

University of Wollongong



2009 ANNUAL REPORT

29th April 2010


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 2009.

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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Controlled Entities Audited Financial Statements

Illawarra Technology Corporation Limited
Wollongong UniCentre Limited
University Recreation & Aquatic Centre Limited

UOW 2009

THE UNIVERSITY OF WOLLONGONG AT A GLANCE

Since its inception, the University has awarded over 93,000 degrees and diplomas.[†] As at December 2009, it had over 25,000 students enrolled at its onshore and offshore campuses, and attracts students from more than 130 countries.¹

The University has forged strong links with the regional communities where it is based. It is a major driver of regional development and one of largest non-government employers in the Illawarra region.

The University has active partnerships with nearly 300 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
- > Mathematics
- > Archaeology

For more information on UOW research activity, see page 14.

UOW in 2009

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: 25,449²

Postgraduate: 8,454

Undergraduate: 16,762

Total Enrolments: **26,614**

Non Award, Enabling and Cross Institution: 1,165

Equivalent Full Time Student Load (EFTSL): 19,237

International (onshore): 4,087

International (offshore): 3,021

Our Vision

To be an international University recognised for originality and enterprise in exploring, communicating and applying knowledge to enrich individuals, their communities and the environment.

Our Mission

Our mission is to excel through:

- > Research and teaching of world-class standard and impact
- > A learning environment that supports, informs and inspires our diverse student community
- > Staff initiative, enthusiasm and commitment to the University's goals
- > Collaboration and enterprise that provide innovative and timely ideas and solutions for the University and its community partners

Our Principles

We share a commitment to promoting and celebrating:

- > Excellence through initiative, enterprise and achievements that take society forward
- > Intellectual openness and freedom of opinion
- > Integrity
- > Mutual respect and collegiality
- > Diversity of cultures, ideas and peoples
- > Indigenous perspectives and reconciliation
- > Foresight, quality and accountability as an institution
- > Community partnerships and mutual development
- > Equity and social justice
- > Responsible stewardship of the natural environment

The University's Strategic Plan outlines the University's goals, objectives and key strategies. The format of this report is primarily aligned with the goals, objectives and strategies of the University's 2008–2010 Strategic Plan.

¹ Figures are based on UOW data as at December 2009

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 2009, the University of Wollongong (UOW) completed the second year of its 2008-10 Strategic Plan. The hallmarks of 'the UOW way' are identified in that Plan as *'Diversity, Partnership, Enterprise and Excellence'*. They are the reference points for my reflection on the highlights of the University's performance during this last year.

The University demonstrates diversity in both mission and culture. As this 2009 report shows, UOW draws its character and edge from the diversity of activity spanning research, teaching and community engagement and from the synergies it creates. Our commitment to a diverse culture based on access and equity goes back to our roots in this rich, multicultural region but also recognises our prominent, contemporary profile in international tertiary education. In 2009 terms, UOW enrolled 23 per cent of students from a low socio-economic background, already exceeding the federal government target. In July, we agreed to a strategy that would increase the range of opportunities for our students. We resolved especially to improve outreach activities and, importantly, to strengthen a social inclusion agenda that would enrich the student experience and celebrate differences. At the same time, we introduced a new Global Citizenship Program, under the international goal that extended opportunities for students to develop international knowledge, outlook and employment prospects.

International students continued to enrich the UOW campus culture in 2009 and, in the first International Student Barometer (ISB) survey, they placed us highly in terms of their satisfaction with the learning and student experience. The University recognises, however, that our commitment to diversity in students and programs requires ongoing attention and continued building on our recognised skills in communication and collaboration.

UOW's second strategic strength lies in its capacity to secure and sustain key partnerships with its community and in advancing its research. The community and research aspects coalesced in the progress of the Innovation Campus (iC) in 2009. Despite the lingering effects of the economic downturn on business investment, iC's trajectory in 2009 was upward. Four major buildings were operational by year's end and a further two building projects approved. iC's vision of a dynamic partnership between the University and the commercial and government sectors took real shape. The first new building for 2010 will be an expansion of the Australian Institute of Innovative Materials – an applied Processing and Devices facility made possible by federal government funding. The second will be a fully commercial building, already heavily subscribed by companies with current or potential UOW connections.

Enterprise is the hallmark quality most readily associated with how this University achieves its goals and 2009 was an exceptional year. UOW's capacity for creating contacts and synergies was at the core of its success in realising the concept and securing federal funding for the nationally significant SMART Infrastructure Facility and in bringing to fruition, with NSW government funding, the Illawarra Health and Medical Research Institute. Such developments, particularly on its main and Innovation campuses, resulted in an economic impact on the region of over \$953 million in both revenue and expenditure.

The spirit of enterprise was evident in faculty and unit planning where opportunities were created from special expertise, as evident in the Faculty of Education's 'Early Years' program, the new Languages Centre in Arts, the achievements of the Graduate School of Medicine as they move forward with an innovative curriculum. Enterprise, as well as outstanding science, took a most exciting form in further research by the UOW's Centre for Archaeological Sciences team as they explored the forest of Flores to reveal more about the 'hobbits' (*Homo floresiensis*) and their ancestors.

Excellence has never been a passive quality for this University. In 2009, UOW excelled in the revised national Learning and Teaching Fund as one of only seven universities to achieve an A1 rating. We also achieved a continuous decade of five-star ratings for graduate outcomes and employment in the Good Universities Guide. On the basis of research performance, UOW was placed in the top 2 per cent of world universities as measured by the Shanghai Jiao Tong ratings. International on-shore student enrolments exceeded the 10 per cent growth target despite fluctuations elsewhere. And, importantly, our financial management continued to provide a strong and sound basis for continued excellence and enterprise.

In 2009, UOW used the strengths for which it is known to move ahead on national and international benchmarks. It did so because of its diverse culture, its strong and creative partnerships, its foresight in taking opportunities and its commitment to excellence. These achievements are created by the special, collaborative and willing spirit of our staff and the positive engagement of our students.

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

Highlights of 2009



January NSW Minister for Science and Medical Research, the Hon Jodi McKay, announced that the UOW Intelligent Polymer Research Institute had been selected as the first funding recipient of a joint technology program between the NSW Government and the South Korean province of Gangwon. They will use nanotechnology to develop a new high-performance energy storage device. This will have a huge impact on battery life of mobile phones and digital cameras.

February An independent survey ranked UOW first for student satisfaction among Australian university students. Vice Chancellor Professor Gerard Sutton said the results matched other independent rankings, which consistently ranked Wollongong at the top for student satisfaction and graduate outcomes.

March Australia's Human Rights and Disability Discrimination Commissioner, Mr Graeme Innes, AM, opened the 2009 Diversity Week and helped launch an online program for UOW students. Titled 'Responsibilities, Rights and Respect Online,' the program takes students through a series of activities concerning equality and rights at University.

At the opening of the Australian Institute for Innovative Materials (AIIM) Building, federal Minister for Innovation, Industry, Science and Research, Senator the Hon Kim Carr, said UOW was leading the way in developing collaborative partnerships between researchers and industry. It houses UOW's flagship research centres, the Institute for Superconducting and Electronic Materials and the Intelligent Polymer Research Institute, and is the second building to open on the Innovation Campus.

April NSW Premier the Hon Nathan Rees visited Knowledge Village at the University of Wollongong in Dubai (UOWD) to officiate at the opening of UOWD's UniShop at a book launch. During his visit he said that UOWD is one of the greatest export success stories in the history of New South Wales.

May The Commonwealth Budget helped the University create at least 200 jobs for the construction phase of the \$50 million AIIM – Processing and Devices Facility. The new building will be developed alongside the existing AIIM Building and will house 150 staff and students. It extends UOW's world-class research capabilities and helps take research from concept stage into real world applications. UOW Vice Chancellor Professor Gerard Sutton thanked the local federal members Ms Sharon Bird MP and Ms Jennie George MP or their assistance with the UOW's overall submission.

The UOW Cares workplace giving program gained international recognition, being a joint-winner of the category for Outreach and Community Relations in the Association of Commonwealth Universities PR, Marketing and Communications Awards.

UOW's largest subsidiary, the ITC Group of Companies, donated their entire annual dividend of \$6 million to launch the Medical Research Support Fund. The fund will support research conducted at the Illawarra Health and Medical Research Institute.

June Professor Lesley Head, who leads UOW's School of Earth and Environmental Sciences, was a member of the first annual cohort of 14 academics Australia-wide to be named Australian Research Council Laureate Fellows. With the project funding provided by the highly-prized award, Professor Head will establish the country's first research centre devoted to understanding the cultural dimensions of environmental sustainability.

July The Faculty of Commerce launched a new, Australian-first, degree focused on socially innovative commerce. About 150 representatives from the Illawarra region – including business leaders and politicians – attended the launch, which marked the first official activity for incoming Chancellor, respected businesswoman, Ms Jillian Broadbent, AO.

2009



August UOW marked a continuous decade of five-star successes in the Good Universities Guide in key categories of 'Getting a Job', 'Positive Graduate Outcomes' and 'Graduate Starting Salary'. The University also continues to be ranked in the top two per cent of the world's universities according to the Times Higher Education Supplement and the Shanghai Jiao Tong University rankings.

St George Illawarra Dragons and UOW launched a formal partnership which will provide courses to help players prepare for life after their playing career is over. It will also allow the development of research-based programs focusing on training, performance and rehabilitation. The Dragons will also facilitate internships for UOW students and will assist UOW in attracting new commercial tenants to the Innovation Campus.

September September 30 marked the end of the 12 year tenure of Michael Codd AC as Chancellor. During that time he had presented 50,000 degrees to graduating students; and in December he received an honorary doctorate from UOW for his outstanding contribution to the university.

In a paper published in the prestigious international science journal *Soft Matter*, UOW researchers showed that 'hydrogels' made from the gellan gum, normally used to thicken yoghurt, could be used as a scaffold for human tissue growth. The researchers, led by Dr Marc in het Panhuis, appeared on ABC TV's *New Inventors* program to demonstrate how their inventive research has implications for spinal cord repair and growth of artificial organs.

Indian Consul General, Mr Amit Dasgupta, launched the *Voices of Children* exhibition featuring photos and stories from 30 Indian children from Kolkata and Mumbai, who were given disposable cameras and asked to record images of their daily lives.

October Champion test cricketer Adam Gilchrist visited India for his second 'tour' as an ambassador for UOW and the Innovation Campus. Gilchrist and Vice-Principal (Administration) Chris Grange hosted meetings with industry leaders in key business centres.

Four far-reaching community projects were presented with \$30,000 in grants under the Community Engagement Grants Scheme. Projects included a book about the works and lives of Aboriginal Illawarra and South Coast artists, the establishment of a Community Advisory Committee to advise of the content of various Expert Patient Training Programmes, a practical science and environmental education initiative for school students, and a short film acknowledging Dharawal Country.

November UOW Ambassador Adam Gilchrist and a host of celebrities joined Vice Chancellor Professor Gerard Sutton in hosting a celebrity 20/20 cricket match and Gala Dinner to help raise funds for medical research. The money raised will help to expand high-level medical research into a number of serious diseases and conditions.

The University was awarded \$11.4 million funding through the Australian Research Council (ARC) Discovery Grant and Linkage Grant schemes. The Faculty of Engineering achieved significant results with Professor Buddhima Indraratna awarded one Linkage and two Discovery projects totalling almost \$1 million.

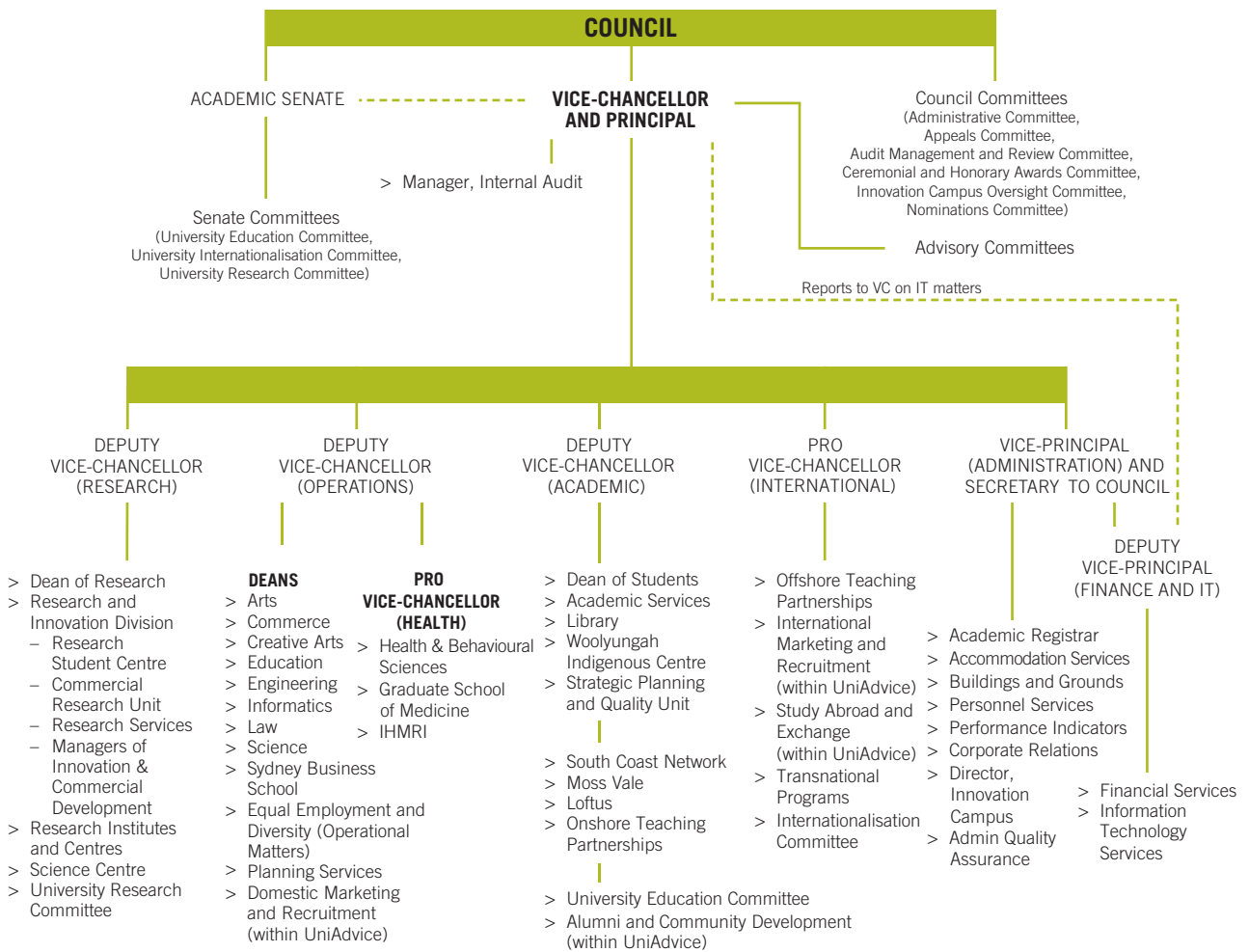
Deputy Prime Minister and Minister for Education, the Hon Julia Gillard MP, announced funding of \$2 million to extend a successful mathematics program involving Illawarra schools, UOW and BlueScope Steel Ltd. The program will support the proposed national mathematics curriculum.

December One of the world's best-known jurists and human rights activists, Mr Geoffrey Robertson, QC, presented a special public lecture on the role of the law in contemporary society. The public lecture was part of a community engagement summer session program being conducted by the Faculty of Arts.

