uni Connections Study Grant was also made available for one participating student from each school. In the Shoalhaven, 46 Year 10 students attended three Year 10 English Enrichment workshops.

Peer Assisted Study Sessions

More than 3,500 students participated in the voluntary Peer Assisted Study Sessions (PASS) program at the University throughout the year. The PASS program is offered for a range of subjects across all faculties at the University and aims to boost academic progress and retention of commencing students. Small groups of participating students came together for weekly meetings throughout the semester. Each group was led by a student who had previously excelled in the subject. The focus of discussions was on developing the participants' learning strategies and consolidating students' understanding of difficult content.

The University's PASS efforts did not go unrecognised. Two of the UOW PASS team leaders were winners of National Awards for Outstanding Contribution to Peer Learning in 2008. UOW PASS staff initiated, and subsequently collaborated with staff from Queensland University of Technology (QUT) and the University of Melbourne to publish the inaugural edition of the *Australasian Journal of Peer Learning* in September 2008.

UOW maintained its status in 2008 as the National Centre for PASS, and the PASS team has been active in the training of staff from other Australasian universities. The success of PASS is apparent in its rapid growth – in 2005, only seven Australian Universities offered the PASS program; by 2008 this figure had increased to 25.

¹ Success is a measure of academic performance. The success ratio is calculated by dividing equity group students' progress rate by the progress rate of all other domestic students. A success ratio of 1.00 indicates that the equity group is performing at the same level as the benchmark population. Retention is the number of domestic equity students who re-enrol at an institution in a given year, as a proportion of students who were enrolled the previous year, less those who completed their course. The retention ratio is calculated by dividing domestic equity group students' retention rate by the apparent retention rate of all other domestic students. A retention rate of 1.00 indicates that the equity group is performing at the same level as the benchmark population.

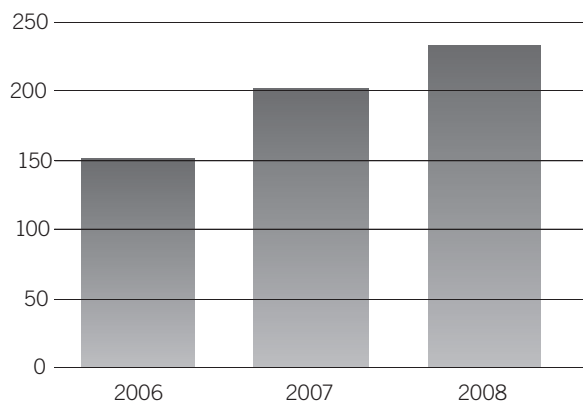


Figure 3: Disability Service New Student Registrations

Learning Development

Learning Development worked with faculties across all onshore locations to support students' development of subject and course specific academic literacy, language and graduate qualities. Approximately 4,000 students, approximately 33 percent of whom were international students, were assisted by various Learning Development programs throughout the year.

A total of 820 students were also assisted by the Learning Development Service via the provision of individual consultations and a workshop program. In addition, maths / numeracy support was provided on a limited basis both within faculty subjects and via individual consultations.

Online learning resource usage remained popular with 10,677 visits to the Learning Development website throughout the year.

Learning Development highlights for 2008 included:

- > The expansion of support for transnational programs in Faculty of Arts, the School of Nursing, Midwifery and Indigenous Health and the Centre for Transnational Crime Prevention;
- > An Australian Learning and Teaching Council citation received for *Sustained work to collaboratively integrate contextualized academic integrity into curricula*;
- > The receipt of two nationally funded project grants from the Association for Academic Learning and Language to further work on benchmarking and research for the profession.

Counselling, Disability, Equity and Diversity

University counselling staff provided in excess of 3,300 student interviews to confidentially assist UOW and Wollongong College Australia students with a wide range of personal matters that can impact on their study success.

The UOW Disability Service provided 592 students with individual assistance during the year. Reasonable adjustments, including assistive technology and independent learning programs, formed the core of services provided. Figure 3 illustrates the growing number of students seeking assistance from Disability Service over the last three years. The University continues to emphasise the adoption of assistive technologies and this was reflected in 60 new referrals for assistive technology support during 2008. A total of 79 of the students who graduated from the University in 2008 were registered with Disability Services.

The ongoing presence of Student Equity and Diversity Liaison Officers (SEDLOs) in faculties assisted in the delivery of student services and focused on assisting international students and students with disabilities. SEDLOs engaged in various projects related to the 2008 Faculty Student Equity Grants, including:

- > A mentoring program for domestic equity students in the Faculty of Creative Arts; and
- > A survey of Commerce students to determine the needs of equity students and capture students' ideas on how they can be best supported.

SEDLOs experienced an increase in the number of applications received from students for the EdStart Financial Assistance Scheme. In association with Wollongong Council, local business and community groups, the SEDLOs were enthusiastic contributors to the *Welcome to Wollongong* initiative for International students.

Careers

To assist students in making connections between their study disciplines and the world of work the Careers Service offered a range of programs and services including:

- > The 2008 National Careers Fair. The Fair enjoyed a 33 percent increase in the number of employers and organisations attending, with 108 participating in 2008. The Fair attracted 1,600 students, which was an increase of 28 percent over previous years.
- > The Certificate in Global Workplace Practice, a program to assist International Students to improve their employment prospects in Australia, at home and in other countries. This program moved from the pilot program in 2007 to the full program in 2008, when 216 international students enrolled.

A total of 590 careers counselling appointments occurred during the year, aimed at assisting students with decisions relating to their future career.



EXCELLENCE IN LEARNING AND TEACHING

UOW Objectives

The University's core objectives in relation to learning and teaching are:

1. Graduates equipped to contribute to society and the workplace
2. An active, collaborative and flexible learning experience for students
3. Quality programs relevant to the evolving needs of students and the community
4. An international focus in learning and teaching
5. High quality teaching

Overview of 2008 Performance against Goal

UOW was one of only two universities nationwide to achieve top-tier rankings in every discipline category of the Australian Government's Learning and Teaching Performance Fund for 2008. The *2008 Good Universities Guide* also reaffirmed UOW's long-standing record for five-star graduate outcomes.

In 2008, important steps were taken towards further improving the quality and standards of learning and teaching programs and services. For example, a new, robust *Academic Review Policy* was developed after a review of the framework for the review of courses and academic units. The University also implemented the policy outcomes from the Academic Integrity project and negotiated a trial benchmarking project with the University of Tasmania.

The University was encouraged by the report released in December on the *2007 Australasian Survey of Student Engagement* (AUSSE), managed by the Australian Council for Educational Research (ACER). Results showed that UOW student satisfaction was above the national average in important indicator areas for learning and teaching, such as: overall educational experience, allegiance to institution and quality of teaching staff.

Learning & Teaching Performance Highlights

- > Top tier ranking in national Learning & Teaching Performance Fund
- > Academic Integrity project translated into policy
- > New *Academic Review Policy* approved as core of academic quality process - covering curriculum and unit reviews
- > Trial benchmarking project with the University of Tasmania on academic transition
- > Teaching-Research Nexus project with potential to enrich student learning
- > Certificate of Global Workplace Learning introduced
- > Sustained growth in grants performance (including 10 out of 10 Australian Learning and Teaching Council citations)
- > Top rating for graduate outcomes in the *Good Universities Guide*
- > Above national average results on student satisfaction in inaugural Australasian Survey of Student Engagement

At the end of the year, the University's Education Committee (UEC) reviewed progress under the Goal and noted achievements in all objective areas and against annual performance targets. The outcomes are reported below. The Committee also identified the following priority strategies for 2009:

- > To better communicate and disseminate information on learning and teaching activities (especially good practice) to the broader university community
- > To enhance the academic experience of international students.

Equipping graduates for their role in society and the workplace

Equipping graduates for their role in society and the workplace was a priority concern in 2008, especially in the context of a mooted skills shortage. Key achievements were recorded under Graduate Qualities, academic integrity initiatives and key work-related programs.

With funding from the UOW Teaching and Learning Grants, each faculty worked to embed an enhanced set of Graduate Qualities in the curriculum. An audit of the subject outlines is planned for 2009 which will check the level of compliance and identify areas in need of further consideration. The policy outcomes from the 2007 Academic Integrity Project were implemented and a monitoring framework put in place. Good practice examples included:

- > implementation and expansion of the Commerce e-learning module on plagiarism prevention
- > information sessions to ensure due process in dealing with possible student misconduct and 'poor academic practice'
- > embedding academic integrity into core subjects across the Faculty of Education undergraduate degrees.

In 2008, 55 students, across a range of faculties and disciplines, successfully completed the Certificate in Global Workplace Practice (CGWP), an extra curriculum experiential learning program which links international graduate students and employers. The Univariate Illawarra program, administered by the Careers Service, was conducted successfully for the second year with 110 students participating in cross-disciplinary groups to solve real life work-based problems for employers.

A Strategic Project was launched to develop a policy and coordination framework for work-integrated learning and placement programs. Its first stage involved a communication program, preparation of a strategy paper and a review of current activities.

The student learning experience

The student learning experience was enhanced through further successes in the Peer Assisted Study Sessions (PASS) program across teaching locations that included the Bega and Batemans Bay Education Centres and the Shoalhaven campus. Students continued to be supported in their engagement with learning from entry through their critical first year, and attention was given to attrition rates through review, adoption of exit strategies, and the use of student focus groups and mentoring. This objective is expected to be supported by good practice comparisons identified in the trial benchmarking project with the University of Tasmania.

The Learning-Teaching Research Nexus strategic project continued to develop a systematic approach to promoting learning through the link between research and teaching. In 2008, the project focused on:

- > research awareness for undergraduate students
- > teaching-research linkages to curricula; and
- > the profile of Honours programs as research activities.

Six successful lunchtime seminars were held during the year. Initiatives were also launched to improve the understanding of the needs of staff developing collaborative eLearning experiences, including in subjects taught across multiple locations. Improvements to teaching facilities included designation of an increased number of Common Teaching Areas, audiovisual upgrades in new and existing rooms, and preliminary work on the refurbishment of the Hope Theatre.

In the University Library, Faculty Librarians continued to provide customised research skill classes, and their online web pages supplemented student learning. In some instances, tailored programs were developed which addressed the need of undergraduate and postgraduate students from diverse backgrounds. The subject material was embedded in the e-Learning website.

The development and monitoring of quality programs

The development and monitoring of quality programs was overseen by the Course Approval Management Group (CAMG) in its second year of operation. This rigorous process assessed 117 course proposals, an increase of 34 percent from 2007. CAMG considers new and major amendment proposals at the conceptual stage, engaging with key stakeholders early in the process. New course programs for 2008 were relevant to the evolving needs of students and the community, particularly the *Bachelor of Education –The Early Years* and the *Master of Science in Occupational Hygiene Practice*. The University also reviewed the operations of Assessment Committees to clarify and tighten processes.

The Australian Government provided \$3.3 million for the project, *Networked Solution to Educational Workforce Needs on the NSW South Coast*. It aims to deliver a variety of Diplomas of Education across the network of UOW centres on the NSW South Coast to meet changing educational workforce needs. It is anticipated that it will be supported by investment in a new generation of technology at the Batemans Bay and Bega Education Centres and the Shoalhaven Campus.

Internationalisation in learning and teaching

Internationalisation in learning and teaching was facilitated by a new UEC subcommittee specifically charged with promoting cultural awareness, international perspectives in the curriculum, academic support and the learning experience for international students.

High quality teaching

High quality teaching was demonstrated by successes in grants and funding applications, which will enhance the quality, professionalism and innovation of teaching staff and practices. In 2008, the *Code of Practice Casual Academic Teaching* came into effect, promoting a culture of inclusivity and engagement for casual academic teachers. The Code provides a broad framework for articulating and enhancing procedure and practice in relation to recruitment, employment, management and professional support.

2008 Indicators and Outcomes

Quality and impact of teaching programs

In 2008, UOW added an important external reference point for academic standards by negotiating a trial benchmarking partnership with the University of Tasmania to focus initially on 'academic transition support limited to first year students'. It also built on a 2007 initiative by providing, as a basis for monitoring standards, a set of Comparative Student Data for analysing student performance across teaching locations.

Internal reference points were augmented by the Good Practice Cases database (with 20 emerging cases identified through the Learning–Research Nexus Project) and the Sharing Good Practice in Technology and Teaching initiative which highlights eLearning activities associated with Faculty Service Agreements.

Positive student feedback on satisfaction with the quality of programs, as measured by the *2007 Course Experience Questionnaire* (CEQ), was 73.9 percent, which is above the national average for all disciplines/faculties. The disparity between domestic (74.4 percent) and international (68.3 percent) is being addressed by the new UEC sub-committee on Internationalisation in Learning and Teaching and a new strategic project, the International Student Experience.

The University effectively met its 2008 target for sustained performance in awards and grants. UOW received four Australian Learning and Teaching Council (ALTC) grants. UOW is the leader of two of the projects which address student learning diversity in Engineering Mechanics and, sharing mathematics learning resources across discipline and universities. For a second consecutive year, UOW staff achieved an outstanding result by receiving ten of the possible ten ALTC Citations for diverse and significant contributions to the quality of student learning. Teaching staff (from eight faculties and the Sydney Business School) also received ten internal Vice-Chancellor's Awards for an Outstanding Contribution to Teaching and Learning (OCTAL). However, the University recognised the need to enhance its performance in the national ranking of the ALTC Awards for Teaching Excellence and Awards for Programs that Enhance Learning.

The *2007 Australasian Survey of Student Engagement* (AUSSE) showed that UOW students were more likely to complete their studies here, with 74 percent of UOW students indicating they were 'less likely to intend to change institution', compared to the national average of 69 percent, and 90 percent of UOW students indicating they 'would chose UOW again', compared to the national average of 85 percent.

Student satisfaction with their learning experience and the quality of teaching

The four main survey instruments for measuring student satisfaction with their learning experience and the quality of teaching are the *Course Experience Questionnaire* (CEQ), the *Student Experience Questionnaire* (SEQ), *Teacher Evaluation Survey* and the *Subject Evaluation Survey* (SES). Six faculties reached the University's 75 percent positive feedback in the 2007 SEQ and the average score of the *Teacher Evaluation Survey* for 2007 was 83.3 percent, far exceeding the benchmark target of 70 percent.

As demonstrated in Table 4.1, UOW graduates have consistently reported a higher level of overall satisfaction, compared to the University's benchmark and national averages.

Table 4.1: Overall Satisfaction

	UOW	Cohort	Sector
2004	74.1	69.4	67.9
2005	75.2	72.3	69.4
2006	77.3	77.3	69.6
2007	75.2	75.0	70.6

Source: Draft IAF Portfolio, UOW October 2008, (Department of Education, Science and Training (DEST), Canberra 2007)

The SES was administered in paper format for subjects that are scheduled for review under the Quality Review Framework (now the Academic Review Policy) within the course and review cycle process. Aggregated student responses to the core survey questions throughout 2008 are demonstrated at faculty level in Figure 4, and show positive results were obtained for all faculties. For Autumn Session 2008, the faculties of Arts, Health & Behavioural Sciences, Law and Science and the Sydney Business School reached the University's benchmark of 65 percent positive feedback for survey questions 1 to 6. Areas for improvement will be addressed in faculty planning for 2009.

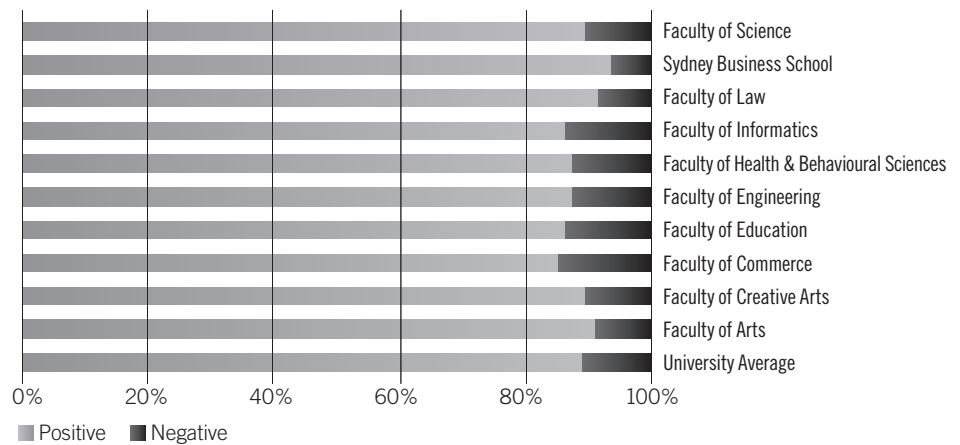


Figure 4: UOW Subject Evaluation Survey Total Responses by Faculty - 2008
Source: UOW Subject Evaluation Surveys 2008

Proposed Planning Priorities 2009

- > Improve communication and dissemination of the learning and teaching activities across the broader university community
- > Complete the Hope Theatre refurbishment
- > Complete the review of the Assessment Committee practice and procedures
- > Complete the Code of Practice - Practical Placements
- > Review of Scholarships
- > Form a Placement Coordinators Communication Group
- > Expand the Certificate in Global Workplace Practice into mainstream teaching
- > Conduct audits to assess the inclusion of Graduate Qualities in subject outlines and sessional teachers' awareness of their responsibilities for the integration of Graduate Qualities
- > Develop guidelines on good practice in active and collaborative eLearning, including across locations
- > Develop guidelines on appropriate use of Web 2.0 environments (such as Facebook and Second Life), including across locations
- > Identify new and emerging technologies and their application to learning and teaching
- > Explore English language competencies of international and domestic students through a range of support programs eg conversation workshops and academic English

The 2007 AUSSE survey showed again a level of student satisfaction with their educational experience above the national average (87 percent against 80 percent).

Graduate readiness for employment

There is a time lag in the availability of data in this area. The latest *Graduate Destination Survey Report*, from 2007, provides results from the 2006 survey of students who graduated in 2005 and measures the proportion of students obtaining employment. Of UOW's 25 disciplines, only 5 fell below the national average for full-time employment. In 2008, the University received its fifth consecutive top rating in the *Good Universities Guide* for a range of graduate outcomes.

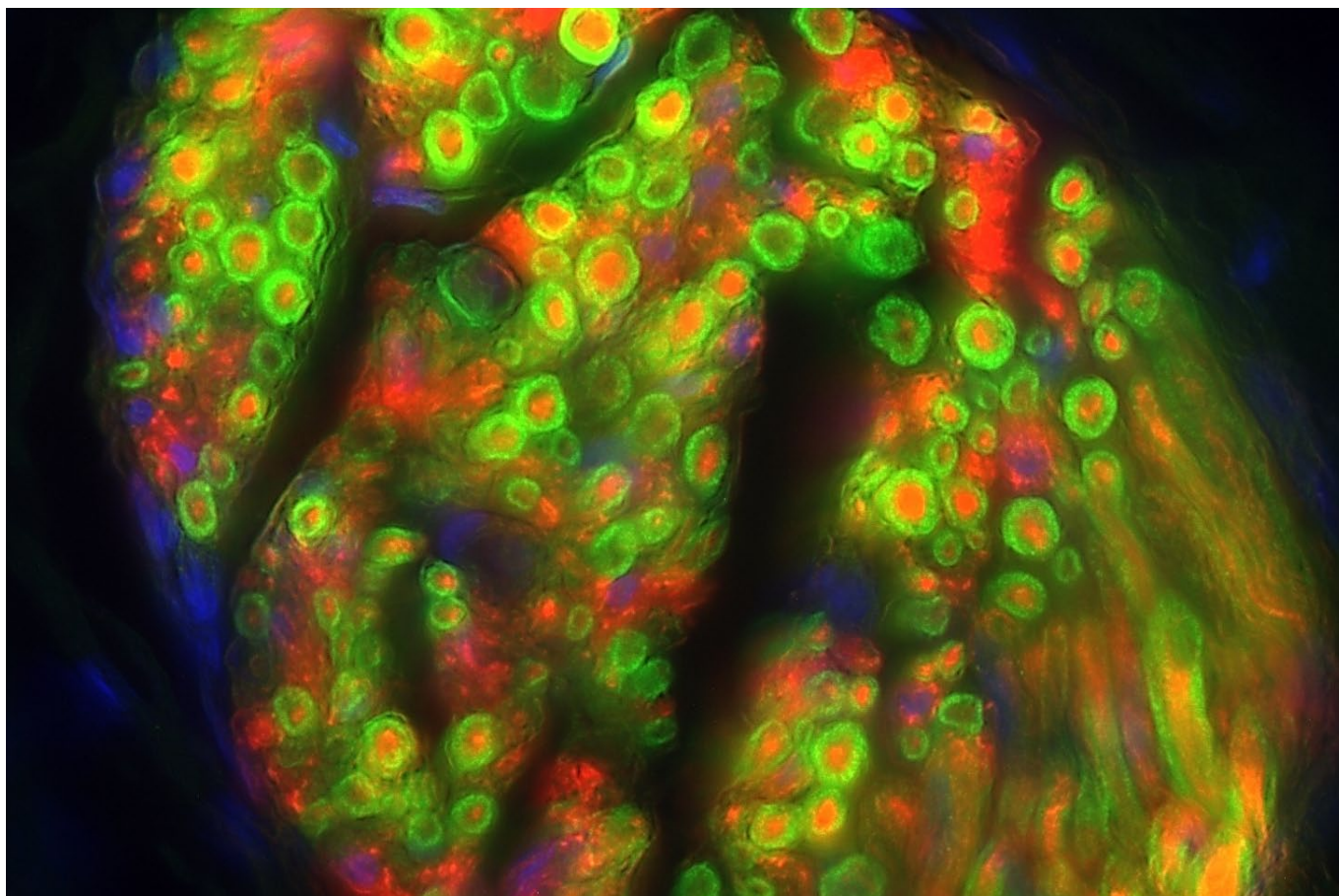
Whilst the numbers of students enrolled in work-integrated learning based subjects dropped from 2007, there was a large increase in uptake in teaching programs that do not have mandatory placements, such as Engineering (87 in 2006 to 139 in 2008) and Law (67 in 2006 to 199 in 2008). New faculty initiatives, the results of the work-integrated learning project and the Certificate of Global Workplace Learning have yet to make an impact.

The terms of reference for Faculty Advisory Committees (FACS) were to be reviewed in 2008 to provide expert guidance in this area. This process was delayed until 2009 largely to coincide with the re-activation of FACS as required by the new *Academic Review Policy*.

Integration of Graduate Qualities into curriculum

Faculties worked towards integrating the Graduate Qualities in all new courses and subjects by the target deadline of February 2009. Audits of subject outlines will be conducted in 2009 to assess whether relevant Graduate Qualities have been included with clear statements of alignment, content, assessment and delivery.

The 2007 SEQ results averaged a 79 percent positive feedback whilst the 2007 CEQ averaged a 68 percent positive feedback to Graduate Qualities questions. The latter result is below the UOW target of 75 percent and the CEQ results are distorted by the effects of the transition period from the former Graduate Attributes to the new Graduate Qualities. The CEQ results will not fully reflect students perspective until the Graduate Qualities are completely embedded.



EXCELLENCE AND INNOVATION IN RESEARCH

UOW Objectives

1. Research of high quality and impact at an international level
2. Enhanced capacity to attract external grant funding
3. Quality research student scholarship and training
4. Strong partnerships with external organisations to achieve mutually beneficial research outcomes
5. Enhanced capacity for commercial research and commercialisation of research outcomes

Overview of 2008 Performance against Goal

UOW sustained its exceptional record for research performance in 2008. The highly respected Shanghai Jiao Tong rankings recognised it as one of the world's top two percent of research universities.

On the national scene, UOW was again among the top ten universities for Australian Research Council (ARC) grant income (relative to size) and ARC Discovery grant income (on total dollars awarded). As demonstrated in Figure 5, the Department of Innovation, Industry, Science and Research (DIISR) placed the University in 9th place nationally for total weighted publication points (2007 figures – most recent available).

The UOW research environment in 2008 was marked by achievements under all objectives, including major developments in infrastructure and strong demonstrations of partnership building. To ensure this extensive program is most ably directed and monitored, the University Research Committee (URC) was restructured during the year to be more responsive, play a greater role in research policy and development and ensure that strategic planning goals are being met.

Pictured: Rat peripheral nerve (myelin stain green, axons stained red, cell nuclei blue). Research at the ARC Centre of Excellence for Electromaterials Science aims to lead to positive outcomes such as nerve regeneration.

Research Performance Highlights

- > UOW in top two percent of world research universities as measured by Shanghai Jiao Tong rankings
- > Among top ten universities in Australia for Australian Research Council (ARC) and ARC Discovery grant performance (on size)
- > UOW placed 9th nationally for total weighted publication points (2007 figures – most recent available)
- > Three landmark infrastructure developments – *Australian Institute for Innovative Materials (AIIM)* building on Innovation Campus; *Simulation, Modelling and Analysis Research and Training (SMART) Infrastructure Facility*; *Illawarra Health and Medical Research Institute (IHMRI)*
- > Contract research agreement with BlueScope Steel, the largest ever signed by UOW
- > Commercial research income grew by 30 percent from \$14.2 million in 2007 to \$18.4 million in 2008.
- > Prestigious awards to UOW researchers, including NSW Scientist of the Year awards; Fellow of the Australian Academy of Sciences; Royal Australian Chemical Institute (RACI) HG Smith Memorial Award; Fellow of the Australian Computer Society
- > A total of 83.9 percent of students indicated that they were satisfied with the quality of their Higher Degree Research experience in 2008 Postgraduate Research Experience Questionnaire

Table 5.1: UOW Competitive Research Income 2006 to 2007 (\$ million)

Source	2006	2007
Australian Competitive Grants	17.9	16.3
Other Public Sector Grants	6.3	7.9
Industry Grants	5.7	7.0
Co-operative Research Centres	1.9	1.0
Total	31.9	32.2

Research quality and international standing

Research quality and international standing continued to be strengthened, with a focus on areas of strategic priority and research strength. Significant investments new research infrastructure and facilities, listed below, will have a major impact on UOW research activity and capacity to attract external grants.

- > *Australian Institute for Innovative Materials (AIIM)* opened in a purpose-built building at the Innovation Campus (iC) in September 2008. AIIM comprises two of the University's flagship research centres: the ARC Centre of Excellence for Electromaterials Science (ACES) and the Institute for Superconducting and Electronic Materials (ISEM). The \$28 million building with its state-of-the-art instrumentation is home to over 150 researchers carrying out a broad range of research areas, ranging from inorganic coatings, conducting polymers, polymer photovoltaics, bionics, super conducting materials, and batteries.
- > *SMART Infrastructure Facility* received \$35 million in funding through the Australian Government's 2009 Higher Education Endowment Fund in December 2008. The Simulation, Modelling and Analysis Research and Training (SMART) Facility is a world-first – a comprehensive research and training centre whose integrated laboratories will transform the way that infrastructure-related disciplines are taught and researched. It will promote research collaboration across traditional disciplines; increase and expand research capacity; and stimulate collaboration with industry, government and research institutions.
- > *Illawarra Health and Medical Research Institute (IHMRI)* was launched to facilitate the integration of health and medical research. UOW is constructing a \$30 million building to house IHMRI researchers (\$15 million contributed by NSW State Government). A unique feature of the building is the state-of-the-art Clinical Trials Unit which will accommodate both community-based and outpatient trials at national and international levels. Establishment of the Clinical Trials Unit in the new building will provide a unique facility and a coordinating point for expanding clinical research and Illawarra clinicians' involvement in trials at the Institute.

These capital developments have considerable capacity to advance the core research objectives for research income, staff and student quality, commercial research and commercialisation.

UOW's capacity to attract external grant funding

UOW's capacity to attract external grant funding was demonstrated by continuing growth in external competitive research income from 2006 to 2007 (with 2007 being the most current year for which information is available).

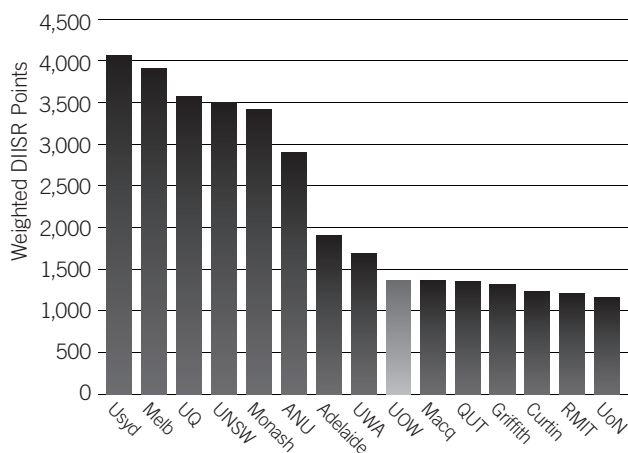


Figure 5: 2007 Publication Output (Weighted Points)
Source: DIISR 2007 Research Income and Publications Data by Sub Category

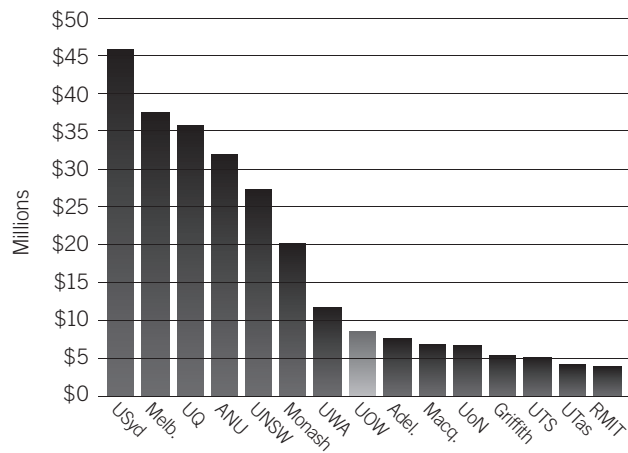


Figure 6: Total ARC Discovery Funding Announced in 2008
Source: ARC Discovery Projects Selection Report for Funding Commencing in 2009

For grants announced in 2008, the University:

- > ranked 6th nationally in total ARC grant income (relative to size) with funding of approximately \$11.5 million.
- > ranked 8th for ARC Discovery grant income on total dollars awarded (Figure 6)
- > recorded a significant increase in National Health and Medical Research Council (NHMRC) funding, with \$2.52 million awarded for project grants announced in 2008, compared with \$1.47 million in 2007
- > received three NHMRC Training Fellowships totalling \$676,000

Research student scholarship and training

Research student scholarship and training was promoted and aligned more closely with areas of research strength. Initiatives in 2008 included the inaugural *Launching your Academic Career Workshop* for both final year PhD students and early career academics. It attracted over 50 participants and covered topics on: how to manage teaching and establish a research portfolio, networking, where to publish and writing grant proposals. Other initiatives included special workshops on technical, professional and personal development. UOW's capacity for Higher Degree Research supervision continues to grow as a result of both increased academic staff numbers and an improved supervisor training program.

Strong national and international partnership networks

UOW's strong national and international partnership networks, on which commercial research and commercialisation depend, were showcased in a comprehensive booklet *Profiling our Research Partners*. An agreement with BlueScope Steel marked a particular milestone as the largest ever contract research agreement. Focusing on research outcomes and the development of research capacity, it will extend funding of the BlueScope Steel Metallurgy Centre for a further 6 years.

The value of partnerships was also exemplified in the major infrastructure developments, listed above, which were achieved with backing from the Commonwealth and State governments and from research partners. In 2008, UOW also established Vice Chancellor's Awards for Outstanding Achievement in Research Partnership.

Commercial research and commercialisation

Commercial research and commercialisation was given a stronger focus in 2007 with the establishment of the Commercial Research Unit. In 2008, improved customer-focused processes for approvals and contract negotiations were introduced. They contributed to a growth of almost 30 percent in commercial research income in 2008. A more proactive business development approach, in terms of identifying new commercial research opportunities, is anticipated to start to yield further dividends in 2009. Commercialisation activity continued to be supported by the University's partnership with UniQuest Pty Ltd (University of Queensland). The three Managers of Innovation and Commercialisation have ensured that commercialisation has become an accepted activity amongst UOW academics.

UOW established its first spin-out company, managed through the UniQuest process, to commercialise image searching technology developed in the Faculty of Informatics. A Proof of Concept Fund was established to assist innovations become more competitive for early stage investment.

2008 Indicators and Outcomes

Recognition of quality and diversity of research activity

International and national awards recognised strong individual research performance (below) whilst international rankings reflected the quality and diversity of the University's research activities (such as the Shanghai Jiao Tong index).

Some of the prestigious awards received by UOW researchers in 2008 are outlined in Table 5.2.

Table 5.2: Awards received by UOW researchers in 2008

Researchers	Award
Professor Matt Wand (Mathematical Science)	NSW Scientist of the Year awards In recognition of outstanding individuals carrying out cutting edge work that generates economic, health, environmental or technological benefits to NSW.
Professor Gordon Wallace (Chemistry)	
Professor Matthew Wand	Fellow of the Australian Academy of Sciences For statistical work on nonparametric function estimation.
Professor Gordon Wallace	Royal Australian Chemical Institute (RACI) HG Smith Memorial Award For contributions to research, particularly in the areas of organic conductors, nanomaterials and electrochemistry.
Professor Peter Eklund	Fellow of the Australian Computer Society For distinguished contribution and life's work in Information and Communications Technology, particularly in the application of concept lattices to exploring information spaces.
Professor Kathy Eagar	Honorary Fellow Australasian Faculty of Rehabilitation Medicine (AFRM) In recognition of exceptional services to the Faculty and to the practice of medicine as it relates to rehabilitation medicine. (The AFRM rarely inducts non-physicians as Faculty fellows).
Professor Jim Hill	2008 ANZIAM (Australian & New Zealand Industrial & Applied Mathematics) medal For outstanding research achievements and activities in applied mathematics and service to ANZIAM, the body that promotes Industrial and Applied Mathematics in Australia and NZ.
John Tranter (HDR)	South Australian Premier's Award & John Bray Poetry Award Premier's Award for best book overall (2006–07); John Bray Award for volume of poetry <i>Urban Myths: 210 Poems</i> .
Professor Vic Gosbell	MA (Michael Anthony) Sargent Medal For significant contributions to the electrical engineering industry.

Within the University, the new Vice Chancellor's Staff Awards were introduced in 2008 to recognise research excellence and the first recipients were:

- > *Research Excellence for Senior Researchers* (co-recipients: Professor Shi Xue Dou, Institute for Superconducting and Electronic Materials and Professor Gordon Wallace, Intelligent Polymer Research Institute)
- > *Research Excellence for Emerging Researchers* (recipient: Dr Zenobia Jacobs, Earth and Environmental Sciences; Highly Commended to Dr Adam Dolnik, Centre for Transnational Crime Prevention)

- > *Outstanding Achievement in Research Partnership Award* (recipient Professor John Norrish (Engineering Manufacturing) and partners including Thales Australia Ltd and the Defence, Science & Technology Organisation; Highly Commended to Professor David Steel (Informatics) and partner, the Australian Bureau of Statistics).

Research income figures are not yet available to provide a complete picture of progress towards the 2008 target but the total DIISR research income (HERDC) for 2007 (most recent figures available) was approximately \$32.2 million compared with \$31.9 million in 2006 (see also Table 5.1 above).

Research block grants allocations for 2008 were as follows:

- > Research Training Scheme income: \$12,087,110 representing 2.06 percent of the national pool
- > Institutional Grants Scheme income: \$5,873,922 representing 1.9 percent of the national pool
- > Research Infrastructure Block Grant income: \$3,851,278 representing 1.85 percent of the national pool.

University researchers were also highly successful in the ARC Linkage International Fellowships Scheme. For results announced in 2008, researchers were awarded four Fellowships (total \$352,000) to undertake research with partner institutions including the University of Oslo (Norway), Korea Polytechnic University (Korea), Villanova University (Italy), and the University of Massachusetts (USA).

Other highlights include collaborative research projects under the Commonwealth Government International Science Linkages Program. These included funding of over \$580,000 awarded to Professor David Griffith (with partners in European Union, USA and New Zealand) and another of over \$290,000 to Professor Chao Zhang (with partners in the USA).

Access to and reporting on research quality and impact was supported by the continued development and implementation of key online systems. They included the *Research Information System* (RIS) for managing research publications and Research Online, an open access digital archive. The grants and research income RIS modules progressed through the preliminary development phase. Other work on RIS included preparations for the introduction of ERA, a national framework to assess research quality.

Commercial research income grew by 30 percent from \$13.8 million in 2007 to \$18.3 million in 2008. The mean value of contracts negotiated in 2008 (including the Bluescope Steel agreement reported above) was 25 percent higher than contracts negotiated in 2007. The Commercial Research Unit established two new positions of Tender Manager and Intellectual Property (IP) Officer to ensure better support for the Managers of Innovation and Commercialisation in IP management and in proactively assisting UOW academics to identify and apply for appropriate tenders.

Quality of Higher Degree Research student enrolments

In 2008, close to 50 percent of Higher Degree Research (HDR) students were enrolled in a University Research Strength. In responses to the 2008 Postgraduate Research Experience Questionnaire (PREQ), 83.9 percent of students indicated that they were satisfied with the quality of their HDR experience. This is a 5.1 percent increase on 2007 figures and exceeds the 2008 target of 80 percent for positive feedback. Initiatives to improve the quality of the HDR experience further included:

- > A workshop aimed at enhancing the PhD learning experience and encouraging timely completions, attended by 116 HDR students

- > A total of 41 free workshops and seminars for HDR students covering topics such as: first step to literature reviews, planning research and writing, thesis structure, where to publish, developing critical arguments, Endnote, commercial research, Intellectual Property ownership and commercialisation. 677 HDR students attended in 2008.
- > Seven HDR students completed the Graduate Certificate in Research Commercialisation with the benefit of a Commercialisation Training Scholarship.

As part of the ongoing commitment to improved supervision, 57 HDR supervisors attended supervisor training modules run in 2008. A total of 42 nominations were received for the Vice Chancellor's Award for Excellence in Research Supervision which was awarded to Professor Mark Wilson from the Faculty of Science.

Impact of strategic external research partnerships

UOW has a range of strong research collaborations, many of which have been developed over the past decade through our areas of research strength. During 2008, the Commercial Research Unit took on a business development role with the appointment of a Tenders Manager and establishment of a Commercial Research Development fund to support academics to develop commercial relationships with partner organisations.

The target of 10 new research partnerships was achieved 2008; they included national and international organisations (eg, David Brown Gear Industries, University of Bremen, Environment Canada, Intel Asia Pacific, Sustainable Seafoods). The number of commercial research projects worth more than \$100K increased from 15 to 38, far exceeding (by over 200 percent) the 20 percent increase target.

Status in health and medical research and innovation

The *Illawarra Health and Medical Research Institute* (IHMRI) was formally constituted in July 2008 and the inaugural meeting of the Board held in August 2008. Dame Bridget Ogilvie DBE was appointed as Chair of the Institute's International Advisory Committee on Research. Over 170 UOW academics are currently conducting medical and/or health related research. The Graduate School of Medicine is also working with the South Eastern Sydney Illawarra Area Health Service (SESIAHS) to develop new conjoint positions for research-focused clinicians.

The University and SESIAHS Health and Medical Human Research Ethics Committee (HREC) were accredited by the NSW Department of Health as a Lead HREC for the review of multi-site clinical trials. This extends the University's 2007 HREC accreditation as a Lead HREC for the review of general medicine/population health research.

NHMRC funding increased from \$1.759 million in grants for 2008 to \$2.52 million for 2009 and strategies are being considered for further improving seed funding.

UOW Research Strengths

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

Proposed Planning Priorities for 2009

- > Promote ethical practice in education and research as an integral part of the University culture.
- > Maintain a leading research performance through outstanding scholarship, groundbreaking discovery, collaborative networks and commercialised outcomes
- > Facilitate multidisciplinary research excellence by targeting resources to encourage and enhance collaborations that span traditional disciplinary boundaries
- > Develop strategies to improve access to international research opportunities and promote collaborative research with internationally recognised institutions and partners
- > Develop excellence in health and medical research and innovation through the IHMRI
- > Develop strategies for managing key existing research partners and identifying new partners, utilising the Innovation Campus



Pictured: Local school students visit the Science Centre at Innovation Campus as part of the UOW Enrichment and Outreach Program

DYNAMIC COMMUNITY ENGAGEMENT

UOW Objectives

1. A University that is accessible, outward reaching and responsive to its communities
2. Strong reciprocal relationships that enrich our communities
3. Integration of community engagement in our academic activities
4. Enhanced educational aspirations and higher education participation in our regions

Overview of 2008 Performance against Goal

A combination of quantitative and qualitative data shows that UOW continues to perform strongly in this area. The number and range of engagement interfaces grew as did UOW's contribution to the regional economy and to regional community development. The examples and case studies below have been selected, from a wider range, to convey the dynamic and multi-faceted nature of UOW's community engagement.

Accessibility and responsiveness to community need

Accessibility and responsiveness to community need were promoted through effective two-way communication. The Office of Community & Partnerships (OCP) used the results from a *Community Perceptions Survey* to review its *Community Communications Plan* and extended the six monthly *Community Connections* supplement to three regional newspapers serving the Wollongong and Shoalhaven regions. Over 120 public lectures, forums, exhibitions, performances and book launches encouraged debate and knowledge exchange. Community development was supported by UOW staff and student participation in community forums such as the Illawarra Youth Unemployment Forum, the 2020 Youth Summit and the Australia 2020 Summit.

At a national level, UOW was an active member of the Australian Universities Community Engagement Alliance (AUCEA), participating with nine other Australian Universities in a benchmarking study of university community engagement (with findings expected to be released late in 2008). UOW Manager of Alumni, Community & Development, Ms Monique Harper-Richardson, was elected to the AUCEA Board for 2008–09.

Strong reciprocal relationships

Strong reciprocal relationships continued to be built for mutual and broader social benefit. Key partnership outcomes included: the opening of stage one of the Innovation Campus development with joint venture partner, Baulderstone Hornibrook, and the launch of the Illawarra Health and Medical Research Institute (with the NSW Government and South Eastern Sydney and Illawarra Area Health Service). The Graduate School of Medicine established new service-level partnerships with over 20 regional Area Health Services as well as a number of private hospitals and aged care facilities across NSW in readiness for its first cohort of clinical placements.

Community engagement expressed through academic activities

The University aims to ensure that community engagement is given expression through academic activities. While there is still some way to go towards this objective, the number of programs and students involved in curriculum-based experiential learning has increased since 2006. The number of students undertaking extra-curriculum community engagement activities through the Centre for Student Engagement and Careers Service has also grown. A new Community Service Learning Program, *UOW Community Exchange*, was trialled in Spring Session 2008 and new Community Service Learning subjects have been developed as part of the LLB and BPrimEd and BEdEarly Years for introduction in 2009. This increase in activity highlighted the need for a more integrated university system for work placements, internships and community service learning activity.

Levels of higher education participation

Levels of higher education participation in UOW's catchment area have improved steadily since 2001. This can, in part, be attributed to UOW's continued support for the development of the Shoalhaven Campus and regional Education Centres (where overall enrolments grew by 9 percent in 2008 compared to 2007); improved pathway programs; and increased links with targeted schools through the provision of a range of outreach and enrichment programs which now extend to involve all faculties. The *Australian Indigenous Mentoring Experience* (AIME) was introduced into high schools in 2008, and the *UniConnections* program, targeting both Shoalhaven and Southern Illawarra high schools, was expanded.

2008 Indicators and Outcomes

Level of visibility and accessibility of UOW in its local region

The biannual *Community Perceptions Survey*, conducted at the end of 2007, provided important feedback on the impact of UOW's various communication channels and community engagement activities. Improvements were recorded in nearly all key measures between 2005 and 2007 including:

- > awareness of the activities undertaken at both Wollongong and Shoalhaven campuses
- > recognition of UOW involvement in a range of collaborative community programs
- > number of people visiting the Wollongong/Shoalhaven campuses annually
- > awareness of UOW's community communication channels
- > rating of UOW's communication efforts
- > rating of UOW's contribution to the region, particularly in terms of 'provision of research of relevance to local community' and 'natural environment'.

In late 2007 the University established a strategic project to investigate the viability of a visible 'gateway' for university community interaction. Completion of a comprehensive feasibility study by end of 2008 proved an ambitious target as it did not anticipate the resources required for the scope of the project but a preliminary report was prepared by mid year. The growth in experiential learning programs and student engagement activities, bringing with them contact with an increasing number of external organisations, gives this project a greater sense of urgency for development in 2009.

Community Engagement Highlights

- > Community Communication Plan reviewed on basis of 2007 Community Perceptions Survey
- > UOW contribution of over \$670 million to the regional economy
- > Existing and potential regional impact of Innovation Campus, Illawarra Health & Medical Research Institute and Medical School
- > Inaugural 'Welcome to Wollongong' event for international students
- > Six collaborative projects funded by Community Grants Scheme
- > Impact of growth at Shoalhaven Campus on economy and development of region – new nursing building, opening of Shoalhaven Marine and Freshwater Centre
- > Increased activity in schools enrichment and outreach programs, including the Science Centre, science and engineering summer schools/programs, UniConnections program for students not traditionally completing Year 12

Significant progress was made towards achieving a more coordinated program to enhance the relationship between the Illawarra community and international students. As part of the *Welcome to Wollongong* initiative, UOW joined forces with the Illawarra Institute of TAFE, the Department of Education and Training, Wollongong City Council and other business and community groups to hold the first ever Civic Reception and International Festival to welcome new international students to the region.

Strength of partnerships and contribution to community development

UOW contributed an estimated \$677 million to the Illawarra regional economy in 2008, including over \$99 million from the growth of the Innovation Campus (iC).

The University's faith in the region and in the power of partnerships is nowhere better demonstrated than in the significant and long term investment it has made in the Innovation Campus (iC) development. Some 150 new jobs were created by the first six commercial tenants. To date, iC has hosted over 1,200 community visitors to date and has helped to augment public transport facilities for local residents by attracting a new State Government funded bus service linking the campus with Wollongong's CBD and railway station.

Another 2008 development initiative, the Illawarra Health and Medical Research Institute (IHMRI), is expected to be fully operational by 2010 and will lead to a major expansion of community-based health and medical research in the region. The Institute is a partnership between the University and the South Eastern Sydney and Illawarra Area Health Service (SESAHS). Jointly funded by the NSW Government and UOW, and will focus on five key health issues for Australia – diabetes, cancer, heart disease, mental health and obesity.

The 2008 round of the Community Engagement Grants Scheme funded a further six collaborative community projects which will see the University work in partnership to assist refugee families, children with cerebral palsy, young offenders, and Indigenous writers among others. This brings the total number of projects supported through the Scheme to 25 and the total funding so far to over \$175,000.

At the Shoalhaven Campus, a new nursing building was completed and the successful Careers and Business Expo continued into its third year. The Shoalhaven Marine and Freshwater Centre, which opened its doors to the public in November, received a grant of \$252,000 for a collaborative project with the NSW Department of Primary Industries to investigate the recreational fishing industry of the South Coast estuaries, a multi-million dollar industry in the region.

Further evidence of both the strength and reciprocity of the UOW-community partnership was the level of funds raised to support University and community endeavours. Over \$1.27 million was received from alumni, community and corporate donors in support of UOW research and student scholarships in 2008, while UOW staff and students raised over \$80,000 through workplace giving and special fundraising events to support a range of charitable and community causes.

The University strengthened its relationship with the local Indigenous community through new initiatives which included:

- > support for the Australian Indigenous Mentoring Experience;

- > a partnership between the Faculty of Education and two indigenous homework centres in the region;
- > a new award – the 'Aunty Mary Davis Award' – to support an Indigenous student entering the Early Years degree; and
- > support for an indigenous writers project.

Community engagement embedded in core activities of teaching, learning and research

Learning and Teaching

In 2008, the number of experiential learning opportunities available to students was boosted by the introduction of the Commerce Internship and Global Certificate in Workplace Practice. The number of students undertaking curriculum-based experiential learning has increased by 16 percent since 2006.

The faculties of Arts, Commerce, Education, HBS and Law made significant progress. The Faculty of Arts has established a Community Engagement Subcommittee and is considering a Community Engagement Major as part of the BA degree. As part of its 'Social Innovation' mission, Commerce has introduced a Commerce internship program and many subjects have incorporated community-based learning. The Faculty of Education has established a new four year Bachelor of Education – The Early Years degree which, together with the revised Bachelor of Primary Education degree, will include a strong community-service learning component from 2009. The Faculty of Law has also developed a new community-service learning subject as part of the LLB program and has formed a partnership with the Illawarra Legal Centre, which will see faculty staff increasingly engaged in community-based projects. The Faculty of Health and Behavioural Sciences signed what the NSW Health Minister described as 'the state's most comprehensive partnership agreement between a University and an Area Health Service', which will strengthen the education and practical clinical experience of students enrolled in medicine, nursing, midwifery, psychology, dietetics, exercise science and rehabilitation, and public health.

Research

The University continued to build on its record for collaborative research that makes an impact. In 2008 UOW researchers were awarded 13 ARC Linkage Grants to a total value of \$3.365 million, an increase of 29 percent on the previous year. New partners included the RTA, Hydrokinetics Pty Ltd, Bioline Australia Pty Ltd, Warrigal Care, Illawarra Retirement Trust and Aged and Community Services Australia.

The Social Innovation Network (SINet) held its launch and first series of public seminars in September. SINet brings together researchers and community partners focused on the development of new concepts, strategies and tools that empower individuals, communities, organisations and the government to improve quality of life in terms of health, environment, and social harmony.

Recognition for Outstanding Community Engagement

The following awards supported and rewarded individual contribution to engaged scholarship and other activity in 2008.

- > The *2008 Vice-Chancellor's Award for Excellence in Community Engagement (Individual)* was awarded to Associate Professor Philip Laird, School of Mathematics & Applied Statistics, for his significant and sustained contribution to community engagement in multiple roles over many years, particularly in the area of sustainable transport in the Illawarra region and nationally.

- > The *2008 Robert Hope Memorial Prize* was awarded to four students – Teena Downton, Teesha Downton, Cameron Ferris and Benjamin Moffitt – partly for their active involvement in activities on and off campus, including volunteer and charity work.
- > The *Chancellor's Award for Achievement in Community Service (Alumni)* was awarded to Ms Amanda Calwell-Smith for her long-term contribution to the disabilities services sector in the Illawarra.
- > The *Chancellor's Award for Achievement in Community Service (Community)* was awarded to Mrs Rae Lalor for her involvement with community activities and services for over 30 years, and, in particular, for her work in establishing the Ulladulla and Districts Community Resources Centre.
- > The *Chancellor's Award for Achievement in Community Service (Community Group)* went to Drs Judy Messer and Patricia Mowbray for their significant contribution to environmental education over a long period, including the establishment and running of the Futureworld Eco-Technology Centre.

Levels of higher education participation in the Illawarra, South Coast and Southern Highlands regions

Participation rates in higher education for UOW's catchment region have improved over the past 10 years though they remain below the national average¹. There is considerable variation within the region, for example between Wollongong at 23.7 percent (considerably higher than the national average of 16.1 percent) and Eurobodalla at 2.4 percent. However improvements have been recorded in most areas since 2001, particularly in Kiama, Shoalhaven, Eurobodalla and Bega.

This improvement can be attributed, in part, to three factors:

1. *UOW's continued support for the development of the Shoalhaven Campus and regional Education Centres.* New courses were offered in Nursing (Shoalhaven) and Primary Education (Bega) with a further expansion in course offerings planned at Batemans Bay and Loftus in 2009. Overall enrolments at the regional centres rose by 9 percent to 842.
2. *Improved pathway programs.* The Step to UOW program (a free university preparation course targeting disadvantaged school leavers) has resulted in approximately 70 percent of the 138 participants gaining entry to UOW since 2005. A total of 32 students completed the program in 2008. Successful completion of the University Access Program (UAP) at the Shoalhaven campus continued to provide guaranteed entry into Arts, Nursing or Commerce degrees at the Shoalhaven Campus or Education Centres in Batemans Bay, Bega or Moss Vale. A new Information Literacy subject was introduced as part of the Shoalhaven UAP program in 2008. In 2008, 14 students gained entry via the Indigenous Entry Program (a decline of 50 percent on the previous year) although more than double that number of students (33) have been offered places in 2009.
3. *Increased links with targeted schools through outreach and enrichment programs.* The *UniConnections* program, which operates at both the Wollongong and Shoalhaven campuses, targets schools which traditionally do not have large numbers of students aspiring to complete Year 12 or proceed to university study. A new mentoring program, the *Australian Indigenous Mentoring Experience (AIME)*, partners Indigenous Australian high school students with student mentors across the University, aiming to increase high school retention rates and encourage students' progression to tertiary education. It also offers indigenous and non-indigenous students the opportunity to contribute to the indigenous community. In its first year, AIME received much interest and support. It extended to Years 9–12 at five local high schools and involved close to 100 one-on-one mentoring partnerships. The University continued to encourage school students' interest in science and technology through its interactive Science Centre and Planetarium (sponsored by BlueScope Steel and Illawarra Coal, and welcoming nearly 51,000 visitors per annum with 20 percent from school excursions); the annual Illawarra Regional Science Fair (sponsored by Illawarra Coal); and a range of workshops, enrichment programs and school competitions (with examples including Siemens Science Experience, the Science and Engineering Challenge, Honeywell Engineering Summer School, Women in Engineering Camp, and Saturday workshops in maths and computing).

Overall, there was an increase in activity in this area, with school enrichment and outreach programs now extending to include all faculties. In addition, the University partnered with The Smith Family to support their Learning for Life Program, which provides scholarships and support for school students from society's most disadvantaged families to encourage them to aspire to higher education.

This expansion in the number and range of school outreach activities is an encouraging trend but it was recognised that they needed to be guided and evaluated within a clear policy framework.

¹ In 2006 14.5 percent of 15–24 year olds were at university compared with 16.1 percent nationally. UOW's catchment region includes Illawarra, Wingecarribee, South Coast and Sutherland areas. Source: 1996, 2001, 2006 Census data.

Proposed Planning Priorities 2009

- > Continue to investigate the viability of a 'community gateway' to provide a more visible access point for business and community organisations seeking to engage with the University
- > Establish a Community Engagement Committee Working Group to explore the Learning and Teaching Community Engagement nexus
- > Continue efforts to achieve an integrated university system for work placements, internships and community service learning activity (including policy framework, database and a network of personnel involved)
- > Develop a stronger policy framework to support UOW's school outreach activity

INTERNATIONAL OUTLOOK AND ACHIEVEMENT

International Recognition

Highlights

- > Sustained position in international rankings
- > Continuing growth of UOW Dubai
- > Off-shore teaching and research partnerships
- > Strengthening of the UOW alumni network
- > Active international marketing for Innovation Campus, with former Australian cricket Vice-Captain, Adam Gilchrist, raising UOW profile in India

UOW Objectives

1. A UOW community with a diverse and rewarding global perspective and culture
2. A university of choice for international students
3. International recognition for quality, standards and outcomes

Overview of 2008 Performance Against Goal

UOW enhanced its reputation on the international scene in 2008. The University's place in the top 2 percent of world universities was recognised through the 2008 results of two highly respected overseas university rankings schemes – the research-focused Shanghai Jiao Tong and The Times Higher Education Supplement.

The University teamed up with another outstanding international performer during the year when it engaged famous Australian cricket Vice-Captain, Adam Gilchrist, as an ambassador in India for UOW programs and the Innovation Campus. As a sportsman with strong and early links to the University, he shares UOW's commitment to excellence and ethical behaviour, as well as a certain sense of enterprise.

In another and continuing success story, the University of Wollongong Dubai (UOWD) grew by 9 percent in teaching load in 2008, taking the total number of course enrolments to over 3000 by December.

To further enhance this level of achievement and improve the coordination of activities, a dedicated Pro Vice-Chancellor (International) (PVICI) was appointed in 2008. His portfolio will include international recruitment, student experience and internationalisation of curriculum. He will chair the University Internationalisation Committee (UIC) and oversee the revised sub-committee structure introduced in 2008 to progress the goal objectives. The UIC's annual review of performance at the end of the year identified the outcomes reported below, as well as overall movement towards achieving process targets.

Looking forward to 2009, the Committee undertook to improve the broader university community's understanding of and engagement with the University's international direction, priorities and activities. This aim heads its priorities for 2009 which also take account of areas for ongoing review and quality improvement, such as the international student experience, strategic international partners and off-shore programs.

Diversity and global perspective

Diversity and global perspective were enhanced through recruitment in new markets. Students from around 50 nations are studying at UOW and this year's Diversity Week again celebrated the richness of this multicultural community.

The Professional and Organisational Development Services (PODS) Unit and faculties supported academic and general staff programs for improving cultural awareness skills. A total of 64 staff attended the relevant PODS training sessions.

University of choice for international students

Initiatives in 2008 enhanced UOW's profile as a university of choice for international students during 2008. Student support improved through new programs such as UniAdvice's initiative in appointing designated Liaison Officers for students from Saudi Arabia and Vietnam and the Faculty of Commerce developing a pre-enrolment session for students and their families to assist their integration into the University and wider communities. Two new positions, in student coordination and careers, were also established to support the international student experience further. In a small but important improvement, Muslim students found increased attention from food outlets to the provision of Halal food.

Improve standards and outcomes

To improve standards and outcomes the University implemented a series of country analysis presentations addressing market developments, offshore opportunities and the student experience. The resulting strategies have assisted UOW in focusing on key target markets increasing international recruitment overall by 15 percent, with significant increases of student numbers achieved from China (26 percent), Saudi Arabia (195 percent), Vietnam (94 percent), Malaysia (77 percent) and Thailand (50 percent).

2008 Indicators and Outcomes

Student engagement with an international experience

The University was host to 586 study abroad and exchange students during the year and celebrated their contribution at an inaugural farewell ceremony in October. In turn, 160 UOW students undertook an international study experience to a total of 30 destinations. Additionally, 40 students transferred from an Australian campus to UOW Dubai; 15 students moved in the opposite direction.

In the Faculty of Arts, the School of History and Politics organised a Gallipoli Study Tour for 14 second and third year history students. Their pre-departure classes included a visit by the Hon Mr Ozgur Sahin, Vice-Consul to the Republic of Turkey, who addressed the students on the influence the Gallipoli campaign has had on Turkish culture and nationalism. The Faculty also introduced two new degrees: the Bachelor of International Studies and Masters of International Studies, which combine an international focus in class with a study abroad session. The Sydney Business School implemented an Executive Master of Business Administration, which includes face-to-face classes for two weeks in Dubai and China.

Progress with the internationalisation of the curriculum was measured by a question in the Subject Evaluation Surveys. Some 66 percent of students from the faculties of Commerce, Creative Arts and Health and Behavioural Sciences indicated that they gained an understanding of international issues in their field of study. The corresponding result for postgraduate students was 79 percent.

Staff engagement with international activities or experience

In 2008, UOW undertook a needs analysis into the development of an electronic system for tracking staff international activities and will investigate the feasibility of systems development in 2009. Current data sources recorded a total of 487 overseas visits, with the USA and China the most popular of almost 50 destinations. Research constituted the reason for most visits, with 28 percent of all activities, followed by conference attendance (21 percent) and exchange partner visits (14 percent). The close and growing relationship with China was also highlighted by the visit of senior delegates from the Ministry of Science and Technology from the People's Republic of China.

Staff were also actively engaged with seminars, workshops and conferences at home, for example:

- > The Centre for Canadian-Australian Studies hosted an 'All Canada Day' at the Wollongong Campus to facilitate Canada-related and comparative research; support the inclusion of Canadian content into teaching programs; and to enhance cultural and intellectual linkages between Australia and Canada.
- > The Centre for Health Initiatives hosted a conference based on the emerging discipline of International Non-profit and Social Marketing.
- > The University, the German Consulate and German industry and cultural organisations jointly organised 'GerMANY Innovations', a mix of seminars and social events featuring German technology, language and culture.

International student engagement with UOW experience

International student feedback showed a high level of satisfaction with the quality of their course, achieving average scores of 81.3 percent in the *Student Experience Survey* and 72.4 percent in the *Course Experience Questionnaire* for 2007.

Focus groups during 2008 identified areas for further improvement and, in a significant outcome, an expanded orientation festival, planned for 2009, will provide students with an introduction to Australia and the University over several weeks.

Students were exposed to an array of social activities, and an International Activities Coordinator was appointed to better manage the range of events and projects in 2009. The Welcome to Wollongong Working Group successfully held its first Civic Reception Community Festival for international students in February, celebrating the social and cultural contributions these students make to the region. International students organised the 'Global Highway' event on the main campus, a series of booths and displays showcasing their culture to the University community. Many faculties held conversation morning teas with international students and the Faculty of Engineering continued a successful second year of mentoring newly commencing postgraduate students.

Proposed Priorities for 2009

- > Develop and implement communications strategy to expand reach of internationalisation priorities and projects across UOW
- > Support and enhance the international student experience and the 'internationalisation at home' experience for students studying in Australia
- > Review the Strategic International Partners program
- > Upgrade the annual review of offshore programs
- > Develop better mechanisms to integrate cultural activities across UOW
- > Increase diversity of students

A total of 55 international students successfully completed the new Certificate of Global Workplace Practice, a program managed by the Careers Service. This initiative is designed to develop students' English language skills, provide an understanding of Australian work culture and support students with graduate recruitment. The program provides around 50 student work experience placements with Illawarra and Sydney employers. An International Careers Coordinator was appointed to manage these activities in 2009.

Active relationships with strategic institutions and international alumni networks

Mutually rewarding relationship building was sustained by a healthy level of activity in 2008. A comprehensive review of Strategic International Partners is planned for 2009 along with an enhanced annual review of offshore programs.

New agreements were established with institutions in the USA, Canada, Saudi Arabia, Singapore, Thailand, Hong Kong, Switzerland and the Environment Physiology and Ergonomics Research Exchange (EPERE) consortium in Europe to facilitate student exchange, offshore and onshore teaching and research. A new twinning arrangement was finalised with Binus International in Jakarta. The University Internationalisation Committee awarded \$103,400 to 15 recipients for programs fostering collaborations in research and teaching with institutions, such as the Swiss Federal Institute of Technology in Zürich and Shanghai Jiao Tong University in China. Additionally, two relationships were established for benchmarking disciplines in the arts and humanities.

Professor Buddhima Indraratna, and Dr Cholachat Rujikiatkamjorn from the School of Civil, Mining and Environmental Engineering were honoured with international awards from the International Association for Computer Methods and Advances in Geomechanics (IACMAG) for their excellent contributions in geotechnical research.

UOW's relationship with international alumni was enhanced by a range of activities. These included an alumni event hosted by the Faculty of Informatics and a function at INTI College, in Sarawak in East Malaysia, which brought together UOW domestic and international Bachelor of Science graduates. The Faculty of Commerce developed a new program in which current alumni mentor students in fostering international connections.

VERSATILE, SKILLED AND COMMITTED STAFF

2008 in Review

As demonstrated in Table 6.1, there was a moderate growth in the number of staff employed by the University of Wollongong in 2008. This pattern is consistent with the trend in recent years and is attributable to the University's continued research success, with a number of new academic staff employed using research grant funding, and the expansion of the University's medical program as the initial student cohort move into their final years of study.

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Academic Activities	914	974	986	1045	1039	1150	1212	1262	1356	1379
Academic Support	179	180	202	179	183	201	212	218	202	207
Institution Services	255	244	234	261	252	252	223	229	265	272
Other	160	154	86	122	128	118	103	101	98	111
Total	1508	1552	1507	1607	1602	1721	1750	1811	1922	1969

Table 6.1: Full-time and Fractional Full-Time Staff 1999–2008

Staff Policies and Practices

Work on the projects funded under the Federal Government's Workplace Productivity Program was a major focus of activity for Personnel Services in 2008. Significant progress was achieved in all of the four elements of the Program, including the development of a staff profile planning framework, the design and implementation of an online staff portfolio and career management system, the implementation of a workforce communications strategy, and the implementation of a faculty leadership development program. Project outcomes achieved throughout the year included the completion of all planning and consultation phases, the finalisation of a model planning framework and the delivery of a detailed user functionality requirement document for the staff portfolio and career management system.

Letters of offer and contracts of employment for prospective staff were revised following the enactment of the federal transitional industrial relations legislation, *Workplace Relations Amendment Act 2008* (Cth), in March to ensure compliance with the new legislative provisions.

The new *Visiting and Honorary Academic Appointments Policy* was implemented in 2008 following a review. The new policy clarifies the conditions of appointment and mutual obligations of visiting and honorary academics, particularly in relation to the observance of relevant rules, codes of conduct and policies of the University, including intellectual property; updates the approval process consistent with the University's *Delegations of Authority Policy*; and incorporates new honorary 'clinical' academic categories for the Graduate School of Medicine and Faculty of Health and Behavioural Sciences.

A new staff services intranet site for employees was developed and launched during the year. The site is a new resource for University employees and provides easy access to key employment information including enterprise agreements, pay and benefits, policies, forms, procedures and key contacts within the staff services and payroll teams. The site also provides quick links to the University's web kiosk and other employment related systems.

In 2008, the University again participated in the Australian Universities Human Resource Benchmarking Program. The program, involving 32 Australian universities, provides comparative data on a series of key human resource performance indicators. The University performed well across the range of indicators, including employee initiated turnover rate, the percentage of staff with doctoral qualifications, and general and support staff ratios.

All business units within Personnel Services continued with the implementation of its Quality Management System during 2008. This involved the development of process maps, the review of procedures and processes, including all documentation across their services and the incorporation of quality principles in all their activities.

Overseas Visits by Employees

UOW employees made 753 visits to 63 international destinations in 2008. The main purpose of such visits was to attend academic conferences and undertake research and related scholarly activity while on formal study leave.

Professional and Organisational Development

A wide range of training programs were offered to University staff during the 2008. This included 218 courses with 2,561 attendances, as well as 248 one-to-one training sessions. Among these courses, new programs supporting early career academics were introduced. In addition, the Professional and Organisational Development Services (PODS) Unit undertook 37 internal consultancies. These consultancies provided tailored organisational development initiatives and programs addressing issues in individual work units across the University. This represents an increase in the number of consultancies and is consistent with the University's strategy to ensure its training and development efforts and resources are continually focused on organisational needs and emerging priorities.

Participant feedback across the range of programs continued to be very positive, with 96 percent of programs receiving evaluation ratings above the University's established benchmarks.

A number of initiatives in line with UOW objectives to enhance workplace communication were conducted or supported by PODS during the year. These included a highly successful Administrative Professionals Conference attended by 135 staff from across the University. A key feature of the Conference was the launch of a newly formed UOW Administrative Staff Network – AdminNet. In December, the University hosted the National TechNet conference with delegates from all Australian states, New Zealand and Fiji. TechNet is the network for technical staff members operating across the tertiary education sector. Ongoing support was also provided for the Customer Service Support Network, which provides linkages for client service staff across the University and associated organisations.

Sponsorship to attend the Tertiary Education Management Conference was added to the suite of Professional Development initiatives. The Association for Tertiary Education Management is the pre-eminent professional body in Australasia for tertiary education administrators. Six University staff were sponsored to attend the 2008 conference in Christchurch, New Zealand.

Occupational Health and Safety

The University of Wollongong is committed to providing a working and learning environment which sustains the health and safety of its staff, students, contractors and visitors.

The University's Occupational Health and Safety (OHS) performance against key performance indicators is outlined in Table 6.2. Overall, performance remained positive with reductions in the number and costs associated with workers compensation claims. While there were increases in the Lost Time Injury Frequency Rate (LTIFR) and the Average Time Lost Rate (ATLR) these movements were principally attributable to a single claim during the year. The Medically Treated Injury Rate decreased from 14.63 in 2007 to 10.72 in 2008.

The University implemented several best practice OHS initiatives through the year. These included:

- > The successful review of all corrective actions identified in the 2007 self insurance audit with no further action required by WorkCover.
- > The incorporation of functionality for the management of online safe work procedures into the SafetyNet hazard and incident reporting system. Over 250 safe work procedures were created in this new system enabling efficiencies in the identification and management of risk as well as sharing of information between operational units within the University.
- > The completion of a trial audit of the University's OHS management system to assess compliance with the new *WorkCover National Audit Tool for Self Insurers* as part of planning and preparation for the WorkCover audit anticipated to be scheduled for 2010. The audit identified a number of remedial actions to implement over the next 12–18 months to ensure compliance with the next WorkCover self insurance requirements.
- > The OHS Unit conducted five internal OHS Verification Audits which comprised:
 - Accommodation Services Division
 - BlueScope Steel Metallurgy Centre, Faculty of Engineering
 - School of Art and Design, Faculty of Creative Arts
 - School of Engineering Physics, Faculty of Engineering
 - School of Electrical, Computer and Telecommunications Engineering, Faculty of Informatics.
- > The OHS Unit and the University's Recreation and Aquatic Centre coordinated a series of health and well-being seminars for staff throughout the year which created considerable interest. Topics in the program included:
 - Health and fitness information
 - Nutrition and healthy eating
 - Stress prevention
 - Reducing risk of heart disease
 - Health practices for children
 - Posture at work.

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

Table 6.2: UOW OHS Performance Indicators 2007–2008

Performance Indicator	2007	2008
Loss Time Injury Frequency Rate	0.84	1.37
Average Time Lost Rate	2.33	7.20
Number of Workers Compensation Claims Reported	85	75
Number of Workers Compensation Claims Derived from Work Related Activity	69	57
Number of Lost Time Injury Claims	3	5
Number of Hazards/Near Misses Reported	344	267

Supporting Employment Equity and Diversity

Policy Review

The *Sexual Harassment Policy* was reviewed and approved by the University Council. The University is committed to preventing and eliminating sexual harassment on campus and the Policy is clear that sexual harassment will not be tolerated under any circumstances.