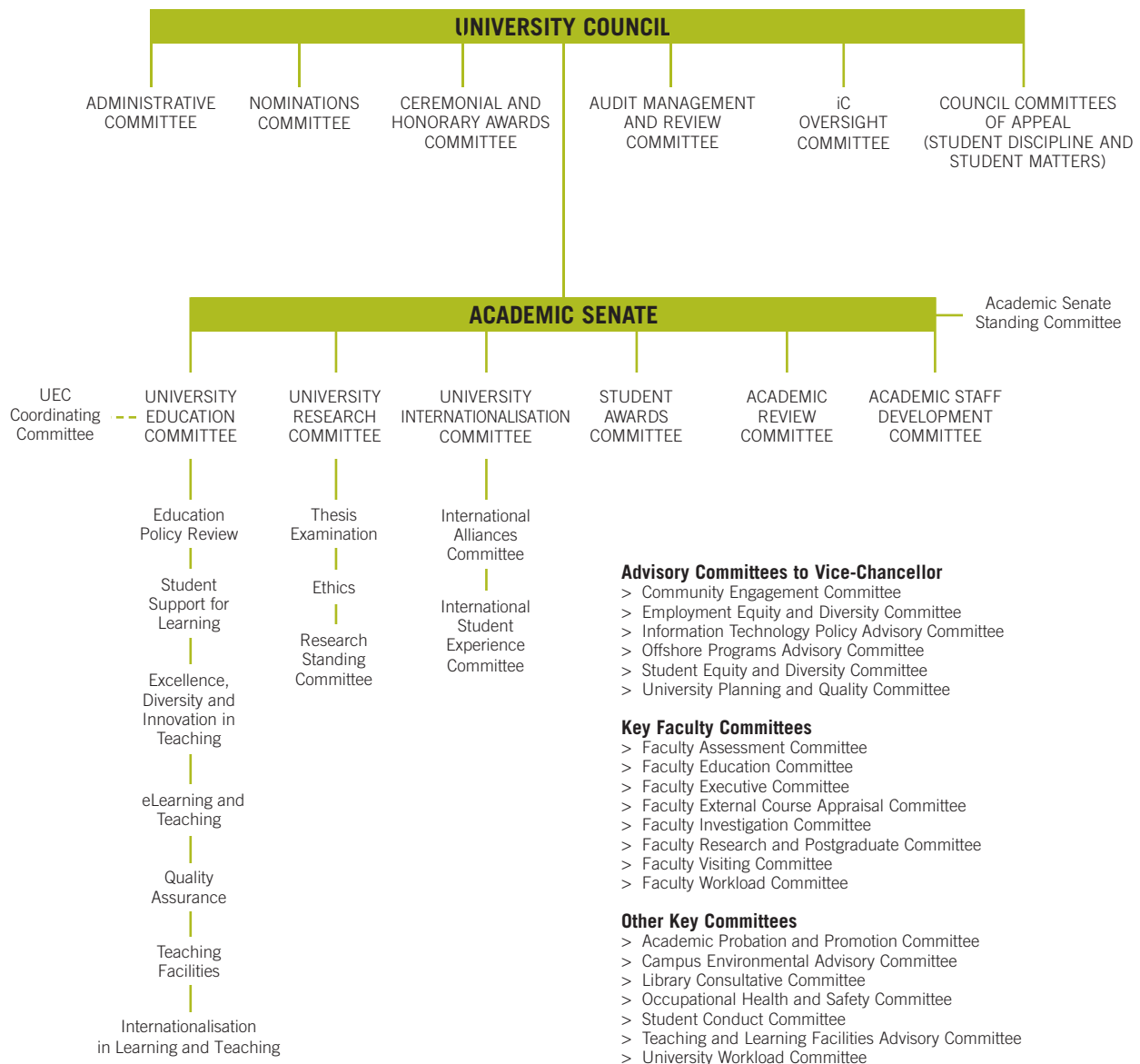
Pro Vice Chancellor (Health), Professor Don Iverson, launched the Illawarra Health and Medical Research Institute (IHMRI) Research Network to an audience of more than 300 people, including NSW Government Ministers, the Hon David Campbell and the Hon Paul McLeay. Professor Iverson, IHMRI's Executive Director, invited the audience of health and medical professionals from a wide range of disciplines and organisations to collaborate on health and medical research.

UOW 2009

UNIVERSITY GOVERNANCE AND QUALITY



UOW 2009



Committee Structure 2009



University Council

A major change in the composition of the University Council in 2009 was the selection and appointment of the University's third chancellor, Ms Jillian Broadbent AO. Chancellor Michael Codd AC completed the maximum 12 year term on Council in October and chaired his last meeting in August 2009. Mr Codd was awarded an Honorary Doctor of Letters by the Council and was recognised by Council members, staff and students for his outstanding contribution to the growth and reputation of the University. In October 2009, Ms Broadbent was welcomed to her first meeting of Council and in December she presided over the University's Summer Graduation Ceremonies.

At the end of the year, Council expressed its thanks to the outgoing Deputy Chancellor, Ms Sue Chapman, and to the outgoing Chair of the University's Administrative Committee, Mr Kerry Kyriakouides, who had each served the maximum 12 years on Council.

With regard to Council business, the February Council meeting saw the approval of the Capital Management Plan, a five year rolling plan which is updated annually and monitored regularly by the Council's Administrative Committee. The Capital Management Plan 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.

Also in February, the Council approved amendments to the Charter of the Audit Management and Review Committee. Under the revised Charter the roles and responsibilities of the Committee were specified, including its role in the oversight of controlled entities of the University.

Pictured: University Council Members

Back Row: Mr Gareth Ward; Mr Christopher Whittaker;

Middle Row: Mr Robert Ryan; Mr Noel Cornish; Ms Rosemary Sinclair; Mr Dom Figliomeni; Mr Peter Fitzgerald; Mr Stephen Andersen (Deputy Chancellor); Mr Geoff O'Donnell;

Front Row: Dr Elizabeth Magassy; Associate Professor Diana Kelly; Prof Gerard Sutton (Vice-Chancellor); Ms Jillian Broadbent (Chancellor); Mrs. Kim Callaway; Ms. Penney McFarlane

Absent: Ms Kelly Knowles; The Hon. David Campbell, MLA; Mr Saif AISulami; Professor Songping Zhu.

UOW 2009

During 2009, the Council maintained close scrutiny of the University's financial performance, receiving regular updates at Council meetings and through the Audit Management and Review Committee and the Administrative Committee. In April, Council approved the 2008 Financial Statements; and in August it received a presentation from the Deputy Vice-Principal (Finance & IT) benchmarking the University's financial performance against that of other NSW universities. In October, Council approved the 2010 budget and received a report on the University's credit rating from Standard and Poor's.

Council received financial reporting, planning, and budgetary information from the University's controlled entities: ITC Ltd, URAC Ltd, and UniCentre Ltd. Council and its Committees sustained a vigilant gaze on the status of the controlled entities, working in collaboration with the boards and committees of those affiliated organisations to ensure their continuing success and longevity.

In August, Council conducted its annual performance review using the results of an evaluation survey to inform a confidential discussion during the Council meeting. Improvement opportunities that were identified included conducting a series of information sessions for new and existing Council members in early 2010 on the University's academic activities, strategic planning and OH&S responsibilities, and presenting further information to Council on risk management. (The latter was addressed at the October Council meeting.)

Council continued to monitor the oversight of the development of the University's Innovation Campus, approving the construction in 2010 of a new Commercial building and authorising amendments to the University's joint venture agreement. Progress reports on building and construction, tenancy, marketing and financial performance were presented to the iC Oversight Committee and the Council throughout the year.

During 2009, Council took an active interest in the sustainability profile of the University. The Council was briefed on the steps being taken to improve environmental performance, especially in the area of energy efficiency, and it was agreed that a regular report on environmental performance would be presented to each meeting of the Council's Administrative Committee.

The University Council amended the *Delegations of Authority Policy* throughout the year, ensuring that the central instrument for decision-making was accurate and responsive to the changing University environment.

A number of other new and revised policies and codes of practice were approved by the University Council during 2009 including:

- > *Honorary Postdoctoral Research Associates Policy*
- > *Code of Practice – Teaching and Assessment*
- > *Code of Practice – Honours*
- > *Course Progress Policy*
- > *Higher Degree by Research Scholarship Selection Policy*

Regular reports were provided to Council by each of its committees, including the Administrative Committee, Audit Management and Review Committee, iC Oversight Committee, Ceremonial and Honorary Awards Committee, and the Council 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. A central role of Academic Senate is to evaluate, endorse and recommend policies to the Vice Chancellor and to the University Council.

Key areas of policy development and implementation in 2009 included:

- > Endorsement of amendments to the *General Course Rules* regarding Information Literacies
- > Endorsement of minor amendments to the *Code of Practice – Teaching and Assessment* and *Code of Practice – Students* regarding supervision of students undertaking research and creative projects
- > Endorsement of revisions to the *Research Misconduct Policy*, the *Higher by Degree Research Scholarship Selection Policy* and the *Academic Senate Electoral Rules*
- > Endorsement of revisions to the *Course Progress Policy* and consequential minor amendments to the *Delegations of Authority Policy* and the *General Course Rules*, and
- > Endorsement of minor amendments to the *Code of Practice – Honours*.

Following endorsement by Academic Senate, the revised *General Course Rules* and Policies were all forwarded to Council for approval.

Other key areas of business approved, endorsed or noted by Academic Senate were:

- > Report on UOW's Annual Performance against Goals 2008
- > Proposal to introduce equity Higher Degree by Research scholarships
- > Report on academic transition support benchmarking project with the University of Tasmania
- > Approval of 20 new University Prizes
- > Revised Terms of Reference and structure for the University Internationalisation Committee
- > Approval of nominees to the Academic Probation Committee and Academic Promotion Committee
- > The launch of a new *Academic Senate Handbook* for members
- > Presentations on different activities and initiatives across the University
- > Report on the University's plans for a benchmarking project with Deakin University and the University of Tasmania.

Throughout the year, Academic Senate also received regular updates on the University's planning for Cycle Two of the Australian Universities Quality Agency (AUQA) Audit scheduled for early 2011.

At its first meeting of the year, the Chair, Associate Professor Diana Kelly, made the inaugural Acknowledgement of Country on behalf of Senate.

In August, the Meet the Chancellor reception was held and was one of the final official events for the outgoing Chancellor, Mr Michael Codd AC. Over 30 academic and general staff members and students met with the Chancellor in a relaxed setting. The Chancellor spoke highly of the event and expressed his desire that the Chancellor-designate continue with this event.

UOW 2009

In November, Academic Senate hosted the inaugural Big Picture Debate on the topic '*What are the greatest and most important challenges facing universities in the next seven years?*' The debate featured a presentation from the National Director of AUQA on quality assurance and responses from several academics from the University, followed by open discussion by all members. These Big Picture Debates will continue in 2010.

Academic Senate approved the introduction of 41 new courses, major amendments to 19 courses and the discontinuation of 52 courses. Under delegation from Academic Senate, 79 proposals for minor amendments to courses were approved by the Deputy Vice Chancellor (Academic) and three fast-track proposals were approved by the Vice Chancellor. Details of delegated course approvals continue to be presented to Council for their information.

Throughout the year, Academic Senate was represented at the regularly held NSW/Territories Chairs of Academic Boards/Senates meetings. Topics that generated most discussion in 2009 were the renewed vigour and requirements of the Australian Qualifications Framework, the replacement of the UAI by the ATAR (Australian Tertiary Admission Rank) as the primary criterion for university admission for school leavers, the increasing importance of risk assessment, and the role of policies on student mental health, and good conduct/ grievance policies.

Academic Senate's priorities for 2010 include:

- > Preparation for the AUQA visit in late March 2011
- > Expanded engagement with Academic Senate members, including through the formation of working parties such as those listed in Academic Senate's Terms of Reference, thus raising the profile of Academic Senate among non-members
- > The continuing development of Big Picture Debates
- > Involvement in the new strategic plan
- > Improving, strengthening and expediting communication flows through UOW
- > Strengthening self review processes.

Strategic Planning

The University entered the second year of the 2008–10 Strategic Planning cycle in 2009. A key outcome was the first round of reporting under the Performance Monitoring Framework (PMF), an important initiative for this cycle. In 2009, the PMF indicators and targets were applied throughout the planning levels – from faculties and units to major committees. Ongoing improvements in data collection and analysis (for example, through survey triangulation and the Performance Indicators Project) enhanced the quality of evidence-based reporting.

The PMF reports resulted in a comprehensive 'health check' for the University management and Council on how the University was tracking against its seven goal areas (namely, learning and teaching, research, community engagement, students, international outlook and environment, staff, and business/planning (with reference to faculty objectives and strategies), see below). They have also informed and improved the University's Annual Report to Parliament by providing a more coherent body of performance-based material for the main chapters.

The two formal opportunities for communication, setting directions and monitoring performance in 2009 were the University Planning Retreat for senior leaders held in July and the larger Planning Forum for heads of units held in October. These gained added importance as the University considered the opportunities offered by the new federal Government agenda for tertiary education. The re-assessment of UOW's strengths and potential was channelled into the review and redevelopment of the Strategic Plan for the next cycle – 2011–13. This process is being overseen by the University Planning and Quality Committee in consultation with key stakeholders.

The new federal initiatives began to impact on the University's strategic and performance reporting to Government in 2009. A '2009 Institution Performance Portfolio' was submitted to the Department of Education, Employment and Workplace Relations (DEEWR) and the Department of Innovation, Industry, Science and Research (DIISR). The visit by DEEWR and DIISR representatives, retitled the 'Profile & Compacts Visit', took place on 3 December, and an agreed portfolio will be finalised in the New Year.

The major priority for 2010 will be the development and approval of the 2011–13 Strategic Plan, and the planning and reporting framework that supports it.

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



Review of Performance

GOAL 1: EXCELLENCE AND INNOVATION IN LEARNING AND TEACHING

Objectives

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 Performance

The University continued to perform strongly against external measures of academic quality in 2009. For the first time, the national Learning and Teaching Performance Fund was split between 'Excellence' and the new category 'Improvement'. UOW achieved two A1 ratings and two A2 ratings for Excellence as well as a ranking in two Improvement categories. The University was placed equal third overall for Excellence and was one of only seven universities to obtain an A1 rating for Excellence. UOW also reached a milestone in achievement in the Good Universities Guide, recording a continuous decade of five-star ratings in the categories of 'Getting a Job', 'Positive Graduate Outcomes' and 'Graduate Starting Salary'.

Ongoing positive feedback in the Graduate Destination Survey demonstrated the University's success in equipping all students to achieve and contribute to society and the workplace.

Graduate Qualities continued to be embedded in the curriculum in 2009, and experiential learning programs were the subject of a dedicated strategic

project which is developing an integrated UOW framework for community-oriented learning.

To further enhance the quality and standards of learning and teaching programs and services, considerable benchmarking and accreditation activities were undertaken in 2009. All nine faculties, the Academic Services Division, Student Services, Information Technology Services (ITS), Academic Registrar's Division (ARD), International Student Programs, and regional centres participated in a trial benchmark project which was undertaken between UOW and the University of Tasmania (UTAS) in the area of academic transition support for first year undergraduate students. The transition project resulted in a beneficial sharing of good practice and launched a review and improvement of the co-ordination of our transition activities through the new First Year Experience Working Party. Curriculum reviews involved either benchmarking academic standards against other institutions or accreditation from external bodies.

2009 Outcomes under Strategic Objectives

1. Graduates equipped to contribute to society and the workplace

In 2009, special emphasis was given to the areas of research skills, literacy skills, and issues of academic integrity.

A survey of first-year subject coordinators identified the strategies implemented to develop research skills in first-year subjects and how faculties are developing student research skills within degree programs.

A major review of the compulsory information literacies program, the Independent Learners Introductory Program (ILIP), resulted in a revised program, StartSmart, which focuses on equipping students with foundation skills necessary to locate and evaluate relevant information resources effectively and to avoid plagiarism.

Review of Performance

Faculty staff surveys and focus groups on the outcomes of the 2008 academic integrity project indicated that, whilst there is a broad range of views regarding its scope, staff have a good understanding of the principles on which academic integrity is based and are committed to encouraging their students to adopt them. Evidence of good practice, in the form of providing opportunities for students to develop the necessary skills, along with other findings, were presented at the 4th Asia Pacific Conference on Educational Integrity held at the University in September 2009.

The University registered a strong performance against the 2009 targets for this objective area:

The Graduate Destination Survey showed that only five of the University's 25 disciplines, fell below the national average for full-time employment. UOW also received its sixth consecutive top rating in the Good Universities Guide for a range of graduate outcomes. Further improvements are expected through the revision of the *Code of Practice – Student Professional Experience* in 2009 to provide a clearer set of obligations and processes to manage student professional experience programs (including clinical placements and internships). Achieved outcomes will be reported in 2010, with the new code to become operational in mid-2010

The 2008 Student Experience Questionnaire (SEQ) results, released in 2009, averaged 80.9 per cent positive feedback, whilst the 2008 Course Experience Questionnaire (CEQ) averaged 73.66 per cent positive feedback to the Graduate Qualities questions. The latter result is below the UOW target of 75 per cent but improvements in the inclusion of relevant graduate qualities in 2009 are expected to make a difference next year. An audit of Autumn 2009 Subject Outlines assessed the level of inclusion and feedback statements. Four faculties were randomly selected and the subject outlines for three subjects at each undergraduate level per faculty were audited. The average across sample faculties was 91 per cent compliance.

As demonstrated in Table 1, UOW graduates have consistently reported a higher level of overall satisfaction compared to the University's benchmark and national averages, as measured through the CEQ.

Table 1: Overall Satisfaction	UOW	Benchmark Group	Sector
2005	75.2	72.3	69.4
2006	77.3	71.6	69.7
2007	75.2	75	70.7
2008	78.5	69.8	69.7

Source: Final 2009 Institution Portfolio, 21 February 2010, (Department of Education, Employment and Workplace Relations and, Department of Innovation, Industry, Science and Research), Canberra

2. An active, collaborative and flexible learning experience for students

The student learning experience was enhanced through further success in the Peer Assisted Study Sessions (PASS) program, which provides students with academic assistance, learning skills and social support. Over 2,000 students per semester participated in the program.

The 'Learning-Teaching-Research Nexus' Faculty implementation project continued to develop a systematic approach to promoting learning through the link between research and teaching. In 2009, the Nexus Committee was proactive in promoting awareness of the Nexus through activities such as special forums held in September. Data from the SEQ provided a starting point for Faculty implementation strategies that will be the focus in 2010.

In the eLearning area, a review of learning and teaching policies to assess their appropriateness to eTeaching and eLearning resulted in a number of recommended policy changes that will be implemented over the coming year. Guidelines were also developed on the appropriate use of externally hosted websites, tools and social networking environments for teaching and learning, including use across locations. Improvements to teaching facilities included an increased and upgraded number of Common Teaching Areas and the refurbishment of the Hope Theatre and of Building 19 (Arts).

The University Library continued to provide services to enhance the student learning experience through significantly improving:

- > Search interfaces through the implementation of Web 2.0 technologies
- > Resources for Assignment web pages
- > Access to UOW archival collections (by a strategic digitisation project that provides 24/7 access to digital resources regardless of the location)

Feedback data under 2009 target areas showed that UOW sustained its level of student satisfaction with their learning experience and the quality of teaching. Eight faculties/Units reached the University's 75 per cent positive feedback in the 2008 SEQ and the average score of the Teacher Evaluation Survey for 2008 was 85.7 per cent, exceeding the benchmark target of 70 per cent.

Subject Evaluation Surveys were conducted in the 2009 Autumn session and a total of 285 subjects were surveyed, of which 28 per cent were carried out at the Education Centres/Satellite campuses. As shown in Figure 1, the results demonstrate that all faculties have exceeded the University target of 65 per cent overall satisfaction with the subject – the average result being 87.81 per cent.

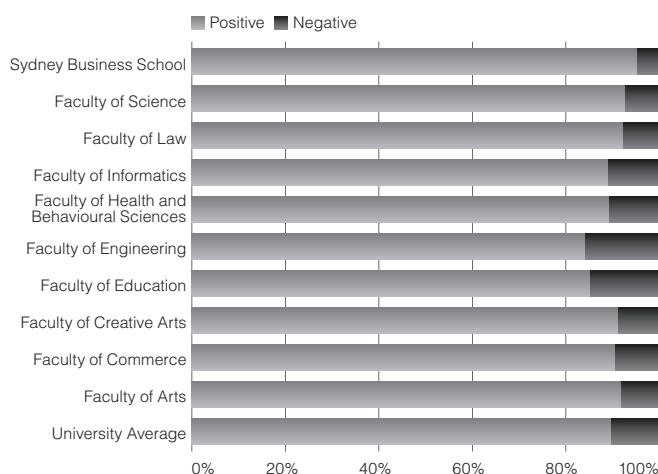


Figure 1: UOW Subject Evaluation Survey Responses by Faculty - 2009

3. Quality programs relevant to the evolving needs of students and the community

Curriculum reviews of both undergraduate and postgraduate courses were undertaken by faculties and Units in 2009 in accordance with the *Academic Review Policy*, the *Curriculum Review Guidelines* and review timetable.

The major reviews included a full review of the Bachelor of Commerce, which resulted in a new degree, focused on social innovation, which aims to produce future business leaders with a strong commitment to social and economic well-being.

Review of Performance

Quality programs are developed via rigorous process overseen by the Course Approval Management Group (CAMG). In its third year of operation, CAMG assessed 146 courses proposals (80 major, 63 minor, 3 fast-track), an increase of 25 per cent from 2008. Of these, 17 were new courses, 5 were new courses replacing existing courses and 8 were proposals for new double degrees using existing courses. Double degree programs continued to be in demand by students keen to further enhance their employment prospects. With the introduction of the minor studies proposal, more undergraduate students will also be able to undertake a minor offered by another faculty.

New courses approved during the year included the Diploma and Certificate in Languages, Bachelor of Digital Media (a multimedia joint program with TAFE NSW), the Master of Fisheries Policy, the Deans' Scholars degrees from various faculties and two courses offered by the School of Nursing, Midwifery and Indigenous Health that specialise in mental health and innovation and change. The Graduate School of Medicine is planning to introduce a new course as part of the new Illawarra Health and Medical Research Institute (IHMRI). The course will give students the opportunity to obtain experience and qualifications in a modern research program in fields such as Medical Science, Clinical Medicine, Clinical Behavioural Science, and Public Health and Medical Education.

Further enhancement of assessment practice has resulted in significant reviews of academic policies and practice, including a review of the appropriateness of maintaining Pass Conceded and Pass Restricted grades and the development of draft Supplementary Assessment Guidelines.

Communication and dissemination of learning and teaching activities (especially, good practice) across campus were improved through an increased number of focus groups, information sessions, workshops, symposiums, and forums. Topics included: grants and awards support and development processes; developing research skills in first-year subjects; embedding academic integrity outcomes; and eLearning issues.

Positive student feedback on satisfaction with the quality of programs (as measured by the 2008 Course Experience Questionnaire (CEQ)) was 76 per cent, which is above the national average for all disciplines/faculties. Whilst domestic student satisfaction rates outweigh the overall international student satisfaction levels, there has been an increase in the level of satisfaction for international students. The 2008 Student Experience Questionnaire (SEQ) also revealed a high level of satisfaction, at 80.8 per cent it represented an increase of 2.4 per cent from 2007.

4. An international focus in learning and teaching

Important steps were taken towards improving the academic experience of international students in 2009. In its first year of operation, a sub-committee of the University Education Committee (UEC) undertook various strategies to promote cultural awareness, international perspectives in the curriculum, academic support and the learning experience for international students.

A grant for 'Internationalisation in the classroom' was initiated to enhance further the international focus in learning and teaching. UOW is intending to establish a dedicated teaching and research internationalisation grants scheme in the future.

A new Global Citizenship Program was developed with the view of replacing the current International Studies Minor. The 'Global Citizenship Certificate' will be available to all students, particularly targeting those students who may not have an opportunity to travel overseas. The Certificate incorporates recognition of study abroad, study tours and other global experiences. The program will be trialled in 2010.

The Faculty of Arts Language Centre will enhance opportunities for in-depth English language learning for all international students, and will also offer domestic students an accredited Diploma and a Certificate in Languages for a range of foreign languages.

5. High quality teaching

Student feedback obtained in 2009, through the 2008 SEQ and CEQ showed a high level of satisfaction with the quality of teaching. For the SEQ, results for satisfaction were 81.3 per cent (an increase of 5.4 per cent on the previous year); and for the CEQ, 76 per cent of UOW students were satisfied with the quality of the course (against the national average of 69.7 per cent).

Faculties developed specific programs for the professional development for sessional and new teaching staff based on the policy outcomes of the *Code of Practice – Casual Academic Teaching*. The *Good Practice Guidelines – Leading Teaching Teams* were developed to support the UOW quality assurance framework for sessional teaching.

UOW received seven Australian Learning and Teaching Council (ALTC) Teaching Citations and retained its status as a national leader in this category. UOW also received support for four projects under the ALTC Leadership for Excellence in Learning and Teaching program (and is lead institution for two of these projects) as well as support for one project under the ALTC Priority Project program. Staff engagement remains strong as numbers of successful UOW applicants for ALTC teaching citations and award of project support and grants by the ALTC continue to rise as does the number of successful applicants for grants from the UEC Educational Strategies Development Fund (ESDF) for learning and teaching.

Planning Priorities 2010

To manage the Commonwealth Government's policy of increasing participation and diversity in higher education, universities will need to devote more attention and resources to providing integrated, intentional, supportive first year transition programs and curriculum design. The establishment of the First Year Experience Working Party in 2009 was a significant initiative in keeping with this policy.

UOW has adopted a strategic, long-term approach to improving the prospects of success in ALTC awards and grants. Systems and processes have been more tightly articulated; the support for award and grant applicants has been further refined to include mentoring by a growing pool of past award and grant recipients; renewed emphasis has been placed on practice sharing with a 'Focus on Teaching' website; and there is increased awareness of and recognition for excellence in teaching in probation and promotion processes.

For 2010, UEC and its sub-committee will focus on the following areas:

- > First Year Experience Working Party
- > New Standard on Courses to better regulate the course management process
- > Changes to student complaints processes
- > Review of Student Conduct to improve the outcomes of the Academic Integrity Project
- > Equity and access agenda
- > Support for transition of students
- > Standards and Assessment
- > Revision of the eLearning Plan



Review of Performance

GOAL 2: EXCELLENCE AND INNOVATION IN RESEARCH

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 Performance

As the result of excellent research performance, UOW retained its rating as one of Australia's most research intensive universities in 2009. The University was placed in the top 2 per cent of research universities in the world by the highly respected Shanghai Jiao Tong rankings and the *Times Higher Education – QS World University Rankings*.

On the national scene, UOW also scored five out of five stars in the 2009 Good Universities Guide for 'research intensity'. The University was again among the top ten universities for ARC grant income (on total dollars awarded) (see Figure 2).

The UOW research environment in 2009 is surveyed below; it was marked by achievements under all objectives, including major developments in infrastructure and strong demonstrations of partnership building.

Review of Performance

2009 Outcomes against Strategic Objectives

1. Research quality and international standing

Outstanding performance: The University sustained its exceptional record for research performance internationally in 2009 and continued to register strong individual research performances (see Table 2).

Table 2: Awards to UOW Researchers in 2009

Researcher	Award	Description
Dr Stephen Blanksby	Australian Academy of Science Le Fèvre Memorial Prize	For significant contributions to the field of gas phase ion chemistry and mass spectrometry.
Dr Stephen Blanksby	Australian & New Zealand Society for Mass Spectrometry Bowie Medal	For excellence in research in any area of mass spectrometry by a young Australian or NZ researcher.
Mr Matt Griffith (HDR)	Prime Minister's Australia Asia Endeavour PostGraduate Award	Awarded to outstanding Australian Higher Degree Research students, enabling them to undertake international research, study and internship experience in Asia
Professor Lesley Head	Australian Research Council (ARC) Australian Laureate Fellowship	Awarded to outstanding researchers of international repute. Professor Head will establish Australia's first research centre devoted to understanding cultural dimensions of environmental sustainability, the Australian Centre for Cultural Environmental Research.
Professor Buddhima Indraratna	Business Higher Education Round Table (B-HERT) Award for Best Research and Development Collaboration	For outstanding achievement in R&D collaboration by the UOW-RailCorp (NSW) partnership of Professor Indraratna (Engineering) and David Christie (Senior Geotechnical Consultant, RailCorp NSW) in their research into the design and construction of modern rail tracks.
Dr Zenobia Jacobs	L'Oréal Australia For Women in Science Fellowship	Awarded annually to young Australian scientists in recognition of scientific excellence and intellectual merit.
Scott Penfold (HDR)	Cancer Institute NSW Research Scholars Award	Award to develop and support outstanding HDR students who have the potential to develop highly significant careers in cancer research.
Professor Gordon G Wallace	SPIE Smart Structures and Materials Lifetime Achievement Award	Acknowledges the efforts of luminaries in the fields of Smart Structures and Materials.

Within the University, the 2009 Vice Chancellor's Staff Awards recognised research excellence. The Awards and their recipients were:

- > *Excellence in Research Supervision* (recipient: Associate Professor Brian Jones, School of Earth and Environmental Sciences; Highly Commended to Professor Xu Feng Huang, School of Health Sciences)
- > *Research Excellence for Senior Researchers* (recipient: Professor Mark Walker, Centre for Medical Bioscience, School of Biological Sciences); Highly Commended to Professor Geoff Spinks (School of Mechanical, Materials and Mechatronic Engineering)
- > *Research Excellence for Emerging Researchers* (recipient: Dr Simon Moulton, Intelligent Polymer Research Institute; Highly Commended to Dr Aidan Sims, School of Mathematics and Applied Statistics, and Dr Todd Mitchell, School of Health Sciences)
- > *Outstanding Achievement in Research Partnership Award* (recipient: Professor Stephen Pyne, School of Chemistry and partner Johnson and Johnson Research); Highly Commended to Professor Buddhima Indraratna (School of Civil, Mining and Environmental Engineering with partner Rail CRC).

Research Strengths: During 2009, the University Research Committee (URC) approved UOW's research strengths for the 2010–12 funding triennium. In line with current strategic planning and in recognition of our continued success and growth in research capabilities, total Research Strengths increased from 14 to 19. A list of current Research Strengths is provided on page 18. New Research Strengths include:

- > Centre for Health Initiatives
- > Centre for Archaeological Sciences
- > Institute for Mathematics and its Applications
- > Institute for Innovation in Business and Social Research
- > Interdisciplinary Educational Research Institute

Health and medical research and innovation: Improving the University's status in health and medical research has been a particular target area over the last two years. The Illawarra Health and Medical Research Institute (IHMRI) management and advisory committees are now established and operational, and construction of the IHMRI Building (Stage 1) will be complete and ready for occupation by mid 2010.

Research Ethics: This objective also includes a specific strategy to ensure ethical research practice. During 2009, animal research activities were audited by Industry and Investment NSW (previously the NSW Department of Primary Industries) and were found to be of a high standard. In addition, the University Research Committee initiated a review of university animal research management encompassing the Animal Ethics Committee, animal facility operations and related faculty activities. The report makes recommendations to ensure that the processes supporting animal research at UOW remain at the forefront of best practice.

Reporting on research quality: Major online system developments 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 Excellence in Research for Australia (ERA), a national framework to assess research quality. In 2009, UOW submitted ERA data for the Physics, Chemistry and Earth Sciences (PCE) and Humanities and Creative Arts (HCA) trial clusters in preparation for the full implementation of ERA in 2010.

Review of Performance

2. Enhanced capacity to attract external grant funding

Total research income: Figures are not yet available to provide a complete picture of progress towards the 2009 target but the total Department of Innovation, Industry, Science & Research (DIISR) research income for 2008 (most recent figures available) was approximately \$35.9 million compared with \$32.2 million in 2007.

Research block grant allocations for 2009 were as follows:

- > Research Training Scheme income: \$11,761,210, representing 1.96 per cent of the national pool
- > Institutional Grants Scheme income: \$5,697,400, representing 1.9 per cent of the national pool
- > Research Infrastructure Block Grant income: \$3,621,387, representing 1.7 per cent of the national pool

UOW's external competitive research income continued to grow from 2007 to 2008 (2008 being the most current year for which audited information is available).

Table 3: UOW Competitive Research Income 2007 to 2008

Source	2007 (\$ M)	2008 (\$ M)
Australian Competitive Grants	16.3	18.0
Other Public Sector Grants	7.9	8.6
Industry Grants	7.0	9.2
Co-operative Research Centres	1.0	0.1
Total	32.2	35.9

ARC competitive research grants: UOW is consistently among the top 10 universities nationally for these grant schemes. For grants and fellowships announced in 2009, the University:

- > ranked 8th nationally for combined ARC Discovery, Linkage Projects and Future Fellowships income, with total funding of approximately \$16.5 million awarded (see Figure 1 below).
- > ranked 7th nationally (relative to size) for ARC Discovery Grant Scheme outcomes, with total funding awarded of \$9.4 million.
- > received approximately \$2.5 million for a prestigious ARC Australian Laureate Fellowship (Professor Lesley Head, School of Earth and Environmental Sciences), one of only 15 awarded across Australia.
- > received a total of \$5.1 million for seven ARC Future Fellowships, representing a 30 per cent success rate, significantly higher than the national average of 20.5 per cent.
- > received a total of \$3.1 million in funding for NHMRC Project Grants, Development Grants and Training Fellowships
- > was awarded approximately \$1.5 million from the Australian Coal Association Research Program (ACARP) for researchers from the Engineering faculty to develop polymeric materials to replace steel mesh in underground coal mine roadways.