A new Work/Life Balance website was launched in June. Postcards promoting the site are included in all new staff induction packages. Over 2,000 visits to the website have been logged since its introduction.

The Disability Action Plan 2007–2010 was approved by the Employment Equity and Diversity Committee early in 2008 and the Vice-Chancellor approved those actions requiring significant funding. Achievements resulting from the Disability Action Plan include:

- > A Campus Access Audit, which has been conducted to identify areas for improvement across all facilities on all campus locations. The final report will be available in February 2009.
- > The *Disability Policy – Students*, which expresses the University's commitment to providing a university experience that gives students with a disability the opportunity to realise their academic and social potential and to participate fully in university life. The policy will come into effect Autumn Session 2009.
- > Implementation of a new *Student Academic Consideration Policy*, which is a revision of the *Special Consideration Policy* and will come into effect Autumn Session 2009.
- > The formation of a working party to develop a range of training opportunities for staff to manage mental health issues which are affecting students.

Indigenous Employment

A new Indigenous Employment Strategy 2008–2011 was developed by a representative committee of Indigenous and non-Indigenous staff members. The Strategy sets a bold vision '*to be recognised locally and nationally as a workplace of choice for Indigenous people*'; and an ambitious target to increase the proportion of Indigenous employees at the university to over 3 percent.

General Staff statistics show a slight increase in the proportion of Indigenous employees to 2.4 percent in 2008 from 2.3 percent in 2007. Indigenous Academic Staff numbers have also increased to 1.8 percent in 2008 from 1 percent in 2007.

Whilst the number of Indigenous General Staff remains reasonably static there has been a significant turnover, particularly with Indigenous trainees. After only 12 months of work experience, not all trainees are equipped for ongoing employment at the University. To address this issue, the University is implementing a three year Indigenous Administrative Development Program to improve the opportunities for ongoing employment of trainees.

Employment of People with Disabilities

The Director of Equal Employment and Diversity has worked closely with local employment agencies to secure work experience and subsequent ongoing employment on staff for two persons with disabilities within UOW. This strategy has been supported with \$14,000 of funding from the Department of Education, Employment and Workplace Relations Job Access program received in 2008.

Representation of Women

Senior women appointed in 2008 included Professor Judy Raper, Deputy Vice-Chancellor (Research), Professor Anne McDougall (half time appointment), and Associate Professor Karen Charlton. The number of academic women at level E and D have remained fairly static, balanced by a small number of new employees and equivalent numbers exiting.

The overall ratio of male to female employees at the University is well balanced, with 51.5 percent female and 48.5 percent male. There has been a slight improvement in the ratio of female to male academics: 39 : 61 percent in 2008, compared to 38 : 62 percent in 2007.

The University retained its Employer of Choice for Women citation, which was outstanding given that recent changes in the criteria for the citation were quite challenging.

Outcomes of a survey of academic women indicated that the workshop, Tuning your Promotion Prospects, has been particularly successful in terms of attendance and the value that academic women have reported to have gained from the advice and support provided, particularly by the senior academic staff who present at this workshop. Mentoring, both formal and informal, was shown to have significant positive impact on the careers of women and has therefore become an increased focus in workshops for women.

Respect for Diversity

An online student equity and diversity online training program has been designed to promote an environment of understanding and respect for diversity, and to reduce discrimination and harassment which is often caused by ignorance. The program is titled 'Rights, Responsibilities and Respect Online'. It will be launched in Diversity Week 2009 and trialled in the student residences in Autumn Session 2009 with the view to promoting it campus-wide in the future.

Ethnic Affairs Priorities Statement

EAPS is a measure of agency performance where the needs of culturally diverse clients are fully integrated into core business, which in turn results in quality service delivery within the framework of the Principles of Multiculturalism and social justice obligations

NSW Government, *Cultural Harmony The Next Decade 2002–2012*, White Paper (May 2006) p 66

The University has made various significant achievements against key objectives developed by the Community Relations Commission utilising EAPS strategies outlined in the UOW *Ethnic Affairs Priority Statement 2007–2010* in 2007

Leadership

The 2008 Community Engagement Grants Scheme funded a project titled 'Creative Community Connections'. The project is a collaboration between the student residence International House and Strategic Community Assistance to Refugee Families (SCARF).

The Project has four key components: an interactive food and music function; computer skills coaching; international friendship and mentoring program; and periodic transport assistance to refugee families. The program is highly valued by refugee families in the region.

Community Harmony

'Welcome to Wollongong' was attended by approximately 500 people from the Community and the University in February. This event provides the opportunity for international students to meet families and employees of the Wollongong area, many of whom are migrants. It is a true celebration of the richness and diversity that each culture brings to Wollongong.

'Momentum' is a program designed to assist international students of the University of Wollongong to integrate easily into academic and social life. The program includes recruiting experienced and responsible mentors from various cultural backgrounds. After an initial mentoring period of two to three weeks at the start of session, students are invited to attend weekly seminars of relevance to international students, with subject matter such as migration advice, campus safety, accommodation and advocacy.

Professional and Organisational Development Services provided Saudi Cultural Awareness Training to 27 staff members, and held an Effective Intercultural Communication workshop for 17 staff members in 2008.

In March the Governor of NSW, Her Excellency Professor Marie Bashir, AC CVO, launched Diversity Week. The Governor is passionate about equity and diversity for all community members and was impressed with the range of activities organised for the week. The most successful events included a Social Justice Lunch, Blind Cricket, an Indigenous Art tour and a comedy night with a diversity theme.

Access and Equity within a Framework of Social Justice

'Points to UOW' provides bonus UAI points to students whose performance in their Higher School Certificate relates to their chosen course of study at university. This advantages Culturally and Linguistically Diverse students who may perform well in subjects other than English, and are intending to study in the more technical degree programs.

'STEP to UOW' is a two semester bridging program offered through the Wollongong College Australia. The program is aimed at assisting students to enter university who may not have otherwise qualified for direct entry to the University of Wollongong because they have experienced disadvantage in their secondary education. One hundred places are allocated to this program which supports Culturally and Linguistically Diverse students who may not have done as well in their Higher School Certificate.

Economic and Cultural Opportunities

A total of \$7,500 was raised from UOW Alumni and \$3,000 from staff salary deductions for Learning and Development Scholarships, allowing the offer of nine scholarships valued at \$1,000 in 2009. Many of these are allocated to students who are from Culturally and Linguistically Diverse backgrounds.

One module in the University Learning and Teaching program is titled 'Teaching in a Culturally Diverse University'. The workshop examines issues in learning, language and adjustment and the rewards of teaching students from diverse cultural backgrounds. This module was attended by 42 staff members in 2008.

BUSINESS CAPABILITY

Campus Facilities

In February, the Chancellor, Mr Michael Codd AC, officially opened the \$9 million extension to the Michael Birt Library. The extension of approximately 2,000 square metres across three floors has provided additional space for collection growth; an overall increase of 450 places in lighter and more open areas; and many more group and informal seating areas. The Library entrance has been reoriented to the north, taking advantage of the convergence of major campus pathways and a larger open paved area. The project won a major Australian Institute of Architects award.

In June, the \$28 million iC Central Building was opened by the then NSW Premier, the Hon Morris Iemma MP. The iC Central Building was the first building completed at the University's Innovation Campus and is essentially three separate buildings linked by suspended walkways enclosed by a glass atrium. The building will serve as the campus hub, providing retail, recreation and health services for the entire campus. iC Central also provides meeting and conference rooms, office space and a function room.

The second major building at the Innovation Campus, the \$29.7 million Australian Institute of Innovative Materials building, was completed in August. The building provides space for research into nanotechnology, intelligent polymers and superconductors.

The third major building at the iC, the \$13 million Centre for Transnational Crime Prevention was completed in November. The three level 3,500 square metre building provides research space for transnational crime prevention, international maritime security, forensic accounting, IT security and encryption.

In December, construction commenced on a \$16.75 million building at the Innovation Campus which will accommodate the Wollongong Digital Media Centre, a joint initiative of the University of Wollongong and TAFE NSW Illawarra Institute. It will also be home to the University's Sydney Business School. The Digital Media Centre will include a film and television studio, animation room, computer laboratories, a specialised recording and sound stage area, and editing suites. The building is expected to be completed by early 2010.

In November, the \$6.25 million Ecological Research Centre was completed. The new building provides facilities for extensive research studies ranging from the impact of climate change on native flora and fauna to the development of vaccines to fight infectious diseases. The Centre is located in the western end of the Wollongong Campus in the foothills adjacent to the native rainforest of the Illawarra Escarpment and includes glasshouses, experimental vegetation plots, outdoor aviaries, a plant physiology laboratory, a mossarium and an immunocology laboratory.

A new \$3.25 million building for the School of Nursing at the Shoalhaven Campus was completed in August.

Construction of a \$7.28 million Multi-Purpose Sports Hall for the University Recreation and Aquatic Centre at the Wollongong Campus commenced in June. The 3,000 capacity multi-purpose indoor sports facility, substantially funded by the Federal Government, is due for completion in March 2009.

In December, construction commenced on a \$30 million building for the Illawarra Health and Medical Research Institute (IHMRI). The Institute will have a community-based focus targeting key health. The building, partially funded by the NSW Government, is planned to be operational by 2010.

Also in December, the University secured \$35 million funding under the Federal Government's 2009 Higher Education Endowment Fund to construct a Simulation, Modelling and Analysis for Research and Teaching (SMART) Infrastructure Facility. The new building will bring together the University's expertise in Engineering, Science, Commerce and Information Technologies to develop a comprehensive research and training facility to address the many issues relating to infrastructure development.

Caring for the Environment

Waste Management

The University increased the volume of recycled material at the Wollongong Campus by more than 30 percent in 2008. Recycling volumes have increased from 914 cubic metres in 2007 to 1,199 cubic metres in 2008. This increase has been achieved through the provision and use of additional recycling facilities across campus, including public place bins and office based systems.

Energy Management

Implementation of the University's Energy Saving Action Plan (ESAP) continued through 2008. A major installation of controls for heating, ventilation and air-conditioning in one of the largest buildings on the Wollongong Campus was completed, resulting in a saving of an estimated \$60,000 per annum in energy costs. The ESAP has facilitated efficiencies resulting in Key Performance Indicator improvements of 11 percent in relation to building areas and 8.6 percent in relation to student load.

The University has also joined the top three 'green power' universities in Australia by increasing its purchase of renewable energy from 2 percent to 15 percent.

Water Management

The University has continued to work closely with Sydney Water on water saving projects and the overall delivery of the Water Saving Action Plan (WSAP). A large scale water harvesting project commenced during the year with a storage capacity of more than 500,000 litres. The WSAP has resulted in water savings of approximately 30 percent.

Heritage Management

The University has three former Commonwealth Migrant Hostel 'Nissen' and 'Quonset Huts' at the Innovation Campus. In 2006, these Huts were refurbished for adaptive reuse as a childcare facility in accordance with Heritage Council requirements. These Huts have been recommended by the Heritage Council of NSW for listing on the State Heritage Register.



Library

The beginning of 2008 saw the finalisation of the \$9 million extension to the Michael Birt Library. This included the addition of new furniture, the installation and networking of 360 computer workstations, and the completion of painting, carpeting and signage. In addition, artworks from the University's Art Collection were hung throughout the building. The artwork enhances creative spaces and features works by major Australian artists Bert Flugelman, Ian Gentle and Guy Warren.

On 7 February, a new beginning was celebrated with the official opening by the Chancellor, Mr Michael Codd, AC. The fourth stage of the building incorporated an additional 450 study places. These have been well used since their introduction, with students bringing their own laptops to use desks providing power and wireless internet access. Over one million visitors entered the Library in 2008, and student usage and loans increased substantially.

Student satisfaction with the new facilities was confirmed by the results of the Library's biennial client satisfaction survey. The Library recorded an overall score of 80.8 percent, indicating a result in the top quartile compared with Australian and New Zealand university libraries in the survey database. This reflects an increase of 0.7 percent since the previous survey in 2006. The UOW Library performed in the top quartile of each of the six survey categories, an excellent result overall. These results are reflected in Figure 7.

Learning and Teaching

A major review and revision of the compulsory Independent Learners Introductory Program (ILIP) improved the pedagogy of the modules, with the inclusion of learning outcomes, demonstrations and visual material, and scaffolding of questions within the Programs assignment. ILIP forms the basis on which to build subject specific information skills. Faculty Librarian Annette Meldrum was a joint winner of a 2008 Australian Learning and Teaching Council Citation for Outstanding Contribution to Student Learning. The Citation was awarded for 'developing leadership through a sustained and responsive team-based approach to curriculum development in a core ICT subject, targeting assessment and student engagement'.

A substantial refurbishment of Library space was undertaken at Moss Vale with the Illawarra Institute of TAFE. The space now provides a discrete University collection and study area with room for growth.

UOW transnational students in Singapore and Malaysia were visited by Library staff, who provided intensive tutorials on research skills and essential online resources.

Pictured: UOW's Michael Birt Library following its \$9 million extension and refurbishment

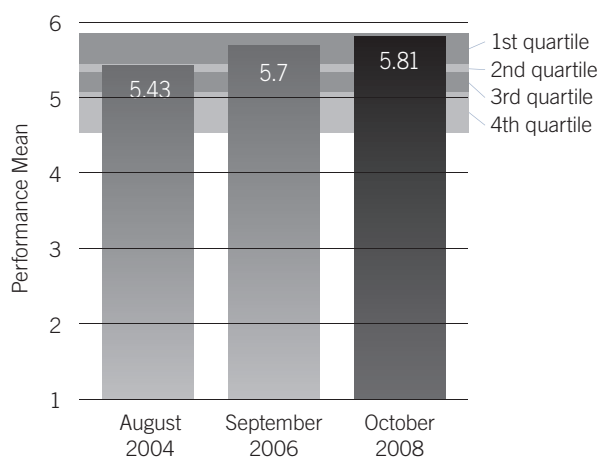


Figure 7: UOW Library Client Survey Results, October 2008
 "Please give your general assessment of how satisfied you are with the Library"

Research

Support was provided to the University's preparations for the introduction of the Excellence in Research for Australia framework. The annual University publications collection progressed smoothly with a 10.7 percent increase in total numbers and a 16 percent increase in the number of high quality research publications submitted.

The Research Online repository grew by 91 percent, with the addition of a number of university journals and research theses to its collections.

People

As an accredited *Investor in People* organisation, the Library sought ways to enhance staff understanding of their colleagues and teams. All staff attended Myers Briggs Type Indicator training to determine their own personality type and to be able to recognise preferences in others. The results were used in team building activities. Succession management strategies were implemented to identify and develop staff with leadership abilities.

Centre for Educational Development and Interactive Resources

Throughout 2008, the Centre for Educational Development and Interactive Resources continued to provide leadership and support in the academic career development of teachers

A total of 1,037 University staff participated in 71 workshops on teaching and learning offered by CEDIR. Participation in the University Learning and Teaching Course increased from 2007, with 42 staff completing Unit 1: The Teaching Skills workshops; 13 staff completing Unit 2: The Learning Through Teaching Project; and 14 staff completing Unit 3: A relevant scholarly project.

A range of evaluation activities were undertaken across the University aimed at gaining useful feedback from staff and students, including 923 subject evaluation surveys and 770 teacher evaluations. A total of 27 Peer Observations of Teaching were also completed, both by staff seeking accreditation as UOW Peer Reviewers as well as staff collecting observations for use as evidence in probation and promotion applications.

CEDIR supported 75 applicants for the Vice-Chancellor's Teaching Awards, and Australian Learning and Teaching Council (ALTC) Citations and Teaching Awards. UOW repeated its ALTC success of 2007, receiving ten ALTC Citations. In 2008, UOW was the lead institution on two ALTC grants, including a Promoting Excellence Initiative (Focus on Teaching) grant and was partners in an additional three ALTC grants.

CEDIR contributed significantly as project team members and report authors to the publication of the RED Report (*Recognition, Enhancement, Development, The Contribution of Sessional Teachers to Higher Education*), an ALTC funded project. The aim of the Project was to identify and analyse current national practice and refocus attention on the issues surrounding sessional teachers in the university sector.

CEDIR contributed significantly as project team leaders, members and report authors to the publication of the GREEN Report (*Growing, Reflecting, Enabling, Engaging, Networking, The Development of Leadership Capacity in Higher Education*). This ALTC project investigated the development and trial of a Leadership Capacity Development Framework (LCDF) for teaching and learning in higher education. The primary aim of the project was to assess the relevance and validity of the LCDF in developing leadership capacity.

Professor Sandra Wills was awarded an ALTC Citation for Outstanding Contributions to Student Learning: strategic leadership to ensure learning technologies promote active, collaborative and global student learning.

Dr Christine Brown, a senior lecturer in Educational Development, received an Australian College of Educators Award for her contribution to the recognition of her peers in national awards.

Information Technology Services

The University's Information Technology (IT) infrastructure upgrade program continued during 2008, guided by the IT Strategic Plan. During the year, the supporting Business and Project Plans were also reviewed and adjusted to reflect changing University requirements. At the corporate level, progress was monitored by the IT Policy Advisory Committee (ITPAC), while the IT Forum review group continued to facilitate consultation with Faculties and Units on IT related issues.

Activities were completed largely as planned and no major unforeseen issues affected progress during the year. Of particular note was the implementation of the new high speed network and 'Voice Over IP' communications infrastructure at the Innovation Campus, and the negotiation of contracts to purchase and implement this same infrastructure across the main campus.

During 2008 a new Multi Function Device (photocopier) management contract was finalised and implemented, with savings of some \$900,000 anticipated over the next five years.

The centralisation of IT support continued with the IT management responsibilities for the Faculty of Science, the Centre for Educational Development and Interactive Resources, and a number of Research Units being successfully transferred to ITS, as well as over 500 end-of-lease computers being replaced. All staff at Innovation Campus were provided with a Shared Services computer supported by ITS.

Major upgrades affected several important central systems. A new integrated staff email and calendaring system (MS Exchange) was implemented, the eLearning system (Blackboard Vista) was upgraded and the ITS Support website (MY IT) was upgraded. In response to the ongoing increase in SPAM, a new secure Staff Messaging interface was designed and implemented to replace the 'All staff' mailing lists. The student management system (SMP) and research information system (RIS) were substantially upgraded adding new functionality for users, as well as meeting a significant number of new legislative reporting requirements. All activities were completed successfully, within budget, and with minimum disruption to staff and students.

The quality and reliability of the University's central server, network, storage and desktop infrastructure were further upgraded and expanded, and their redundancy and support arrangements improved. The Virtual Server environments (VMWare and Sun Solaris Zones) continued to increase as end-of-life physical servers were migrated, reducing power requirements and cooling costs, and providing improved redundancy capabilities. The central storage cluster was upgraded to significantly increase its performance and capacity, and a High Performance Computer Cluster was installed for use by researchers across the University.

The IT Disaster Recovery facilities continued to be maintained in line with the main computer room upgrades and expansion, and ITS's ability to efficiently and effectively restore IT services in an emergency was successfully tested when the main computer room experienced an emergency power shutdown following an air conditioner fault – the majority of IT services were restored and available within four and a half hours.



ILLAWARRA TECHNOLOGY CORPORATION

Pictured: UOW Dubai graduands

The Illawarra Technology Corporation (ITC) Group of Companies is a builder of successful education businesses with increasingly strong brand recognition. The ITC Group of Companies includes the following brands:

- > University of Wollongong in Dubai (UOWD)
- > UniAdvice
- > Wollongong College Australia (WCA)
- > International Film School Sydney

ITC is committed to developing the skills of individuals, communities and organisations to help them to achieve their goals, and is now recognised as Australia's most successful university company.

The end of 2008 marked a significant milestone in the ITC Group's history, with the retirement of founding CEO, Dr James Langridge, and the appointment of Mr Vince Lendrum. Under Dr Langridge's stewardship, the ITC Group has made a significant contribution to the success of the local and regional community, the international private education sector and the University of Wollongong, and he leaves a legacy of a solid group of businesses with further potential for development.

University of Wollongong in Dubai

The University of Wollongong Dubai (UOWD) offers specialist undergraduate and postgraduate programs in Finance and Accounting, Business and Management, and Computing Science and Engineering. All UOWD degree programs are accredited by the United Arab Emirates Ministry of Higher Education and Scientific Research.

Highlights for UOWD in 2008 included:

- > The University celebrating its 15th anniversary in November. Tribute was paid to outgoing CEO, Dr James Langridge, acknowledging his 15 years of service to UOWD;

- > Significant facility improvements including: a 200 seat lecture theatre, new library facilities, and a new Student Career Development Centre;
- > The Autumn semester recording the largest ever intake of students, with numbers in undergraduate degree programs outnumbering those in postgraduate programs for the first time in UOWD history; and
- > A total of 271 students graduating at the November graduation ceremony, which was attended by H.H. Sheikh Makhtoum Bin Mohammad Bin Rashid Al Makhtoum, Deputy Ruler of Dubai, and Ms Kerin Ayyalaraju, Deputy Head of Mission at the Australian Embassy.

Academic Program Offerings & Professional Development Courses 2008

In January, the Ministry of Higher Education and Scientific Research renewed UOWD's licence for another five years, to January 2013. After receiving initial accreditation status, UOWD launched the following new programs:

- > Master of Science (Logistics)
- > Bachelor of Commerce (Insurance)
- > Bachelor of Commerce (International Business)
- > Bachelor of Commerce (Property Development and Management).

UOWD submitted applications for full accreditation of the Master of International Business and Master of Quality Management.

Towards a vision for further regional accreditation, the Ministry of Higher Education in Jordan formally accredited all UOWD undergraduate and postgraduate degree programs in April.

Centre for Management Excellence

To further UOWD engagement with the community, the Centre for Management Excellence continued to deliver professional development courses and workshops, and in 2008, UOWD signed agreements with IBM and with Maersk Logistics. The University also collaborated with Emirates Bank (now 'Emirates NBD') to offer a Certificate in Management for its staff, and with the Dubai Government's Department of Financial Audit, to develop and deliver a Graduate Certificate in Forensic Accounting.

In December, UOWD hosted the 9th Annual Asian Academic Accounting Association Conference, which was attended by over 125 delegates from 25 countries. This conference highlighted the prominence and importance of UOWD's contribution and commitment to facilitating the exchange of ideas, networking and joint research within the region.

Staff

Professor Rob Whelan was appointed UOWD President, and commenced his term on 31 August. Since Professor Whelan's appointment, internal processes have been reviewed, and a number of significant improvements have been made, such as the creation of a new academic structure comprising three faculties (Finance and Accounting, Business and Management, Computing Science and Engineering). Dr Michael Willemyns, Dr David van Over and Dr Mohamed-Vall Salem have been appointed as the inaugural Deans of these faculties. A new position of Vice-President (Academic) was created, with an appointment expected in January 2009. An external review of the University's remuneration model was completed during 2008, and is being applied to all staff employment categories at the University.

ITC Education

UniAdvice

UniAdvice continued to provide a range of services for UOW and Wollongong College Australia throughout the year. These included international and domestic student recruitment, alumni and community engagement, and scholarships and fundraising.

The number of international onshore commencing students, increased by 14.8 percent on 2007, primarily due to the strong increase in enrolments from China, Saudi Arabia, and Thailand, and the moderate increases from Malaysia and Norway.

Annual domestic student recruitment targets were achieved for 2008, with 2,749 main round offers made. UOW received a record number of NSW and ACT school leaver first preferences, and a greater proportion of preferences from students with a higher University Admissions Index than in previous years.

	Spring	Summer	Autumn	Total
Undergraduate				
New	108	57	377	542
Re Enrol	960	557	910	2,427
Total	1,068	614	1,287	2,969
Postgraduate				
New	183	148	340	671
Re Enrol	786	704	666	2,156
Total	969	852	1,006	2,827
Total	2,037	1,466	2,293	5,796

Table 7.1: 2008 Enrolments at UOWD

Applications and demand for places at UOW in 2009 increased, enabling UOW to make more offers than ever before. Initial indicators also suggest school leaver demand will be at a record level, with more students selecting the University of Wollongong as their first preference university via the University Admissions Centre.

The Customer Relationship Management system continued to streamline customer service processes within the Service Centre. The system's new features include online forms for acceptance or deferral of offers, and for event bookings. In 2009, the system will be upgraded to provide additional services, and further streamline processes.

2008 marked significant growth in the number and value of gifts from alumni, staff and friends of the University. The Learning and Development Fund was well supported, with the first Learning and Development Scholarships awarded this year. The alumni generously supported cancer research activities in the Centre for Medical Radiation Physics, with over \$27,000 donated to the 2008 Annual Fund. Corporate gifts increased significantly, along with contributions from community organisations, supporting student scholarships and vital research initiatives. Gifts and pledges for scholarship totalled over \$1 million in 2008, up 25 percent on 2007.

With over 80,000 alumni worldwide, an invigorated domestic and international alumni engagement strategy was implemented in 2008 that included the expansion of the mock interview program, Career Ahead; the introduction of five national partners to the Alumni Benefits program; and the launch of new domestic events. The UOW Alumni Network Chapters contributed significantly to the University during the year by volunteering their time to mentor students, operating a second-hand bookshop, providing scholarships and prizes, and organising alumni events.

ITC College Portfolio

The ITC Colleges portfolio changed significantly throughout the year, with the acquisition of the International Film School Sydney and the closure of Wollongong College Auckland.

Wollongong College Auckland ceased operating at the end of the 2008 Autumn session. Students enrolled in the Diploma of Business program, completed their study at the Auckland campus in June, and articulation arrangements were made with other New Zealand educational institutions, such as Massey University. The closure was managed smoothly and without incident.

Wollongong College Australia

Wollongong College Australia (WCA) performed very strongly in 2008. English Language Intensive Courses for Overseas Students (ELICOS) programs were provided to 1,742 students compared to 1,396 in 2007; and 619 students enrolled in Academic pathway programs compared to 649 in 2007. The nationality profile was more diverse than it was in 2007, with students from 50 different countries undertaking study at WCA. The number of students undertaking Study Tour programs increased, with 441 students from 28 different offshore institutions enrolling in Study Tour programs compared to 385 in 2007.

WCA areas of focus in 2008 included:

- > Strengthening its management processes, policies and infrastructure in preparation for the 2011 AUQA audit;
- > Assisting the shareholder, UOW, with important outreach activities by delivering the University Access Program for a second year at the UOW Shoalhaven Campus, and providing students with a pathway into degree programs at that campus;
- > Increasing the number of applications for the International English Language Testing System examinations with 7,000 candidates tested in 2008; and
- > Revising the lower level ELICOS courses to meet the learning needs of the changing student profile due to the higher enrolment of students from Saudi Arabia.

International Film School Sydney

In 2008, the ITC Group expanded its portfolio into the film sector, with the acquisition of the International Film School Sydney (IFSS). IFSS is considered Australia's premiere independent film school, and has a reputation of excellence within the Sydney film industry. IFSS provides intense and immersive education, and is Australia's most comprehensive, production-focused film school. Twenty-four students are currently enrolled at IFSS for the March intake compared to 16 in 2007. An application for FEE-HELP is currently being assessed by the Department of Vocational Education and Training.

UNIVERSITY RECREATION & AQUATIC CENTRE LTD

2008 was an exciting year of construction, as the University Recreation & Aquatic Centre (URAC) began to expend \$6.6 million in Federal Government capital works grants secured in 2007. Results were mellowed by difficult trading conditions however. Operationally, URAC was very close to meeting all budget estimates in what was the second year following the introduction of Voluntary Student Unionism, despite a downturn in memberships reflected in Figure 8. Income from these memberships has increased, however (Figure 9). URAC staff continued to work through a difficult transition period, trying to predict new student purchasing patterns whilst continuing to engage with those that wish to pursue a healthy lifestyle.

Customer service remained a major priority for URAC, with significant investment in staff training to continue to develop URAC's unique 'Business Excellence' framework and membership retention systems and facility refurbishment which included a complete changeover in cardio equipment in the Health Club. 2008 saw the exciting start up of URAC's new facility, *iC Health*, at the Innovation Campus.

Highlights of 2008 included:

- > Construction of the 6,500 square metre indoor multi-sports facility 'URAC Sports Hub' commenced in June and will be completed in early 2009.
- > Major renovation of Oval 1 commenced in October. Floodlighting and earthworks were completed by the end of the year, while turfing, new seating and grandstand cover will follow in early 2009.
- > The removal of lantana in the northern creekbed, which has improved the environment significantly.
- > A new Point of Sale system was implemented.
- > URAC again received over \$65,000 in support from the Australian Sports Commission as part of a program to encourage sports programs on regional campuses.
- > Operational teams reached budget targets due to a significant increase in attendance in non-traditional areas such as school vacation sports camps and conferences (Figure 10).
- > A total of 178 students represented the University at the Australian University Games, which were held in Melbourne in September. The University's performance at the Games was well above expectation.
- > URAC played host to a number of elite sports teams, including St George-Illawarra Dragons, the French World Cup Rugby League team, Wollongong FC, various elite triathlete coaches and athletes, and the ahm Wollongong Hawks. The number of teams is expected to rise dramatically as the new facilities create greater options for all-weather training.

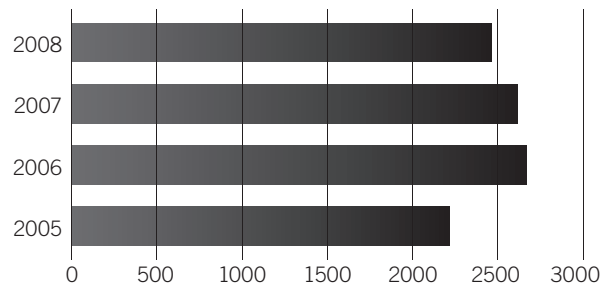


Figure 8: Gold Pass membership numbers 2005–2008

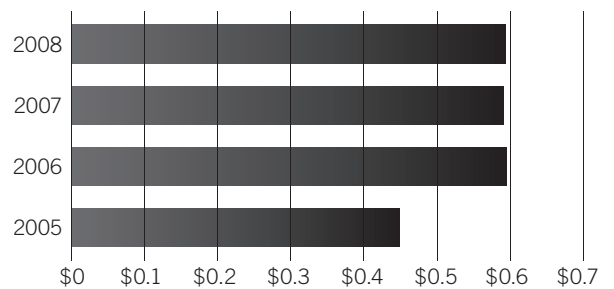


Figure 9: Gold Pass income 2005–2008 (\$M)

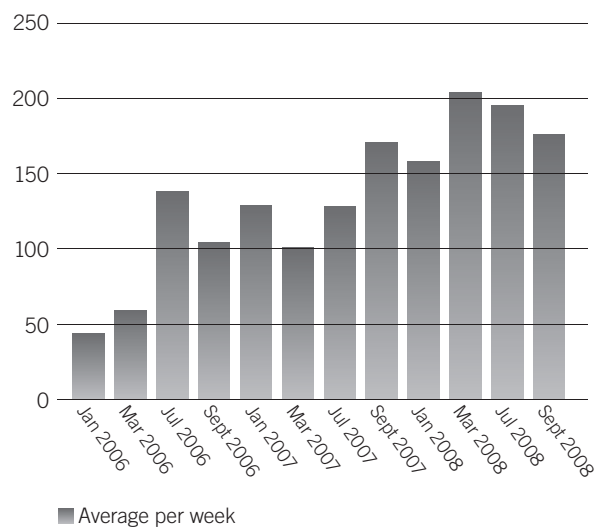


Figure 10: Holiday Sports Camp attendances 2006–2008



WOLLONGONG UNICENTRE LTD

Pictured: 'Kid's Uni' – UniCentre's child care provider

The UniCentre's core mission is: *To create services, spaces and activities that enhance the University experience.*

In 2008, UniCentre continued to provide retail, catering, child care services, entertainment, student activity programs and support.

Key initiatives in 2008 included:

- > The Campus Health Centre opened new premises at the beginning of the year for Campus Doctors, Dentist and Optometrist.
- > The Centre for Student Engagement (previously the Centre for Student Development) was operating from its new offices (old Campus Health location) for start of Autumn session.
- > The acquisition of South Coast Workers Child Care Centre, a not-for-profit childcare centre located in Wollongong, was completed.
- > The Centre for Student Development ran many student focused programs, including Black Opal Phase 3 Students organising the 'Students 4 Students' Leadership Conference.
- > UniCentre Clubs and Societies maintained a high number of affiliated clubs during the year. Approximately 66 affiliated clubs and societies operated during the year, with some 2,500 members.
- > New regular UniBar events such as 'Trivia', 'Wine on Wednesday' and, in conjunction with Conservatorium of Music, Free Jazz event series were introduced and rapidly became popular.
- > The iC Event Centre was successfully opened mid year, and the iC Kiosk opened for limited hours each week day. Hours will increase with increased occupancy rates at Innovation Campus.
- > UniCentre staff instituted an Environmental Consultative Committee which has already initiated many new ways of helping the environment and decreasing energy, commencing across all areas of UniCentre operations.
- > The Keira Buffet food outlet closed at the end of Spring Session and renovations commenced for the introduction of Subway and Kew Thai food outlets during Autumn Session 2009.
- > The Sal Paradise food outlet closed midway through Spring Session and renovations commenced for a new food outlet and tenancy space.

APPENDIX A

UOW FACULTY STRUCTURE

Faculty of Arts

- > School of English Literatures, Philosophy and Languages
- > School of Social Sciences, Media and Communication
- > School of History and Politics

Faculty of Commerce

- > School of Accounting and Finance
- > School of Economics
- > School of Management and Marketing

Sydney Business School

Faculty of Creative Arts

- > School of Music and Drama
- > School of Art and Design
- > School of Journalism and Creative Writing

Faculty of Education

Faculty of Engineering

- > School of Civil, Mining and Environmental Engineering
- > School of Engineering Physics
- > School of Mechanical, Materials and Mechatronic Engineering

Faculty of Health and Behavioural Sciences

- > School of Health Sciences
- > School of Nursing, Midwifery and Indigenous Health
- > School of Psychology

Graduate School of Medicine

Faculty of Informatics

- > School of Information Systems and Technology
- > School of Mathematics and Applied Statistics
- > School of Electrical, Computer and Telecommunications Engineering
- > School of Computer Science and Software Engineering

Faculty of Law

Faculty of Science

- > School of Biological Sciences
- > School of Chemistry
- > School of Earth and Environmental Sciences

APPENDIX B

SENIOR UNIVERSITY OFFICERS

Chancellor

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

Deputy Chancellor

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

Vice-Chancellor and Principal

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

Vice-Principal (Administration)

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

Vice-Principal (Overseas Operations) and Managing Director, Illawarra Technology Corporation

Dr James Langridge BBus DipTech (PublicAdmin) *UTS*, DipTertEd MEd (Admin) *UNE*, FAICD, DBA *Southampton*

Deputy Vice-Chancellor (Academic and International)

Professor Rob Castle BEc MEd *Syd*

Deputy Vice-Chancellor (Operations)

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

Deputy Vice-Chancellor (Research)

Professor Judy Raper BE Chem (Hons) PhD Chem Eng *UNSW* (from 8 July 2008)

Professor Lee Astheimer BSc (Hons) *Lakehead*, PhD *UCDavis* (to 7 July 2008)

Pro Vice-Chancellor (Research)

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

Deputy Vice-Principal (Finance and IT)

Mr Damien Israel BBus MAcc *CSU*, CPA

Pro Vice-Chancellor (International)

Professor Joseph Chicharo BEng (Hons) PhD *UOW*, FIEAust, SMIEEE (from October 2008)

Dean of Faculty of Arts

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

Dean of Faculty of Commerce

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

Dean of Faculty of Creative Arts

Professor Amanda Lawson BA *Edin*, BA (Hons) *UOW*, PhD *Syd* (from 16 June 2008)

Professor Andrew Schultz BMus PhD *Qld*, MMus *London* (to 15 June 2008)

Dean of Faculty of Education

Professor Paul Chandler BSc (Hons) DipEd *Syd*, MSc PhD *UNSW*

Dean of Faculty of Engineering

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

Executive Dean of Faculty of Health and Behavioural Sciences

Professor Don Iverson BSc MSc PhD *Oregon*

Dean of Faculty of Health and Behavioural Sciences

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

Dean of Graduate School of Medicine

Professor Elizabeth Farmer BSc (Hons) MBBS *London*, PhD *Flin*, FRACGP

Dean of Faculty of Informatics

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

Dean of Faculty of Law

Professor Luke McNamara LLB *UNSW*, LLM *Manitoba*, PhD *UOW*

Dean of Faculty of Science

Professor Will Price BSc (Hons) *London*, MSci *Imperial College London*, PhD *London* (from 31 August 2008)

Professor Rob Whelan BSc (Hons) *Flin*, PhD *UWA* (to 30 August 2008)

Dean of the Sydney Business School

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

Dean of Students

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

University Librarian

Ms Felicity McGregor BA DipLib *UNSW*, AALIA

Academic Registrar

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

Director, Buildings and Grounds

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

Director, Personnel Services

Mr John Steele BSocStud *Syd*, GradDipHRM *CSU*

Director, Research Services Office

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

General Manager, Accommodation Services

Mr Michael Gillmore

General Manager, UniAdvice

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

Director, CEDIR

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

Director, Employment Equity and Diversity

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

Director Planning Services

Mr Aden Steinke BCom-Econ MEd *UOW*

Legal Counsel

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

Internal Audit Manager

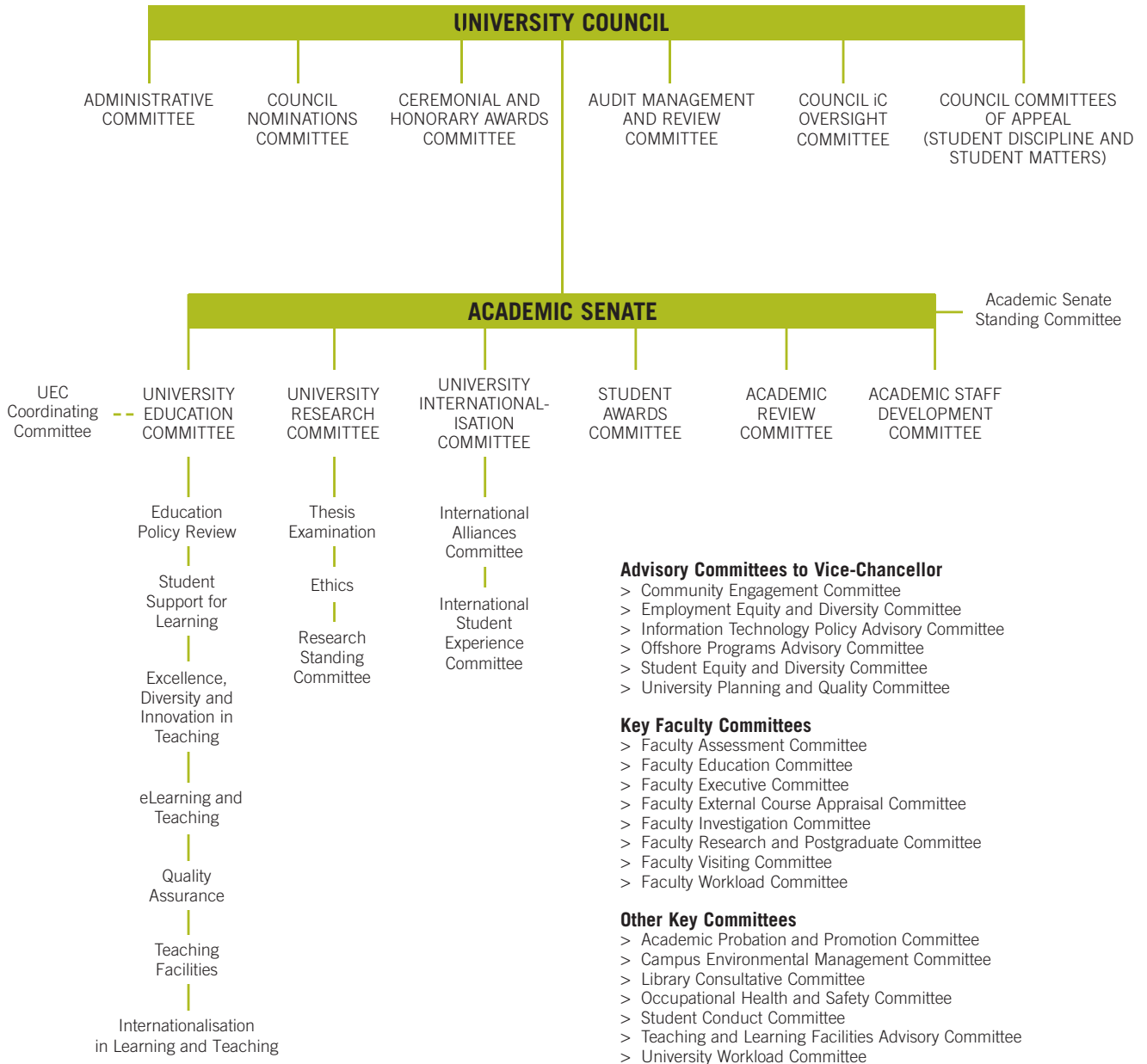
Mr Kevin Yong BAcc (Hons) *Universiti Malaya*, CPA Australia, CA Malaysia

Chair of Academic Senate

Associate Professor Di Kelly BA *Macq*, MCom (Hons) *UOW*, PhD *UOW* (from 1 July 2008)

Professor David Griffiths BSci *UNSW*, DPhil *Oxon* (to 30 June 2008)

UOW COMMITTEE STRUCTURE 2008



UOW COUNCIL AND COMMITTEES

University Council Role and Function

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

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

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

Section 16A of the Act also sets out Council functions in regard to controlled entities.

Council meets six times per year.

Council Committees

Administrative Committee

The Administrative Committee is the executive committee of Council and acts under delegated authority. It has particular responsibility for monitoring operational policies and performance. The Administrative Committee comprises the Vice-Chancellor, one staff member, one student member and four external members of Council (one of whom is the Chair). The Committee meets five times per year in alternate months to Council.

Audit Management and Review Committee

The Audit Management and Review Committee assists and advises Council in fulfilling its corporate governance and oversight responsibilities in relation to the University's management of risk, its internal control structure and its external reporting responsibilities. The Audit Management and Review Committee comprises four external members nominated by Council (one of whom is the Chair) plus a nominee of the Vice-Chancellor. One member of the Committee is required to have recognised professional financial qualifications and experience. In attendance, as non-voting observers, are representatives of the NSW Audit Office, the Deputy Vice-Principal (Finance & IT), Manager Audit and Review and other persons as required. The Committee meets at least three times per year.

Council Nominations Committee

The Council Nominations Committee meets as required and makes recommendations to Council concerning suitable candidates for appointment to Council by Council or the NSW Minister for Education and Training. Selection Criteria for the relevant membership categories are drawn from the *University of Wollongong Act (1989)* and from the National Governance Protocols. The Nominations Committee comprises the Chancellor as Chair, the Vice-Chancellor, Deputy Chancellor and two external Council members.

Ceremonial and Honorary Awards Committee

The Ceremonial and Honorary Awards Committee makes recommendations to Council, under approved procedures and criteria, on the award of honorary degrees, University fellowships and emeritus professorships. The Committee comprises the Chancellor as Chair, Vice-Chancellor, Chairperson of the Academic Senate, senior member of the University's Academic Staff and a member of Council (other than a student or staff member). The Committee meets twice a year.

Council Innovation Campus Oversight Committee

The Council iC Oversight Committee is a special purpose committee established by the University Council in April 2006. Its role is to monitor the development of the University's Innovation Campus including overseeing the business plan and the attraction and retention of commercial tenants. The Committee comprises the Deputy Chancellor as Chair, the Vice-Chancellor, The Deputy Vice-Chancellor (Research), the Vice-Principal (Administration) and two external members of Council. The Committee meets at least three times per year.

Council Committee of Appeal (Student Discipline)

This Committee is convened under the Student Conduct Rules and is the final appeal body regarding student discipline matters. The Committee of Appeal comprises the Deputy Chancellor as Chair, a student member of Council (or, if not available, another student appointed by Council) and one other member of Council appointed by Council.

Council Committee of Appeal (Student Matters)

The Committee of Appeal hears appeals from students on decisions taken by University officer(s) with regard to the application of University rules and policies other than appeals against disciplinary decisions (considered by the Council Committee of Appeal – Student Discipline). The Committee of Appeal consists of an external member of Council (as Chair); the two academic staff members of Council (or, where they are not available, two representatives from the academic staff nominated by the Vice-Chancellor in consultation with the Chairperson of Academic Senate); and a student member of Council (or, if not available, a student representative nominated by the Vice-Chancellor after consultation with the student members of Council).

Council Membership and Attendance 2008

	Attended	Possible
Ex Officio		
The Chancellor		
Mr Michael Codd AC BEd (Hons) <i>Adel</i>	6	6
The Vice-Chancellor and Principal		
Professor Gerard Sutton AO BE MEngSc UNSW, PhD CUA	6	6
The Chairperson of the Academic Senate		
Professor David Griffiths BSc UNSW, DPhil Oxon	3	3 ¹
Associate Professor Diana Kelly BA Macq, MCom (Hons) PhD UOW	3	3 ¹
NSW Ministerial Nominees		
Ms Susan Browbank BSc CSturt, MPubHealth UOW, DipEd UNE	2	5 ²
The Hon David Campbell MLA	4	6
Mr Noel Cornish BSc (Metallurgy) MEngEc Newcastle	4	6
Mr Dom Figliomeni BBus GradDipBus ECU, DipPubAdmin Curtin	1	2 ³
Mr Kerry Kyriakoudes BLaws Syd	4	6
Mr Geoff O'Donnell DipBus UQ	5	6
Mr Joe Scimone BEng GDipIR MBA UOW	0	1 ⁴
Appointed By Council		
The Deputy Chancellor		
Ms Sue Chapman DipHealthAdmin CSturt, BA MBA UOW	6	6
Mr Peter Fitzgerald BCom UOW FCA	5	6
Ms Rosemary Sinclair BA LLB Syd, BBus CSturt, MCom UNSW	4	6
Elected by the Students of the University		
Ms Elizabeth Larbalestier	4	6
Mr Brad Winton BSc(Physics)(HonsAdv) MSc-Res GCertResComm UOW	6	6
Elected by Graduates		
Dr Stephen Andersen BSc MBA UOW	5	6
Ms Kelly Knowles BA UOW	4	6
Elected by the Full Time Academic Staff of the University		
Professor Tony Hulbert BSc (Hons) PhD DSc UNSW	4	6
Ms Penney McFarlane		
BSc (Ed) Ohio US, GradDipSchoolAdmin WA CAE, MICT UOW	6	6
Elected by the Full Time General Staff of The University		
Ms Kim Callaway BCom MBA UOW	5	6

1 Professor Griffiths ceased to be Chair of Academic Senate after the election of Associate Professor Kelly to that position from 1 July 2008.

2 Ms Browbank was granted a leave of absence for one meeting in 2008.

3 Mr Figliomeni was appointed to the Council by the NSW Minister for Education in September 2008.

4 Mr Scimone resigned from the Council in February 2008.

Council Committee Membership and Attendance 2008

	Attended	Possible
Administrative Committee		
Mr Kerry Kyriakouides (Chair)	4	5
Ms Kelly Knowles	3	5
Ms Penney McFarlane	5	5
Mr Geoff O'Donnell	4	5
Professor Gerard Sutton AO	4	5
Mr Brad Winton	5	5
Audit Management and Review Committee		
Mr Peter Fitzgerald (Chair)	4	4
Dr Stephen Anderson	3	3 ¹
Mr Noel Cornish	3	4
Mr Damien Israel	1	1 ²
Professor John Patterson	1	3 ⁶
Ms Rosemary Sinclair	1	3 ³
Ceremonial and Honorary Awards Committee		
Mr Michael Codd AC (Chair)	2	2
Professor David Griffiths	1	1 ⁴
Associate Professor Diana Kelly	0	1 ⁸
Ms Rosemary Sinclair	2	2
Professor Gerard Sutton AO	2	2
Professor Rob Whelan	1	1 ⁵
Council Nominations Committee		
Mr Michael Codd AC (Chair)	1	1
Ms Sue Chapman	1	1
Mr Noel Cornish	1	1
Ms Rosemary Sinclair	0	1
Professor Gerard Sutton AO	1	1
Council Innovation Campus Oversight Committee		
Ms Sue Chapman (Chair)	3	3
Mr Noel Cornish	1	3
Mr Peter Fitzgerald	2	3
Mr Chris Grange	3	3
Professor Lee Astheimer	1	1
Professor Judy Raper	1	2 ¹⁰

1 Dr Andersen was appointed to the Audit Management and Review Committee following the first meeting of 2008.

2 Mr Israel served as the Vice-Chancellor's nominee in place of Professor Patterson for one meeting.

3 Ms Sinclair was appointed to the Audit Management and Review Committee following the first meeting of 2008.

4 Professor Griffiths ceased to be Chair of Academic Senate after the election of Associate Professor Kelly to that position from 1 July 2008.

5 Professor Whelan ceased to be a member of the Committee when he took up the appointment of CEO of the University of Wollongong in Dubai.

Academic Senate

Membership

Ex-Officio Members

- > The Vice-Chancellor
- > The Deputy Vice-Chancellor (Academic)
- > The Deputy Vice-Chancellor (Operations)
- > The Deputy Vice-Chancellor (Research)
- > The Pro Vice-Chancellor (Research)
- > The Vice-Principal (Administration)
- > The Deans of Faculties
- > The Dean of Students
- > The University Librarian
- > The Director of the Centre for Educational Development and Interactive Resources
- > The Director of the Woolyungah Indigenous Centre
- > The Academic Registrar
- > The Director of Wollongong College Australia
- > Faculty nominated ex-officio positions

Elected Members

The number of academic staff elected by and from each Faculty is determined by subtracting the Dean and Faculty nominated ex-officio positions for that Faculty from the number of allocated positions for that Faculty. Faculties must have at least 50 percent of their allocated positions available to elected members.

Two members elected by and from the Academic Services Division, which includes Woolyungah Indigenous Centre academic staff, Learning Development staff, Library staff and educational consulting staff from the Centre for Educational Development and Interactive Resources (CEDIR).

One member elected by and from the Institute Directors.

Six students elected by and from the students enrolled for a degree or diploma at the University: four undergraduate students and two postgraduate students.

Chair and Deputy Chair

Every two years, the Academic Senate must elect a Chair and a Deputy Chair from among the Professors and Associate Professors of the University.

In July, Associate Professor Diana Kelly was elected Chair of Academic Senate and Associate Professor Damien Considine was re-elected Deputy Chair of Academic Senate. Academic Senate members paid tribute to the outgoing Chair, Professor David Griffiths, for his outstanding collegiality and commitment to Senate during his seven years as Chair.

In November, Associate Professor Considine regrettably tendered his resignation from the role of Deputy Chair, concluding over five years of exceptional support to the Committee. An election for Deputy Chair will be conducted in early 2009.

The current term of office for the Chair and Deputy Chair will conclude on 30 June 2010.

Senate Committees

University Education Committee

The University Education Committee provides leadership in the development of policies and strategies aimed at achieving the University's objectives in teaching and learning. Terms of Reference of the University Education Committee were revised in 2008.

The Committee consists of:

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

University Internationalisation Committee

The University Internationalisation Committee is a representative committee overseeing the activities of its Subcommittees and ensuring appropriate interaction of international issues, as well as the dissemination of information and advice to the Academic Senate. Some members may be co-opted to the Committee in an advisory capacity on the basis of their expertise in particular areas.

The Committee has the following membership:

- > The Deputy Vice-Chancellor (Academic and International) who shall be Chair
- > The Chair of the International Alliances Committee (Deputy Chair)
- > The Chair of the International Student Experience Committee (ISEC)
- > The Deputy Chair of the Offshore Programs Advisory Committee (OPAC) and Director Transnational Programs Unit
- > The Academic Registrar
- > An Academic Senate member
- > The General Manager, UniAdvice
- > The Regulatory Affairs Manager
- > A Student Representative

- > Additional members may be co-opted as required. In 2008, co-opted members were:

- The Deputy Vice-Chancellor (Operations)
- The Deputy Vice-Chancellor (Research).

University Research Committee

The University Research Committee oversees research and research training at the University via strategic policy and management decisions taken with the URC and through the activities of its subcommittees and ensuring appropriate interaction on research issues, as well as the dissemination of information and advice to the Academic Senate.

The Committee has the following membership:

- > The Deputy Vice-Chancellor (Research), Chair
- > The Pro Vice-Chancellor (Research), Deputy Chair
- > The Chair of Academic Senate or delegate
- > The Dean of each faculty or delegate
- > Four Research Strength Directors invited by the Deputy Vice-Chancellor (Research)
- > Up to two additional members invited by the Deputy Vice-Chancellor (Research).

FREEDOM OF INFORMATION STATISTICS

		Personal		Other		Total	
		2007	2008	2007	2008	2007	2008
Section A – New FOI Applications							
A1	New	3	1	15	3	18	4
A2	Brought forward	0	1	0	2	0	3
A3	Total to be processed	3	2	15	5	18	7
A4	Completed	2	2	13	3	17	5
A5	Discontinued	0	0	0	2	0	2
A6	Total processed	2	2	13	5	17	7
A7	Unfinished (carried forward)	1	0	2	0	3	0
Section B – Discontinued Applications							
		Personal		Other		Total	
		2007	2008	2007	2008	2007	2008
B1	Request transferred out to another agency (s.20)	0	0	0	0	0	0
B2	Applicant withdrew request	0	0	0	1	0	1
B3	Applicant failed to pay advance deposit (s.22)	0	0	0	1	0	1
B4	Applicant failed to amend a request that would have been an unreasonable diversion of resources to complete (s.25(1)(a1))	0	0	0	0	0	0
B5	Total discontinued	0	0	0	2	0	2
Section C – What Happened to Completed Requests							
		Personal		Other		Total	
		2007	2008	2007	2008	2007	2008
C1	Granted or otherwise available in full	1	0	2	0	3	0
C2	Granted or otherwise available in part	2	2	7	3	9	5
C3	Refused	0	0	1	0	1	0
C4	No documents held	0	0	2	0	2	0
C5	Completed	3	2	12	3	15	5
Section D – Applications Granted or Otherwise Available in Full							
		Personal		Other		Total	
		2007	2008	2007	2008	2007	2008
	All documents requested were:						
D1	Provided to the applicant	1	0	3	0	4	0
D2	Provided to the applicant's medical practitioner	0	0	0	0	0	0
D3	Available for inspection	0	0	0	0	0	0
D4	Available for purchase	0	0	0	0	0	0
D5	Library material	0	0	0	0	0	0
D6	Subject to deferred access	0	0	0	0	0	0
D7	Available by a combination of any of the reasons listed in D1–D6 above	0	0	0	0	0	0
D8	Total granted or otherwise available in full	1	0	3	0	4	0

Section E – Applications Granted or Otherwise Available in Part

		Personal		Other		Total	
		2007	2008	2007	2008	2007	2008
	Documents made available were:						
E1	Provided to the applicant	1	2	6	3	3	5
E2	Provided to the applicant's medical practitioner	0	0	0	0	0	0
E3	Available for inspection	0	0	0	0	0	0
E4	Available for purchase	0	0	0	0	0	0
E5	Library material	0	0	0	0	0	0
E6	Subject to deferred access	0	0	0	0	0	0
E7	Available by a combination of any of the reasons listed in E1–E6 above	0	0	1	0	1	0
E8	Total granted or otherwise available in part	1	2	7	3	8	5

		Personal		Other		Total	
		2007	2008	2007	2008	2007	2008
Section F – Refused Applications							
F1	Exempt	0	0	0	0	0	0
F2	Deemed refused	0	0	3	0	3	0
F3	Total refused	0	0	3	0	3	0

		Personal		Other		Total	
		2007	2008	2007	2008	2007	2008
Section G – Exempt Documents							
G1	Documents affecting personal affairs (Clause 6)	0	2	8	2	8	4
G2	Documents affecting law enforcement and public safety (Clause 4)	1	0	0	0	1	0
G3	Documents affecting business affairs (Clause 7)	0	0	0	1	0	1
G4	Total applications including exempt documents	1	2	8	3	9	5

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

Section H – Ministerial Certificates		2007	2008
H1	Ministerial Certificates issued	0	0

Section I – Formal Consultations		2007	2008
I1	Number of requests requiring formal consultations	7	3
I2	Number of persons formally consulted	16	55

Section J – Amendment of Personal Records		2007	2008
J1	Agreed in full	0	0
J2	Agreed in part	0	0
J3	Refused	0	0
J4	Total	0	0

Section K – Notation of Personal Records		2007	2008
K1	Applications for notation	0	0

		Assessed Costs		Fees Received			
		2007	2008	2007	2008		
Section L – Fees and Costs							
L1	All completed applications	\$550	\$435	\$420	\$180		

		Personal		Other		Total	
		2007	2008	2007	2008	2007	2008
Section M – Fee Discounts							
M1	Processing fees waived in full	0	0	1	0	1	0
M2	Public interest discounts	0	0	0	0	0	0
M3	Financial hardship discounts pensioner or child	0	0	0	0	0	0
M4	Financial hardship discounts – non profit organisation	0	0	0	0	0	0
M5	Total	0	0	1	0	1	0

Section N – Fee Refunds		2007	2008				
N1	Number of fee refunds granted as a result of significant correction of personal records	0	0				
		Personal		Other		Total	
Section O – Days taken to Complete Request		2007	2008	2007	2008	2007	2008
O1	0–21 days – statutory determination period	1	0	9	1	10	1
O2	22–35 days – extended statutory determination period for consultation or retrieval of archived records	1	2	4	2	5	4
O3	Over 21 days – deemed refusal where no extended determination period applies	0	0	0	0	0	0
O4	Over 35 days – deemed refusal where extended determination period applies	0	0	0	0	0	0
O5	Total	2	2	13	3	15	5
		Personal		Other		Total	
Section P – Processing Time: Hours		2007	2008	2007	2008	2007	2008
P1	0–10 hours	0	0	4	1	4	1
P2	11–20 hours	1	1	7	2	8	3
P3	21–40 hours	0	1	2	0	2	1
P4	Over 40 hours	1	0	0	0	1	0
K4	Total	2	2	13	3	15	5
Section Q – Number of Reviews		2007	2008				
Q1	Internal reviews	0	0				
Q2	Ombudsman reviews	0	0				
Q3	ADT reviews	0	0				
		Personal		Other		Total	
		Original Agency Decision		Original Agency Decision		Original Agency Decision	
Section R – Results of Internal Reviews		Upheld	Varied	Upheld	Varied	Upheld	Varied
R1	Access refused	0	0	0	0	0	0
R2	Access deferred	0	0	0	0	0	0
R3	Exempt matter deleted from documents	0	0	0	0	0	0
R4	Unreasonable charges	0	0	0	0	0	0
R5	Failure to consult with third parties	0	0	0	0	0	0
R6	Third parties views disregarded	0	0	0	0	0	0
R7	Amendment of personal records refused	0	0	0	0	0	0
R8	Total	0	0	0	0	0	0

EMPLOYMENT, EQUITY AND DIVERSITY STATISTICS

Trends in the Representation of EEO Target Groups in %

General Staff		% of General Staff			
EEO Target Group	Benchmark or target	2004	2005	2006	2007
Women	50	57	60	59	62
Aboriginal people & Torres Strait Islanders	2	1.7	2	2.3	2.6
People whose first language was not English	19	18	17	18	24
People with a disability	12	7	8	7	6
People with a disability requiring work-related adjustment	7	2	2.6	2	1.6

Academic Staff		% of Academic Staff			
EEO Target Group	Benchmark or target	2004	2005	2006	2007
Women	50	35	36	38	39
Aboriginal people & Torres Strait Islanders	2	0.7	1	1	1.4
People whose first language was not English	19	27	29	30	34
People with a disability	12	10	9	9	10
People with a disability requiring work-related adjustment	7	4.6	3.8	4	3.5

Trends in the Distribution of EEO Target Groups

General Staff		% of General Staff			
EEO Target Group	Benchmark or target	2004	2005	2006	2007
Women	100	83	89	87	85
Aboriginal people & Torres Strait Islanders	100	n/a	n/a	60	66
People whose first language was not English	100	91	92	94	95
People with a disability	100	96	104	102	107
People with a disability requiring work-related adjustment	100	n/a	115	n/a	n/a

Academic Staff		% of Academic Staff			
EEO Target Group	Benchmark or target	2004	2005	2006	2007
Women	100	82	80	80	80
Aboriginal people & Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	95	90	91	95
People with a disability	100	110	116	119	112
People with a disability requiring work-related adjustment	100	116	117	122	127

ACADEMIC PROMOTIONS 2008

Promoted to Professorial Fellow

Principal Fellow Xiaolin Wang ISEM, Faculty of Engineering

Promoted to Professor

Associate Professor Stephen Tanner School of Journalism and Creative Writing, Faculty of Creative Arts

Associate Professor Timothy Marchant School of Mathematics and Applied Statistics, Faculty of Informatics

Promoted to Principal Fellow

Dr Adam Dolnik Centre for Transnational Crime Prevention, Faculty of Law

Promoted to Associate Professor

Dr Mark McLelland School of Social Sciences, Media and Communication, Faculty of Arts

Dr Richard Caladine CEDIR, Academic Services Division

Dr Kathleen Cooper School of Accounting and Finance, Faculty of Commerce

Dr James Reveley School of Management and Marketing, Faculty of Commerce

Dr Andrew Sense School of Management and Marketing, Faculty of Commerce

Dr Brogan Bunt School of Art and Design, Faculty of Creative Arts

Dr Susan Bennett Faculty of Education

Dr Mohan Chinnappan Faculty of Education

Dr Tony Okely Faculty of Education

Dr Brian Monaghan School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering

Dr Peter Caputi School of Psychology, Faculty of Health and Behavioural Sciences

Dr Joseph Ciarrochi School of Psychology, Faculty of Health and Behavioural Sciences

Dr Adam Clarke School of Psychology, Faculty of Health and Behavioural Sciences

Dr Anne Porter School of Mathematics and Applied Statistics, Faculty of Informatics

Dr Warwick Gullett Faculty of Law

Dr Jennifer Beck School of Chemistry, Faculty of Science

Promoted to Senior Fellow

Dr Simon E Moulton Intelligent Polymer Research Institute, Faculty of Science

Dr Zenobia Jacobs School of Earth and Environmental Sciences, Faculty of Science

Promoted to Senior Lecturer

Mr Derek Kreckler School of Art and Design, Faculty of Creative Arts

Dr Honglin Chen Faculty of Education

Dr Phil Pearson Faculty of Education

Dr Shirley Agostinho Faculty of Education

Dr Danielle Skropeta School of Chemistry, Faculty of Science

Dr Herbert Groeller School of Health Sciences, Faculty of Health and Behavioural Sciences

Dr Nadia Solowij School of Psychology, Faculty of Health and Behavioural Sciences

Dr Hamish McLeod School of Psychology, Faculty of Health and Behavioural Sciences

Dr Kylie Mansfield Graduate School of Medicine, Faculty of Health and Behavioural Sciences

Dr Richard Menary School of English Literatures, Philosophy and Languages, Faculty of Arts

Dr Tony Simoes da Silva	School of English Literatures, Philosophy and Languages, Faculty of Arts
Dr Richard Howson	School of Social Sciences, Media and Communication, Faculty of Arts
Dr Mark McLelland	School of Social Sciences, Media and Communication, Faculty of Arts
Dr Jun Shen	School of Information Systems and Technology, Faculty of Informatics
Dr Holly Tootell	School of Information Systems and Technology, Faculty of Informatics
Dr Christian Ritz	School of Electrical, Computer and Telecommunications Engineering, Faculty of Informatics
Dr Markus Hagenbuchner	School of Computer Science and Software Engineering, Faculty of Informatics
Dr Martin O'Brien	School of Economics, Faculty of Commerce
Dr Jennifer Algie	School of Management and Marketing, Faculty of Commerce
Dr Elias Kyriazis	School of Management and Marketing, Faculty of Commerce

Promoted to Fellow

Dr Azdiar Gazder	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Tam-Dan Batenburg-Nguyen	School of Chemistry, Faculty of Science
Dr Ben Greatrex	School of Chemistry, Faculty of Science
Dr Qing (Dennis) Wang	School of Health Sciences, Faculty of Health and Behavioural Sciences

Promoted to Lecturer

Dr Glenn Bewsell	School of Information Systems and Technology, Faculty of Informatics
Mr Daniel Saffioti	School of Computer Science and Software Engineering, Faculty of Informatics
Ms Reetu Verma	School of Economics, Faculty of Commerce
Dr Michael Jones	School of Management and Marketing, Faculty of Commerce
Dr Matthew Pepper	School of Management and Marketing, Faculty of Commerce

APPENDIX G

MAJOR WORKS

	Cost	Completion
Innovation Campus		
iC Central Building	\$28,000,000	Completed June 2008
Australian Institute of Innovative Materials, Centre for Transnational Crime Prevention	\$29,700,000	Completed August 2008
Innovation Campus Student Accommodation Fit-out	\$13,000,000	Completed November 2008
Digital Media Centre and Sydney Business School	\$2,000,000	Completed December 2008
	\$16,750,000	Due for completion early 2010
Wollongong Campus		
Ecological Research Centre (ERC)	\$6,250,000	Completed November 2008
Multi-Purpose Sports Hall	\$7,280,000	Due for completion March 2009
'Keira Court' Food Hall Building 67 Refurbishment	\$1,660,000	Due for completion March 2009
'Village Green' Redevelopment	\$2,250,000	Due for completion April 2009
Illawarra Health and Medical Research Institute (IHMRI)	\$30,000,000	Due for completion early 2010
Shoalhaven Campus		
School of Nursing, Shoalhaven Campus	\$3,250,000	Completed August 2008

LAND DISPOSAL

The University did not dispose of any property in 2008

UNIVERSITY AND SUBSIDIARIES (CONSOLIDATED) FINANCIAL PERFORMANCE

Introduction

The financial statements for the University of Wollongong consolidated group for the year ended 31 December 2008 follow. These represent the consolidated accounts for the University of Wollongong (UOW) and its controlled entities:

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

Consolidated Operating Result Overview

The operating result for the year for the UOW and its subsidiaries was a surplus of \$5.6 million. This consisted of deficits recorded by the UOW: \$1.2 million and by the URAC: \$0.783 million, offset by surpluses recorded by the ITC: \$10.01 million, and by the UniCentre: \$0.123 million.

The surplus for the consolidated University group for the year represented 1.4 percent of total revenue (excluding deferred government superannuation contributions). The following factors had significant impact on the operating result:

- > Revenue items affecting the result:
 - Grant funds of \$9.7 million were received in relation to the Better Universities Renewal Fund.
 - Other grant funds received under the Voluntary Student Unionism transition program (\$2.3 million) and the Workplace Productivity program (\$505,000).
 - An item for contributions towards infrastructure works at Innovation Campus (\$1.9 million). This non-cash item relates to the joint venture arrangement at the campus.
- > In contrast, Expense items impacting on the result:
 - Expenditure to recognise increased liability to the New South Wales State Authorities Non-contributory Scheme (NSW SANCS) and the University of Wollongong Professorial Superannuation Scheme (approximately \$5.6 million in total). The actuarial valuation of the scheme assets has deteriorated as a result of poor performance of investment markets over the past year.
 - Impairment of Investments Assets. An expense of \$23.7 million to recognise a decline in value of the MLC investment portfolio compared to its cost. This impairment is notional and unrealised.

Taking these factors into consideration the headline result compared to the previous year is summarised below (Table 8.1).

Table 8.1: Operating Results	2007	2008
	\$'000	\$'000
Headline Operating Result	9,085	5,628
Less:		
Grants		
Capital Funds	2,500	9,700
Voluntary Student Union Transition Funds	4,170	2,325
Workplace Productivity Program	0	505
	6,670	12,530
Other Revenue		
Non-Cash Developer Contributions iC	0	1,988
Gain on sale of International English Language Testing Systems (IELTS) Australia Pty Ltd (ITC)		3,171
		5,159
	6,670	17,689
Add:		
Superannuation		
UOW Professorial Super Scheme	0	2,567
NSW SANCS Super Scheme	0	3,005
	0	5,572
Investment Impairment	0	23,694
Result from discontinued operations	2,523	(274)
	2,523	28,992
Underlying Operating Result	4,938	16,931

Further analysis of the result is provided below.

State Superannuation Schemes

Both expenses and revenues are distorted by an item for deferred income and deferred expense of \$77.1 million (\$9.01 million in 2007). This relates to actuarially assessed changes in the liability of State Superannuation Schemes for University employees. In 2008, the unfunded liability for the State Superannuation Scheme increased by \$86.9 million, whilst prepaid contributions for the State Authorities Superannuation Scheme decreased by \$9.8 million – a net movement of \$77.1 million. These transactions have a nil effect on the operating result for 2008.

The unfunded liability is matched by an asset based on future funding expected from the Commonwealth Government in accordance with the *Higher Education Funding Act 1988* (as amended) and has a net effect on assets and liabilities.