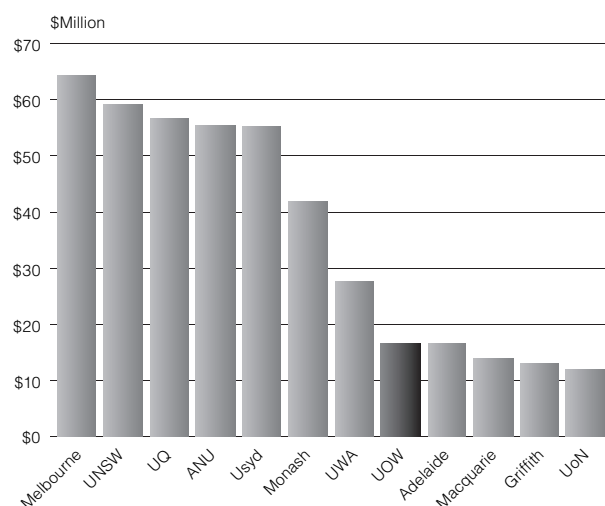


Figure 2: Total ARC Discovery, Linkage Projects and Future Fellowships Funding Announced in 2009

Source: ARC Selection Reports and Outcome Statistics for funding commencing in 2010 (Discovery Projects, Linkage Projects, Future Fellowships).

Health & Medical Research funding: UOW was awarded a total of \$3.1 million in funding for NHMRC Project Grants, Development Grants and Training Fellowships announced in 2009. Strategies are being developed to further support existing research groups and build capacity in targeted areas to develop research projects to attract NHMRC grant funding.

In 2009, the new Illawarra Health and Medical Research Institute was successful in receiving approximately \$680,000 from the NSW Government's Medical Research Support Program to support infrastructure funding to health and medical research organisations that undertake world class research activities and capacity building in NSW.

Infrastructure funding: Into the future, the major research infrastructure investments and facilities, listed below, are expected to significantly enhance UOW research activity and its capacity to attract external grants and recognition.

- > UOW received \$44 million through the Australian Government's Education Investment Fund (EIF) to build the Australian Institute for Innovative Materials (AIIM) – Processing and Devices Facility, which will be developed alongside the existing AIIM Building at the Innovation Campus and will house 150 staff and students. Building is expected to be completed by the end of 2010.

Review of Performance

- > In June 2009, UOW received \$10 million from RailCorp NSW to establish the SMART Rail Institute. The Institute will significantly enhance the capabilities of the SMART (Simulation, Modelling and Analysis for Research and Teaching) Infrastructure Facility, incorporating railway modelling systems and experimental laboratories, and demonstrates the strength of UOW's long-term and ongoing relationship with RailCorp NSW.

3. Quality research student scholarship and training

HDR enrolments and scholarships: The HDR student load at UOW has increased by about 15 per cent over the past two years, due to UOW's growing international reputation and the focusing of our research into clearly defined research strengths. The total number of Government-funded Australian Postgraduate Award scholarships also increased from 48 in 2009 to 58 in 2010.

In 2009, initiatives to sustain this performance included the appointment of a Dean of Research to provide dedicated leadership, and the introduction of new HDR equity scholarships for Indigenous Australians and for females in non-traditional areas (Engineering and ICT) to redress existing imbalances and train future leaders.

From 2010, UOW is planning to increase the quantity of both domestic and international enrolments, whilst retaining its priority for recruiting only high quality applicants. Much of this recruitment will be focused around two Strategic Research Priority Areas – the Illawarra Health and Medical Research Institute and the SMART Infrastructure Facility – as well as existing and emerging areas of research strength. For example, additional HDR scholarships to support the new SMART Infrastructure Facility, an area of national strategic importance, are planned for advertisement in 2010.

HDR training: In 2009, ongoing training programs for HDR students included special workshops on technical, professional and personal development. UOW capacity for HDR supervision continues to grow as a result of both increased academic staff numbers and an improved supervisor training program.

Initiatives to improve the quality of the HDR experience further included:

- > The completion by 13 HDR students of the Graduate Certificate in Research Commercialisation with the benefit of a Commercialisation Training Scholarship
- > Registration by a total of 1,185 HDR students for various internal HDR training workshops and courses (e.g., writing a literature review and thesis proposal, developing critical arguments, patent searching, planning your research), an increase of 24 per cent from 2008
- > The development and implementation of a new HDR information technology system to streamline the recruitment process.

As part of the ongoing commitment to improved supervision, the University runs a number of internal supervisor training courses, as well as professional development seminars and workshops facilitated by external experts in the field. In 2009, some 226 academic staff undertook supervisor training modules. A total of 101 nominations were also received for the 2009 Vice Chancellor's Award for Excellence in Research Supervision, which was awarded to Associate Professor Brian Jones from the Faculty of Science.

Student Feedback: In responses to the 2008 Postgraduate Research Experience Questionnaire (PREQ), the University was above the national average for HDR Satisfaction of Goals and Expectations (92.3 per cent), Skill Development (93.5 per cent), Thesis Examination (83.3 per cent) and Supervision (78 per cent).

4. Strong partnerships with external organisations

In 2009, the value of partnerships was exemplified by the major infrastructure developments, listed above, which were achieved with backing from the Commonwealth and State governments and from research partners.

National and international partnership networks were strengthened in 2009 through agreements with key international organisations that brought high quality HDR students to the University. Agreements were signed with the Chinese Scholarship Council (CSC) and the Vietnam International Education Development office (VIED) to offer shared-cost scholarships for students from both countries.

UOW also has a range of strong research collaborations, many of which have been developed over the past decade through our areas of research strength. In 2009, the University was a lead partner in the successful bid with the Australian Pipeline Industry Association (APIA) to establish the Energy Pipelines CRC. The CRC will commence operations in 2010 with Commonwealth funding of \$17.5 million over 10 years.

Long term commercial partners include BlueScope Steel, RailCorp NSW and Integral Energy. Strong research relationships have also been developed with:

- > Avexa Limited (Centre for Medicinal Chemistry and Pharmacology Research Strength)
- > BOC Limited, Posco Australia Pty Ltd, Baoshan Iron & Steel Co Ltd (Engineering Manufacturing Research Strength)
- > Redarc Electronics Pty Ltd (Institute for Superconducting and Electronic Materials Research Strength)
- > Boston Scientific Australia New Zealand (Intelligent Polymer Research Institute Research Strength)
- > Centrelink, Cancer Australia, Queensland Health, NSW Health, Commonwealth Department of Health and Ageing (Centre for Health Services Development Research Strength)
- > Thales Australia and DSTO (through the Defence Materials Technology Research Centre and Engineering Manufacturing Research Strength, and DSTO via Commerce and Health and Behavioural Sciences)
- > The Health Administration Corporation and Cancer Council NSW (Centre for Health Initiatives Research Strength among others)
- > Geological Survey Organisation of Indonesia (GeoQuEST Research Strength).

UOW also has key relationships with the: CRC for Smart Services, CRC for Rail Innovation, the HEARing CRC, Desert Knowledge CRC, Bushfire CRC, CRC for Polymers, the CRC-like Defence Materials Training Centre, the recently announced Energy Pipelines CRC, and the Capital Markets CRC.

A number of new research partnerships were achieved during 2009; they included national and international organisations (e.g., World Vision, Christian-Albrechts University (Kiel, Germany), China Meteorological Association, and Chinese University in Hong Kong).

Review of Performance

5. Enhanced capacity for commercial research and commercialisation of research outcomes

Commercial research income grew by 36 per cent in 2009 (following a 40 per cent increase from 2007 to 2008) as a result of improved customer-focused processes for approvals and contract negotiations. The contract research component (i.e. excluding consultancies) income increased by 35 per cent from \$15.6 million in 2008 to \$21.1 million in 2009. The mean value of contracts negotiated in 2009 was 18.6 per cent higher than for contracts negotiated in 2008. The number of commercial research projects worth more than \$100,000 increased from 15 to 38, far exceeding (by over 200 per cent) the 2009 target which had looked for a 20 per cent increase.

These results represent a very strong outcome during a period where business investment in R&D was adversely affected by the global financial crisis.

Commercialisation activity continued to be supported by the University's partnership with UniQuest (University of Queensland's main commercialisation company) and the UOW Managers of Innovation and Commercialisation who have ensured that commercialisation has become an accepted activity amongst UOW academics.

Over 40 disclosures were processed from researchers and three licence deals were signed during 2009. Seven provisional patent applications were filed, while 2 Patent Cooperation Treaty (PCT) applications were made, and 15 National Phase Entries lodged; 4 patents were granted. Key developments in commercialisation projects during 2009 include:

- > A start-up company (Warrapharm Pty Ltd), formed to commercialise a treatment for metastatic colorectal cancer, was awarded a \$70,400 COMET grant from AusIndustry to fund ongoing business development activities;
- > A novel EEG-based training system for children with Attention Deficit Hyperactivity Disorder (ADHD) was exclusively licensed to an Australian-based neurocognition company for commercialisation;
- > An innovative prostate cancer treatment device developed by UOW researchers was licensed to a US company;
- > Ongoing royalty payments were received for five licence agreements involving UOW intellectual property.

Planning Priorities 2010

- > 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 SMART Infrastructure research capabilities and the facility as a nationally recognised facility
- > Develop strategies for managing key existing research partners and identifying new partners, utilising the Innovation Campus.

UOW Research Strengths 2009

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



Review of Performance

GOAL 3: DYNAMIC ENGAGEMENT WITH OUR COMMUNITIES

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 Performance

The University of Wollongong's record for strong and dynamic engagement with its various communities was confirmed by data from benchmarking activities and community feedback. In 2009, UOW continued to improve against key performance indicators and performed strongly in community engagement compared with other Australian universities.

UOW's contribution to the regional economy and to community development continued to grow as did the range of its community engagement activities. The multifaceted nature of these activities is demonstrated by the best practice examples and case studies contained in this report. The University's Community Engagement Committee and Community Reference Group continued to ensure that genuine two-way communication was achieved.

2009 Outcomes against Strategic Objectives

1. Accessibility and responsiveness to community need

The results of the 2009 Community Perceptions Survey (conducted on a two-yearly basis) showed that UOW maintained and improved upon its level of 'visibility' and 'accessibility' in the region. Some 60 per cent of all Wollongong residents surveyed indicated it was easy to access information about programs and events at the University, an improvement on the results of the previous survey in 2007. Close to half of Shoalhaven residents also felt that it was easy to access information about the University.

In 2009, the University provided over 100 public events including lectures, film screenings, seminars, exhibitions, campus tours and forums. The number of community members who utilised the University Recreation and Aquatic Centre (URAC) included 20,000 visitors to the pool and approximately 5,500 community visits to the gym.

The appointment of a Pro Vice Chancellor (International) in 2009 underlined the University's commitment to international students and their importance to the local community. The International Students Program facilitated community-oriented activities such as English Conversation Groups, which links international students with community members.

The Welcome to Wollongong Festival was held successfully for the second consecutive year. UOW partnered with TAFE NSW, Wollongong City Council, the Illawarra Business Chamber and other business and community groups to stage the festival attended by members of the community and over 300 international students.

Review of Performance

2. Strong reciprocal relationships

Partnerships are at the core of community engagement. In 2009, the strong partnerships between the University and its communities were exemplified by a diverse range of achievements. A number of highlights are presented below.

The dynamic interchange of expertise, service and support was probably best demonstrated in the achievements of the following award winners for 2009:

- > Mr Peter Castle (Faculty of Informatics) received the Vice Chancellor's Award for Excellence in Community Engagement 2009 for his significant contribution to arts and culture within the University and the wider community, particularly through UniMovies. The group award went to Associate Professor Ian Brown and Associate Professor Dr Pauline Lysaght and Ms Roslyn Westbrook (Faculty of Education) for the 'Voices of Children' project. Associate Professor Ron West (Faculty of Science) and the cross-Faculty, multi-unit 'Welcome to Wollongong' team were highly commended.
- > The winner of the Chancellor's Award for Achievement in Community Service 2009 (alumni) was Mr Alfred (Neil) Preston OAM, for advocacy for the rights of marginalised members of the Illawarra community. Community winners included Ms Kathleen Davis from the Nowra Circle Sentencing Court, Ms Sally Stevenson (Indigo Foundation) and Strategic Community Assistance to Refugee Families (SCARF Inc).

Four additional projects received funding under the 2009 round of the Community Engagement Grants Scheme. The grants will support partnerships between staff, students and the community to produce a publication on indigenous artists of the South Coast, implement an expert patients programme, develop ecological awareness amongst South Coast students and create a video acknowledging Dharawal country. This brings the total number of projects supported through the Scheme to 29 and the amount of funding close to \$200,000 since 2005.

The UOW Shoalhaven Campus increased its contribution to the region and links with the community during the year. The intergenerational project *Generation All, 'Me and You, Doing it Together'*, raised community awareness of positive connections between generations and encouraged others to take up the challenge of making connections.

In 2009, UOW staff and students raised over \$85,000 through the UOW Cares workplace giving program and special fundraising events (including the Pink Breakfast and the iC BBQ fundraiser) to support a range of charitable and community causes. In an example of reciprocal engagement, the Illawarra Cancer Carers generously donated \$75,000 to cancer researchers at UOW to help them reach their goal of making an improved anticancer drug available to cancer patients. This brings the total amount raised by the Cancer Carers for local cancer research to \$401,000 since 2006.

Partnerships with Volunteering Illawarra, through the Faculties of Informatics and Law, provided additional assistance and resources for community based non-profit organisations. A partnership between the University and The Smith Family saw 11 Kanahooka High School students in Year 11 visit the University for a two-day work readiness seminar called Next Steps. This was the first part of a staff volunteering program being piloted by the University.

The University's new Sports Hub, the region's newest multipurpose sports facility, was made possible by strong community support and Commonwealth Government and University funding. The Hub hosted between 30,000 and 40,000 community visits in 2009. A Memorandum of Understanding was also signed with the St George Illawarra Dragons which provides opportunities to work together across a range of initiatives in research, education and community engagement.

At a national level, UOW was an active member of the Australian Universities Community Engagement Alliance (AUCEA) and participated with nine other Australian Universities in a benchmarking study of university-community engagement. UOW benchmarked particularly well in terms of the integration of community engagement with our strategic planning processes; community engagement is actively communicated, promoted and valued.

3. Integration of community engagement in academic activities

Learning and Teaching: The number of community-based learning opportunities available to students was boosted by the introduction of the Faculty of Law's Community Outreach and Service Learning (COSL) project, the continuation of the Commerce Internship Program and the Global Certificate in Workplace Practice, which saw a 38 per cent increase in applicants for work placement.

The Faculty of Arts made a significant contribution with the launch of a new subject – Politics, the Community and the Common Good. The subject aims to provide an opportunity for serious discussion of, and involvement in, areas of public debate that go to the heart of 'what makes a good community'. The first of its kind to allow community members to enrol and participate, the subject included a number of public lectures by high profile speakers, such as the former High Court judge, the Hon Michael Kirby, AC; business person, philanthropist and adventurer, Mr Dick Smith; and international jurist, human rights activist and author, Mr Geoffrey Robertson, QC.

Research: The University continued to build on its record for collaborative research that makes an impact. With respect to ARC linkage projects, UOW achieved a success rate of 46.7 per cent compared with the national average of 44.9 per cent. The partner organisations include Country Energy, Zenergy Power Pty Ltd, Department of Environment, Climate Change and Water NSW, Murray Darling Basin Authority, Lower Murray Catchment Management Authority, Sunraysia Nurseries Pty Ltd, Strata Control Technology (SCT) Pty Ltd (Wollongong), Commonwealth Department of Veterans' Affairs, LG Electronics Australia Pty Ltd, TNT Australia Pty Ltd and Compdata Pty Ltd, PT Nipress Tbk, DLG Battery Co Ltd.

4. Enhanced levels of higher education participation

The levels of Year 12 demand for university places in the Wollongong, Shellharbour and Kiama areas rose by 7 per cent in 2009. The University continued its focus on improved pathways. Enrolments in Wollongong College Australia alternative entry programs including Foundation Studies, Special Tertiary Entrance Program (STEP) and University Access Program increased by nearly 30 per cent in 2009.

Review of Performance

The UniConnections program continued at both the Wollongong and Shoalhaven campuses in 2009. It aims to have the University work closely with targeted schools to increase the number of students aspiring to complete Year 12 and hopefully go on to tertiary study. The University plans to further strengthen its school partnerships in 2010 as part of its increased focus on equity and social inclusion.

In 2009, the Australian Indigenous Mentoring Experience (AIME) was expanded to include a Years 7/8 program and supported over 200 Indigenous high school students. AIME partners Indigenous high school students with mentors from across the University, with the goal of improving high school completion rates and encouraging students to pursue tertiary study.

The University continued to encourage school students' interest in science and technology, especially through the Science Centre and Planetarium, where annual attendance climbed to 60,000. The Centre also employed 30 undergraduates as student interns.

Planning Priorities 2010

The Community Engagement Committee, in dialogue with the community and supported by the Community and Partnerships Unit has identified the following priorities for 2010:

- > Investigate the creation of a framework to allow better data capture and reporting on community engagement activities across faculties and units
- > Undertake strategic projects that work with key stakeholders to facilitate greater coordination in experiential learning, engaging with partners in community and school outreach



Review of Performance

GOAL 4: STUDENTS ENGAGED WITH LEARNING AND UNIVERSITY LIFE

The composition of UOW student enrolments is outlined in Table 4. In 2009, UOW experienced an increase in the total number of enrolments, including a rise across all degree types. Bachelor degrees continued to make up the majority of total enrolments, constituting 63 per cent of total enrolments.

The growth in UOW's student population is reflected in Table 5.

The UOW student population is comprised of students across the age spectrum, as demonstrated in Table 6. Students aged between 21 and 25 continued to be the largest age group category, accounting for 11,716 (44 per cent) of Student Enrolments in 2009.

As reflected in Table 7, in 2009, UOW continued to attract students from a range of geographic areas across Australia.

Objectives

1. Students engaged as members of the University community
2. Efficient and professional management of each phase of the student experience
3. A social and physical environment where all students can participate in University life
4. Effective communication between students and the University

Overview of Performance

Positive results against a range of key measures indicated an overall improvement in the quality of the UOW Student Experience in 2009. They included an increased response rate to the annual Student Experience Questionnaire and an increase in UOW as first preference by school leavers. New initiatives were launched to further improve and integrate services across all phases of the student experience, with a special emphasis on the critical first year. Initiatives included the formation of two new working parties concentrating on the first year experience and on social inclusion; the launch of Get Started @ UOW – a new welcome and orientation program; and a new student feedback strategy.

Review of Performance

Student Profile

Table 4: Student Enrolments	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Higher Degree & Masters	2498	3002	4978	5557	5463	6329	6122	6113	6366	7197
Other Postgraduate	593	588	747	807	955	984	1018	1123	1139	1257
Bachelor Degree	9704	10277	12612	13274	13827	13964	14172	14741	15706	16762
Sub-Degree	17	9	2	1	434	658	440	134	194	233
Non-Award, Enabling & Cross Institutional	255	318	682	765	884	972	990	1060	1008	1165
Total	13067	14194	19021	20404	21563	22907	22742	23171	24413	26614

Table 5: Growth in student population	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Face to Face	12443	13394	18806	20191	21378	22652	22385	22841	23954	26074
External	624	800	215	213	185	255	357	330	459	540
Total	13067	14194	19021	20404	21563	22907	22742	23171	24413	26614

Table 6: Enrolment by age	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<21	5226	5733	4662	5131	5390	5555	5300	5104	5993	6442
21-25	4030	4392	7796	8392	9559	10380	10525	10588	10946	11716
26-29	1213	1354	2371	2445	2550	2884	2872	3191	3128	3617
30-39	1555	1680	2680	2824	2486	2492	2430	2578	2590	2792
40-49	810	800	1147	1204	1180	1123	1132	1169	1214	1210
>49	233	235	365	408	398	473	483	541	542	837
Total	13067	14194	19021	20404	21563	22907	22742	23171	24413	26614

Table 7: Domestic Onshore Enrolments by home region	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Illawarra	60.3	61.0	59.1	58.8	56.2	52.3	51.5	51.8	50.9	51.9
Sydney	28.5	28.6	29.9	31.8	34.1	35.8	35.6	35.5	34.3	35.1
Other NSW	8.5	7.7	8.3	6.5	7.2	8.6	9.9	10.7	10.7	9.6
Interstate	2.7	2.7	2.8	2.8	2.6	3.2	3.0	2.0	4.2	3.5
Total	100	100	100	100	100	100	100	100	100	100

Source: Tables 4–7 University of Wollongong data as at 31 December 2009

2009 Outcomes against Strategic Objectives

1. Students engaged as members of the University community

Student satisfaction is measured through retention and attrition analysis and student responses to the Student Experience Questionnaire (SEQ), Course Experience Questionnaire (CEQ), Australian Survey of Student Engagement (AUSSE), and International Student Barometer (ISB). UOW consistently performs above national benchmarks for retention and student satisfaction. UOW is ranked 9th nationally for retention of all bachelor students based on DEEWR's most recent data, that being for 2007.

One issue being addressed is the gap in satisfaction levels between international and domestic students. Strategies include improved monitoring (e.g., through the ISB survey) and a focused approach under the new Internationalisation Management Plan.

The two working parties established in 2009 – the Social Inclusion Working Party and First Year Experience Working Party – will define strategies and implement initiatives to improve the attraction, retention and support of students in these cohorts. These initiatives are expected to have a positive impact on student satisfaction levels from 2011. They will be supported by the Student Attrition Project launched in 2009 to improve the quality, analysis and communication of data on attrition numbers and trends, using the COGNOS system. The Project will deliver data on course transfers within UOW in 2010, an important measure of academic engagement.

Two key measures of success under this Objective in 2009 were the increased response rate to 2009 SEQ; and an increased attendance at Orientation due to the new Get Started @ UOW strategy.

Review of Performance

2. Efficient and professional management of the student experience

Initiatives for student management and service standards included the delivery of the new Welcome and Orientation Festival and Get Started @ UOW communication strategy. A First Year Informatics Student Retention Trial was conducted and a centralised facilitation of student exams in the new Sports Hub was rolled out. There was a successful implementation of the Online Release of Results project leading to increased efficiency in graduation processing.

Accommodation Services continued their student development programs with a 90–94 per cent satisfaction rating.

With regard to ongoing engagement and facilitation of the transition from the student to the graduate experience, Alumni interaction remained steady at 70.8 per cent. Alumni have been engaged in a number of initiatives such as Career Ahead, Speed Networking, International Alumni events and the annual alumni affinity campaign, which aims to engage with UOW alumni and to seek philanthropic gifts for priority areas at the University.

3. A social and physical environment where all students can participate in University life

In 2009, UOW improved overall student satisfaction with the social environment. The Student Experience Questionnaire (SEQ) provides an index measure of students' sense of belonging. The overall index for UOW students is 77 and the University is now in a position to track and benchmark trend data over future years. The Get Started @ UOW communication strategy will be a significant step in improving engagement with the social aspect of the student experience.

The renowned grounds of the UOW campus again rated in the top three of the best features of the UOW experience. Amenities were also enhanced with, at one end of the scale, a new dedicated learning space and, at the other, the opening of the Sports Hub in May and new programs encouraging students towards a healthier lifestyle. At the end of the year, major renovations commenced to improve the UniCentre social facilities and services for students.

A significant expansion strategy for the University residences was developed and adopted in 2009. It will result in the construction of a new residence on the Wollongong campus.

Stronger integration between the learning, administrative and social aspects of the student experience is a priority for 2010.

4. Effective communication between students and the University

Communication is fundamental to improving the student experience. Initiatives in 2009 included: an update of Student Online Services (SOLS) and improved targeted communication regarding lifecycle events and a feedback program launched by Student Central.

To encourage interaction, UOW continued to conduct student focus groups with international student cohorts and the biannual Student Representative Forum.

A total of 83.2 per cent of students registered satisfaction with UOW communications in the SEQ. The University is, however, committed to ongoing improvement to communications, especially through measures to 'close the loop' and ensure students receive timely information on action taken in response to issues and requests.

Proposed Priorities for 2010

Gathering and responding to student feedback will continue to be a priority for UOW. Strategies are also in place to better track international student satisfaction with a firm commitment to improvement. The coordination of support strategies for students who are considering leaving UOW will also be a major focus.

Priorities proposed for 2010 are:

- > Continued development of UOW retention/attrition monitoring measures
- > Identification of deliverables required to support transition of students from economically disadvantaged backgrounds
- > Pilot exit survey with a student cohort
- > Development of the 'Staying Connected' project to identify intervention strategy for students at risk
- > Improved awareness of learning support services
- > Development of a campus social experience strategy
- > Development of the current students communication strategy to include management and response to student feedback
- > Facilitation of the Accommodation Expansion Strategy

Review of Performance

Shoalhaven and UOW Education Centres

Table 8: Course Enrolments at Shoalhaven Campus and UOW Education Centres 2005–2009					
	2005	2006	2007	2008	2009
Batemans Bay	67	78	86	100	137
Bega	116	131	130	150	141
Loftus	134	235	290	255	271
Moss Vale	88	96	97	96	104
Shoalhaven	223	205	301	384	448
Table 9: Commencing Students at Shoalhaven Campus and UOW Education Centres 2005–2009					
	2005	2006	2007	2008	2009
Batemans Bay	29	28	42	47	61
Bega	56	59	53	63	63
Loftus	64	125	113	73	134
Moss Vale	44	34	42	39	39
Shoalhaven	138	112	160	191	208

Source for Tables 8–9: University of Wollongong Data as at 31 December 2009

The \$3.3 million Commonwealth funding provided through the Diversity and Structural Adjustment Fund has allowed for exciting developments at Bega, Batemans Bay and the Shoalhaven as well as on the Wollongong Campus. The funding is being provided to develop the Diploma of Education across the network of sites on the South Coast. High end technology has been installed and existing technology upgraded at each site and at the Wollongong Campus, facilitating better links between the sites for all students. The funding has also resulted in the employment of academic staff to ensure that pedagogy is driving the developments and that staff can effectively use the equipment to enhance the experience of both teachers and students. Staff on this project have worked on a number of fronts to develop best practice in the program and better target marketing to attract students. The Networked Solution to Educational Workforce Needs project will continue throughout 2010 and into 2011.

Shoalhaven

Shoalhaven Campus maintained good enrolment figures in 2009 with the third year of the nursing and the final year of the medical students boosting overall student numbers. This was balanced by a slight decline in students enrolled in the Faculty of Arts.

The Medical School has outgrown its original accommodation at Shoalhaven Campus and additional space was allocated in 2009 with a new 100 seat lecture theatre, additional office space and modifications to existing spaces to provide much needed improvements to the learning environment.

Moss Vale

A slight reduction in enrolments at Moss Vale in 2009 highlights the need to update our marketing strategy and look at ways to improve the programs on offer to better suit the needs of the local community. Consideration is being given to expanding our offerings to provide greater opportunities to students and increase the attractiveness of staying and studying in the local area.

Bega

The Diploma of Education Primary was offered for the second time in 2009 at Bega with a much reduced enrolment. Overall interest in the other programs on offer was maintained.

Loftus

An internal review of our operations at the Loftus Education Centre was undertaken early in 2009. There were a number of recommendations as a result of this review and these recommendations are being implemented with the most immediately noticeable change to be a rebranding of the Centre as 'UOW Southern Sydney', to take effect from the beginning of 2010. Continued small enrolments in the two Education programs has resulted in a decision not to offer these at Loftus. From 2010, new students will undertake their studies at the Wollongong Campus.

Enrolments in the Masters program were lower in 2009 and the Sydney Business School implemented a refocused marketing strategy to increase enrolments for 2010.

Performance of students in joint UOW and TAFE study programs at the Loftus campus was improved through the introduction of additional support for the first university subject that these students undertake as well as the provision of Peer Assisted Student Support.

Proposed priorities for 2010

The Faculty of Commerce Review has resulted in major changes to the Commerce offerings, particularly to the joint TAFE programs. Accounting and Management Majors will be offered at Loftus in 2010 for the first time. This has meant a change in the marketing strategy for Loftus as these programs will have greater appeal to mature age students and TAFE graduates who can enter these programs having already achieved significant advanced standing.

Review of Performance

Indigenous Students at UOW

Woolyungah Indigenous Centre

The Woolyungah Indigenous Centre, in collaboration with the faculties, Divisions and Units of the University, provides the key focus for planning and coordination of Indigenous student access and support. The Centre's mission is to achieve better 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.

In 2009 the Woolyungah Indigenous Centre continued to provide UOW Indigenous students with:

- > Academic advice and mentoring
- > Indigenous Tutorial Assistance Scheme
- > Cultural and social support
- > Scholarship, career and cadetship information
- > Student leadership opportunities

The Centre also conducts the Aboriginal Studies major, an interdisciplinary major within the Bachelor of Arts degree, including the Aboriginal Studies Honours Program, and offers Aboriginal Studies as a minor or elective study.

Figure 3: Indigenous Student Success 2004–2008

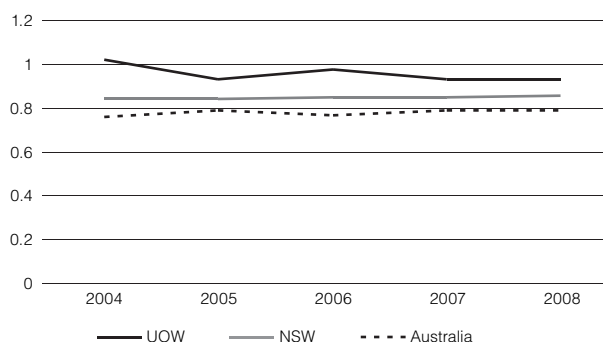
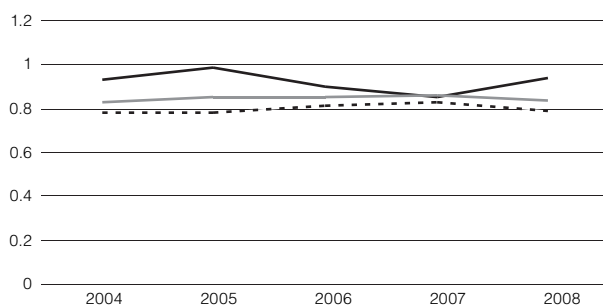


Figure 4: Indigenous Student Retention 2004–2008



Woolyungah Highlights of 2009

- > Staff and students celebrated the first anniversary of the National Apology to the Stolen Generations delivered by Prime Minister.
- > The Centre welcomes the promotion of Indigenous protocol within the University: Acknowledgement of Country, Welcome to Country, celebration of cultural events, NAIDOC week, Reconciliation Week, National Sorry Day, National Close the Gap Day.
- > A total of 57 Indigenous applicants were offered places in 2010 through the Alternative Admission Program. Of these, seven were offered places in Enabling Programs offered by Wollongong College Australia (STEP to UOW and UAP) in 2010.
- > Indigenous students attended National Indigenous Tertiary Education Student Games at the University of Canberra in October 2009.
- > Indigenous students were selected for a number of awards by the Woolyungah Indigenous Centre. Awards included the Susan Owen Memorial Prize, the Paul Wand Indigenous Student Prize, and the inaugural Merv and Shirley Nixon Scholarship (offered jointly by the South Coast Labour Council and the Woolyungah Indigenous Centre).
- > Indigenous students graduated from the Faculties of Arts, Education, Informatics, Science, Health and Commerce.

Table 10: Indigenous Higher Education Performance

	2004	2005	2006	2007	2008
Access %					
UOW	0.63	0.85	1.10	1.18	1.22
NSW	1.22	1.18	1.22	1.33	1.30
Australia	1.54	1.49	1.49	1.51	1.58
Participation %					
UOW	1.04	0.96	1.00	0.94	1.10
NSW	1.08	1.07	1.09	1.15	1.14
Australia	1.26	1.20	1.25	1.29	1.29
Success					
UOW	1.02	0.93	0.98	0.93	0.93
NSW	0.84	0.84	0.85	0.85	0.86
Australia	0.76	0.79	0.77	0.79	0.79
Retention¹					
UOW	0.93	0.99	0.9	0.85	0.94
NSW	0.83	0.85	0.85	0.86	0.84
Australia	0.78	0.78	0.81	0.83	0.79

Source: Draft 2009 Institution Performance Portfolio as at 18 November 2009

¹ Success is a measure of academic performance. The success ratio is calculated by dividing equity group students' progress rate by the 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 proportion of 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.

Review of Performance

Student Representation at UOW

Student Representative Forums were held in April and September. The Forums are a means for student representatives to bring issues and concerns to the attention of the University. Student representatives from across the University discussed issues such as international student safety, environmental issues, the student internet quota system and tutorial enrolment schemes.