Impairment of Investment Assets

During late 2007 and throughout 2008 world financial and investments markets suffered significant downturns as a result of the global financial crisis. The University's MLC investment portfolio was not immune from this downturn and subsequently suffered deterioration in value. The University has not realised any loss, in terms of redeeming any investments, from the downturn in investment returns and the investment strategy applied to the portfolio is still considered appropriate for the University's circumstances.

In accordance with accounting standards (AASB139) the University has assessed the investment portfolio as impaired. As a result of this assessment an impairment cost of \$23.7 million has been recognised and reported as an expense in the Income Statement for 2008. This cost is unrealised. Subsequent improvements in the value of the investment assets will be recorded against the Balance Sheet, and not the Income Statement, in accordance with accounting standards.

The University's investment portfolio is reported at redeemable value in the Balance Sheet (\$89.2 million).

Consolidated Income Analysis

Excluding deferred income for the State Superannuation Schemes, income totalled \$415.2 million, an increase of 18.6 percent in comparison to the 2007 year. This increase was driven by a number of revenue lines:

- > Commonwealth Grants Scheme (CGS) (Note 3(a)) revenue increased by \$9.4 million (12.9 percent) compared to 2007. This increase was due to increased student numbers (UOW had 9,363 fully funded student places compared to 8,902 in 2007), changes in the mix of enrolments and associated CGS funding rates, and changes in base funding rates for various disciplines of study.
- > HECS HELP (Note 3(b)) revenue increased by \$7.2 million (18.1 percent) driven by increased student numbers as well as prior years' adjustments.
- > Revenue from Voluntary Student Unionism (Note 3(e)) transition funding decreased \$1.8 million from 2007. Funds received in 2008 were towards the URAC sports facility and the village green development.
- > Fee-paying overseas student income increased by \$23.1 million (25.8 percent). International students studying onshore grew by 334 EFTSL (8.8 percent), whilst offshore grew by 264 EFTSL (9.8 percent). On average fee increases grew between 4 percent and 7 percent.
- > Consultancy and contract research income increased by \$4.4 million (27.2 percent). This reflects favourably on the University's strategy to invest in commercial research development and continues the strong growth experienced over recent years.
- > Within the Other Revenue and Income category, an item for contributions towards infrastructure works at Innovation Campus (\$1.99 million) has been recognised. This item relates to the joint venture arrangement at the campus.

The pattern of income growth since 2001 is illustrated in Figure 11 (below). The impact of deferred income for the State Superannuation Schemes has been excluded to assist in comparisons from year to year.

A different perspective of income is provided by analysis of income sources derived by the University. Figure 12 (below) highlights the changes in revenue sources for 2008 in comparison to 2007.

Consolidated Expense Analysis

After excluding the Investment Impairment and Deferred Government Superannuation Scheme items, expenses totalled \$386 million and grew by 14 percent in comparison to 2007.

A breakdown of expenses for 2008 compared to 2007 as a percentage of overall expenditure is shown in Figure 13 (below). Overall trends have remained reasonably consistent.

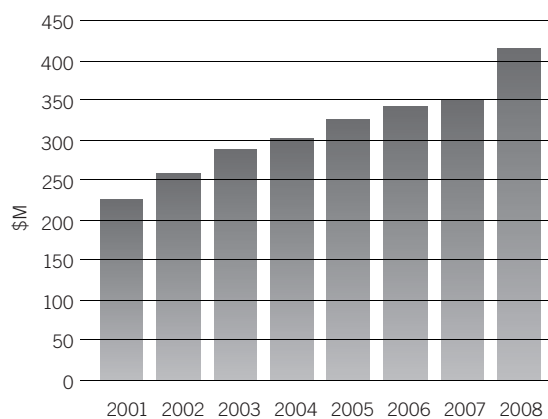


Figure 11: Consolidated Income 2001 to 2008 (excluding State Superannuation Deferred Income)

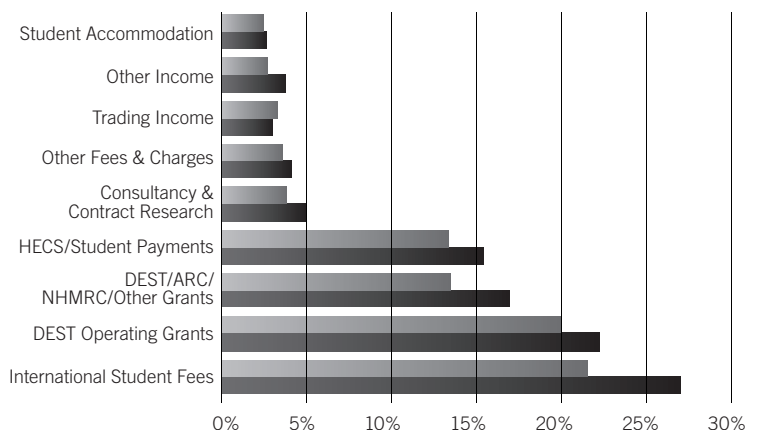


Figure 12: Revenue Sources 2007 to 2008

■ 2007
■ 2008

Employee related expenses increased by \$24.4 million or 12.4 percent. The overall increase reflects various factors including natural growth such as promotions and reclassifications as well as pay increases awarded to UoW staff on 3 March 2008 (3 percent). An increase in long service leave provisions was due to several factors. These include increased total hours entitlement and staff (\$1.6 million), average salary increases (\$662,000), and the discount factor change for valuation purposes (\$937,000). The increase in total employee expenses was also driven by the recognition of obligations to University employee superannuation (other than defined benefits schemes SASS and SSS) of approximately \$5.6 million.

Depreciation and amortisation expenses increased by \$3.4 million or 15.5 percent. This increase is in part a result of the University's capital program over recent years with projects including Innovation Campus, Ecological Research Facility, IT infrastructure upgrade and the URAC expansion.

Repairs and Maintenance expenses decreased by \$2.8 million or 24 percent. This reflects accounting policy decisions to capitalise major maintenance works rather than expense these costs. The University's general maintenance and repair program has not decreased and asset management remains a continuing priority.

Finance costs at \$2.2 million have, as forecast, increased due to the issuance of the University's \$42.5 million bond in August 2008.

Other expenses increased by \$20.8 million or 19.6 percent. Variations in expense items include:

- > Scholarships, Grants and Prizes – Stipends provided by Faculties and UniAdvice increased by \$1.5 million.
- > Printing and Stationery expenses increased \$1.7 million as a result of the expansion of the Printery operation. This increased expense is offset by growth in income.
- > Subscriptions increased \$1.4 million. This expense line is increasing as utilisation of on-line publications, information etc increases.
- > Agents' Fees have increased \$1.9 million in line with the increase in international student revenue.
- > Utility expenses grew by \$971,000 as a result of increased electricity prices and new facilities including those at the Innovation Campus.

Consolidated Balance Sheet

Net Assets for the consolidated University group grew by \$3.8 million (as shown in Figure 14 below).

Assets

The key changes within Assets are:

- > Reduced value of Cash and Investments. Whilst the University's working cash balances have remained steady during the period, the medium and short term investment portfolio (MLC Investments) have been affected by the downturn in the financial markets during 2008. This matter is discussed earlier in this report.
Funds received from the bond issue in August have been deposited in short term bank deposits and it is expected that these funds will be applied to operations and capital activities as budgeted.
- > Increase to Property, Plant and Equipment – \$52.3 million (12 percent) – as a result of the University's ongoing capital program and in particular the completion of Innovation Campus during 2008.
- > Intangible Assets includes goodwill recognised as part of the expansion of Printery activities during 2008.

Note that the increase to Non-Current Receivables is primarily a result of Superannuation valuation adjustments previously noted – \$77 million recognised as an asset with an offsetting liability.

Liabilities

Current Liabilities have increased by \$19.2 million. Trade and Other Payables have increased \$6.6 million (40.7 percent). Both increased general operating activity as well as considerable capital works activity has driven this increase.

Non-Current Liabilities increased primarily as a result of superannuation adjustments, however other items impacting on balances include:

- Increased employee provision – Long Service Leave liabilities have increased \$3.9 million due to additional employees, and factors used for LSL valuation.
- Recognition of a \$6.4 million liability in relation to joint venture infrastructure development at the Innovation Campus
- Liabilities for Borrowings have increased as a result of the bond issuance in 2008.

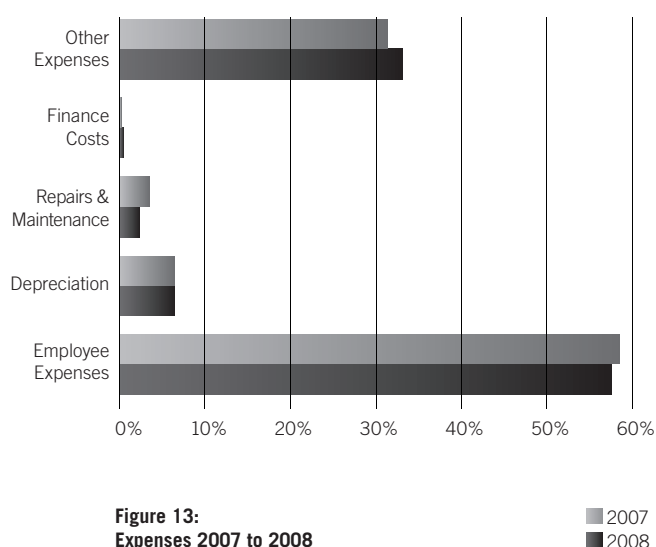


Figure 13:
Expenses 2007 to 2008

■ 2007
■ 2008

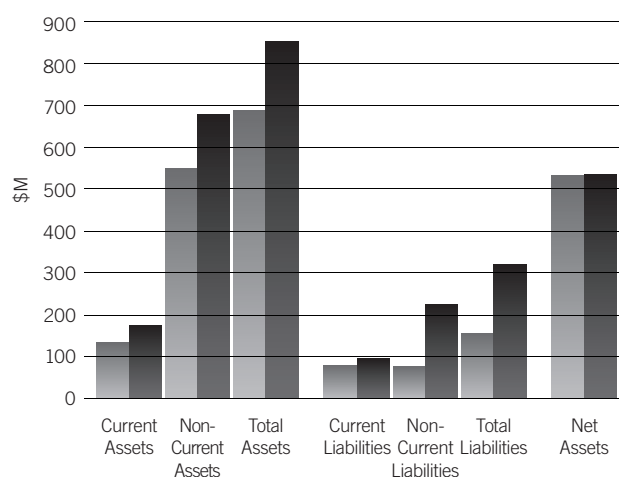


Figure 14:
UoW Consolidated Balance Sheet 2007/2008

■ 2007
■ 2008

Risk Analysis

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

Table 8.2 provides a comparison of 2008 results for the University to the DEEWR benchmarks for Operating Performance.

Table 8.2: UOW Operating Performance	2008	2007	Risk Thresholds		
			Low	Medium	High
Revenue growth or decline for the year	18.6%	2.7%	>5%	2% to 5%	<2%
Proportion of total Australian Government Funding	53.9%	54.7%	<55%	55% to 65%	>65%
Variance in Australian Government funding from previous period	16.9%	0.3%	<0%	0% to 3%	>3%
Proportion of overseas student fees	27.1%	26.0%	<15%	15% to 25%	>25%
Growth in revenue from overseas student fees	25.8%	8.7%	0% to 15%	15% to 25%	>25% or <0%
Consecutive deficits recorded	0	0	<1	1 to 2	>2

Indicators for revenue growth (18.6 percent) and proportion of revenue from Australian Government Funding (53.9 percent) are assessed as low. The variance of Government funding is assessed as high at 16.9 percent. The key factors driving the increase in this ratio from the previous year are:

- The University receiving \$9.7 million from the federal government under the Better Universities Renewal Fund;
- Increase in CGS of \$9.3 million (12.8 percent).

The indicators relating to international/overseas student income are assessed as falling into the high risk category of the DEEWR assessment. The proportion of revenue from this source grew from \$89 million in 2007 to \$112 million in 2008. The University has appropriate mechanisms in place to manage the downside risk of this source of income.

Table 8.3 provides a risk assessment for the University's cash flow and capital management activities.

Table 8.3: Cash Flow and Capital Management	2008	2007	Risk Thresholds		
			Low	Medium	High
Cash flow adequacy	16.1%	9.7%	>10%	5% to 10%	<5%
Capital expenditure to depreciation ratio	2.7	2.5	>1.4	1 to 1.4	<1
Capital expenditure to income ratio	16.7%	16.3%	>10%	5% to 10%	<5%

The cash flow adequacy ratio provides an indication of the University's ability to generate cash flows from operating activities. This indicator has moved into the low risk area – influenced by the receipt of capital funds and growth in international student income.

The capital expenditure to depreciation ratio and capital expenditure to income ratio returned low risk thresholds, reflecting the University's ongoing commitment to improving and developing infrastructure.

Table 8.4 analyses the University's risk profile in terms of liquidity and financial stability. Except for the Borrowings to Equity ratio, results reflect a continuing low risk assessment for the University in these areas.

Table 8.4: Financial Stability and Liquidity	2008	2007	Risk Thresholds		
			Low	Medium	High
Number of weeks income cash and investments equivalent to	22.6	23.9	>8	4.0 to 8.0	<4.0
Current ratio – (current assets: current liabilities)	1.8	1.7	>1	0.75 to 1.0	<0.75
Borrowings to equity ratio	11.0	2.7	<7.0	7.0 to 10.0	>10.0
Borrowings to capital expenditure	\$69,080	\$54,921	>0.0	NA	<0.0
Debt service cover ratio	33.8	11.7	>1.5	1.1 to 1.5	<1.1

The Borrowings to Equity Ratio has increased as a result of the University issuing a \$42.5 million bond during 2008. The issuing of this debt is part of the University's financial plan and within the parameters of the Standard and Poor's AA credit rating. The proceeds are being used to fund capital works in accordance with the Capital Management Plan.

As a result of the University's strong operating cash flows, the debt service cover ratio strengthened during 2008. This reflects an increase in the University's capacity to manage its borrowings.

UNIVERSITY (PARENT ENTITY) FINANCIAL PERFORMANCE

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

Income Statement

Table 9.1 compares the University's actual revenues, expenses and operating result for 2008 to budget.

Table 9.1: UOW Financial Performance (Parent Entity)	Initial 2008 Budget \$000	2008 Actual \$000	Variance \$000
Revenue from Continuing Operations			
Australian Government Grants	139,171	159,906	20,735
NSW State & Local Financial Assistance	2,145	2,900	755
HECS-HELP -Australian Government Payments	45,851	49,512	3,661
FEE-HELP	3,138	3,338	200
HECS-HELP - Student Payments	12,429	11,237	(1,192)
Fees & Charges	84,418	92,601	8,183
Investment Income	3,016	3,576	560
Consultancy & Contract Research	13,609	20,322	6,713
Other Revenue	4,294	10,088	5,794
Subtotal	308,071	353,480	45,409
Deferred Government Superannuation Contributions	0	77,101	(77,101)
Total Revenue from Continuing Operations	308,071	430,581	122,510
Expenses from Continuing Operations			
Employee Benefits	171,396	187,573	(16,177)
Depreciation & Amortisation	20,380	22,564	(2,184)
Repairs & Maintenance	8,790	8,265	525
Bad & Doubtful Debts	350	0	350
Other	96,554	110,503	(13,949)
Unrealised Investment Impairment	0	23,694	
Finance Costs	4,400	2,087	2,313
Subtotal	301,870	354,686	(29,122)
Deferred Employee Benefits for Superannuation	0	77,101	(77,101)
Total Expenses from Continuing Operations	301,870	431,787	(129,917)
Operating Result	6,201	(1,206)	(7,407)

Revenue

Excluding Deferred Government Superannuation Contributions revenues exceeded budget by \$45.4 million for 2008. The key factors driving this variation were:

- > Australian Government Grants exceeded original estimates by \$20.7 million. The major components of this variation were \$9.7 million from the Better Universities Renewal Fund, \$3.2 million from the Commonwealth Grants Scheme, \$536,000 for Scholarships, \$2.3 million VSU capital funds and \$1.5 million Collaboration and Structural Reform Program funding.
- > HECS-HELP \$3.7 million above budget due to growth in student enrolments and prior year enrolment adjustments.
- > Fees and Charges – income from international enrolments was \$9.7 million greater than initially forecast.
- > Consultancy and contract research income was \$6.7 million above initial estimates and reflects favourably on the University's strategy to invest in commercial research development and continues the strong growth experienced over recent years.
- > Other Revenues includes an item for contributions towards infrastructure works at Innovation Campus (\$1.9 million). This item relates to the joint venture arrangement at the campus.

Expenditure

Expenses before Deferred Government Superannuation Contributions exceeded budget by \$29.2 million. The major contributing factors included:

- > Higher than forecast Employee Expenses – the factors surrounding this variation are discussed above within the consolidated analysis and include general staff growth, general award pay increases, increases in leave and superannuation provisions.
- > Depreciation and Amortisation was higher than originally estimated mainly as a result of timing of completion of capital projects and capitalisation of major maintenance works which are subject to depreciation.
- > Other expenses were also higher than budget. The key influencing factors within this category are varied and are the same as those discussed within the consolidated analysis.

Balance Sheet

Table 9.2 provides a comparison of the University's budgeted balance sheet to the actual results for 2007:

Table 9.2: UOW Balance Sheet (budgeted to 2007 actual results)	Initial 2008 Budget \$000	2008 Actual \$000	Variance \$000
Current Assets			
Cash & Cash Equivalents	9,000	26,641	17,641
Inventories	300	334	34
Receivables	30,000	26,092	(3,908)
Available for Sale Financial Assets	61,277	45,426	(15,851)
Held to Maturity Investments	50,758	43,724	(7,034)
Other Non-Financial Assets	4,000	5,597	1,597
TOTAL CURRENT ASSETS	155,335	147,814	(7,521)
Non-Current Assets			
Receivables	52,171	136,661	84,490
Available for Sale Financial Assets	70,030	42,346	(27,684)
Property, plant and equipment	484,083	481,565	(2,518)
Intangible Assets	2,000	1,558	(442)
Other Non-Financial Assets	12,004	3,214	(8,790)
TOTAL NON-CURRENT ASSETS	620,288	665,344	45,056
TOTAL ASSETS	775,623	813,158	37,535
Current Liabilities			
Payables	12,000	15,967	3,967
Interest Bearing Liabilities	0	0	0
Provisions	30,016	29,634	(382)
Other Liabilities	25,000	28,868	3,868
TOTAL CURRENT LIABILITIES	67,016	74,469	7,453
Non-Current Liabilities			
Interest Bearing Liabilities	85,000	56,795	(28,205)
Provisions	74,180	155,164	80,984
Other Liabilities	9,830	17,375	7,545
TOTAL NON-CURRENT LIABILITIES	169,010	229,334	60,324
TOTAL LIABILITIES	236,026	303,803	67,777
NET ASSETS	539,597	509,355	(30,242)
EQUITY			
Reserves	47,589	(6,696)	(54,285)
Retained Surplus	492,008	516,051	24,043
TOTAL EQUITY	539,597	509,355	(30,242)

Assets

Current Assets are \$7.5 million under original budget as at 31 December 2008. The key changes to expectations were within balances of cash and investments. Daily and short term cash deposits (Held to Maturity Investments <90 days maturity) were \$10.6 million higher than expected. This variation is primarily a result of timing of receipts and payments and there has been no significant change to the University's working cash position. Available for Sale Financial Assets represents the medium term component of the University's investment portfolio. As discussed previously within this report the portfolio decreased in value during the period.

Non-Current Assets were \$45 million above original budget as at 31 December 2008. The main variation was within Receivables which includes a provision for receipt of increased provisions for superannuation (corresponds with the \$77.1 million recognised within Income). In addition, the longer term component of the University's investment portfolio represented by Available for Sale Assets has decreased in value during the period.

The key impacts on assets during the period have been the decrease in value of the investment portfolio. This however has not impacted on the University's operations, as there has been no requirement to utilise funds within the portfolio.

Liabilities

Current Liabilities exceeded budget by \$7.5 million. This is mainly due to trade payables and income received in advance being greater than originally anticipated.

Non-Current Liabilities were above budget by \$60.3 million. There are several reasons for this variation, including provisions for superannuation being significantly higher than expected. A corresponding asset offsets this liability. Offsetting this large variation is a lower than forecast balance for Borrowings. The original budget estimated that the full bond would be issued during 2008, however this was not the case.

Payment of Accounts

Table 9.3 has been prepared in accordance with New South Wales Treasury guidelines and provides details of the University's account payment performance for 2008:

Table 9.3: Payment of Accounts	Quarter Ended:			
	31-Mar-08 \$	30-Jun-08 \$	30-Sep-08 \$	31-Dec-08 \$
Interest Paid due to late payment	-	-	-	-
Accounts Payable at month end				
Current	2,978,545	2,515,806	1,955,388	907,559
Between 30-60 days	(96)	651	(57)	(39,766)
Between 60-90 days	206,398	(4,321)	199	0
Between 90-120 days	(212,021)	(268)	0	0
Over 120 days	(19,145)	(22,884)	(26,943)	(25,634)
Total	2,953,681	2,488,984	1,928,587	842,159
<i>* Figures with brackets are outstanding credit notes that will be applied against future payments or for which refunds will be sought</i>				
Details of Accounts paid	\$000	\$000	\$000	\$000
Percent of accounts paid on time	51.2%	50.4%	48.9%	53.7%
Number of accounts paid on time	2,329	2,430	3,058	3,316
Total number of accounts paid	4,553	4,819	6,248	6,178

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

Risk Management and Insurance

The Audit Management and Review Committee is a formally constituted committee of Council with particular responsibility to assist and advise Council in fulfilling its corporate governance and independent oversight responsibilities in relation to the University's management of risk, its internal control structure and its external reporting responsibilities.

In April 2005, the University Council approved a comprehensive risk management policy to apply a structured and consistent approach to risk management in accordance with the Australian Risk Management Standard AS/NZS4360:2004.

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

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

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

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

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

Research involving humans is reviewed and approved by the University's Human Research Ethics Committee in accordance with the National Health and Medical Research Council National Statement on Ethical Conduct in Human Research (2007). It protects the welfare and rights of the participants in the research. A secondary aim is to facilitate research of benefit to the wider community. The Committee's approval is necessary for research ranging from examination of records containing personal information, to anonymous surveys and medical intervention.

Management of Investments

The University continued to utilise the services of MLC Implemented Consulting as its investment manager throughout 2008. The University's MLC investments are split into a medium term portfolio and a long term reserve portfolio.

Table 9.4 summarises performance for the Medium Term portfolio for the 2008 year, in comparison to industry benchmarks, whilst Table 9.5 provides performance for the Reserve Portfolio.

The benchmarks used in this analysis are as follows:

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

Table 9.4 – Medium Term Portfolio

Fund	Weighting (LTP) %	5 Years* % pa	3 Years %pa	2 Years %pa	1 Year %	Quarter %	Month %
MLC (NCIT) Australian Share Trust	15.5	7.5	-3.2	-13.8	-35.2	-15.6	1.4
Index		6.7	-4.0	-15.7	-38.9	-18.5	-0.1
MLC (NCIT) Global Share Trust	12.0	0.5	-8.3	-17.1	-31.5	-14.8	-3.3
Index		2.0	-5.9	-14.1	-26.8	-12.0	-3.2
MLC (NCIT) Global Share Trust with Currency Hedged	10.0	-0.7	-11.8	-23.8	-46.2	-27.6	1.4
Index		1.8	-8.0	-19.2	-40.3	-23.2	1.6
MLC (NCIT) Property Securities Trust	2.5	-1.0	-14.3	-29.9	-43.4	-35.1	6.1
Index		-2.2	-15.6	-31.8	-45.0	-38.1	7.8
MLC Diversified Debt ***	55.8	6.3	4.6	5.0	4.2	-1.3	1.4
Index		6.7	5.4	6.2	7.4	1.0	1.7
NSIM Enhanced Cash Trust**	4.2	6.3	6.6	6.9	7.2	1.3	0.2
Index		6.3	6.8	7.2	7.6	1.7	0.4
Total – Medium Term Portfolio	100.0	5.2	0.1	-4.4	-14.1	-8.5	0.9
Index		5.7	1.1	-3.3	-12.0	-7.2	0.9

Table 9.5 – Reserve Portfolio

Sector	Weighting (LTP) %	5 Years* % pa	3 Years %pa	2 Years %pa	1 Year %	Quarter %	Month %
Australian Shares	32.0	7.5	-3.3	-14.0	-35.5	-15.7	1.4
Index		6.7	-4.0	-15.7	-38.9	-18.5	-0.1
Global Shares	17.0	0.5	-8.3	-17.1	-31.5	-14.8	-3.3
Index		2.0	-5.9	-14.1	-26.8	-12.0	-3.2
Global Shares with Currency Hedged	17.0	-0.7	-11.8	-23.8	-46.2	-27.6	1.4
Index		1.8	-8.0	-19.2	-40.3	-23.2	1.6
Listed Property Securities*	4.0	-0.2	-13.3	-30.1	-43.5	-35.2	6.1
Index		-2.0	-15.1	-31.8	-45.0	-38.1	7.8
Diversified Debt**	30.0	6.0	4.0	4.1	2.7	-2.3	2.3
Index		6.3	4.7	5.1	5.2	-0.2	2.5
MLC (NCIT) Moderate Trust	100	4.5	-3.4	-11.3	-26.7	-14.1	1.0
Index		4.9	-2.6	-10.6	-25.7	-13.7	0.7

Grants to Non-Government Community Organisations

The University made four grants to community organisations in 2008.

Table 9.6: UOW 2008 Community Grants

Organisation	Grant	Purpose
Conservatorium of Music	\$128,000	Contribution towards operating expense
Illawarra Regional Information Service	\$128,330	Contribution towards operating expense
Illawarra Committee for International Students	\$10,000	Contribution towards operating expense
Illawarra Academy of Sports	\$16,500	Contribution towards operating expense

Matters Raised by the Auditor-General

The following summarises matters raised by the New South Wales Audit Office in its management letter for the year ending 2007. The actions agreed and undertaken during the 2008 year by the University's management in response to each point are also summarised:

1.1 Journal Entries – system information

The (finance) system should be amended so that the journal entry report accurately reflects the officer who approved the journal entry.

This is a limitation of the system – the system only shows who posted the journal not who approved the journal. UoW will ensure all supporting documentation for journals is scanned which should show the signature/authorisation of the approving officer.

This system limitation has been identified by finance staff previously and has been logged for a future enhancement of Journal Data Entry (JDE).

1.2 Journal Entries – generated by the finance section

The Finance team should ensure that physical sign offs are on all the journal entries posted.

The University procedure is that physical sign off is scanned for every manual journal entry.

1.3 Accruals

The University should consider, as a minimum, 5 week's transactions for the purpose of accruals at year end.

For 2008 the accrual period was extended by one week and tests were run to assess the materiality of transactions recorded after close off date.

1.4 General Computer Controls

The password parameter functions should be strengthened in line with the University's password policy (Alesco/SMP)

Additional security around passwords was part of the upgrade of Alesco performed late in 2007. The features were not in production at the time of the review in December and have since been implemented.

Additional features now present with the Alesco password include:

- > Number of times a password is set to one, i.e. a password can only be used once.
- > For password complexity – 2 additional settings
 - The new password is required to be 4 characters different from the previous
 - The password must contain 1 numerical character

Student Management Package (SMP) password parameters comply with University policy.

1.5 Promaster – credit card expenditure

There are a number of old items within the Promaster listing which are either pending clearance by the account holder, or pending approval from the head of the department. The University should implement procedures to ensure that this backlog is cleared on a timely basis, and future expenditures within Promaster are actioned within an appropriate timeframe.

Currently notification is sent to all cardholders monthly advising what requires acquitting, including old transactions. A notification is also forwarded to supervisors monthly. Financial Services will continue to review transactions and in particular items outstanding for more than 90 days.

1.6 Assessment of Useful Life of PPE

The University should reassess the useful life of all assets within their Property, Plant and Equipment category, including infrastructure assets.

University agrees to review useful life and is implementing new asset management software which will assist with this process.

1.7 The US Bank Account (repeat issue)

While maintaining the bank account complies with a University policy decision made in November 2005, the Finance Unit should consider whether the exposure to foreign currency losses outweighs the benefit of maintaining this account.

The University believes that there is no unnecessary material risk associated with maintaining this account. The account has been built up over several years and if viewed in that regard has increased in value. The account balance was reduced during 2008 by using some of the funds to meet a portion of UoW foreign currency transactions.

1.8 Library Stocktake (repeat issue)

The University should develop and implement a stocktake policy for its Library holdings.

Sample random checks of the collection are performed by Library staff on a regular basis. Additions and disposals are recorded to the balance of Library books annually.

The University believes the benefit of a full and detailed stock take of the general collection would not reflect the resource costs involved nor minimise the relative risk.

The University believes the current approach does not unnecessarily increase the risk of a material misstatement in the value of the Library collection.

1.9 Works of Art (repeat issue)

The University should develop a stocktake policy that requires the responsible asset owner(s) to conduct an annual stocktake of works of art. The results of the stocktake should be reported to the Finance Unit in the same manner as all other stocktake results.

At present only part of the collection is subject to stock take by Faculty of Creative Arts staff. The functional responsibility for this task is currently being reviewed within the Faculty. Financial Services continues to pursue this matter and a complete stocktake will be undertaken in 2009.

1.10 Allowance for Impairment of Accommodation Facilities' Debtors

The University should review their Accommodation Facilities debtors and implement a sound method for determining the allowance for impairment.

UoW agrees with this assessment. A thorough assessment of debtor balances has been undertaken. In addition the debt recovery procedure within Accommodation Services has been reviewed.

1.11 DEST (DEEWR) Data Validation Reports

The University should ensure that the reports are retained to provide an appropriate audit trail.

The University has now retained the reports for review.

1.12 E-Procurement Access Control

The University should ensure that there is a timely, at least quarterly, review of access controls to various users. A confirmation should be received from the head of departments to ensure that access controls are being made available to the appropriate users.

The access controls for E-procurement have been reviewed to ensure consistency with other financial systems such as JDE. The access controls have been aligned with other financial systems.

1.13 Lack of Use of Purchase Orders

The University should ensure that divisions and faculties are encouraged to use purchase orders as per the University's purchasing and procurement policy.

The University maintains a policy that all purchases should be accompanied by a purchase order. However in practical terms this is not always possible or cost effective. The University considers that orders should accompany high value acquisitions, or acquisitions that have an inherent risk due to safety, supply, transportation etc.

1.14 Employee Entitlements

All employee benefits calculations should be checked by an independent officer to ensure that the balances calculated are accurate.

As recommended in the 2006 Management Letter, a second payroll officer should check the validity and accuracy of data entry relating to a new employee, with the officer signing the entry on duty documents as evidence of their check.

Although the University disagreed with this recommendation in 2006 as staff expenditure details, including new starters, are provided in detailed financial reports each month, we believe that the preventative control of an independent check is far more effective, and would have detected the error identified above.

The University confirms its view as stated previously. However more stringent testing of data for exceptions has been undertaken by Finance for the 2008 year end when provisions were calculated.

1.15 Actuarial Assessment of Long Service Leave

The University should ensure that the long service leave provision is actuarially assessed for the financial year ending 31 December 2008.

The University undertakes an actuarial assessment of LSL on a bi-annual basis. The next assessment was due for the 2008 year end financial statements. The requirement to undertake an actuarial assessment is subject to materiality testing. The University's evaluation indicated that a full actuarial assessment was not required.

1.16 Commitments for Expenditure

The University's capital and operating lease commitments, at reporting date, were misstated in the initial financial report submitted to the Audit Office.

The University agreed with the Audit Office however the omission was immaterial.

1.17 Journal Entries – Residence Management

The University should ensure that journals originating from the Residence management have a physical sign-off, and are accompanied by appropriate supporting documentation prior to entering and posting into the general ledger.

The University agreed with the Audit Office and has implemented an appropriate process.

1.18 Accruals – WIP

The University should ensure that accruals are performed for both expenses and capital works in progress.

The University agreed with the Audit Office and has implemented an appropriate process.

1.19 Excessive Leave Balances (repeat issue)

The Personnel division should actively monitor excessive leave balances and ensure that the initiatives implemented have been adopted by the various departments.

UoW will continue to work with line managers and supervisors on reducing excessive leave balances in accordance with employment awards and other arrangements.

1.20 SMP User Account Management

The Student Systems team should send confirmatory emails to the authorising signatories once the new user accounts have been created.

The Request for Access Procedure will include the requirement to send confirmation emails to authorising signatories once Student Systems Access has been created..

1.21 Capitalisation of Prior Year Software Expenses

This error was not amended in the final version of the financial report as it was not material to expenses or total assets. Therefore, the University should note that for 2008 the error will still exist in the financial report, and as such will be subject to audit's consideration as part of the overall recommendation on the errors in the financial report.

The capitalisation of assets should only be made in line with the respective accounting standards.

The University agreed with the Audit Office and has addressed this matter in the 2008 financial report.

1.22 Capitalisation of Work in Progress

Buildings should be capitalised on the date that they are ready for use. Further expenditure incurred on buildings for miscellaneous work to be performed should be capitalised when the task is completed, and depreciated over the remaining useful life of the building.

The University agreed with the Audit Office.

1.23 Expensing of Furniture and Fittings

All furniture and fittings costing more than \$5,000 should be capitalised and depreciated accordingly.

The University generally agrees with this assessment however further review of processes and systems is necessary to ensure that it can be effectively implemented.

1.24 Library Assets

The University should review its method of valuing the library holdings and the corresponding depreciation charge, to ensure compliance with accounting standards, and ensure no material misstatement of the asset occurs within the financial report.

The University is reviewing current practices in accordance with the recommendation.

1.25 Fully Depreciated Assets

The University should assess whether these assets need replacement, or need to re-estimate their useful life.

This level of depreciated assets highlights the need for management to assess the useful life of individual assets on a regular basis (i.e. yearly).

The University agreed with the Audit Office. The University is implementing new asset management software which will assist with this process.

UNIVERSITY OF WOLLONGONG STATEMENT BY MEMBERS OF COUNCIL

In accordance with a resolution of the Council of University of Wollongong dated 17th April 2009 and pursuant to Section 41C (1B) and (1C) of the *Public Finance and Audit Act 1983*, we state that to the best of our knowledge and belief:

1. The financial report presents a true and fair value of the financial position of the Group at 31 December 2008 and the financial performance of the Group for the year ended.
2. The Financial Report has been prepared in accordance with the provisions of the *New South Wales Public Finance and Audit Act 1983*, the *Public Finance and Audit Regulation 2005* and the Financial Statement Guidelines for Australian Higher Education Providers for 2005 Reporting Period issued by the Australian Government Department of Education, Science and Training.
3. The financial report has been prepared in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia.
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate.
5. There are reasonable grounds to believe that the Group will be able to pay its debts as and when they fall due.
6. The amount of Australian Government financial assistance expended during the reporting period was for the purposes for which it was granted and the Group has complied with applicable legislation, contracts, agreements, and programme guidelines in making expenditure.



G.R. Sutton
Vice-Chancellor

University of Wollongong
17th April 2009



S. Chapman
Deputy Chancellor



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

University of Wollongong and controlled entities

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the University of Wollongong (the University), and the University and controlled entities (the consolidated entity), which comprises the balance sheet as at 31 December 2008, and the income statement, statement of changes in equity and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the University and the consolidated entity as at 31 December 2008, and of their financial performance for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005
- complies with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2008 Reporting Period', issued by the Australian Government Department of Education, Employment and Workplace Relations, pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*.

My opinion should be read in conjunction with the rest of this report.

Council's Responsibility for the Financial Report

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

Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:

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

Independence

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

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



J. Khair B Ec FCPA
Director, Financial Audit Services

20 April 2009
SYDNEY

FINANCIAL STATEMENTS

BEGINNING OF AUDITED FINANCIAL REPORT

INCOME STATEMENT

For the year ended 31 December 2008

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
Revenue from continuing operations					
Australian Government financial assistance					
Australian Government grants	3	159,906	136,154	159,906	136,154
HECS-HELP - Australian Government payments	3	49,512	42,290	49,512	42,290
FEE-HELP	3	3,338	2,717	3,338	2,717
State and Local Government financial assistance	4	2,900	2,907	2,900	2,907
HECS-HELP - Student payments		11,237	10,505	11,237	10,505
Fees and charges	5	140,273	114,601	92,601	82,259
Investment income	6	4,812	4,511	3,576	3,885
Consultancy and contracts	7	20,420	16,052	20,322	16,021
Other revenue	8	22,842	20,344	10,088	3,759
Total revenue from continuing operations		415,240	350,081	353,480	300,497
Total income and revenue from continuing operations before deferred Government superannuation contributions		415,240	350,081	353,480	300,497
Deferred Government superannuation contributions	9	77,101	(9,006)	77,101	(9,006)
Total revenue and income from continuing operations		492,341	341,075	430,581	291,491
Expenses from continuing operations					
Employee related expenses	9	222,178	197,698	187,573	167,653
Depreciation and amortisation	10	25,324	21,917	22,564	20,015
Repairs and maintenance	11	8,995	11,846	8,265	11,329
Finance costs	12	2,180	974	2,087	940
Unrealised impairment of investment assets	13	23,694	-	23,694	-
Other expenses	14	126,965	106,144	110,503	92,562
Total expenses from continuing operations before deferred employee benefits for superannuation and finance costs (net)		409,336	338,579	354,686	292,499
Deferred employment benefits for superannuation	9	77,101	(9,006)	77,101	(9,006)
Total expenses from continuing operations		486,437	329,573	431,787	283,493
Operating result before income tax		5,904	11,502	(1,206)	7,998
Income tax expense	15	(434)	106	-	-
Operating result from continuing operations		5,470	11,608	(1,206)	7,998
Operating result from discontinued operations	16	274	(2,523)	-	-
Operating result after income tax for the period		5,744	9,085	(1,206)	7,998
Operating result attributable to minority interest		(116)	-	-	-
Operating result attributable to members of University of Wollongong	32(b)	5,628	9,085	(1,206)	7,998

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

BALANCE SHEET

As at 31 December 2008

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2008	2007	2008	2007
		\$000	\$000	\$000	\$000
ASSETS					
Current assets					
Cash and cash equivalents	17	47,169	41,787	26,641	29,230
Receivables	18	28,328	23,502	26,092	23,447
Inventories	19	2,620	2,190	334	301
Held to maturity investments	23	43,724	4,212	43,724	4,212
Other financial assets at fair value through profit or loss	20	115	-	-	-
Non-current assets classified as held for sale	21	45,426	56,414	45,426	53,222
Other non-financial assets	26	9,685	7,798	5,597	4,807
Total current assets		177,067	135,903	147,814	115,219
Non-current assets					
Receivables	18	136,529	39,866	136,661	39,966
Available-for-sale financial assets	22	43,800	58,753	42,346	57,945
Property, plant and equipment	24	489,351	437,028	481,565	431,590
Deferred tax assets		1,347	-	-	-
Intangible assets	25	3,090	1,350	1,558	913
Other non-financial assets	26	3,654	14,108	3,214	14,108
Total non-current assets		677,771	551,105	665,344	544,522
Total assets		854,838	687,008	813,158	659,741
LIABILITIES					
Current liabilities					
Trade and other payables	27	22,653	16,103	15,967	11,706
Borrowings	28	260	3	-	-
Provisions	29	33,732	32,461	29,634	27,586
Current tax liabilities	30	1,012	19	-	-
Other liabilities	31	40,447	30,363	28,868	22,962
Total current liabilities		98,104	78,949	74,469	62,254
Non-current liabilities					
Borrowings	28	58,633	14,100	56,795	14,100
Provisions	29	156,451	63,511	155,164	62,711
Deferred tax liabilities		-	189	-	-
Other liabilities	31	7,772	151	17,375	10,380
Total non-current liabilities		222,856	77,951	229,334	87,191
Total liabilities		320,960	156,900	303,803	149,445
Net assets		533,878	530,108	509,355	510,296
EQUITY					
Parent entity interest		-	-	-	-
Statutory funds		-	-	-	-
Reserves	32(a)	(6,003)	30,228	(6,696)	27,412
Retained surplus	32(b)	539,881	499,880	516,051	482,884
Parent entity interest		533,878	530,108	509,355	510,296
Minority interest		-	-	-	-
Total equity		533,878	530,108	509,355	510,296

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

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2008

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
Total equity at the beginning of the year		530,108	513,769	510,296	495,710
Changes in fair value of available for sale financial assets	32(a)	(35,693)	7,098	(34,108)	6,588
Exchange differences on translation of foreign operations	32(a)	(538)	156	-	-
Net income recognised directly in equity		(36,231)	7,254	(34,108)	6,588
Operating result for the period		5,744	9,085	(1,206)	7,998
Total recognised income and expense for the period		(30,487)	16,339	(35,314)	14,586
Unrealised impairment of investment assets	32	34,373	-	34,373	-
Operating result attributable to minority interest		(116)	-	-	-
		34,257	-	34,373	-
Total equity at the end of the year		533,878	530,108	509,355	510,296
Total recognised income and expense for the year is attributable to:					
Members of University of Wollongong		(30,487)	16,339	(35,314)	14,586
Minority interest		-	-	-	-

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

CASH FLOW STATEMENT

For the year ended 31 December 2008

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2008	2007	2008	2007
		\$'000	\$'000	\$'000	\$'000
Cash flows from operating activities					
CGS and Other Grants	43.1	92,410	83,035	92,410	83,035
Higher Education Loan Programmes	43.2	52,851	44,828	52,851	44,828
Scholarships	43.3	4,438	3,926	4,438	3,926
DIISR Research Grants	43.4	22,759	22,538	22,759	22,538
Voluntary Student Unionism	43.5	2,325	4,170	2,325	4,170
Discovery	43.6(a)	9,095	8,690	9,095	8,690
Linkages	43.6(b)	5,087	3,545	5,087	3,545
Networks and Centres	43.6(c)	2,598	2,548	2,598	2,548
Other Australian Government Grants	3(h)	21,187	7,811	21,187	7,811
State Government Grants received	4	2,900	2,907	2,900	2,907
HECS-HELP - Student Payments		11,237	10,505	11,237	10,505
Receipts from student fees and other customers		158,015	146,551	95,973	87,002
Interest received		3,882	4,106	3,577	3,885
Other revenue		40,530	27,403	40,530	29,927
Payments to suppliers and employees (inclusive of goods and services tax)		(360,202)	(337,057)	(308,558)	(285,175)
Interest and other costs of finance paid		(1,768)	(975)	(1,675)	(943)
Income taxes paid		(52)	202	-	-
Net cash provided by / (used in) operating activities	40	67,292	34,733	56,734	29,199
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment		1,577	351	1,504	107
Proceeds from sale of financial assets		3,428	1,249	-	633
Acquisition of subsidiary		(492)	-	-	-
Proceeds from acquisition of subsidiary		101	-	-	-
Repayment of loans		50	-	50	-
Dividends received		361	-	2,400	1,493
Payments for property, plant and equipment		(69,353)	(57,297)	(66,681)	(55,199)
Payments for financial assets		(34)	(236)	(34)	(236)
Interest received		935	-	-	-
Other outflows		(67)	(19)	(67)	(19)
Net cash provided by / (used in) investing activities		(63,494)	(55,952)	(62,828)	(53,221)
Cash flows from financing activities					
Proceeds from secured loans		18	18	18	18
Proceeds from borrowings		42,716	-	42,282	-
Repayment of borrowings		(273)	(2,190)	-	(1,500)
Net cash provided by / (used in) financing activities		42,461	(2,172)	42,300	(1,482)
Net increase / (decrease) in cash and cash equivalents		46,259	(23,391)	36,206	(25,504)
Cash and cash equivalents at the beginning of the financial year		45,999	70,080	33,442	59,247
Effects of exchange rate changes on cash and cash equivalents		(1,365)	(690)	717	(301)
Cash and cash equivalents at the end of the financial year	17	90,893	45,999	70,365	33,442
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The above cash flow statement should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS

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1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The consolidated entity's financial report for the year ended 31 December 2008 was authorised for issue in accordance with a resolution of the Council on 17 April 2009.

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

(a) Basis of preparation

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

Compliance with IFRSs

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

Historical cost convention

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

Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University of Wollongong's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed below:

- i. Note 29 - Provisions
- ii. Note 42 - Defined benefit plans

(b) Principles of consolidation

(i) Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of University of Wollongong ("parent entity") as at 31 December 2008 and the results of all subsidiaries for the year then ended. University of Wollongong and its subsidiaries together are referred to in this financial report as the Group or the consolidated entity.

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

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

The purchase method of accounting is used to account for the acquisition of subsidiaries by the Group (refer to note 1(g)).

Intercompany transactions, balances and unrealised gains on transactions between Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of controlled entities have been changed where necessary to ensure consistency with the policies adopted by the Group except for Property plant and equipment, see accounting policy 1(o).

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

(ii) Joint ventures

Joint venture operations

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

Joint venture entities

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

Profits or losses on transactions establishing the joint venture entity and transactions with the joint venture are eliminated to the extent of the Group's ownership interest, until such time as they are realised by the joint venture entity on consumption or sale, unless they relate to an unrealised loss that provides evidence of the impairment of an asset transferred.

(c) Foreign currency translation

(i) Functional and presentation currency

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

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement except when they are deferred in equity as qualifying cash flow hedges and qualifying net investment hedges or are attributable to part of the net investment in a foreign operation.

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

Translation differences on non-monetary financial assets are included in the fair value reserve in equity.

(iii) Group companies

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

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

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

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

(d) Revenue recognition

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

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

Revenue is recognised for the major business activities as follows:

(i) Government grants

The University of Wollongong treats operating grants received from Australian Government entities as income in the year of receipt.

The University has changed its policy on recognising accrual adjustments for the Higher Education Loan Programs. In 2008 accrual adjustments have not been recognised whereas in prior years, adjustments were made.

(ii) Student fees and charges

Fees and charges are recognised as income in the period to which the course relates. Fees for students who have enrolled prior to year end for a course in the following year, are recognised as income in advance once an invoice has been issued. Where these invoices are not paid prior to year end, a receivable is recognised.

(iii) Sale of goods and services

Sales revenue comprises revenue earned (net of returns, discounts and allowances) from the supply of products to entities outside the consolidated entity. Sales revenue is recognised when control and title of goods passes to the customer.

(iv) **Fees and charges for services**

Revenue from services rendered is recognised in the period in which the service is provided, having regard to the stage of completion of the service.

(v) **Investment income**

Interest income is recognised as it accrues.

(vi) **Lease income**

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

(vii) **Consultancy and contract revenue**

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

(e) Income tax

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

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

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

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

Deferred tax assets and liabilities relating to the same taxation authority are offset when there is a legally enforceable right to offset current tax assets and liabilities and they are intended to be either settled on a net basis, or the asset is to be realised and the liability settled simultaneously.

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

(f) Leases

Leases of property, plant and equipment where the Group, as lessee, has substantially all the risks and rewards of ownership are classified as finance leases (note 24). Finance leases are capitalised at the lease's inception at the lower of the fair value of the leased property and the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other short-term and long term payables. Each lease payment is allocated between the liability and finance cost. The finance cost is charged to the income statement over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases are depreciated over the shorter of the asset's useful life and the lease term.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (note 36). Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis, over the period of the lease.

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

(g) Business combinations

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

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date, irrespective of the extent of any minority interest. The excess of the cost of acquisition over the fair value of the Group's share of the identifiable net assets acquired is recorded as goodwill (refer to note 1(p)). If the cost of acquisition is less than the fair value of the net assets of the subsidiary acquired, the difference is recognised directly in the income statement, but only after a reassessment of the identification and measurement of the net assets acquired.

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

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

(h) Impairment of assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

(i) Cash and cash equivalents

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

(j) Trade receivables

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

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

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

(k) Inventories

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

Under the weighted average method, stores, work in progress and finished goods are stated at the lower of cost and net realisable value. Cost comprises direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditure, the latter being allocated on the basis of normal operating capacity. Costs are assigned to individual items of inventory on the basis of weighted average costs. Costs of purchased inventory are determined after deducting rebates and discounts. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

(l) Non-current assets (or disposal groups) held for sale and discontinued operations

Non-current assets (or disposal groups) are classified as held for sale and stated at the lower of their carrying amount and fair value less costs to sell if their carrying amount will be recovered principally through a sale transaction rather than through continuing use.

An impairment loss is recognised for any initial or subsequent write down of the asset (or disposal group) to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset (or disposal group), but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset (or disposal group) is recognised at the date of derecognition.

Non-current assets (including those that are part of a disposal group) are not depreciated or amortised while they are classified as held for sale. Interest and other expenses attributable to the liabilities of a disposal group classified as held for sale continue to be recognised.

Non-current assets classified as held for sale and the assets of a disposal group classified as held for sale are presented separately from the other assets in the balance sheets. The liabilities of a disposal group classified as held for sale are presented separately from other liabilities in the balance sheets.

A discontinued operation is a component of the Group that has been disposed of or is classified as held for sale and that represents a separate major line of business or geographical area of operations, is part of a single co-ordinated plan to dispose of such a line of business or area of operations, or is a subsidiary acquired exclusively with a view to resale. The results of discontinued operations are presented separately on the face of the income statement.

(m) Investments and other financial assets

Classification The Group classifies its investments in the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and, in the case of assets classified as held-to-maturity, re-evaluates this designation at each reporting date.

(i) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the balance sheets date which are classified as non-current assets. Loans and receivables are included in receivables in the balance sheets (note 18).

(ii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the Group's management has the positive intention and ability to hold to maturity.

If the Group were to sell other than an insignificant amount of held-to-maturity financial assets, the whole category would be tainted and reclassified as available-for-sale. Held-to-maturity financial assets are included in non-current assets, except for those with maturities less than 12 months from the reporting date, which are classified as current assets.

(iii) Available-for-sale financial assets

Available-for-sale financial assets, comprising principally marketable equity securities, are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the balance sheets date.

Regular purchases and sales of financial assets are recognised on trade-date - the date on which the Group commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets carried at fair value through profit or loss are initially recognised at fair value and transaction costs are expensed in the income statement. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred substantially all the risks and rewards of ownership.

When securities classified as available-for-sale are sold, the accumulated fair value adjustments recognised in equity are included in the Income Statement as gains and losses from investment securities.

Subsequent measurement

Available-for-sale financial assets and financial assets at fair value through profit and loss are subsequently carried at fair value. Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method. Gains or losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' category are included in the income statement within other income or other expenses in the period in which they arise.

Changes in the fair value of monetary security denominated in a foreign currency and classified as available-for-sale are analysed between translation differences resulting from changes in amortised cost of the security and other changes in the carrying amount of the security. The translation differences related to changes in the amortised cost are recognised in profit or loss, and other changes in carrying amount are recognised in equity. Changes in the fair value of other monetary and non-monetary securities classified as available-for-sale are recognised in equity.

Fair value

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the Group establishes fair value by using valuation techniques. These include reference to the fair values of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same, discounted cash flow analysis, and option pricing models refined to reflect the issuer's specific circumstances.

Impairment

The Group assesses at each balance date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered as in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss - is removed from equity and recognised in the income statements. Impairment losses recognised in the income statements on equity instruments are not reversed through the income statement.

(n) Fair value estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

The fair value of financial instruments traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices at the balance sheets date. The quoted market price used for financial assets held by the Group is the current bid price.

The fair value of financial instruments that are not traded in an active market (for example, over-the-counter derivatives) is determined using valuation techniques. The Group uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Quoted market prices or dealer quotes for similar instruments are used for long-term debt instruments held. Other techniques, such as estimated discounted cash flows, are used to determine fair value for the remaining financial instruments. The fair value of interest-rate swaps is calculated as the present value of the estimated future cash flows. The fair value of forward exchange contracts is determined using forward exchange market rates at the balance sheets date.

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values due to their short-term nature. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar financial instruments.

(o) Property, plant and equipment

Items of property, plant and equipment are stated at cost or deemed cost less accumulated depreciation (see below) and impairment losses - see accounting policy 1(h).

Certain items of property, plant and equipment that had been revalued to fair value on or prior to 1 January 2004, the date of transition to Australian Accounting Standards - AIFRSs, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Land and Works of Art are not depreciated. Software maintenance less than 1 year is expensed.

Under the Groups assets policy, some building improvements are not recognised as assets and are expensed in the period they occur. Under the University's practice, if a building improvement does not increase the floor area and capacity, then it is improbable that future economic benefits will be increased and the costs are expensed.

The following summaries the differences in accounting policies for property plant and equipment between the Group:

Capitalisation threshold:

Parent

- University of Wollongong >\$5,000, furniture is not capitalised

Subsidiaries

- ITC >\$300
- Unicentre >\$2,000
- URAC > \$5,000

The Group has assessed the differences in the accounting treatment and consider any differences to be immaterial.

Depreciation on other assets is calculated using the straight line method except for library assets which applies the written down value method. The cost allocated over their estimated useful lives is as follows:

Asset	Life
- Buildings and improvements	1 to 40 years
- Computer Equipment	3 to 5 years
- Other Equipment	25 to 40 years
- Vehicles	5 years
- Library holdings	1 to 10 years
- Infrastructure	3 to 26 years

The library holdings are reviewed every year to account for the additions and disposals. The result is the library holdings are depreciated between 1 and 10 years.

The assets' useful lives and residual values are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

(p) Intangible assets

(i) Research and development

Expenditure on research activities is recognised in the income statement as an expense, when it is incurred.

Expenditure on development activities, relating to the design and testing of new or improved products, are recognised as intangible assets when it is probable that the project will, after considering its commercial and technical feasibility, be completed and generate future economic benefits and its costs can be measured reliably. The expenditure capitalised comprises all directly attributable costs, including costs of materials, services, direct labour and an appropriate proportion of overheads. Other development expenditure is recognised in the income statement as an expense as incurred. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period. Capitalised development expenditure are recorded as intangible assets and amortised from the point at which the asset is ready for use. Amortisation is calculated using the straight-line method to allocate the cost over the period of the expected benefit, which varies from 3 to 5 years.

Computer software is amortised using the straight line method to allocate its cost, net of any residual value, over its estimated useful life. Computer software is amortised at 20% per annum.

(q) Unfunded superannuation

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Education, Employment and Workplace Relations (DEEWR), the effects of the unfunded superannuation liabilities of the University of Wollongong and its controlled entities were recorded in the Income Statement and the Balance sheets for the first time in 1998. The prior years' practice had been to disclose liabilities by way of a note to the financial statements.

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the University of Wollongong's beneficiaries of the State Superannuation Scheme on an emerging cost basis. This arrangement is evidenced by the *State Grants (General Revenue) Amendment Act 1987*, *Higher Education Funding Act 1988* and subsequent amending legislation. Accordingly, the unfunded liabilities have been recognised in the Balance sheets under Provisions with a corresponding asset recognised under Receivables. The recognition of both the asset and the liability consequently does not affect the year end net asset position of the University of Wollongong and its controlled entities.

(r) Trade and other payables

These amounts represent liabilities for goods and services provided to the Group prior to the end of financial year, which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(s) Borrowings

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the income statement over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities, which are not an incremental cost relating to the actual draw-down of the facility, are recognised as prepayments and amortised on a straight-line basis over the term of the facility.

Preference shares, which are mandatorily redeemable on a specific date, are classified as liabilities. The dividends on these preference shares are recognised in the income statement as finance costs. The fair value of the liability portion of a convertible bond is determined using a market interest rate for an equivalent non-convertible bond. This amount is recorded as a liability on an amortised cost basis until extinguished on conversion or maturity of the bonds. The remainder of the proceeds is allocated to the conversion option. This is recognised and included in shareholders' equity, net of income tax effects.

Borrowings are removed from the balance sheet when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the balance sheets date.

(t) Borrowing costs

Borrowing costs incurred for the construction of any qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed.

(u) Provisions

Provisions for legal claims and service warranties are recognised when: the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the balance sheets date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as a finance cost.

(v) Employee benefits

(i) Wages and salaries, annual leave and sick leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable. Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it would be classified as a non-current liability.

(ii) Long service leave

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

(iii) Retirement benefit obligations

All employees of the Group are entitled to benefits on retirement, disability or death from the Group's superannuation plan. The Group has a defined benefit section and a defined contribution section within its plan. The defined benefit section provides defined lump sum benefits based on years of service and final average salary. The defined contribution section receives fixed contributions from Group entities and the Group's legal or constructive obligation is limited to these contributions. A liability or asset in respect of defined benefit superannuation plans is recognised in the balance sheets, and is measured as the present value of the defined benefit obligation at the reporting date less the fair value of the superannuation fund's assets at that date and any unrecognised past service cost. The present value of the defined benefit obligation is based on expected future payments which arise from membership of the fund to the reporting date, calculated annually by independent actuaries using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, outside profit or loss directly in the statement of changes in equity.

Past service costs are recognised immediately in income, unless the changes to the superannuation fund are conditional on the employees remaining in service for a specified period of time (the vesting period). In this case, the past service costs are amortised on a straight-line basis over the vesting period.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

The unfunded liabilities recorded in the balance sheets under Provisions have been determined by independent actuaries relating to the defined benefit superannuation plan State Superannuation Scheme (SSS), State Authorities Superannuation Scheme (SASS), State Authorities Non-Contributory Superannuation Scheme (SANCS) and for the UOW Professorial Superannuation Fund.

(iv) Workers' Compensation

The University has determined to self-insure for workers compensation. A provision for self-insurance has been made to recognise outstanding claims, the amount of which is detailed in Note 29.

The provision for Workers compensation was determined by David A. Zaman Pty Ltd on 12 January 2009. Key assumptions made in the report are:

- > Underlying risk premium rate for future periods is 0.45% (in current values);
- > Claims escalation is estimated at 4% for future years;
- > Payroll for the 12 months ending 31st December 2009 was taken to be \$169.1m.

As a self-insurer, the Group sets a notional annual premium, which is charged on in-service salaries. Costs of workers' compensation claims, claims administration expenses and actuarially assessed increases/decreases in the provision for outstanding claims liability are met from the notional premium. The outstanding claims liability includes incidents incurred but not reported as assessed actuarially. The Group contributes to the WorkCover authorities for its general fund, dust and diseases fund, insurers guarantee fund, and disaster insurance premiums. It is also a requirement of the license that the Group maintain a provision for each fund in respect of outstanding claims liability as at 31 December each year.

(v) Termination benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits. The Group recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after balance date are discounted to present value.

(w) Rounding of amounts

The University of Wollongong has rounded off to the nearest thousand dollars, or in certain cases, the nearest dollar.

(x) Government grants

Grants from the government are recognised at their fair value where the Group obtains control of the right to receive the grant, it is probable that economic benefits will flow to the Group and it can be reliably measured.

(y) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flow.

(z) Comparative amounts

Where the presentation or reclassification of items in the financial report is amended, comparable amounts shall be reclassified unless reclassification is impracticable. When comparable amounts are reclassified, the Group shall disclose:

- (a) the nature of the reclassification;
- (b) the amount of each item or class of items that is reclassified; and
- (c) the reason for the reclassification.

When it is impracticable to reclassify comparative amounts, the University of Wollongong shall disclose:

- (a) the reason for not reclassifying the amounts; and
- (b) the nature of the adjustments that would have been made, if the amounts had been reclassified.

(aa) Financial guarantee contracts

Financial guarantee contracts are recognised as a financial liability at the time the guarantee is issued. The liability is initially measured at fair value and subsequently at the higher of the amount determined in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* and the amount initially recognised less cumulative amortisation, where appropriate.

The fair value of financial guarantees is determined as the present value of the difference in net cash flows between the contractual payments under the debt instrument and the payments that would be required without the guarantee, or the estimated amount that would be payable to a third party for assuming the obligations.

Where guarantees in relation to loans or other payables of subsidiaries or associates are provided for no compensation, the fair values are accounted for as contributions and recognised as part of the cost of the investment.

(ab) New accounting standards and Interpretations

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2008 reporting periods. The University of Wollongong's assessment of the impact of these new Standards and Interpretations is set out below:

- (i) AASB 8 *Operating Segments* and AASB 2007-3 *Amendments to Australian Accounting Standards arising from AASB 8*

AASB 8 and AASB 2007-3 are effective for annual reporting periods commencing on or after 1 January 2009. AASB 8 will result in a significant change in the approach to segment reporting, as it requires adoption of a 'management approach' to reporting on the financial performance. The information being reported will be based on what the key decision-makers use internally for evaluating segment performance and deciding how to allocate resources to operating segments. The Group has not yet decided when to adopt AASB 8. Application of AASB 8 may result in different segments, segment results and different type of information being reported in the segment note of the financial report. However, it will not affect any of the amounts recognised in the financial statements.

(ii) Revised AASB 123 *Borrowing Costs* and AASB 2007-6 *Amendments to Australian Accounting Standards arising from AASB 123 [AASB 1, AASB 101, AASB 107, AASB 111, AASB 116 & AASB 138 and Interpretations 1 & 12]*

The revised AASB 123 is applicable to annual reporting periods commencing on or after 1 January 2009. It has removed the option to expense all borrowing costs and - when adopted - will require the capitalisation of all borrowing costs directly attributable to the acquisition, construction or production of a qualifying asset. There will be no impact on the financial report of the Group, as the Group does already capitalise borrowing costs relating to qualifying assets.

(iii) Revised AASB 101 *Presentation of Financial Statements* and AASB 2007-8 *Amendments to Australian Accounting Standards arising from AASB 101*

A revised AASB 101 that was issued in September 2007 is applicable for annual reporting periods beginning on or after 1 January 2009. It requires the presentation of a statement of comprehensive income and makes changes to the statement if changes in equity but will not affect any if the amounts recognised in the financial statements. If an entity has made a prior period adjustment or a reclassification of items in the financial statements, it will need to disclose a third balance sheet (statement of financial position), this one being as at the beginning of the comparative period.

(ac) Subsequent events

The turbulence in investment markets experienced during 2008 has continued to impact the Group's medium to long term investment portfolio in early 2009. The Group holds the investments with a long term perspective and considers the current investment strategy appropriate for the Group's circumstances. The Group has recognised an impairment expense in relation to the decline in value of the portfolio during the reporting period.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that may have a financial impact on the Group and that are believed to be reasonable under the circumstances.

3 AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS-HELP AND FEE-HELP

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000
(a) Commonwealth Grants Scheme and Other Grants				
Commonwealth grants scheme#	82,386	72,991	82,386	72,991
Indigenous support fund	637	577	637	577
Equity support program	201	204	201	204
Disability support program	166	150	166	150
Workplace reform program	1,069	995	1,069	995
Workplace productivity program	505	-	505	-
Learning & teaching performance fund	5,896	5,418	5,896	5,418
Capital development pool	-	2,500	-	2,500
Collaboration & structural reform program	1,549	200	1,549	200
Total Commonwealth Grants Scheme and Other Grants	92,409	83,035	92,409	83,035
(b) Higher Education Loan Programmes				
HECS-HELP	49,512	42,290	49,512	42,290
FEE-HELP	3,338	2,717	3,338	2,717
Total Higher Education Loan Programmes	52,850	45,007	52,850	45,007
(c) Scholarships				
Australian postgraduate awards	1,909	1,837	1,909	1,837
International postgraduate research scholarship	385	351	385	351
Commonwealth education cost scholarships	899	674	899	674
Commonwealth accommodation scholarships	1,245	1,064	1,245	1,064
Total Scholarships	4,438	3,926	4,438	3,926
(d) DIISR-Research				
Institutional grants scheme	5,874	5,847	5,874	5,847
Research training scheme	12,087	12,320	12,087	12,320
Research infrastructure block grants	3,851	3,674	3,851	3,674
Regional protection scheme	455	392	455	392
Implementation assistance programme	143	70	143	70
Australian scheme for higher education repositories	240	130	240	130
Commercialisation training	109	105	109	105
Total DIISR-Research Grants	22,759	22,538	22,759	22,538
(e) Voluntary Student Unionism				
VSU transition fund	1,550	4,050	1,550	4,050
VSU project	775	120	775	120
Total Voluntary Student Unionism	2,325	4,170	2,325	4,170
(f) Australian Research Council				
(i) Discovery				
Project	8,766	8,258	8,766	8,258
Fellowships	329	323	329	323
Total Discovery	9,095	8,581	9,095	8,581
(ii) Linkages				
Infrastructure	1,710	600	1,710	600
International	569	398	569	398
Projects	2,808	2,548	2,808	2,548
Total Linkages	5,087	3,546	5,087	3,546
(iii) Networks and Centres				
Centres	2,598	2,548	2,598	2,548
Total Networks and Centres	2,598	2,548	2,598	2,548
Total Australian Research Council	16,780	14,675	16,780	14,675

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000
(g) Other Australian Government financial assistance				
Other Australian Government - other				
National Health & Medical Research Council (NHMRC)	1,759	1,315	1,759	1,315
Other Australian Government - research				
Other Australian Research Grants	19,436	6,495	19,436	6,495
Total Other Australian Government financial assistance	21,195	7,810	21,195	7,810
Total Australian Government financial assistance	212,756	181,161	212,756	181,161
Reconciliation				
Australian Government grants [(a) + (c) + (d) + (e) + (f) + (g)]	159,906	136,154	159,906	136,154
HECS-HELP - Australian Government payments	49,512	42,290	49,512	42,290
Other Australian Government loan programmes [FEE-HELP]	3,338	2,717	3,338	2,717
Total Australian Government financial assistance	212,756	181,161	212,756	181,161

Includes the basic CGS grant amount, CGS – Regional Loading and CGS – Enabling Loading and HEFA Transition Fund.

(h) Australian Government Grants received - cash basis				
CGS and Other DEST Grants	92,410	83,035	92,410	83,035
Higher Education Loan Programmes	52,851	44,828	52,851	44,828
Scholarships	4,438	3,926	4,438	3,926
DIISR Research	22,759	22,538	22,759	22,538
Voluntary Student Unionism	2,325	4,170	2,325	4,170
ARC grants - Discovery	9,095	8,690	9,095	8,690
ARC grants - Linkages	5,087	3,545	5,087	3,545
ARC grants - Networks and Centres	2,598	2,548	2,598	2,548
Other Australian Government Grants	21,187	7,811	21,187	7,811
Total Australian Government Grants received - cash basis	212,750	181,091	212,750	181,091
OS-Help (Net)	-	-	-	-
Total Australian Government funding received - cash basis	212,750	181,091	212,750	181,091

4 STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE

State financial assistance				
Research Grants	2,900	2,282	2,900	2,282
Other	-	625	-	625
Total state financial assistance	2,900	2,907	2,900	2,907

5 FEES AND CHARGES

Course fees and charges				
Fee-paying overseas students	112,657	89,548	67,309	58,027
Continuing education	455	296	455	296
Fee-paying domestic postgraduate students	2,891	3,025	2,891	3,025
Total course fees and charges	116,003	92,869	70,655	61,348
Other non-course fees and charges				
Library fines	559	525	517	525
Parking fees	1,537	1,433	1,538	1,476
Rental charges	2,888	1,645	2,262	1,991
Student accommodation	10,848	10,176	10,848	10,176
Other fees and charges	6,581	5,986	4,934	4,891
Compulsory service charge	32	140	22	25
Conference fees	1,825	1,827	1,825	1,827
Total other fees and charges	24,270	21,732	21,946	20,911
Total fees and charges	140,273	114,601	92,601	82,259

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000
6 INVESTMENT REVENUE AND INCOME				
Term Deposits and Bank Interest	4,812	4,511	3,576	3,885
Total investment revenue	4,812	4,511	3,576	3,885
7 CONSULTANCY AND CONTRACTS				
Consultancy	2,116	2,230	2,116	2,232
Consultancy fees - related orgs	24	-	24	48
Other contract research	18,280	13,822	18,182	13,741
Total consultancy and contracts	20,420	16,052	20,322	16,021
8 OTHER REVENUE AND INCOME				
Donations and bequests	436	750	436	766
Scholarships and prizes	1,624	1,017	1,624	1,080
Non-government grants	554	159	554	160
Trading Income	11,660	13,693	-	-
Other revenue	4,057	3,390	853	366
Dividend revenue	361	184	2,400	-
Printery revenue	1,583	587	1,654	823
Publications and merchandise	579	564	579	564
Developer contributions received	1,988	-	1,988	-
Total other revenue and income	22,842	20,344	10,088	3,759
9 EMPLOYEE RELATED EXPENSES				
Academic¹				
Salaries	84,750	87,436	84,749	78,303
Contribution to superannuation and pension schemes:				
Funded	13,236	9,933	13,236	9,626
Payroll tax	6,217	5,922	6,217	5,721
Worker's compensation	(106)	(140)	(106)	(154)
Long service leave expense	3,513	3,282	3,513	2,995
Annual leave	-	415	-	-
Total academic	107,610	106,848	107,609	96,491
Non-academic²				
Salaries	89,709	71,242	59,446	54,600
Contribution to superannuation and pension schemes:				
Funded	11,214	7,882	9,537	6,711
Payroll tax	5,255	4,510	4,361	3,989
Worker's compensation	200	108	(74)	(107)
Long service leave expense	3,241	2,409	2,464	2,088
Annual leave	4,892	4,699	4,230	3,881
Other	57	-	-	-
Total non-academic	114,568	90,850	79,964	71,162
Total employee related expenses	222,178	197,698	187,573	167,653
Deferred employment benefits for superannuation	77,101	(9,006)	77,101	(9,006)
Total employee related expenses, including deferred employment benefits for superannuation	299,279	188,692	264,674	158,647

1 Academic staff are paid under the Academic Staff Enterprise Agreement and include teaching staff, sessional teaching staff, guest lecturers and academic research staff.