During 2009, the student advocacy officer has assisted domestic and international students in a range of academic, non-academic and administrative appeals and grievances at UOW. The Advocacy Officer's website is highly utilised and the service is receiving increasing numbers of requests for advice and assistance. The student advocacy office will focus on international student support issues during 2010.

During the year, the University Council approved funds to refurbish existing space and create a new precinct that will co-locate both undergraduate and postgraduate student associations as well as the student advocacy officer and student newspaper offices and a number of related student activities. The new area will open in early 2010.

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

Elections were held for the WUPA Council in April. A new WUPA Council was able to be established to support postgraduate coursework and research students. Elections for the WUSA Council and student positions on Academic Senate and the University Council were held in September and October.

Complaints Management

The University operates in accordance with a number of guiding principles, including:

- > Excellence through initiative
- > Integrity
- > Mutual respect
- > Quality and accountability
- > Equity and social justice.

To support these principles, the University seeks to identify, appropriately investigate and respond to complaints, grievances and concerns raised by students.

The University provides students with access to a comprehensive 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's policy framework for complaints management is built around three key policies:

- > *Academic Grievance Policy (Coursework and Honours Students)* – which enables coursework and honours students to lodge grievances concerning their academic experience, and provides for a multi-level review process
- > *Academic Grievance Policy (Higher Degree Research Students)* – which enables HDR students to lodge grievances concerning their academic experience, and establishes a multi-level review process
- > *Grievance Policy* – which enables students to lodge grievances concerning unfair treatment, discrimination, harassment, victimisation, vilification and/or bullying.

There are also various feedback systems in place throughout UOW for students and staff to make complaints, comments, compliments or suggest improvements. For students, these include the Feedback @ UOW website. For concerns about the Library, there is a dedicated Library 'Tell Us' online facility. Separate feedback channels exist for other concerns, such as those relating to privacy, personnel issues, parking, security, and UOW Administration.

The Dean of Students is the student ombudsman and plays a key role in examining and resolving more serious student complaints. Students are also able to consult Student Support Advisers who are attached to all Faculties.

In addition, a Student Advocacy Officer represents the cause or interest of students in areas that impact on the quality of their experience whilst studying at the University of Wollongong. The position is independent of the University and reports to the presidents of the undergraduate and postgraduate student associations.

The University is working to implement several recommendations contained in a recent major review of student complaints, including:

- > introducing more accessible methods of making complaints
- > introducing a mechanism to deal with difficult complainants
- > reviewing and streamlining existing policies regulating complaints
- > streamlining the existing range of approaches taken to investigate different types of complaints and appeals and simplifying the often confusing range of appeal mechanisms available to students.

Review of Performance

This work is being undertaken in line with the themes and approaches outlined in the NSW Ombudsman's *Complaints Handling at Universities: Best Practice Guidelines* and the Australian Learning and Teaching Council *Student Grievances and Discipline Good Practice Guide*.

Library

Throughout the year, students and staff made unprecedented use of spaces, facilities and staff expertise with the number of visits exceeding 1.5 million (as shown in Figure 5). To meet demand, computer facilities, the wireless network, and print and copy services were all upgraded. Opening hours were extended during examination periods, following a successful pilot in Autumn Session.

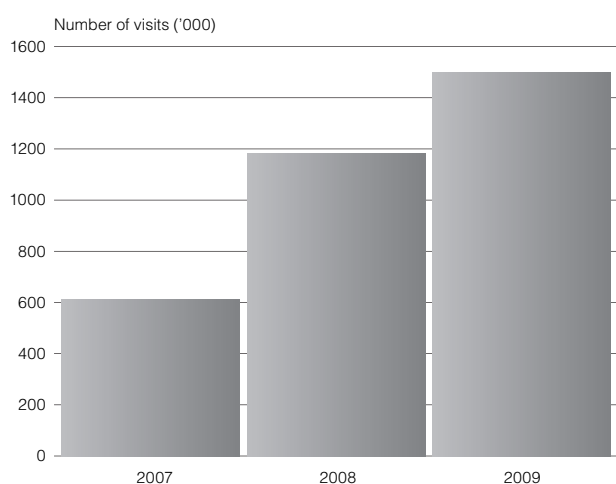


Figure 5: Total Number of Visits to Main Library 2007–2009

Ebook acquisitions increased by 20 per cent to 13,138 items. Selection of relevant resources was enhanced by a pilot program fostering client-driven selection.

The importance and value of Library services and resources to the student experience was reflected in the International Student Barometer Survey results. 'Library' and 'Library Resources' were rated 3rd and 5th most important of the 19 categories, and 'Library' received the highest satisfaction rating recorded, followed by 'Library Resources'.

The University also farewelled Felicity McGregor, whose career spanned three decades, and whose last twelve years were spent as University Librarian. Her most recent achievement, the 2008 transformation of the building, is a physical reflection of the service excellence and quality accreditation achieved during her tenure.

Learning and Teaching

The professional management of the various phases of the student academic experience was central to a number of strategic initiatives. During the 2009 enrolment periods, surveys were conducted of enrolling students to assess their ability to search, locate and evaluate information resources to meet first year coursework needs.

Survey results were used in the review of the Independent Learners Introductory Program which focused on closer collaboration with Learning Developers to ensure a sound pedagogical framework and with ITS to create a robust, technical interface for the administration of this core program. Renamed *StartSmart: Essential Academic Information Skills*, the highly interactive program underpins academic requirements and tests students' knowledge with a randomised quiz.

New search interfaces *Search Guru* and *Article Finder* were implemented. *Search Guru*, designed for the inexperienced student, mirrors Google style interfaces to search the catalogue. *Article Finder* facilitates federated searching across thousands of journal titles simultaneously. *Resources for Assignments* pages were revised resulting in improved location of resources.

Research

Extensive collaboration with the Research and Innovation Division resulted in a seamless interface for the collection and submission of publications used for both the University's Higher Education Data Research Collection and Excellence in Research processes, as well as for deposit within *Research Online*, the UOW institutional repository. In September, a significant milestone was achieved with one million full-text downloads. The burgeoning open access movement was further supported through a range of promotional activities during International Open Access Week. The Total Number of Downloads from Research Online is reflected in Figure 6.

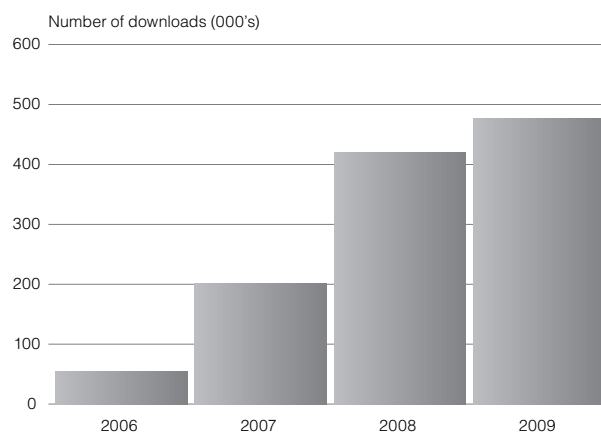


Figure 6: Total Number of Downloads from Research Online 2006–2009

Review of Performance

Student Central

Now in its fourth year, Student Central has continued to establish itself as a one-stop administrative support centre. Its goal is to provide its diverse customers with a seamless customer experience.

The Centre's commitment to delivering excellent customer service has been highlighted by the introduction of a number of new initiatives throughout 2009. These initiatives focus on streamlining staff processes and developing competencies. This has allowed Student Central to provide students with more consistent, accurate and diverse information. Some of these new initiatives include:

- > Multiskilling of employees – ensuring staff are trained in performing other functional roles in order to meet seasonal staffing requirements and other short term demands
- > Customer Service Training – focusing on specific staff training in line with staff competencies has enabled the consistency of customer service across all communication channels
- > Review of internal processes – continuous improvement of in-house procedures and processes to ensure centre service delivery is at its optimum
- > Stakeholder relationship – improved communication between faculty and administrative colleagues. This includes regular reviews of service standards and as a result of these discussions, several student processes have now been refined.

These and many other new initiatives have supported Student Central to provide ongoing improved service delivery. During the year, the Centre handled over 100,000 enquiries from face to face visits, phone and email enquiries while wait times were reduced for counter (9 per cent), phones (25 per cent) and e-mail (48 per cent) as a result of more efficient work practices.

Looking ahead, Student Central will continue to implement new initiatives and introduce new technology to further enhance the customer experience. In addition to this, focus on student feedback will increase and programs supporting staff development and training will continue to be implemented.

Accommodation Services

Now branded 'living @ UOW', 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 residences. 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.

Application Trends

As in previous years, the demand for student accommodation in 2009 continued to exceed the number of beds available in university managed accommodation with over 2,000 applications for 1,400 beds. The student cohort comprised a mix of 51 per cent domestic and 49 per cent international students which was a slight variation from previous years where there has been a marginally higher international cohort.

Managing the demand

In recognition of the growing demand, Accommodation Services assisted students by providing advice on other accommodation options for 2010. One of these options was a Housing Service with a dedicated Housing Officer available to assist students seeking rental, share or other types of accommodation. An additional option available to students was Rydges Hotel which provided four star hotel accommodation to students. Rydges Hotel is a commercial operation and Accommodation Services provided assistance with marketing, online applications and placing a trained student leader at Rydges Hotel to oversee student wellbeing.

Growth in student beds is a high priority for the division, and a tender for third party provision commenced in 2009.

In 2009, refurbishing of The Manor (the newest student residence) commenced. The Manor, managed by International House, specialises in meeting the living needs of nine higher degree research (HDR) and postgraduate students.

Community Events

The combined residence events continue to be a highlight for students living @ UOW and are important in bringing students together from across the residences to meet and learn from each other. Events such as the International Food Fair, the Casino Royale Ball and a range of inter residence sporting events were available to all students living @ UOW and attracted an enthusiastic response. Global Highway is now the flagship event of the UOW International Week. In 2009, Global Highway attracted significant media coverage and was instrumental in celebrating cultural diversity not only in the residences but with the wider UOW and Wollongong community.

Review of Performance

Student Support & Peer Learning

In 2009, the Student Support and Peer Learning Department was restructured from the former Student Services Department. Following the restructure, the Department continued to offer a range of services and programs to assist students successfully transition into and through UOW.

Uni Connections

The Uni Connections program aims to assist those local high school students who are socially, economically and regionally disadvantaged by providing them with opportunities to improve their educational outcomes and increase their potential to access higher education.

In 2009, the Uni Connections Program offered initiatives to 6 schools from the Wollongong region and 10 from the Shoalhaven and South Coast area in order to encourage aspirations for tertiary study. The main initiative conducted by the Uni Connections Program in 2009 was the Tutor Assistant Program. This involved University students going to each of the schools to provide academic assistance to selected students.

Schools also participated in school-based workshops and University-based workshops to break down perceived barriers to tertiary study. In November 2009, 250 Year 10 students from 6 Illawarra schools and 2 Shoalhaven schools attended a 1 day *Connect and Explore Workshop* on the main Wollongong campus. The workshop gave school students the opportunity to 'taste' University life by participating in Faculty based taster sessions, campus orienteering activities and information/question sessions run by University students. A Uni Connections Study Grant was also made available for one participating student from each school who attended the Year 10 Connect & Explore Day.

Peer Assisted Study Sessions

Nearly 4,000 participants took part in the voluntary Peer Assisted Study Sessions (PASS) Program at UOW in 2009, a significant increase from 3,500 participating in 2008. The program was on offer to students in every faculty on the main campus and in some disciplines at Bega, Bateman's Bay, Shoalhaven and Loftus. PASS aims to increase academic progress and retention of commencing students and is also on offer in some second year and postgraduate subjects. Small groups of participating students came together for weekly meetings throughout the semester. Each group was led by a more senior student who had previously successfully completed the subject. The focus of discussions was on developing the participants learning strategies and consolidating students understanding of difficult content.

UOW continued in 2009 as the National Centre for PASS and the team has been active in the training of staff from many other Australasian universities. The success of PASS is apparent when considering that in 2005, only 7 Australian universities offered PASS and in 2009 some 30 Australian universities offered PASS Programs. UOW PASS staff also delivered the first PASS Supervisor Training in China in December.

Other highlights of the PASS Program in 2009 included:

- > Two of the UOW PASS team Leaders were again winners of National Awards for Outstanding Contribution to Peer Learning in 2009.
- > UOW PASS staff collaborated with staff at the University of Melbourne and Deakin University to publish the second edition of *The Australasian Journal of Peer Learning* in September 2009. The 2009 edition was double blind peer reviewed.

Counselling, Disability, Equity and Diversity Support

Counselling staff provided in excess of 3,500 contact hours throughout 2009 to confidentially assist UOW and Wollongong College Australia students with a wide range of personal matters that can impact on study success.

A total of 722 students received individual assistance from the Disability Service during 2009. Reasonable adjustments including alternative exam arrangements, assistive technology and independent learning and mentoring programs, formed the core of services provided to these students. Figure 7 illustrates the growing number of students seeking assistance from the Disability Service over recent years. There were 330 new registrations with Disability Services in 2009.

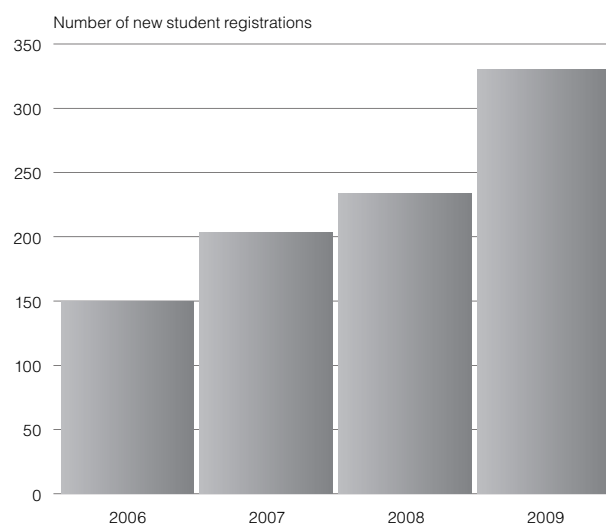


Figure 7: Disability Service New Student Registrations 2007–2009

UOW continues to emphasise the adoption of assistive technologies and this was reflected in 110 new Assistive Technology programs being provided during 2009. A total of 192 registered students utilised Assistive Technology equipment and support during 2009, whilst 125 of the students who graduated from UOW throughout the year were registered with Disability Services.

Student Support Advisers (SSAs), formerly known as Student Equity and Diversity Liaison Officers (SEDLOs), continued to provide individual support to all students, with a particular focus on assisting students with disabilities and international students.

In 2009 SSAs engaged in projects related to the Faculty Student Equity grants, including:

- > Improving transition for students from pathways programs at Wollongong College Australia and indigenous students in Education
- > A mentoring and tutoring program for Faculty of Science students from a range of equity groups.

Other equity activity undertaken by SSAs throughout the year included:

- > Involvement with the Faculty of Commerce Indigenous Strategy Working Party

Review of Performance

- > Assistance with UniConnections workshop programs in several Faculties
- > Contribution to the planning of a support group for rural and remote students in the Faculty of Arts
- > Management of the Women in Engineering program
- > Training of mentors for postgraduate coursework students in Engineering
- > Organisation of a successful orientation program for new Mature Age students.

SSAs also continued to coordinate and manage the increased number of applications from students for the EdStart Financial Assistance Scheme, including the development of an online application system. They also remained involved in international student issues including:

- > Contribution to the *Welcome to Wollongong* Committee initiative for International students in association with Wollongong Council, local business and community groups
- > The running of conversation groups for international students in the faculties of Health and Behavioural Sciences, Science, Informatics and Engineering (with such groups primarily aimed at providing a place where international students can practice their English speaking skills in an informal atmosphere)
- > Contribution to various committees and groups around supporting international students as well as International Week planning and activities
- > Production of the *Experience Wollongong* booklet for newly arrived international students
- > Maintenance of the website for information for International students and administration of the mailing list for all international students.

Learning Development

In January, the restructure of the Academic Services Division resulted in the appointment of a Head of Learning Development, with responsibility for establishing a strong Learning Development team focused on assisting the University to meet, among other things, the recommendations of the Commonwealth Government's Bradley Review. This focus includes the development of programs that assist students to make a successful transition to the first year of university study.