2 Non-academic staff are paid under the Group's General Staff Enterprise Agreement and include general and administrative staff, professional and technical staff, examination supervisors and casual general staff.

10 DEPRECIATION AND AMORTISATION

Depreciation

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Buildings	13,552	12,399	13,240	12,127
Plant and equipment	3,848	2,607	2,007	2,036
Other	4,649	5,000	4,398	4,114
Library	2,287	1,165	2,287	1,165
Total depreciation	24,336	21,171	21,932	19,442

Amortisation

Plant and equipment under finance leases	344	29	-	-
Other	-	21	-	-
Software	533	696	521	573
Goodwill	111	-	111	-
Total amortisation	988	746	632	573
Total depreciation and amortisation	25,324	21,917	22,564	20,015

11 REPAIRS AND MAINTENANCE

Buildings	7,704	10,388	7,052	10,113
Equipment	634	825	556	583
Infrastructure	657	633	657	633
Total repairs and maintenance	8,995	11,846	8,265	11,329

12 FINANCE COSTS

Interest	2,180	974	2,087	940
Total finance costs expensed	2,180	974	2,087	940

13 UNREALISED IMPAIRMENT OF INVESTMENT ASSETS

MLC investments	23,694	-	23,694	-
Total impairment of assets	23,694	-	23,694	-

14 OTHER EXPENSES

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Scholarships, grants and prizes	14,195	12,646	14,559	13,093
Non-capitalised equipment	4,859	4,340	4,601	4,340
Advertising, marketing and promotional expenses	3,959	3,664	860	464
Audit fees, bank charges, legal costs and insurance expenses	3,763	3,571	2,612	2,677
General consumables	4,800	4,766	4,169	4,347
Printing and stationery	3,327	1,610	1,312	1,407
Minimum lease payments on operating leases	8,814	4,278	928	1,146
Rental, hire and other leasing fees	4,474	3,358	4,672	3,358
Telecommunications	2,522	2,101	2,049	1,598
Travel and related staff development and training	12,985	11,774	10,875	9,305
Net gain on disposal of assets	410	1,138	438	1,084
Agency staff	2,191	1,150	1,286	1,150
Agent fees	6,881	4,927	-	-
Catering	3,406	4,237	3,448	2,728
Computer maintenance and software	4,411	3,618	3,830	2,327
Consultant fees	7,851	6,122	6,359	4,698
Copyright	650	550	650	550
Staff appointment expense	1,846	1,471	1,363	1,239
Trading expenses	6,342	5,388	-	-
Contracts	6,181	5,042	6,156	5,042
Contributions	5,418	4,263	20,421	17,325
Fees	436	631	2,540	689
Laboratory and office costs	-	1,060	-	-
Motor vehicle expenses	635	851	405	439
Subscriptions	3,968	2,574	3,759	2,383
Net foreign currency loss (gain)	(848)	389	(853)	351
Utilities	5,590	4,619	4,949	4,376
Visitor expenses	1,035	600	1,035	600
Other	6,864	5,406	8,080	5,846
Total other expenses	126,965	106,144	110,503	92,562

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

15 INCOME TAX EXPENSE

(a) Income tax expense

Current tax	1,035	19	-	-
Deferred tax	(581)	(296)	-	-
Adjustments for current tax of prior periods	(4)	-	-	-
	450	(277)	-	-
Income tax expense is attributable to:				
Operating result from continuing operations	434	(106)	-	-
Operating result from discontinued operations	16	(171)	-	-
Aggregate income tax expense	450	(277)	-	-

(b) Numerical reconciliation of income tax expense to prima facie tax payable

Operating result from continuing operations before income tax expense	5,904	11,502	(1,206)	7,998
Operating result from discontinued operations before income tax expense	290	(2,523)	-	-
	6,194	8,979	(1,206)	7,998
Tax at the Australian tax rate of 30% (2007 - 30%)	1,858	2,642	(362)	2,399
Tax effect of amounts which are not deductible / (taxable) in calculating taxable income:				
Franked dividend gross up	46	24	-	-
Deferred tax asset not brought to account	257	637	-	-
Other	(511)	393	-	-
Franked dividend rebate	(155)	(79)	-	-
Tax Exempt Income	(1,043)	(3,805)	362	(2,399)
	452	(188)	-	-
Adjustment for current tax of prior periods	(2)	(89)	-	-
Total income tax expense	450	(277)	-	-

16 DISCONTINUED OPERATION

(a) In August 2007, ITC Education ceased operating its entire project management business segment, being ITC Projects. The decision to cease operations was made due to the rationalisation of providers in the industry and a period of losses.

In November 2007, ITC Education also ceased its Wollongong College operations in Auckland. The decision to cease operating was made as a consequence of the poor state of the New Zealand education market and the recent losses generated by this division. The college will continue to teach out existing students until the end of the Spring session which finishes in October 2008.

In 2006, ITC Education discontinued the Wollongong College operations in Sydney, some residual income and expenses associated with the closure have been recognised and incurred in 2007.

The results of the discontinued operations which have been included in the income statement are as follows. The comparative profit and cash flows from discontinued operations have been re-presented to include those operations classified as discontinued in the current period:

(b) Financial performance and cash flow

The financial performance and cash flow information presented are for the year ended 31 December 2008

Revenue	1,296	5,025	-	-
Expenses	(1,007)	(7,645)	-	-
Operating result before income tax	289	(2,620)	-	-
Operating result after income tax of discontinued operations	289	(2,620)	-	-
Profit (loss) on disposal of discontinued operations	-	(74)	-	-
Income tax expense	(16)	171	-	-
Gain on sale of the division after income tax	(16)	97	-	-
Operating result from discontinued operation	274	(2,523)	-	-
Net cash inflow from operating activities				
	(886)	(2,550)	-	-
Net cash inflow (outflow) from investing activities	54	22	-	-
Net cash (outflow) from financing activities	-	-	-	-
	(832)	(2,528)	-	-

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

(c) Carrying amounts of assets and liabilities

The carrying amounts of assets and liabilities are:

Cash and cash equivalents	28	354	-	-
Trade receivables	83	697	-	-
Inventories	14	40	-	-
Total assets	125	1,091	-	-
Trade creditors	(26)	(279)	-	-
Other	(75)	(583)	-	-
Provision for employee benefits	(177)	(1,160)	-	-
Total liabilities	(278)	(2,022)	-	-
Net assets	(153)	(931)	-	-

17 CASH AND CASH EQUIVALENTS

Cash at bank and on hand	30,490	17,437	11,026	4,880
NAB professional funds	16,679	24,350	15,615	24,350
Total cash and cash equivalents	47,169	41,787	26,641	29,230

(a) Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the financial year as shown in the cash flow statements as follows:

Balances as above	47,169	41,787	26,641	29,230
NAB term deposit	43,724	4,212	43,724	4,212
Balances per cash flow statement	90,893	45,999	70,365	33,442

Restricted cash and cash equivalents

The following cash and cash equivalents are restricted in their use:

- > Prizes and donations \$6.606k (2007: \$5.345k) economic and parent entity.
- > Wollongong Innovation Campus \$0k (2007: \$2.328k) economic and parent entity.

(b) Cash at bank and on hand

Cash at bank includes cash held in day to day bank transaction accounts earning and average interest rate of 6.6% (2007: 6.1%). Cash on hand of \$44k (2007: \$43k) for the parent entity and \$38k (2007: \$49k) for the economic entity are non interest bearing.

(c) Foreign exchange risk

The following cash and cash equivalents are denominated in the following currencies:

Australian Dollars	46,859	39,553	26,332	31,208
United States Dollars	310	2,234	309	2,234
	47,169	41,787	26,641	33,442

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

18 RECEIVABLES

Current

Receivables

Student fees	16,889	13,460	16,889	13,460
Less: Provision for impaired receivables	(106)	(40)	(106)	(40)
	16,783	13,420	16,783	13,420
Trade receivables	10,210	7,583	8,308	7,618
Provision for impaired receivables	(659)	(359)	(479)	(287)
	9,551	7,224	7,829	7,331
Total receivables	26,334	20,644	24,612	20,751

Other receivables

Accrued income	504	1,048	203	1,048
Current Loans	-	-	18	18
Other loans and receivables	1,490	1,810	1,259	1,630
Total other receivables	1,994	2,858	1,480	2,696

Total current receivables

	28,328	23,502	26,092	23,447
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Non-current

Receivables

Deferred government contribution for superannuation	136,329	39,616	136,329	39,616
Total receivables	136,329	39,616	136,329	39,616

Other non-current receivables

Loans to Unicentre	-	-	132	150
Other loans and receivables	200	250	200	200

Total other receivables

	200	250	332	350
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Total non-current receivables

	136,529	39,866	136,661	39,966
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Total receivables

	164,857	63,368	162,753	63,413
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Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

(a) Impaired receivables

As at 31 December 2008 current receivables of the group with a nominal value of \$238k (2007: \$164k) were impaired. For the parent entity, current receivables of \$103k (2007: 55k) were impaired. The amount of the provision was \$585k (2007: \$327k) for the parent entity and \$765k (2007: \$399k) for the consolidated entity.

The ageing analysis of these receivables is as follows:

3 to 6 months	-	29	-	-
Over 6 months	238	135	103	55
	238	164	103	55

As of 31 December 2008, for the parent entity trade receivables of \$1.938k (2007: \$931k) and the consolidated entity \$3.048k (2007: \$1.832k) were past due but not impaired. These relate to a number of independent customers for whom there is no recent history of default.

The ageing analysis of these receivables is as follows:

3 to 6 months	746	1,193	602	718
Over 6 months	2,302	639	1,336	213
	3,048	1,832	1,938	931

Movements in the provision for impaired receivables are as follows:

At 1 January	399	1,086	327	808
Provision for impairment recognised during the year	370	145	259	75
Receivables written off during the year as uncollectible	(4)	(59)	(1)	(55)
Unused amount reversed	-	(773)	-	(501)
At 31 December 2008	765	399	585	327

The creation and release of the provision for impaired receivables has been included in 'other expenses' in the income statement. Amounts charged to the provision account are generally written off when there is no expectation of recovering additional cash.

The other amounts within receivables do not contain impaired assets and are not past due. Based on credit history of these other classes, it is expected that these amounts will be received when due

(b) Foreign exchange and interest rate risk

A summarised analysis of the sensitivity of trade and other receivables to foreign exchange and interest rate risk can be found in note 41.

AUD	163,627	62,627	161,691	63,098
USD	488	604	320	237
SGD	628	-	628	-
GBP	-	73	-	14
EUR	91	29	91	29
NZD	23	35	23	35
	164,857	63,368	162,753	63,413
Current receivables	28,328	23,502	26,092	23,447
Non-current receivables	136,529	39,866	136,661	39,966
	164,857	63,368	162,753	63,413

A summarised analysis of the sensitivity of receivables to foreign exchange and interest rate risk can be found in note 41.

(c) Fair value and credit risk

Due to the short-term nature of these receivables, their carrying amount is assumed to approximate their fair value.

The maximum exposure to credit risk at the reporting date is the carrying amount of each class of receivables mentioned above. The Group does not hold any collateral as security. Refer to note 41 for more information on the risk management policy of the Group.

	2008		2007	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Trade and other receivables	28,328	28,328	23,502	23,502
	28,328	28,328	23,502	23,502

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

19 INVENTORIES

Current

Work in progress				
- at cost	-	40	-	-
Catering stock				
- at cost	83	93	20	30
Newsagency and book store stock				
- at cost	1,830	1,538	-	-
Print and paper stock				
- at cost	314	271	314	271
Other				
- at cost	393	248	-	-
Total current Inventories	2,620	2,190	334	301
Total Inventories	2,620	2,190	334	301

20 OTHER FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

Investments	115	-	-	-
Total Other financial assets at fair value through profit or loss	115	-	-	-

21 ASSETS HELD FOR SALE

Medium term portfolio - managed funds	45,426	53,222	45,426	53,222
International English Language Testing System Pty Ltd - at fair value	-	3,192	-	-
Total non-current assets classified as held for sale	45,426	56,414	45,426	53,222

Revaluation surplus transfer to equity at the end of 2008: -\$7,796k (2007: \$2,946k).

Impairment and risk exposure

The maximum exposure to credit risk at the reporting date is the fair value of the assets classified as held for sale. Medium term portfolio has been impaired. For equity components of the portfolio, the impairment cost was assessed at \$9.399k and for non equity components \$1.165k.

22 AVAILABLE-FOR-SALE FINANCIAL ASSETS

IDP Education Australia Ltd - at fair value	1,454	808	-	-
Sciventures investments - at cost	311	277	311	277
AC3 Supercomputing - at cost	300	300	300	300
Reserve portfolio - managed funds	41,735	57,368	41,735	57,368
Total non-current available-for-sale financial assets	43,800	58,753	42,346	57,945
Total available-for-sale financial assets	43,800	58,753	42,346	57,945

Revaluation surplus transfer to equity at the end of 2008: -\$15,633k (2007: \$4,152k). , refer to Note 32.

Reserve portfolio has been impaired. For equity components of the portfolio, the impairment cost was assessed at \$14.295k and for non equity components \$5.531k.

(a) Impairment and risk exposure

The maximum exposure to credit risk at the reporting date is the fair value of the assets classified as available-for-sale.

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

23 HELD TO MATURITY INVESTMENTS

Unlisted Securities

Term Deposit	43,724	4,212	43,724	4,212
Total held to maturity investments	43,724	4,212	43,724	4,212

Impairment and risk exposure

The maximum exposure to credit risk at the reporting date is the carrying amount of the assets. None of the held to maturity assets are either past due or impaired. All held-to-maturity assets are denominated in Australian currency. As a result, there is no exposure to foreign currency risk. There is also no exposure to price risk as the assets will be held to maturity.

24 PROPERTY, PLANT AND EQUIPMENT

(Economic Entity)	Construction in progress \$'000	Freehold land \$'000	Freehold buildings \$'000	Plant and equipment \$'000	Leased plant & equipment \$'000	Other property, plant and equipment \$'000	Library \$'000	Total \$'000
At 1 January 2007								
- Cost	4,055	59,296	307,463	44,145	409	60,499	12,252	488,119
Accumulated depreciation	-	-	(25,532)	(18,877)	(379)	(36,842)	(1,210)	(82,840)
Accumulated impairment	-	-	-	(186)	-	(941)	-	(1,127)
Net book amount	4,055	59,296	281,931	25,082	30	22,716	11,042	404,152
Year ended 31 December 2007								
Opening net book amount	4,055	59,296	281,931	25,082	30	22,716	11,042	404,152
Exchange differences	-	-	-	(69)	-	(117)	-	(186)
Additions	45,775	1,824	15,680	5,154	-	5,473	1,204	75,110
Assets included in a disposal group classified as held for sale and other disposals	-	-	(567)	(276)	-	(219)	(444)	(1,506)
Reversal of Impairment charge in equity	-	-	-	(7)	-	(67)	-	(74)
Depreciation charge	-	-	(12,400)	(2,612)	(27)	(5,011)	(1,164)	(21,214)
Capitalised	(18,554)	-	-	(671)	-	-	-	(19,225)
Writeoff	-	-	-	(29)	-	-	-	(29)
Closing net book amount	31,276	61,120	284,644	26,572	3	22,775	10,638	437,028
At 31 December 2007								
- Cost	31,276	61,120	322,562	44,192	409	66,337	11,803	537,699
Accumulated depreciation	-	-	(37,918)	(17,620)	(406)	(43,562)	(1,165)	(100,671)
Accumulated impairment	-	-	-	-	-	-	-	-
Net book amount	31,276	61,120	284,644	26,572	3	22,775	10,638	437,028

(Economic Entity)	Construction	Freehold	Freehold	Plant and	Leased	Other property,	Library	Total
	in progress	land	buildings	equipment	plant & equipment	plant and equipment		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Year ended 31 December 2008								
Opening net book amount	31,276	61,120	284,644	28,338	3	21,009	10,638	437,028
Exchange differences	-	-	-	342	-	-	-	342
Acquisition of subsidiary	-	-	-	1,002	-	-	-	1,002
Additions	57,119	-	77,086	13,689	937	7,779	1,271	157,881
Assets classified as held for sale and other disposals	-	-	-	(254)	-	(2,393)	(540)	(3,187)
Impairment charge recognised in profit and loss	-	-	-	-	-	-	-	-
Depreciation charge	-	-	(13,552)	(3,298)	(161)	(3,676)	(2,288)	(22,975)
Capitalised	(76,739)	-	-	(2,014)	-	-	-	(78,753)
Writeoff	(1,987)	-	-	-	-	-	-	(1,987)
Closing net book amount	9,669	61,120	348,178	37,805	779	22,719	9,081	489,351
At 31 December 2008								
- Cost	9,669	61,120	398,666	61,336	937	64,187	11,368	607,283
Accumulated depreciation	-	-	(50,488)	(23,531)	(158)	(41,468)	(2,287)	(117,932)
Accumulated impairment	-	-	-	-	-	-	-	-
Net book amount	9,669	61,120	348,178	37,805	779	22,719	9,081	489,351
(Parent Entity)								
	Construction	Freehold	Freehold	Plant and	Other property,	Library	Total	
	in progress	land	buildings	equipment	plant and equipment		\$'000	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	
At 1 January 2007								
- Cost	4,055	59,296	303,536	40,623	53,047	12,252	472,809	
Accumulated depreciation	-	-	(22,955)	(16,799)	(33,602)	(1,210)	(74,566)	
Net book amount	4,055	59,296	280,581	23,824	19,445	11,042	398,243	
Year ended 31 December 2007								
Opening net book amount	4,055	59,296	280,581	23,824	19,445	11,042	398,243	
Additions	45,775	1,824	15,275	4,406	4,568	1,204	73,052	
Disposals	-	-	(566)	(138)	(53)	(444)	(1,201)	
Depreciation charge	-	-	(12,127)	(2,037)	(4,114)	(1,164)	(19,442)	
Construction in progress capitalised	(18,554)	-	-	(479)	-	-	(19,033)	
Writeoff	-	-	-	(29)	-	-	(29)	
Closing net book amount	31,276	61,120	283,163	25,547	19,846	10,638	431,590	
At 31 December 2007								
- Cost	31,276	61,120	318,230	43,107	56,679	11,803	522,215	
Accumulated depreciation	-	-	(35,067)	(17,560)	(36,833)	(1,165)	(90,625)	
Net book amount	31,276	61,120	283,163	25,547	19,846	10,638	431,590	

(Parent Entity)	Construction in progress \$'000	Freehold land \$'000	Freehold buildings \$'000	Plant and equipment ¹ \$'000	Other property, plant and equipment ²		Total \$'000
					Library \$'000		
Year ended 31 December 2008							
Opening net book amount	31,276	61,120	283,163	25,547	19,846	10,638	431,590
Additions	57,119	-	76,348	12,238	7,615	1,271	154,591
Disposals	-	-	-	(64)	(2,339)	(540)	(2,943)
Depreciation charge	-	-	(13,240)	(1,977)	(3,426)	(2,288)	(20,931)
Capitalised	(76,739)	-	-	(2,016)	-	-	(78,755)
Writeoff	(1,987)	-	-	-	-	-	(1,987)
Closing net book amount	9,669	61,120	346,271	33,728	21,696	9,081	481,565
At 31 December 2008							
- Cost	9,669	61,120	394,578	50,317	61,955	11,368	589,007
Accumulated depreciation	-	-	(48,307)	(16,589)	(40,259)	(2,287)	(107,442)
Net book amount	9,669	61,120	346,271	33,728	21,696	9,081	481,565

25 INTANGIBLE ASSETS

(Economic Entity)

At 1 January 2007

	Computer software \$'000	Other intangible assets \$'000	Total \$'000
Cost	2,803	141	2,944
Accumulated amortisation	(2,171)	(112)	(2,283)
Net book amount	632	29	661

Year ended 31 December 2007

Opening net book amount	632	29	661
Additions	1,256	155	1,411
Amortisation charge	(696)	(22)	(718)
	-	(4)	(4)
Closing net book amount	1,192	158	1,350

At 31 December 2007

Cost	4,059	290	4,349
Valuation	-	(24)	(24)
Accumulated amortisation	(2,867)	(108)	(2,975)
Net book amount	1,192	158	1,350

(Economic Entity)

Year ended 31 December 2008

	Goodwill \$000	Computer software \$'000	Other intangible assets \$'000	Total \$'000
Opening net book amount	-	1,192	158	1,350
Additions	2,224	278	-	2,502
Impairment charge	(111)	-	-	(111)
Amortisation charge	-	(655)	(53)	(708)
Currency adjustment	-	-	37	37
Closing net book amount	2,113	815	142	3,070

At 31 December 2008

Cost	2,347	4,337	228	6,912
Accumulated amortisation	(214)	(3,522)	(86)	(3,822)
Net book amount	2,133	815	142	3,090

1 Property, plant & equipment includes all operational assets.

2 Other Property, plant & equipment includes non-operational assets such as artworks.

(Parent Entity)	Computer software \$'000	Total \$'000
At 1 January 2007		
Cost	2,003	2,003
Accumulated amortisation	(1,737)	(1,737)
Net book amount	266	266
Year ended 31 December 2007		
Opening net book amount	266	266
Additions	1,220	1,220
Amortisation charge	(573)	(573)
Closing net book amount	913	913
At 31 December 2007		
Cost	3,223	3,223
Accumulated amortisation	(2,310)	(2,310)
Net book amount	913	913

(Parent Entity)	Goodwill \$'000	Computer software \$'000	Total \$'000
Year ended 31 December 2008			
Opening net book amount	-	913	913
Additions	1,000	277	1,277
Amortisation charge	(111)	(521)	(632)
Closing net book amount	889	669	1,558
At 31 December 2008			
Cost	1,000	3,500	4,500
Accumulated amortisation	(111)	(2,831)	(2,942)
Net book amount	889	669	1,558

26 OTHER NON-FINANCIAL ASSETS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Current				
Prepayments	9,679	7,559	5,597	4,807
Other	6	239	-	-
Total current other non-financial assets	9,685	7,798	5,597	4,807
Non-current				
Prepayments	440	-	-	-
Defined benefit fund net surplus of plan assets	3,214	14,108	3,214	14,108
Total non-current Other non-financial assets	3,654	14,108	3,214	14,108
Total Other non-financial assets	13,339	21,906	8,811	18,915

27 TRADE AND OTHER PAYABLES

Payables	22,560	16,103	15,874	11,706
OS-HELP liability to Australian Government	93	-	93	-
Total current trade and other payables	22,653	16,103	15,967	11,706

(a) Foreign currency risk

The carrying amounts of the Group's and parent entity's trade and other payables are denominated in the following currencies:

Australian Dollars	22,653	15,936	15,967	11,539
US Dollar	-	157	-	157
British pound	-	10	-	10
	22,653	16,103	15,967	11,706

For an analysis of the sensitivity of trade and other payables to foreign currency risk refer to note 41.

28 BORROWINGS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Current				
Lease liabilities	109	3	-	-
Other loans	12	-	-	-
Interest bearing loan	139	-	-	-
Total current borrowings	260	3	-	-
Non-current				
Secured				
Short term bill facility	14,100	14,100	14,100	14,100
Lease liabilities	526	-	-	-
Other loans	3	-	-	-
Interest annuity bond	42,695	-	42,695	-
Total non-current secured borrowings	57,324	14,100	56,795	14,100
Unsecured				
Bank Loan	1,309	-	-	-
Total non-current borrowings	58,633	14,100	56,795	14,100
Total borrowings	58,893	14,103	56,795	14,100

(a) Assets pledged as security

The carrying amounts of assets pledged as security for current and non-current borrowings are:

Non-current				
<i>First mortgage</i>				
Land and buildings	13,700	13,700	13,700	13,700
Total first mortgage	13,700	13,700	13,700	13,700

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

(b) Financing arrangements

Unrestricted access was available at balance date to the following lines of credit:

Credit standby arrangements

Total facilities				
Bank overdrafts	750	750	-	-
Credit card facilities	2,450	2,450	2,000	2,000
Flexible Rate Facility	14,100	14,100	14,100	14,100
Lease Facility	3,070	2,700	1,500	1,500
International Facility	1,250	1,350	250	350
Letter of credit	-	1,028	-	28
Forward exchange contract	-	262	-	262
Bills	2,000	2,000	-	-
Margin on guarantee	88	-	-	-
Bank guarantee	5,206	5,844	4,956	5,594
Total facilities	28,914	30,484	22,806	23,834
Used at balance date				
Bank overdrafts	-	-	-	-
Credit card facilities	28	20	14	5
Flexible Rate Facility	14,100	14,100	14,100	14,100
Lease Facility	487	3	-	-
International Facility	-	-	-	-
Letter of credit	-	-	-	-
Forward exchange contract	-	-	-	-
Bills	-	-	-	-
Margin on guarantee	-	-	-	-
Bank guarantee	-	-	-	-
Total used at balance date	14,615	14,123	14,114	14,105
Unused at balance date				
Bank overdrafts	750	750	-	-
Credit card facilities	2,422	2,430	1,986	1,995
Flexible Rate Facility	-	-	-	-
Lease Facility	2,583	2,697	1,500	1,500
International Facility	1,250	1,350	250	350
Letter of credit	-	1,028	-	28
Forward exchange contract	-	262	-	262
Bills	2,000	2,000	-	-
Margin on guarantee	88	-	-	-
Bank guarantee	5,206	5,844	4,956	5,594
Total unused at balance date	14,299	16,361	8,692	9,729

(c) Class of borrowings

The short term bill facility was entered into by the University of Wollongong to fund the construction of the Campus East student accommodation building and facilities.

The interest annuity bond was entered into by the University of Wollongong to fund the construction of the Innovation Campus buildings and facilities. The term of the bond is 30 years commencing August 2008 with the periodic interest rate applicable to the loan indexed to the CPI

(d) Fair value

The carrying amounts and fair values of borrowings at balance date are:

	(Economic Entity)			
	2008		2007	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
On-balance sheet (i)				
Bank loans	1,309	1,309	-	-
Bills payable	14,100	14,100	14,100	14,100
Interest bearing loan	139	139	-	-
Interest Annuity Bond	42,695	42,695	-	-
Other loans	15	15	-	-
Lease liabilities	635	635	3	3
	58,893	58,893	14,103	14,103

	(Parent Entity)			
	2008		2007	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
On-balance sheet				
Non-traded financial liabilities				
Short term bill facility	14,100	14,100	14,100	14,100
Interest annuity bond	42,695	42,695	-	-
	56,795	56,795	14,100	14,100

Other than those classes of borrowings denoted as "traded", none of the classes are readily traded on organised markets in standardised form.

The carrying amounts of the Group's borrowings are denominated in the following currencies:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008	2007	2008	2007
	\$000	\$000	\$000	\$000
Australian Dollars	58,893	14,103	58,795	14,100
	58,893	14,103	58,795	14,100

For an analysis of the sensitivity of borrowings to interest rate risk and foreign exchange refer to note 41.

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

29 PROVISIONS

Current provisions expected to be settled within 12 months

Employee benefits				
Annual leave	4,827	4,778	3,106	2,962
Long service leave	4,904	2,815	2,715	2,673
Provision for self funded workers compensation	-	632	-	625
Provision for voluntary redundancy schemes	151	42	151	42
Subtotal	9,882	8,267	5,972	6,302

Current provisions expected to be settled after more than 12 months

Employee benefits				
Annual leave	3,063	2,528	3,063	2,502
Long service leave	20,610	20,536	20,599	18,782
Provision for Business Closure	177	1,130	-	-
Subtotal	23,850	24,194	23,662	21,284
Total current provisions	33,732	32,461	29,634	27,586

Non-current

Employee benefits				
Long service leave	7,036	5,252	6,399	4,605
Deferred Government benefits for superannuation	145,654	55,351	145,654	55,351
Provision for self funded workers compensation	3,108	2,755	3,111	2,755
Provision for restoration	202	153	-	-
Other Provision	451	-	-	-
Total non-current provisions	156,451	63,511	155,164	62,711
Total provisions	190,183	95,972	184,798	90,297

30 CURRENT TAX LIABILITIES

Current tax liabilities

Income tax	1,012	19	-	-
Total current tax liabilities	1,012	19	-	-

31 OTHER LIABILITIES

Current

Income in Advance	40,429	29,672	28,850	22,944
Department of Family & Community Services (DFCS)	18	18	18	18
Other	-	673	-	-
Total current other current liabilities	40,447	30,363	28,868	22,962

Non-current

Income in Advance	95	-	9,698	10,230
Department of Family & Community Services (DFCS)	132	151	132	150
Developer contributions in advance	6,457	-	6,457	-
Other	1,088	-	1,088	-
Total non-current other current liabilities	7,772	151	17,375	10,380
Total other liabilities	48,219	30,514	46,243	33,342

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

32 RESERVES AND RETAINED SURPLUS

(a) Reserves

Available-for-sale investments reserve	1,194	2,779	-	-
Foreign currency translation reserve	(501)	37	-	-
Non current assets held for sale revaluation reserve	(6,696)	27,412	(6,696)	27,412
	(6,003)	30,228	(6,696)	27,412

Movements:

Available-for-sale investments revaluation reserve				
Balance 1 January	2,779	2,268	-	-
Total recognised income and expense	(2,220)	-	-	-
Revaluation - gross	646	728	-	-
Deferred tax	(11)	(217)	-	-
Balance 31 December	1,194	2,779	-	-

Movements:

Foreign currency translation reserve				
Balance 1 January	37	(119)	-	-
Currency translation differences arising during the year :	(538)	156	-	-
Balance 31 December	(501)	37	-	-

Movements:

Non current assets held for sale revaluation reserve				
Balance 1 January	27,412	20,824	27,412	20,824
Movement	(34,108)	6,588	(34,108)	6,588
Balance 31 December	(6,696)	27,412	(6,696)	27,412

(b) Retained surplus

Movements in retained surplus were as follows:

Retained surplus at 1 January	499,880	490,795	482,884	474,886
Operating result for the period	5,628	9,085	(1,206)	7,998
Unrealised impairment of investment assets	34,373	-	34,373	-
Retained surplus at 31 December	539,881	499,880	516,051	482,884

(i) Non current assets held for sale revaluation reserve

The Non current assets held for sale revaluation reserve is used to record increments and decrements on the revaluation of non-current assets, as described in note 1(m).

(ii) Available-for-sale investments revaluation reserve

Changes in the fair value and exchange differences arising on translation of investments, such as equities, classified as available-for-sale financial assets, are taken to the available-for-sale investments revaluation reserve, as described in note 1(m). Amounts are recognised in profit and loss when the associated assets are sold or impaired.

(iii) Foreign currency translation reserve

Exchange differences arising on translation of the foreign controlled entity are taken to the foreign currency translation reserve, as described in note 1(c). The reserve is recognised in profit and loss when the net investment is disposed of.

33 KEY MANAGEMENT PERSONNEL DISCLOSURES

(a) Names of responsible persons and executive officers

The following persons were responsible persons and executive officers of University of Wollongong during the financial year:

Mr M Codd, AC (Chancellor)
Ms S Chapman (Deputy Chancellor)
Professor G Sutton (Vice-Chancellor)
Dr S Andersen
Ms S Browbank
Ms K Callaway
The Hon D Campbell MLA
Mr N Cornish
Mr D Figliomeni (from September 2008)
Mr P Fitzgerald
Professor D Griffiths (until June 2008)
Professor T Hulbert
Professor D Kelly (from July 2008)
Ms K Knowles
Mr K Kyriakoudes
Ms E Larbalestier
Ms P Macfarlane
Mr G O'Donnell
Mr J Scimone (until February 2008)
Ms R Sinclair
Mr B Winton
Professor L Astheimer
Professor R Castle
Mr C Grange
Mr D Israel
Dr J Langridge
Professor J Patterson
Professor J Raper (from July 2008)
Professor J Chicharo (from October 2008)

(b) Remuneration of Council Members and Executives

Income paid or payable, or otherwise made available, to Board Members by entities in the consolidated entity and related parties in connection with the management of affairs of the parent entity or its controlled entities:

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000
1,055	1,238	1,055	1,238
1,055	1,238	1,055	1,238

Remuneration of Council Members

Nil to \$9,999
 \$10,000 to \$19,999
 \$20,000 to \$29,999
 \$30,000 to \$39,999
 \$50,000 to \$59,000
 \$70,000 to \$79,999
 \$90,000 to \$99,999
 \$120,000 to \$129,999
 \$150,000 to \$159,999
 \$210,000 to \$219,999
 \$540,000 to \$549,000
 \$550,000 to \$559,000

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
Members	Members	Members	Members
13	11	13	11
1	1	1	1
-	1	-	1
1	-	1	-
-	1	-	1
1	-	1	-
4	1	4	1
-	1	-	1
-	1	-	1
-	1	-	1
1	-	1	-
-	1	-	1
21	19	21	19

Income paid or payable, or otherwise made available, to executive officers by entities in the consolidated entity and related parties:

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000
1,993	2,193	1,993	2,193
1,993	2,193	1,993	2,193

Remuneration of executive officers

\$40,000 to \$49,999
 \$80,000 to \$89,999
 \$140,000 to \$149,999
 \$230,000 to \$239,999
 \$260,000 to \$269,999
 \$280,000 to \$289,999
 \$290,000 to \$299,999
 \$300,000 to \$309,999
 \$310,000 to \$319,999
 \$320,000 to \$329,999
 \$330,000 to \$339,999
 \$340,000 to \$349,999

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
Officers	Officers	Officers	Officers
1	-	1	-
-	1	-	1
1	-	1	-
1	1	1	1
-	1	-	1
-	1	-	1
1	-	1	-
2	-	2	-
-	1	-	1
1	1	1	1
1	1	1	1
-	1	-	1
8	8	8	8

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000
(c) Key management personnel compensation				
Short-term employee benefits	2,782	2,667	2,782	2,667
Post-employment benefits	265	284	265	284
Termination benefits	-	479	-	479
	3,047	3,430	3,047	3,430

34 REMUNERATION OF AUDITORS

During the year, the following fees were paid or payable for services provided by the auditor of the parent entity, its related practices and non-related audit firms:

Assurance services

(a) Audit services				
Fees paid to the Audit Office of NSW	467	378	197	187
Fees paid to non-Audit Office of NSW audit firms for the audit or review of financial reports of any entity in the consolidated entity	8	17	-	-
Total remuneration for audit services	475	395	197	187

35 CONTINGENCIES

The group and parent entity does not have any contingent assets or liabilities.

36 COMMITMENTS

(a) Capital commitments

Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:

Property, plant and equipment

Payable:

Within one year	35,322	43,035	34,384	43,035
	35,322	43,035	34,384	43,035

Input tax credits expected to be recovered from the Australian Taxation Office for capital lease commitments is \$3.211k

(b) Lease commitments

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

Within one year	13,943	7,795	6,738	2,858
Later than one year but not later than five years	14,114	3,038	12,819	2,194
	28,057	10,833	19,557	5,052

(i) Operating leases

This represents non-cancellable operating leases contracted for but not capitalised in the accounts for motor vehicles, photocopiers and computer equipment.