Learning Development continued to work with Faculties and at all onshore locations to support student acquisition and development of discipline specific academic literacy, language and graduate qualities. This work involved: a co-operative approach with Faculty staff toward the inclusion of Learning Development support within subjects; the provision of lectures and workshops series; and the development of teaching materials and student resources to support the development of discipline specific academic literacy at the time of acquisition of subject content. More than 4,000 students were reached through these methods.

Learning Development provided two series of thesis writing workshops for Higher Degree Students and developed a 'thesis writing circle' aimed at supporting beginning researchers and writers. Throughout the year, workshops for undergraduate students were provided on a range of study, research, writing and language related topics and individual consultations were provided for research and coursework students across all Faculties.

Strong links with other University units were maintained. Learning Development assisted the writing and development of Module 4 – Academic Integrity for the Library's on-line *StartSmart* compulsory program, which aims to introduce academic research and information literacies. The Disability Support Program, which supports the academic development of students with a wide range of disabilities, including those with mental illness and learning difficulties, was provided.

Careers

The University is currently undergoing a paradigm shift in 'view' of Careers, with the movement towards embedding processes within the curriculum. For example, in 2009 Careers Central staff were involved in the design and delivery of subjects offered by the Faculties of Arts and Informatics. Careers Central staff were also involved in significant consultation and subject design for embedding the Certificate in Global Workplace Practice in Masters level programs for a year long Professional Practices subject within the Faculties of Engineering and Commerce (Engineering commencing in 2010, with Commerce to follow in 2011).

Throughout the year, there was a significant increase in the level of student participation in UniVative Illawarra. A total of 142 student participated in this unique Work Integrated Learning Program in 2009, compared to 42 in 2008.

Head of UOW's Career's Central, Mr Martin Smith, was Project Director for a national Australian learning and Teaching Council project examining 'the contribution of Career Development Learning to Work Integrated Learning and the student experience'. The final report for this project was released in July.

In addition to these new strategies, Careers Central continued to offer a suite of programs and services which respond to the employment aspirations of international students. The Certificate in Global Workplace Practice continues to grow, with 51 students completing all requirements from this extra curricular program. Our resume checking service was introduced to all students in 2009, 60–70 per cent of students accessing this service were international students.

Responsibilities Rights and Respect Online

'Responsibilities Rights and Respect Online' is a web-based, interactive program developed to raise awareness with students of discrimination and harassment in a university setting. It was launched by Mr Graeme Innes, AM, federal Disability Discrimination Commissioner and Race Discrimination Commissioner, in Diversity Week 2009 and trialled with students in the residential colleges. Members of the University Education Committee voted for the program to be made compulsory for all incoming students from 2010. The implementation planning for this has begun.



Review of Performance

GOAL 5: A UNIVERSITY OF INTERNATIONAL OUTLOOK AND ACHIEVEMENT

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 Performance

In 2009, UOW successfully maintained its reputation for quality in a global educational scene affected by exceptional economic, health and security issues. UOW was again confirmed as among the top 2 per cent of universities by the Shanghai Jiao Tong Index.

Enrolment figures for onshore international students at UOW for 2009 totalled 5,699, an increase of 9.5 per cent on 2008 enrolments. Enrolments at the University of Wollongong Dubai for 2009 are 3,043, a decrease of 1.7 per cent on 2008.

Future onshore growth targets are under threat from a number of factors including changes to the Graduate Skilled Migration Policy, the ongoing safety issues associated with Indian students and the decision by Saudi Arabia not to send any more scholarship students to Australia for the time being.

To assist with the University's overall international focus, the Pro Vice Chancellor (International) appointed a Director, Faculty International Support Unit. This role will provide dedicated support to a number of faculties (including Arts, Creative Arts, Education, Law, Science and the Graduate School of Medicine), and work closely with the Deans of these faculties, UniAdvice and our other International support units to coordinate and strengthen our international positioning.

The International Student Barometer (ISB) survey was conducted at UOW for the first time in 2009. The survey, which achieved a response rate of 50 per cent, has provided the University with a tool to identify key drivers of international student satisfaction and establish their relative importance. Key areas covered included: arrival and orientation, the learning experience, the living experience and support services. UOW performed well against other international universities and ranked third overall against other Australian universities. The University plans to participate in the ISB survey again in 2010 and 2011.

To improve cultural awareness and communication across campus, an intranet site on issues related to international activity was developed by the Manager, International Relations. The Pro Vice Chancellor (International) also sought to broaden the University Internationalisation Committee's (UIC) membership to include all Faculty Deans. In 2009, the International Alliances Committee (IAC) reviewed the University's Strategic Partners List and the International Student Experience Committee (ISEC) undertook to disseminate data from the inaugural ISB survey conducted earlier in the year.

Review of Performance

2009 Outcomes under Strategic Objectives

1. Diversity and global perspective

In meeting our diversity and global perspective, UniAdvice intensified its focus on recruitment in Vietnam, India and the Middle East, and introduced conversion campaigns for key territories, which resulted in increases of International commencing students of 14 per cent in Autumn Session and 11 per cent in Spring Session. For 2010, UniAdvice will continue to target markets such as Malaysia and Libya, looking toward longer term outcomes from these markets.

The specific 2009 indicators and targets for student engagement with an international experience were largely met despite the effects of the economic downturn, notably in the USA.

In Autumn, 62 UOW students participated in the International Exchange Program for one or two semesters in a number of countries. In Spring, the number of outbound students increased to 85 students which brought the 2009 yearly total to 147, a small decrease on the 2008 figure of 160. In addition, 118 students participated on a short-term international study program or overseas practicum in 2009/early 2010.

The UOW Study Tours included group study tours to Gallipoli and Japan, organised by the Faculty of Arts. Other short-course participants included several students who undertook high-profile international internship programs: a Bachelor of Arts student was one of 12 Australian students selected to undertake an eight week internship on Capitol Hill as part of the Uni-Capitol Washington Internship program during January-February 2010. A Bachelor of Journalism student was chosen to participate in the Journalism Practicum Program coordinated by the Australian Consortium for In-Country Indonesian Studies (ACICIS) and will undertake a six-week internship in January-February 2010 with a magazine publishing company in Jakarta. A UOW Arts/Law student was chosen from hundreds of applicants from Australian universities for one of eight positions on a November 2009 three-week study tour of Japan sponsored by the Mitsui Corporation.

Incoming Study Abroad semester enrolments in 2009 were 347, lower than the 2008 enrolments of 428. The decline was due to the fall in the US market (14 per cent and 25 per cent in Autumn and Spring respectively). This performance was common across the tertiary sector in Australia and is linked to the economic climate within the USA. The University attended additional Study Abroad fairs during 2009 but, given the timing of the events, the full benefits will not be evident this year.

The International Bachelor of Science degree continued to be a flagship for that Faculty's international focus and drive. As testament to the strong links established and the high regard for the program, representatives from the two overseas partner institutions visited the Wollongong campus to witness the first graduates receive their degrees at the December 2009 graduation ceremony.

As reported under the Learning and Teaching goal, a new Global Citizenship Certificate Program was developed particularly for students who may not have an opportunity to travel overseas to internationalise their UOW degree. It will be trialled in 2010 with a view to replacing the current International Studies Minor.

With regard to staff mobility, the International Alliances Committee (IAC) considered further the feasibility of systems development to track staff international activities. Discussions continue with the Financial Services and Personnel Divisions on a new credit card/travel management system to be implemented in 2010 to capture information on staff travelling overseas.

While processes for capturing and recording academic staff involved in international collaborations are still evolving, data collected in 2009 recorded several hundred academic staff undertaking travel to over 50 overseas destinations, with the USA and China the most popular. Research continues to constitute the main reason for most visits followed by conference attendance and exchange partner visits.

To reinforce and support academic and general staff in cultural awareness, the Professional & Organisational Development Services Unit operated several cultural awareness workshops, with 110 staff attending during 2009 (up from 64 attendees in 2008).

2. University of choice for international students

The year 2009 saw an increase in international student commencements overall by 13 per cent over 2008, with 2,949 commencements in 2009 against 2,619 in 2008. This was led by strong increases from China and Saudi Arabia.

The ISB survey tool sought data on expectations and experiences of international students at UOW and offered benchmarks both nationally and internationally. Results indicate that UOW has performed equal to or above the national average in most areas. Especially pleasing was the response from 82 per cent of UOW respondents, that they would 'actively encourage' (32 per cent) or 'encourage' (50 per cent) people to apply to UOW (Australian average was 26 per cent 'actively encourage' and 50 per cent 'encourage'). Other findings for UOW against the key aspects of the student experience are:

- > Arrival Experience – 88 per cent satisfied (Australian average 86 per cent)
- > Learning Experience – 88 per cent satisfied (Australian average 85 per cent)
- > Living Experience – 87 per cent (Australian average 88 per cent)
- > Support Experience – 91 per cent (Australian average 86 per cent)
- > Overall Satisfaction – 89 per cent (Australian average 87 per cent)

International student feedback obtained through the Student Experience Questionnaire (SEQ) and the Course Experience Questionnaire (CEQ) showed a high level of satisfaction with the quality of their course. Results for satisfaction with course quality from international students in the SEQ were 75.5 per cent and in the CEQ were 72.4 per cent for 2008.

The 2009 targets for improving international student engagement were achieved overall with some particular quality improvements to the first year transition experience.

Review of Performance

International enrolment days were conducted on 19 and 20 February 2009 to assist international students with their transition to University. Faculties held individual sessions with 712 international students attending enrolment days. Orientation Week was revamped in line with UOW research which shows that students with strong support networks are more likely to have a successful and rewarding university experience. Approximately 75 per cent of UOW students attended the activities throughout O-week which combined social and academic aspects of university with the aim of engaging and motivating both domestic and international students as they start campus life.

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 success Welcome to Wollongong Reception and Community Festival for international students, held again in February, ensured that it will be a feature on the UOW calendar in 2010.

The 'Global Highway' event held on the main campus again in 2009 continued to celebrate the social and cultural contributions our international students make to the region. The Faculties of Commerce, Engineering, Informatics, HBS and Science also continued to offer English conversation morning teas for international students.

The Certificate in Global Workplace Practice is an extracurricular program delivered by Careers Central with support from the Wollongong College Australia and an external supplier (Skilled Group Limited). This program, run over the Autumn and Spring Sessions, includes the development of intercultural competence, language skills, Australian workplace culture and practices, career management and job search skills. This culminates in a competitive selection process to determine candidates for an 8–12 week work experience placement over the summer break. For 2009, the numbers starting were lower but completion numbers were higher.

For 2009, focus was placed on ensuring the students understood what the program was about and the eligibility requirements. Although the numbers registering between 2008 and 2009 fell substantially, the numbers 'eligible' were comparable (for example: 242 vs 250).

3. International recognition for quality, standards and outcomes

To improve standards and outcomes, the University again undertook a series of country analyses featuring Thailand, India, China and Malaysia. Each analysis addressed market developments, offshore opportunities and the student experience of these national cohorts. The UIC has identified and prioritised actions arising from the key findings of these analyses.

A snapshot of activity against 2009 targets includes the strengthening of the Faculty of Arts relationship with Wuhan University, with two Wuhan graduates currently enrolled as UOW PhD students. Arrangements are in place for undergraduate Study Abroad in both directions. Other partnerships for the purposes of teaching and research are currently under development with Universiti Sains Malaysia, the University of British Columbia, the National University of Singapore, Dongguk University, Korea, and the University of Amsterdam.

The Faculty of Creative Arts signed a joint agreement for research opportunities with Universiti Teknologi Mara (UiTM) – Malaysia, and the Graduate School of Medicine strengthened and promoted international linkages and activities through a programme of visitors to the UOW campus. The Graduate School of Medicine hosted a major forum on assessment with IDEAL, the international assessment consortium. The three day workshop at the School involved international speakers and facilitators.

A high level delegation from Umeå University in Sweden visited UOW during 2009. UOW has an active exchange and academic research and collaboration agreement with Umeå which has been in place since 1999. The main purpose of the visit was to broaden all aspects of the collaboration between the two universities and, in particular, to investigate ways to increase research links.

The University signed agreements with the Chinese Scholarship Council (CSC) as well as with MOET - VIED (the Vietnamese equivalent). These are both highly selective with a small number of Australian universities being selected as participating partners. Memoranda of Understanding were also signed with three major Universities in China as part of the CSC agreement; they included Huazhong University of Science and Technology (Hubei), Central China (HuaZhong) Normal University (Hubei), and Zhengzhou University (Henan).

The Centre for Canadian-Australian Studies (CCAS) continued their promotion of Canadian studies at UOW with an 'All Canada Day' held on campus in October 2009.

International Alumni Events held during 2009 included:

- > Thai Alumni Chapter hosted their annual Alumni and Friends Function in Bangkok, attended by the Vice Chancellor, Professor Gerard Sutton.
- > Singapore Alumni Chapter hosted a number of social events, including an Australia Day BBQ in February 2009.
- > Sydney Business School hosted an alumni gathering in Beijing in September with 40 alumni attending.
- > UOWD Alumni Network launched a Monthly Seminar Series featuring both international and local speakers for alumni in Dubai.

Review of Performance

Planning Priorities 2010

To manage the residual impact of the global financial crisis on UOW's international recruitment, the University is putting energy into targeted International student recruitment in existing areas such as China and India as well as focusing on newer markets such as Vietnam, Malaysia and the Middle East.

Record-keeping of international partnerships will be reviewed further with the aim of providing a user-friendly data base where information can be easily shared across the wider campus. The Performance Indicator Project Team is implementing an International Reporting Initiative which aims initially to create international student reports for all Faculties and divisions to assist staff in assessing International demographics, performance and retention rates at UOW. The next step for this project will be gathering pre-enrolment statistics for analysis. These reporting initiatives will allow a greater flow of data to be provided to Faculties with high international enrolment numbers.

For 2010, UIC and its subcommittees will focus on the following areas:

- > Establishing the country by country database of existing linkages;
- > Determining how 'member reports' can be streamlined in light of the intended new travel form/process and gather information relevant to IAC;
- > Reviewing offshore partnerships and study exchange partnerships;
- > Reviewing student mobility issues to address the barriers to sending more students and capture issues around volunteering offshore etc.; and
- > Benchmarking and monitoring of the International Student Barometer survey report and dissemination of results to staff and students.

Key Priorities for 2010–2012 include:

- > Achieve top quartile growth in onshore international student recruitment (commencements) amongst the universities in NSW (target is 10 per cent per annum for the next three years);
- > Double the current number of offshore programs currently in existence (excluding UOWD led activities) through expansion of offerings with current partners, plus securing new premium partners in identified growth countries/regions;
- > Ensure consistent Quality Assurance for all offshore programs via rigorous Annual Review in preparation for 2011 external audit;
- > Double the current number of onshore international students from articulation and twinning arrangements;
- > Diversify onshore international students where new growth markets can be identified to ensure an appropriate cultural mix and gender balance;
- > Diversify undergraduate versus postgraduate (coursework) mix of onshore international students (target 50:50 through growth in the undergraduate intake rather than decline in the postgraduate intake);
- > Achieve a more even spread of onshore international students across all Faculties and graduate schools to reflect the international student demand for HE in various disciplines across Australia;
- > Increase incoming Study Abroad student numbers to at least previous peak levels and broaden the spread across the wider faculties (minimum target 25 per cent growth using 2009 as a base by 2011);
- > Increase outbound mobility across all categories of outbound experience to reflect a participation rate of 7 per cent of undergraduate completions;
- > Enhance the international experience options for students who may not be able to undertake an overseas study experience through the launch of a Global Citizenship Program (to replace the current International Studies Minor); and
- > Expand international alumni connections.



Review of Performance

GOAL 6: VERSATILE, SKILLED AND COMMITTED STAFF

Objectives

1. An adaptable workforce with skills aligned to strategic directions
2. A supportive, rewarding and equitable work environment

Overview of Performance

Initiatives and achievements under all goal areas depend on our staff. It is imperative therefore that the University's culture, employment practices and working environment are continually reviewed and enhanced to optimise the quality, commitment, performance and health and safety of our people.

2009 Outcomes against Strategic Objectives

1. An adaptable workforce with skills aligned to strategic directions

The University's full-time equivalent staff grew by around eight per cent in 2009. This increase reflected the continued growth of the University and, in particular continued research success. A substantial proportion of new academic staff were employed directly on funded research projects.

The University actively monitors a number of staffing indicators including staff attrition rates. In 2009, the University continued to exceed sector benchmarks in relation to the overall level of voluntary separations. The University has also continued to perform well in retention of key staff (including high performing staff and those driving key strategic projects).