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

Within one year	13,639	7,792	6,738	2,858
Later than one year but not later than five years	13,504	3,038	12,819	2,194
	27,143	10,830	19,557	5,052

The weighted average interest rate implicit in the non-cancellable operating leases is 9.5% (2007 - 6.5%).

Input tax credits expected to be recovered from the Australian Taxation Office for operating lease commitments is \$2.468k

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

(ii) Finance leases

The consolidated entity leases plant and equipment under non-cancellable operating leases expiring from one to five years. The leases generally provide the consolidated entity with a right of renewal at which time all terms are renegotiated.

Commitments in relation to finance leases are payable as follows:

Within one year	304	3	-	-
Later than one year but not later than five years	610	-	-	-
Minimum lease payments	914	3	-	-
Future finance charges	(129)	-	-	-
Recognised as a liability	785	3	-	-
Representing lease liabilities:				
Current	260	3	-	-
Non-current (note 28)	525	-	-	-
	785	3	-	-

(c) Lease commitments : where a Group member is the lessor

The future minimum lease payments receivable under non cancellable operating leases are as follows:

Within one year	2,142	1,652	1,541	1,246
Later than one year and not later than five years	3,233	4,148	2,710	3,819
Later than five years	405	706	405	706
	5,780	6,506	4,656	5,771

Input tax credits expected to be paid to the Australian Taxation Office for lease commitments where the member is the lessor is \$0.525k

(d) Other expenditure commitments

Purchase order commitments in existence at the reporting date but not recognised as liabilities, payable:

Within one year	4,498	6,342	4,498	6,342
	4,498	6,342	4,498	6,342

Input tax credits expected to be recovered from the Australian Taxation Office for other expenditure commitments is \$0.409k

37 SUBSIDIARIES

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in note 1(b):

Name of entity	Country of incorporation	Class of shares	Equity holding (%)	
			2007	2008
Illawarra Technology Corporation Ltd	Australia	Ordinary	100	100
ITC Europe Ltd	UK	Ordinary	100	100
ITC Education Ltd	Australia	Ordinary	100	100
ITC New Zealand Ltd	NZ	Ordinary	100	100
ITC (Middle East) Ltd	Australia	Ordinary	100	100
University of Wollongong Emirates Limited	Hong Kong	Ordinary	100	100
Sydney International Film School Pty Limited	Australia	Ordinary	100	-
Australian School of European Aviation (JAA) Pty Limited	Australia	Ordinary	100	-
Wollongong UniCentre Limited	Australia	Ordinary	100	100
Unicentre Conferences & Functions Pty Ltd	Australia	Ordinary	100	100
University of Wollongong Recreation & Aquatic Centre Limited	Australia	Ordinary	100	100
The Sydney Business School Pty Ltd	Australia	Ordinary	100	100
ENIKOS Pty Ltd	Australia	Ordinary	19	19
The Illawarra Health and Medical Research Institute LTD	Australia	Ordinary	50	-

Note: basis for control of the above entities is as follows:

Illawarra Technology Corporation Ltd

- > 100% equity in 2 (two) fully paid shares of \$ 1.00
- > University Council appoints the Board of Directors of the Company
- > ITC Europe Ltd 100% of share capital of \$677 owned by ITC, who appoints the board of directors.
- > ITC Education Ltd the ITC Ltd is the sole member of the company.
- > ITC New Zealand Ltd 100% of equity in 2 \$1 fully paid shares totalling NZD \$2 held by the ITC Ltd.
- > ITC (Middle East) Ltd 100% of the equity in 2 \$1 fully paid shares totalling \$2 AUD held by ITC Ltd.
- > University of Wollongong Emirates Limited 100% of the equity in 2 \$1 USD fully paid shares totalling \$2 USD held by ITC Ltd.
- > On 28 February 2008, the Company acquired 60% of the voting shares of Sydney International Film School Pty Ltd, a private company based in Sydney specialising in the delivery of Advanced Diploma in Screen and Media.
- > On 4 September 2008, the Company acquired 60% of the voting shares of Australian School of European Aviation (JAA) Pty Ltd, a private company based in Victoria specialising in the delivery of a European pilot training course.

Wollongong UniCentre Limited

- > General Manager of the UniCentre is appointed by the University
- > The UniCentre budget is approved by the University Council
- > No alteration to the constitution of the UniCentre can be made without the approval of the Council
- > UniCentre constitution indicates it is an integral part of the University
- > The Unicentre moved its catering and functions activities to Unicentre Conferences & Functions Pty Ltd In November 2004

University of Wollongong Recreation & Aquatic Centre Limited

- > URAC budget is approved by the University Council
- > No alteration to the constitution of URAC can be made without the approval of the Council

ENIKOS Pty Ltd

- > Enikos was established in November 2003.
- > Its aim is to commercialise intellectual property associated with a proposed new M-Peg standard.
- > On 22 September 2006, Enikos Pty Ltd received new investments from various investors. This diluted the University's shareholding to less than 20% and also ceded significant influence of the company to the new investors.

The Sydney Business School Pty Ltd

- > The Sydney Business School Pty Ltd is a non trading entity of the University of Wollongong.
- > Commenced registration on the 17th February 2005.

The Illawarra Health and Medical Research Institute Ltd

- > The Illawarra Health and Medical Research Institute Ltd is an Australian public company limited by guarantee
- > The University of Wollongong has 50% membership, the remaining 50% membership is held by the South Eastern Sydney and Illawarra Area Health Service.

38 CONTRIBUTIONS TO CONTROLLED ENTITIES AND FINANCIAL ARRANGEMENTS

Illawarra Technology Corporation Ltd (ITC)

- > Free use of some buildings and land

Wollongong UniCentre Limited

- > Part salary of General Manager paid by the University
- > Operating Grant to Kids Uni of \$0.180m
- > Free use of buildings
- > Contribution towards Conference Manager's salary & car.

University of Wollongong Recreation and Aquatic Centre Limited

- > Maintenance of sportsground budget of \$0.059m
- > Free use of buildings and land used for sporting facilities.

Enikos Pty Ltd

- > Free use of office space

The University of Wollongong is committed to ensuring that its subsidiaries have adequate cash reserves to meet all commitments as and when they fall due. The University will assist its subsidiaries by allowing flexible short term arrangements for balances owing by them to the University.

The assistance provided to these organisations is offset by the benefits accruing to the University, its students and staff through enhanced facilities, community relations, marketing, funding and/or repute.

All other identifiable costs and services relating to companies and organisations associated with the University are charged out to those entities under normal commercial terms and conditions.

There is no material expenditure or assets provided by other government bodies or statutory bodies at no cost to the University.

39 EVENTS OCCURRING AFTER THE BALANCE SHEET DATE

Other than the matters described above, there has not been any matter or circumstances that has arisen since the end of the financial year that has significantly affected, or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group, in future financial years

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2008	2007	2008	2007
\$000	\$000	\$000	\$000

40 RECONCILIATION OF OPERATING RESULT AFTER INCOME TAX TO NET CASH FLOWS FROM OPERATING ACTIVITIES

Operating result for the period	5,744	9,085	(1,206)	7,998
Depreciation and amortisation	25,328	22,441	22,564	20,016
Unrealised impairment of investment assets	23,694	-	23,694	-
Write off of assets	-	39	-	-
Dividend and interest income	(1,296)	(2,109)	(2,400)	(1,493)
Net (gain) / loss on sale of non-current assets	(2,800)	1,157	438	1,084
Non cash capital contributions	(8,446)	-	(8,446)	-
Net exchange differences	(716)	689	(716)	300
Subtotal	41,508	31,302	33,928	27,905
(Increase) / decrease in trade debtors	(105,220)	18,314	(100,225)	18,098
(Increase) / decrease in inventories	(431)	1,166	(33)	(19)
Decrease / (increase) in accrued income	845	(986)	845	(986)
Increase / (decrease) in student fees received in advance	6,319	(136)	6,319	(585)
(Increase) / decrease in other operating assets	10,894	(2,089)	10,894	(2,104)
Increase / (decrease) in trade creditors	7,656	(1,825)	4,282	(74)
Net foreign exchange movements in assets and liabilities	1,147	-	-	-
Increase / (decrease) in current tax payable	993	-	-	-
Increase / (decrease) increase in other operating liabilities	10,741	(1,436)	7,013	(2,042)
(Increase) / decrease in prepayments	(699)	(1,765)	(790)	(1,765)
Increase / (decrease) in provision for deferred tax liabilities	(595)	-	-	-
Increase / (decrease) in other provisions	94,134	(7,812)	94,501	(9,229)
Subtotal	25,784	3,431	22,806	1,294
Net cash provided by / (used in) operating activities	67,292	34,733	56,734	29,199

41 FINANCIAL RISK MANAGEMENT

The Group's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. The Group uses derivative financial instruments such as foreign exchange contracts and interest rate swaps to hedge certain risk exposures. The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, foreign exchange and other price risks, aging analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

The University Council has overall responsibility for the establishment and oversight of the risk management framework. The Council has established the Audit Management and Review Committee, which is responsible for developing and monitoring risk management policies. The Committee reports to the Council on its activities.

The Audit Management and Review Committee oversees how the management monitor compliance with the group's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by the group.

The group and the parent entity have the following financial instruments:

Financial assets				
Cash and cash equivalents	47,169	41,787	26,641	29,230
Trade and other receivables	164,857	63,368	162,753	63,413
Financial assets at fair value through profit or loss	115	-	-	-
Available-for-sale financial assets	43,800	58,753	42,346	57,945
Held-to-maturity investments	43,724	4,212	43,724	4,212
Assets held for sale	45,426	56,414	45,426	53,222
	345,091	224,534	320,890	208,022
Financial liabilities				
Trade and other payable	22,653	16,103	15,967	11,706
Borrowings	58,893	14,103	56,795	14,100
Other financial liabilities	48,219	30,514	46,243	33,342
	129,765	60,720	119,005	59,148

(a) Market risk

(i) Foreign exchange risk

Foreign exchange risk arises when future commercial transactions and recognised financial assets and financial liabilities are denominated in a currency that is not the Group's functional currency. The risk is measured using sensitivity analysis and cash flow forecasting.

Exposure to foreign currency is managed by overseas operations transacting in the prevailing currency in the region and a US dollar cash hedging policy to protect against any large change in the Australian to US dollar exchange rate.

For sensitivity analysis of the foreign exchange risk, see (iv) Summarised sensitivity analysis below

(ii) Price risk

The Group and the parent entity are exposed to equity securities price risk. This arises from investments held by the Group and classified on the balance sheet either as available for sale or assets held for sale. Neither the Group nor the parent entity are exposed to commodity price risk.

To manage its price risk arising from investments in equity securities, the Group diversifies its portfolio. Diversification of the portfolio is done in accordance with the limits set by the Group.

The exposure to price risk arises with the group's MLC investments classified as assets available for sale (MLC reserve portfolio) and assets held for sale (MLC medium term portfolio).

Each portfolio is diversified across a variety of investment types consistent with the risk/return/timeframe objectives of the portfolio and the University's broader investment management objectives which can be found in the University's Investment Policy.

(iii) Cash flow and fair value interest rate risk

Group

For the groups assets, the groups exposure to market interest rates relates primarily to the groups cash and cash equivalents, held to maturity investments and borrowings. The group's trade and other receivables are non interest bearing and all related party loans and receivable are interest free.

For the group's liabilities, the interest rate risk arises from long-term borrowings. Borrowings issued at variable rates expose the Group to cash flow interest rate risk. Borrowings issued at fixed rates expose the Group to fair value interest rate risk.

The group does not currently use any hedging instruments when dealing with interest rates.

(iv) Summarised sensitivity analysis

The following table summarises the sensitivity of the Group's financial assets and financial liabilities to interest rate risk, foreign exchange risk and other price risk.

(Economic Entity)	Carrying amount \$'000	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
31 December 2008													
Financial assets													
Cash and cash equivalents	47,169	(471)	(471)	471	471	(31)	(31)	31	31	-	-	-	-
Accounts receivable	164,857	-	-	-	-	(327)	(327)	327	327	-	-	-	-
Available for sale financial assets	43,800	-	-	-	-	-	-	-	-	-	(4,380)	-	4,380
Held to maturity investments	43,724	(437)	(437)	437	437	-	-	-	-	-	-	-	-
Non current assets classified as held for sale	45,426	-	-	-	-	-	-	-	-	-	(4,543)	-	4,543
Financial assets at fair value through profit or loss	115	(1)	(1)	1	1	-	-	-	-	-	-	-	-
Sub Total		(909)	(909)	909	909	(358)	(358)	358	358	-	(8,923)	-	8,923
Financial liabilities													
Trade payables	22,653	-	-	-	-	-	-	-	-	-	-	-	-
Borrowings	58,893	72	72	(72)	(72)	-	-	-	-	-	-	-	-
Other liabilities	48,219	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		72	72	(72)	(72)	-	-	-	-	-	-	-	-
Total increase/ (decrease)		(837)	(837)	837	837	(358)	(358)	358	358	-	(8,923)	-	8,923

(Economic Entity) 31 December 2007	Carrying amount \$'000	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial assets													
Cash and cash equivalents	41,787	(418)	(418)	418	418	(34)	(34)	34	34	-	-	-	-
Accounts receivable	63,368	-	-	-	-	(238)	(238)	238	238	-	-	-	-
Available for sale financial assets	58,753	-	-	-	-	-	-	-	-	-	(5,875)	-	5,875
Held to maturity investments	4,212	(42)	(42)	42	42	(421)	(421)	421	421	-	-	-	-
Non current assets classified as held for sale	56,414	-	-	-	-	-	-	-	-	-	(5,641)	-	5,641
Sub Total		(460)	(460)	460	460	(693)	(693)	693	693	-	(11,516)	-	11,516
Financial liabilities													
Trade payables	16,103	-	-	-	-	557	557	(557)	(557)	-	-	-	-
Borrowings	14,103	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	30,514	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	557	557	(557)	(557)	-	-	-	-
Total increase/ (decrease)		(389)	(389)	389	389	(136)	(136)	136	136	-	(11,516)	-	11,516

(Parent Entity) 31 December 2008	Carrying amount \$'000	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial assets													
Cash and cash equivalents	26,641	(266)	(266)	266	266	(31)	(31)	31	31	-	-	-	-
Accounts receivable	162,054	-	-	-	-	(310)	(310)	310	310	-	-	-	-
Available for sale financial assets	42,346	-	-	-	-	-	-	-	-	-	(4,235)	-	4,235
Held to maturity investments	43,724	(437)	(437)	437	437	-	-	-	-	-	-	-	-
Non current assets classified as held for sale	42,426	-	-	-	-	-	-	-	-	-	(4,543)	-	4,543
Sub Total		(703)	(703)	703	703	(341)	(341)	341	341	-	(8,778)	-	8,778
Financial liabilities													
Trade payables	15,967	-	-	-	-	622	622	(622)	(622)	-	-	-	-
Borrowings	56,795	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	46,243	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	622	622	(622)	(622)	-	-	-	-
Total increase/ (decrease)		(632)	(632)	632	632	281	281	(281)	(281)	-	(8,778)	-	8,778

(Parent Entity) 31 December 2007	Carrying amount \$'000	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial assets													
Cash and cash equivalents	29,230	(292)	(292)	292	292	(33)	(33)	33	33	-	-	-	-
Accounts receivable	63,413	-	-	-	-	(195)	(195)	195	195	-	-	-	-
Available for sale financial assets	57,945	-	-	-	-	-	-	-	-	-	(5,795)	-	5,795
Held to maturity investments	4,212	(42)	(42)	42	42	(191)	(191)	191	191	-	-	-	-
Non current assets classified as held for sale	53,222	-	-	-	-	-	-	-	-	-	(5,322)	-	5,322
Sub Total		(334)	(334)	334	334	(419)	(419)	419	419	-	(11,117)	-	11,117
Financial liabilities													
Trade payables	11,706	-	-	-	-	557	557	(557)	(557)	-	-	-	-
Borrowings	14,100	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	33,342	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	557	557	(557)	(557)	-	-	-	-
Total increase/ (decrease)		(263)	(263)	263	263	138	138	(138)	(138)	-	(11,117)	-	11,117

(b) Credit risk

Credit risk arises from the financial assets of the group, which comprise cash and cash equivalents, trade and other receivables, assets available for sale, held to maturity investments and assets held for sale. The group's exposure to credit risk arises from potential default of the counter party. The carrying amount of the group's financial assets represent the maximum credit exposure. Exposure at balance date is addressed in each applicable note to the financial statements.

The group trades with students, government and other educational organisations and as such, collateral is not requested nor is it the group's policy to securitise its trade and other receivables.

Receivable balances are monitored on an ongoing basis with the result that the group's exposure to bad debts is not significant.

The group's exposure to credit risk is influenced mainly by the individual characteristics of each customer.

The consolidated entity does not have any significant exposure to any individual customer, counter party or shareholding.

No credit limits were exceeded during the reporting period and management does not expect any losses from non-performance by these counterparties. This information is prepared on a consolidated basis only and no similar information is provided to the key management personnel for the parent entity.

(c) Liquidity risk

Liquidity risk is the risk the group will not be able to meet its financial obligations as they fall due. The groups approach to managing the liquidity is to ensure, as far as possible, it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions.

Management monitors rolling forecasts of the Group's liquidity reserve on the basis of expected cash flow.

Maturities of financial assets and liabilities

The following tables summarise the maturity of the Group's financial assets and financial liabilities:

	Average Interest Rate	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ Years	Non Interest	Total
	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Group - At 31 December 2008							
Financial assets							
Cash and cash equivalents	6.60	47,042	-	-	-	44	47,086
Receivables	-	-	-	-	-	164,857	164,857
Available for sale financial assets	(27.30)	43,800	-	-	-	-	43,800
Held to maturity investments	6.60	43,724	-	-	-	-	43,724
Non current assets classified as held for sale	(14.60)	45,426	-	-	-	-	45,426
Financial assets at fair value through profit or loss	(18.58)	115	-	-	-	-	115
Total financial assets		180,107	-	-	-	164,901	345,008
Financial liabilities							
Payables	-	-	-	-	-	22,653	22,653
Borrowings	4.17	51,506	-	7,050	-	-	58,556
Other financial liabilities	-	-	-	-	-	48,409	48,409
Total financial liabilities		51,506	-	7,050	-	71,062	129,618

	Average Interest Rate	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ Years	Non Interest	Total
	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Group - At 31 December 2007							
Financial assets							
Cash and cash equivalents	6.10	41,738	-	-	-	49	41,787
Receivables	-	-	-	-	-	63,368	63,368
Available for sale financial assets	6.70	58,176	-	-	-	577	58,753
Held to maturity investments	6.40	2,306	1,906	-	-	-	4,212
Non current assets classified as held for sale	5.70	56,414	-	-	-	-	56,414
Total financial assets		158,634	1,906	-	-	63,994	224,534
Financial liabilities							
Payables	-	-	-	-	-	16,103	16,103
Borrowings	6.50	7,050	3	7,050	-	-	14,103
Other financial liabilities	-	-	-	-	-	30,514	30,514
Total financial liabilities		7,050	3	7,050	-	46,617	60,720

	Average Interest Rate	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ Years	Non Interest	Total
Parent - At 31 December 2008	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	6.60	26,597	-	-	-	44	26,641
Receivables	-	-	-	-	-	162,753	162,753
Available for sale financial assets	(27.30)	42,346	-	-	-	-	42,346
Held to maturity investments	6.60	-	43,724	-	-	-	43,724
Non current assets classified as held for sale	(14.60)	45,426	-	-	-	-	45,426
Total financial assets		114,369	43,724	-	-	162,797	320,890
Financial liabilities							
Payables	-	-	-	-	-	15,967	15,967
Borrowings	4.17	49,745	-	7,050	-	-	56,795
Other financial liabilities	-	-	-	-	-	46,243	46,243
Total financial liabilities		49,745	-	7,050	-	62,210	119,005

	Average Interest Rate	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ Years	Non Interest	Total
Parent - At 31 December 2007	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	6.10	29,187	-	-	-	43	29,230
Receivables	-	-	-	-	-	63,413	63,413
Available for sale financial assets	6.70	57,368	-	-	-	577	57,945
Held to maturity investments	6.40	2,306	1,906	-	-	-	4,212
Non current assets classified as held for sale	5.70	53,222	-	-	-	-	53,222
Total financial assets		142,083	1,906	-	-	64,033	208,022
Financial liabilities							
Payables	-	-	-	-	-	11,706	11,706
Borrowings	6.50	7,050	-	7,050	-	-	14,100
Other financial liabilities	-	-	-	-	-	33,342	33,342
Total financial liabilities		7,050	-	7,050	-	45,048	59,148

42 DEFINED BENEFIT PLANS

(a) Fund specific disclosure

The Group expects to make a contribution of \$2.908 million (2007: \$3.014 million) to the defined benefit plan during the next financial year.

The principal assumptions used for the purposes of the actuarial valuations were as follows (expressed as weighted averages):

	2008 (%)	2007 (%)
Discount rate(s)	4.09	6.40
Expected return on plan assets	8.30	7.60
Expected rate(s) of salary increase	3.50	4.00

The analysis of the plan assets and the expected rate of return at the balance sheets date is as follows:

	2008 (%)	2007 (%)
Australian equity	2.40	2.60
Overseas equity	2.20	2.00
Australian fixed interest	0.70	0.50
Overseas fixed interest	0.60	0.50
Australian property	0.90	0.80
Cash	0.30	0.50
Other	1.20	0.70
Weighted average expected return	8.30	7.60

The overall expected rate of return is a weighted average of the expected returns of the various categories of plan assets held. The Group's assessment of the expected returns is based on historical return trends and actuarials predictions of the market for the asset in the next twelve months

The history of experience adjustments is as follows:

	2008 \$'000	2007 \$'000	2006 \$'000	2005 \$'000
Fair value of plan assets	131,805	171,681	161,223	105,841
Present value of defined benefit obligation	274,605	212,923	215,413	226,492
Surplus/(deficit)	142,800	41,242	54,190	120,651
Experience adjustments on plan liabilities	61,742	(8,621)	(13,350)	8,659
Experience adjustments on plan assets	40,111	(4,594)	(13,189)	(13,841)

(b) Financial impact for funds guaranteed by Commonwealth Government

	SASS \$'000	SANCS \$'000	SSS \$'000	PSF \$'000	Total \$'000
Present value obligations - 2008					
Opening defined benefit obligation	33,176	7,398	167,875	4,474	212,923
Current service cost	1,262	381	657	282	2,582
Interest cost	2,042	441	10,441	207	13,131
Contributions from plan participants	619	-	1,210	2	1,831
Actuarial losses/(gains)	491	1,307	59,714	534	62,046
Benefits paid	(2,939)	(1,197)	(13,549)	(585)	(18,270)
Closing defined benefit obligation	34,651	8,330	226,348	4,914	274,243
Present value obligations - 2007					
Opening defined benefit obligation	31,624	7,494	171,419	4,876	215,413
Current service cost	1,299	407	698	260	2,664
Interest cost	1,830	421	10,015	333	12,599
Contributions from plan participants	611	-	1,377	3	1,991
Actuarial losses/(gains)	602	(22)	(9,021)	(467)	(8,908)
Benefits paid	(2,790)	(902)	(6,613)	(531)	(10,836)
Closing defined benefit obligation	33,176	7,398	167,875	4,474	212,923

	SASS	SANCS	SSS	PSF	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Present value of plan assets - 2008					
Opening fair value of plan assets	46,196	4,684	115,238	5,562	171,680
Expected return on plan assets	3,479	448	8,645	454	13,026
Actuarial gains/(losses)	(10,917)	(1,324)	(25,872)	(1,997)	(40,110)
Contributions from the employer	1,427	548	1,133	540	3,648
Contributions from plan participants	619	-	1,210	2	1,831
Benefits paid	(2,939)	(1,197)	(13,549)	(585)	(18,270)
Closing fair value of plans assets	37,865	3,159	86,805	3,976	131,805
Present value of plan assets - 2007					
Opening fair value of plan assets	42,936	4,650	108,068	5,569	161,223
Expected return on plan assets	3,176	431	7,868	212	11,687
Actuarial gains/(losses)	934	(28)	3,378	309	4,593
Contributions from the employer	1,329	533	1,160	-	3,022
Contributions from plan participants	611	-	1,377	3	1,991
Benefits paid	(2,790)	(902)	(6,613)	(531)	(10,836)
Closing fair value of plans assets	46,196	4,684	115,238	5,562	171,680
Included in Balance sheets 2008					
Present value of funded obligations	34,651	8,330	226,348	4,915	274,244
Fair value of plans	(37,865)	(3,159)	(86,805)	(3,976)	(131,805)
(Surplus)/deficit	(3,214)	5,171	139,543	939	142,439
Net liability(asset) arising from defined benefit obligations	(3,214)	5,171	139,543	939	142,439
Included in Balance sheets 2007					
Present value of funded obligations	33,176	7,398	167,875	4,637	213,086
Fair value of plans	(46,196)	(4,684)	(115,238)	(3,549)	(169,667)
(Surplus)/deficit	(13,020)	2,714	52,637	1,088	43,419
Net liability(asset) arising from defined benefit obligations	(13,020)	2,714	52,637	1,088	43,419
Expense recognised 2008					
Current service cost	1,262	381	657	282	2,582
Interest on obligation	2,042	441	10,441	207	13,131
Expected return on plan assets	(3,479)	(448)	(8,645)	(454)	(13,026)
Actuarial losses/(gains) recognised in the year	11,408	2,631	85,587	2,532	102,158
Expense/(income)	11,233	3,005	88,040	2,567	104,845
Expense recognised 2007					
Current service cost	1,299	407	698	260	2,664
Interest on obligation	1,830	421	10,015	333	12,599
Expected return on plan assets	(3,176)	(432)	(7,868)	(212)	(11,688)
Actuarial losses/(gains) recognised in the year	(332)	7	(12,399)	(776)	(13,500)
Expense/(income)	(379)	403	(9,554)	(395)	(9,925)
Actual return on plan assets	(7,875)	(876)	(19,131)	(1,543)	(29,425)

Superannuation Scheme for Australian Universities

The parent entity also contributes to UniSuper Defined Benefit Division (UniSuper), formerly known as Superannuation Scheme for Australian Universities (SSAU) for academic staff appointed since 1 March 1988 and all other staff from 1 July 1991.

Clause 34 of the UniSuper Trust Deed outlines the process UniSuper must undertake (including employer notifications and (notice periods) in order to request additional contributions from employers if the UniSuper assets are considered by the Trustee to be insufficient to provide benefits payable under the Deed. At least four years notice that such a request may be made is required. If such a request was agreed to be all employers then members had to also contribute additional contributions. If all employers did not agree to increase contributions the Trustee had to reduce benefits on a fair and equitable basis. The Trustee notified employers during 2003 that such a request may be made in the future but considered that this was unlikely at the time.

Should the balance of UniSuper Fund become a deficit, the Group is not liable to make any payments to UniSuper unless all the universities (including the University of Wollongong) who are members of the UniSuper Fund unanimously agree to make additional contributions to the Fund. It is only on this basis that the group would be liable for the agreed additional contribution. Management of the parent entity believes it is unlikely that any additional contribution will be required in the foreseeable future.

Historically, surpluses in UniSuper have been used to improve members' benefits and have not affected the amount of participating employers' contributions.

As at 30 June 2008, the total assets of UniSuper were estimated to be \$323,000,000 (2007 \$1,683,000,000) in excess of vested benefits. The vested benefits are benefits which are not conditional upon continued membership (or any factor other than leaving the service of the participating institution) and include the value of CPI indexed pensions being provided by the Defined Benefit Division (DBD).

As at 30 June 2008, the total assets of UniSuper were estimated to be \$1,456,000,000 (2007 \$2,587,000,000) in excess of accrued benefits. The accrued benefits have been calculated as the present value of expected future benefits payments to members and CPI indexed pensioners which arise from membership of UniSuper up to the reporting date.

The next formal actuarial review of the DBD is scheduled for 31 December 2008, with the results expected to be reported in May 2009.

43 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE

43.1 DEEWR - CGS and Other DEEWR Grants

	Commonwealth grants scheme ¹		Indigenous support program		Equity support program		Disability support program		Workplace reform program		Workplace productivity program		Learning & teaching performance fund	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY														
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	82,386	72,991	637	577	201	204	166	149	1,069	995	505	-	5,896	5,418
Revenue for the period	82,386	72,991	637	577	201	204	166	149	1,069	995	505	-	5,896	5,418
Surplus / (deficit) from the previous year	-	-	-	-	-	-	-	-	-	-	302	696	2,546	4,025
Total revenue including accrued revenue	82,386	72,991	637	577	201	204	166	149	1,069	995	807	696	8,442	9,443
Less expenses including accrued expenses	(82,386)	(72,991)	(637)	(577)	(201)	(204)	(166)	(149)	(1,069)	(995)	(712)	(394)	(6,452)	(6,897)
Surplus / (deficit) for reporting period	-	-	-	-	-	-	-	-	-	-	95	302	1,990	2,546

	Capital development pool		Collaboration & structural reform programme		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY						
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	-	2,500	1,549	200	92,409	83,034
Revenue for the period	-	2,500	1,549	200	92,409	83,034
Surplus / (deficit) from the previous year	3,371	1,846	773	600	6,992	7,167
Total revenue including accrued revenue	3,371	4,346	2,322	800	99,401	90,201
Less expenses including accrued expenses	(3,256)	(975)	315	(27)	(94,564)	(83,209)
Surplus / (deficit) for reporting period	115	3,371	2,637	773	4,837	6,992

¹Includes the basic CGS grant amount, CGS-Regional Loading, CGS-Enabled Loading and HEFA Transition Fund.

43.2 Higher Education Loan Programmes

	HECS-HELP - Australian Government payments		FEE-HELP		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY						
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	49,512	41,698	3,338	3,130	52,850	44,828
Net accrual adjustments	-	592	-	(413)	-	179
Revenue for the period	49,512	42,290	3,338	2,717	52,850	45,007
Surplus / (deficit) from the previous year	-	-	-	-	-	-
Total revenue including accrued revenue	49,512	42,290	3,338	2,717	52,850	45,007
Less expenses including accrued expenses	(49,512)	(42,290)	(3,338)	(2,717)	(52,850)	(45,007)
Surplus / (deficit) for reporting period	-	-	-	-	-	-

43.3 Scholarships

	Australian postgraduate awards		International postgraduate research scholarship		Commonwealth education cost scholarships		Commonwealth accommodation scholarships		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY										
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	1,909	1,837	385	351	899	674	1,245	1,064	4,438	3,926
Revenue for the period	1,909	1,837	385	351	899	674	1,245	1,064	4,438	3,926
Surplus / (deficit) from the previous year	45	79	(217)	(233)	114	61	164	59	106	(34)
Total revenue including accrued revenue	1,954	1,916	168	118	1,013	735	1,409	1,123	4,544	3,892
Less expenses including accrued expenses	(1,865)	(1,871)	(234)	(335)	(663)	(621)	(974)	(959)	(3,736)	(3,786)
Surplus / (deficit) for reporting period	89	45	(66)	(217)	350	114	435	164	808	106

43.4 DIISR-Research

	Institutional grants scheme		Research training scheme		Research infrastructure block grants		Regional protection scheme		Implementation assistance programme		Australian scheme for higher education repositories		Commercialisation training		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY																
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	5,874	5,847	12,087	12,320	3,851	3,674	455	392	143	70	240	130	109	105	22,759	22,538
Revenue for the period	5,874	5,847	12,087	12,320	3,851	3,674	455	392	143	70	240	130	109	105	22,759	22,538
Surplus / (deficit) from the previous year	-	-	-	-	1,694	1,244	-	-	13	-	20	-	30	-	1,757	1,244
Total revenue including accrued revenue	5,874	5,847	12,087	12,320	5,545	4,918	455	392	156	70	260	130	139	105	24,516	23,782
Less expenses including accrued expenses	(5,874)	(5,847)	(12,087)	(12,320)	(4,224)	(3,224)	(455)	(392)	(104)	(57)	(158)	(110)	(103)	(75)	(23,005)	(22,025)
Surplus / (deficit) for reporting period	-	-	-	-	1,321	1,694	-	-	52	13	102	20	36	30	1,511	1,757

43.5 Voluntary Student Unionism and Better Universities Renewal Funding

	VSU transition fund		VSU project		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY						
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	1,550	4,050	775	120	2,325	4,170
Revenue for the period	1,550	4,050	775	120	2,325	4,170
Surplus / (deficit) from the previous year	3,877	-	(84)	-	3,793	-
Total revenue including accrued revenue	5,427	4,050	691	120	6,118	4,170
Less expenses including accrued expenses	(4,193)	(173)	(382)	(100)	(4,575)	(273)
Surplus / (deficit) for reporting period	1,234	3,877	309	20	1,543	3,897

43.6 Australian Research Council Grants

(a) Discovery

	Project		Fellowships		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY						
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	8,766	8,367	329	323	9,095	8,690
Net accrual adjustments	-	(109)	-	-	-	(109)
Revenue for the period	8,766	8,258	329	323	9,095	8,581
Surplus / (deficit) from the previous year	3,857	3,496	80	83	3,937	3,579
Total revenue including accrued revenue	12,623	11,754	409	406	13,032	12,160
Less expenses including accrued expenses	(7,965)	(7,897)	(341)	(326)	(8,306)	(8,223)
Surplus / (deficit) for reporting period	4,658	3,857	68	80	4,726	3,937

(b) Linkages

	Infrastructure		International		Projects		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY								
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	1,710	600	569	360	2,808	2,585	5,087	3,545
Net accrual adjustments	-	-	-	38	-	(37)	-	1
Revenue for the period	1,710	600	569	398	2,808	2,548	5,087	3,546
Surplus / (deficit) from the previous year	157	391	188	91	1,622	1,559	1,967	2,041
Total revenue including accrued revenue	1,867	991	757	489	4,430	4,107	7,054	5,587
Less expenses including accrued expenses	(1,229)	(834)	(527)	(301)	(2,359)	(2,485)	(4,115)	(3,620)
Surplus / (deficit) for reporting period	638	157	230	188	2,071	1,622	2,939	1,967

(c) Networks and Centres

	Centres		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(Parent Entity) entity (HEP) ONLY				
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	2,598	2,548	2,598	2,548
Revenue for the period	2,598	2,548	2,598	2,548
Surplus / (deficit) from the previous year	667	275	667	275
Total revenue including accrued revenue	3,265	2,823	3,265	2,823
Less expenses including accrued expenses	(2,393)	(2,156)	(2,393)	(2,156)
Surplus / (deficit) for reporting period	872	667	872	667

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