The University also benchmarks the ratio of general to academic staff across the sector, which can be viewed as an indicator of alignment with core academic activities. The University continues to exceed benchmarks in this area.

A further key indicator of academic quality is the percentage of academic staff with doctoral qualifications at UOW. Our performance in this area is tracking close to target and above the sector benchmark.

The introduction of strategic staff profiling in faculty planning templates has provided more systematic future workforce planning. Work on further refining the workforce planning process will continue in 2010.

The market for attraction of high quality staff, particularly in sought after discipline areas, remained highly competitive across the sector in 2009. The University has established indicators and targets to measure our performance in this area. These include tracking the number of appointable candidates for competitively advertised positions as well as the ratio of internal versus external (outside of region) appointees.

The University maintains detailed position descriptions and person profiles for all advertised roles. Position descriptions are created for all new roles and those for existing positions are routinely reviewed as part of the advertising process to ensure they are informed by and reflect the changing strategic needs of the University.

Review of Performance

Academic promotion success rates continue to be positive and demonstrate the ongoing development and quality of our staff and the effectiveness of career planning. Important initiatives and interventions in 2009 in the area of staff performance management systems and processes focused, among other areas, on leadership development, research skills development and unit planning

In late 2009, the University finalised contracts and project management arrangements for the acquisition and implementation of a staff portfolio and career management system. The new system provides a fully integrated talent management solution to meet the University's human resources functional requirements. Further details are provided below.

2. A supportive, rewarding and equitable work environment

UOW maintained its ongoing commitment to provide a stimulating and safe work environment for our people in 2009. As a measure of 'organisational commitment', the UOW Workforce Survey is conducted triennially, with the next survey being undertaken in April 2010. Results of the survey are included in the University's performance scorecard.

The University maintains a proactive rewards framework. The *Attraction and Retention Allowances Policy* was reviewed in 2009 to ensure the University maintains the required flexibility to attract and retain key staff.

The Lost Time Injury Frequent Rate (LTIFR) and Average Lost Time Rate (ATLR) are monitored and reported on each month. The target of 'below 1.0' for both LTIFR and ATLR is a demanding one, which was not achieved in 2009. The University remains well ahead of sector benchmarks in these areas. It will remain as a commitment to improvement in 2010.

In the area of unscheduled absences (for general staff), the rate of 8.22 days represents an increase against the 2008 result. It will remain as a commitment to improvement this indicator in 2010.

The University's Professional and Organisational Development Services unit offered 226 staff training courses during the year, to 2,890 staff.

The University has implemented a three year Indigenous Administrative Development Program, through which three Indigenous young women have been recruited. All three are achieving above expectations in both the workplace and in their studies, and the program was nominated for a Diversity@Work Award in 2009.

2009 Performance Report

Staff Policies and Practices

Following a detailed tender process the University finalised contracts and project management arrangements for the acquisition and implementation of a staff portfolio and career management system in the latter part of 2009. The new system provides a fully integrated talent management solution to meet the University's Human Resources (HR) functional requirements in the areas of recruitment, 'onboarding' (staff induction processes), probation and performance management, and learning and development. The system will streamline workflows and provide significantly enhanced user access to career management information. In addition the University successfully introduced a further upgrade of its core payroll system and implemented enhanced data validation and exception reporting processes following a review of functionality in this area.

A review of the University's policy on recruitment and selection was undertaken principally to incorporate the new changes required by the Office of the NSW Ombudsman under the *Child Protection (Prohibited Employment) Act 1998* (NSW). Additionally, the University's guidelines on secondment of staff have been incorporated into this policy to ensure integrated and consistent practices.

A new recruitment intranet site was developed and launched. The site is a new resource for hiring managers and complements the University's employment site for prospective staff and candidates. It provides streamlined access to key information for managers and supervisors including, step by step guides and forms.

The Department of Immigration and Citizenship made a number of changes to temporary business and visiting academic visas during 2009. These changes have necessitated the revision of processes, including longer lead times and additional supporting documentation, particularly in relation to the appointment of visiting academics.

In 2009, the University again participated in the national universities HR benchmarking program. The program involving 37 Australian universities provides comparative data on a series of key HR performance indicators. The University of Wollongong performed well across the range of indicators, including employee initiated turnover rate, the percentage of staff with doctoral qualifications, and general and support staff ratios.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Academic Activities	973.6	986.4	1045.0	1039.0	1150.0	1212.0	1262.2	1356.3	1379.2	1493.0
Academic Support	179.8	201.8	179.0	182.7	201.0	212.0	217.7	202.0	206.9	222.0
Institution Services	244.2	233.6	261.0	252.4	252.2	223.5	229.3	265.2	271.6	302.0
Other	154.2	85.5	121.6	127.8	117.6	102.7	101.5	98.0	111.4	110.0
Total	1552.0	1507.3	1606.6	1601.9	1720.8	1750.2	1810.7	1921.6	1969.1	2127.0

Review of Performance

While the University performed well in terms of its overall retention of key staff, a review of our strategic retention planning process was undertaken during the course of the year with improved procedures identified for incorporation in the next annual cycle. The attraction and retention of staff in key discipline and strategic areas, particularly in light of increased competition following the Bradley Review, remained a central focus in 2009. In this context the University's attraction and retention policy was reviewed and amended in late 2009 to incorporate additional flexibility to allow for the movement of academic staff to a higher level in exceptional circumstances where there is a real and immediate risk in relation to the retention of a key staff member.

Industrial Relations Policies and Practices

The *Fair Work Act 2009* (Cth) (FWA) came into effect on 1 July 2009 with some aspects, including the National Employment Standards, commencing from 1 January 2010. During 2009, the University undertook a review of the impact of the legislation, including the new Modern Awards for the higher education sector, on its staffing arrangements and made changes where necessary to ensure a smooth transition to the new framework. Given the scope and level of conditions under the University's existing employment framework the required changes were technical and/or procedural in nature.

The University engaged in enterprise bargaining with academic and general staff union representatives during 2009. Until further enterprise agreements are finalised, the terms and conditions embedded in the existing Agreements continue in force under the auspices of the FWA.

An administrative salary increase of four per cent was paid to staff from 31 March in recognition of the need to maintain competitive salaries in the higher education sector and in recognition of the contribution of our staff to the ongoing success of the University.

The union with coverage of academic staff, the National Tertiary Education Union (NTEU), called a national day stoppage on 16 September as part of a national campaign in support of their generic claims across the sector. A small minority of staff at UOW participated in the action. The University was fully operational on the day with minimal disruption to teaching. In accordance with legislative requirements staff who did engage in the action had their pay deducted for the period. There was no other industrial action or significant industrial issues during the year.

Overseas Visits by Employees

University of Wollongong employees made 752 visits to 69 international destinations in 2009. 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

Leadership development was a key focus for the University's professional development unit in 2009 with over 50 staff participating in revised programs, including 17 staff in the Academic Heads Program, 16 in the Senior General Staff Program, and 20 graduating from the Certificate IV in Frontline Management course. A deans leadership capability framework was also designed based on input from the senior executive, deans, directors, heads of school and faculty managers. The framework identified eight key capabilities critical to the successful performance of deans at the University of Wollongong. A 360 degree leadership survey based on this framework was administered in the latter half of the year. The process was supported with executive coaching to assist participants in formulating ongoing professional development plans.

There were 226 staff training courses delivered during the year which were attended by a total of 2,890 staff, and 212 one-to-one training sessions. This represents an increase in the number of courses and level of participation from previous years. New programs offered included: 'The Balanced Researcher', 'Media Management', 'Presentation Skills', 'Planning your Written Communication' and 'Academic Integrity and Inclusivity'. Feedback was very positive with 94 per cent of all programs receiving evaluation ratings above the University's established benchmark. There was also an increase in demand for internal consultancies in 2009, with 44 customised programs being provided for work groups across the University. This reflects the ongoing need to provide flexible approaches to meeting organisational development needs.

The Professional and Organisational Development Unit also recognise the need to provide support to individuals to assist them in maximising their performance. During 2009, 46 coaching sessions were provided to staff with positive outcomes reported.

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. A table setting out the University's Occupational Health and Safety (OHS) outcomes on key performance indicators in 2009 compared to 2008 appears at Table 12. Overall performance was positive and well above sector benchmarks.

The increase in the number of workers compensation claims is mainly attributable to an increase in journey claims over the past 12 months, with 16 reported in 2009 compared to 7 in 2008. The majority of work related injuries reported were associated with manual handling and ergonomic work issues that were minor in nature, allowing for successful early return to work all instances.

While the number of reported hazards in 2009 was 486 compared to 267 in 2008, the number of high and extreme hazards reported fell from 83 in 2008 to 36 in 2009. Overall the increase in hazard and incident reporting is seen as a positive indicator as it shows an increased awareness of reporting OHS hazards via workplace inspections and allows for the implementation of corrective actions to prevent injuries.

The increase in the Average Time Lost Rate (ATLR) from 7.2 days for 2008 to 10.43 was primarily due to a single claim given the relatively low number of lost time injuries at the University.

Review of Performance

The University implemented several best practice OHS initiatives through the year, including further improvement of the University OHS management system in accordance with WorkCover requirements.

A total of 238 Safe Work Procedures were approved utilising the new SafetyNet online system in 2009, which is a significant increase from the 63 approved in the initial year of implementation in 2008. The OHS Unit further expanded its utilisation of this online technology to allow for the completion of risk assessments in SafetyNet. The new module allows for an online library of risk assessments to be stored and utilised by staff and students on all campuses and aids in the raising of awareness and sharing of information across faculties and divisions.

The OHS Unit conducted five internal OHS Verification Audits which included the following units:

- > Buildings and Grounds – Maintenance and Landscape Units
- > Shoalhaven Campus – Administration, School of Nursing, Shoalhaven Marine and Freshwater Centre, and Graduate School of Medicine
- > Print and Distribution Services – Unanderra Printery
- > Information Technology Services
- > Australian Institute for Innovative Materials – Intelligent Polymer Research Institute (IPRI) and Institute for Superconducting and Electronic Materials (ISEM).

There were 45 OHS training courses delivered in 2009 covering the following OHS topics:

- > Senior First Aid
- > Building Warden Training
- > OHS Committee Training
- > OHS Risk Management
- > Hazardous Substances Awareness
- > Manual Handling and Ergonomic Practices Training
- > Radiation and Laser Safety Training
- > Biosafety Training.

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

Table 12: UOW OHS Performance Indicators 2008–2009

Performance Indicator	2008	2009
Loss Time Injury Frequency Rate	1.92	1.75
Average Time Lost Rate	7.20	10.43
Number of Workers Compensation Claims Reported	75	100
Number of Workers Compensation Claims Derived From Work Related Activity	38	49
Number of Lost Time Injury Claims	5	7
Number of Hazards/Near Misses Reported	267	486

Employment Equity and Diversity

Policy Reviews

Appropriate support for staff members with disabilities and their managers is important for workplace safety and health and wellbeing. In recognition of this, three documents have been developed; a *Workplace Adjustment Procedures for Staff Members with Disabilities*, a *Workplace Adjustment Management Plan* and a *Request for Workplace Adjustment*. These are available from the Employment Equity and Diversity (EED) website and will be promoted in relevant training sessions.

The *Anti-Bullying Policy* has been reviewed and a comprehensive new document prepared, titled the *Bullying Prevention Policy*. This has been developed in consultation with the Occupational Health and Safety Unit, Policy and Governance and the EED Committee. Following consultation with the broader University community, it will be forwarded to Council for approval.

Indigenous Employment

Following the successful development and promotion of the revised Indigenous Employment Strategy, the Vice-Chancellor supported the trial of a revised model for Indigenous trainees. In consultation with the faculties of Education and Health and Behavioural Sciences, a three year Indigenous Administrative Development Program was implemented. The Department of Education, Employment and Workplace Relations (DEEWR) have been fully supportive of this revised program and has agreed to fund the first two years in the same manner as the traineeships. Three Indigenous young women have been recruited into the program and are achieving above expectations in both the workplace and in their studies. The program was nominated for a Diversity@Work Award 2009.

Indigenous employment numbers have increased, however this is not fully reflected in the percentage of total employees due to increased overall employment figures. Nevertheless, Indigenous academic staff have increased from 0.8 per cent of total employees in 2005 to 1.2 per cent in 2009. The number of Indigenous general staff have increased from 1.7 per cent in 2005 to 2.2 per cent in 2009. DEEWR has funded projects over the last two years to the contract value of \$104,500. This funding has enabled us to support the employment of a number of trainees and cadets and one apprentice.

Women@UOW

Ms Jillian Broadbent, AO, was appointed as the first female Chancellor at the University. Ms Broadbent will provide an excellent role model for women in the organisation.

The EED unit hosted the Women In Science Enquiry Network (WISNet) 25th Anniversary Forum. This was attended by 50 women from diverse science related disciplines. It was a full day program with Australian Research Council CEO Professor Margaret Sheil and Professor Sharon Bell of the LH Martin Institute for Higher Education Leadership and Management as guest speakers. The event was a great success and will result in a 25th Anniversary journal, renewed membership, leadership and vision for WISNet.

Between 2005 and 2009 there has been a slight but statistically valid increase in the percentage of female academic staff from 34.7 per cent (2005) to 40.2 per cent (2009). This shows positive progress.

Review of Performance

The most recent statistics show the gender imbalance for women is still in levels C (senior lecturer) to level E (Professor) with 39 per cent of women at level C; 25 per cent at level D and 18 per cent at level E. Strategies to address this imbalance continue to be discussed at meetings with senior executive and deans.

Gender balance for female general staff is almost equal with 53 per cent women at level 8/9 and 52 per cent at level 10 and above.

A total of 42 per cent of holders of the position of Dean are female, while 14.2 per cent of senior executive office holders are female. This is an ongoing area of focus for the University.

Support for people with disabilities

The EED Unit developed a website as a resource for staff and students with a disability. It was developed in response to a need for staff and students to better understand the range of disabilities presenting and how to respond to requests for reasonable adjustment. Training modules to assist staff to support students with requests for reasonable adjustment were also developed and will be delivered in 2010.

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 following outlines the significant achievements against strategies published in the Ethnic Affairs Priority Statement 2007–2010.

Community Harmony

Diversity Week 2009 demonstrated the University's commitment to an inclusive environment for all students. The online program Responsibilities, Rights and Respect Online was launched by Mr Graeme Innes, AM, Disability Discrimination Commissioner. Students and staff enjoyed the lunchtime international food and activities hosted by several of the international student associations.

Access and Equity within a Framework of Social Justice

A total of 27 per cent of Academic staff and 15 per cent of General staff were born in a country other than Australia, while 22 per cent of Academic staff and 14 per cent of General staff come from families where English is not their first language.

One faculty has provided support for staff to attend English language classes where staff have expressed an interest in improving their English language skills. This has been a very successful program and will continue.

Student residential college, International House, launched a new initiative titled 'Postcards from the Globe'. Alumni from the around the world who donate funds to support scholarships for international students will have a postcard style donor plaque placed on the wall. Activities at International House also provide strong support for cultural and linguistic diversity in the region.

The University supports the Strategic Community Assistance to Refugee Families (SCARF) organisation in a number of very important ways: payroll deduction donations, tutoring and mentoring, assistance for those seeking employment and learner driving training. SCARF won a Community Engagement Award for the outstanding work being done to support refugees in the region.

Proposed Priorities for 2010

- > Continued refinement of the University's recruitment strategies including improved monitoring and analysis around key performance indicators, reviewing and refreshing recruitment marketing, further developing employee value propositions and building effective 'talent pool' functionality
- > Further strengthening of commitment to research skills development, particularly through the implementation of a specialised training needs analysis in this area
- > Continued implementation and improvement of online systems to support staff and staff administration (including the implementation of the University's staff portfolio and career management system as well as enhancements of Employee Web Kiosk and SafetyNet systems)
- > A continued focus on strategic retention
- > Conducting the triennial staff climate survey, including analysis and feed-back of results across all units
- > Establishment of a new OHS plan and planning framework to comply with NSW OHS audit requirements and enhance the integration OHS planning across the University
- > Effective management of changes to the industrial relations environment
- > Ensuring compliance with regulatory employment framework is maintained



Review of Performance

GOAL 7: BUSINESS AND ENTERPRISE

UOW is an enterprising university distinguished by its capacity to identify, seize and manage opportunities for achieving its Vision. It has earned that recognition through a continuing commitment to innovation, quality and best practice in its business and planning structures and processes.

Key factors in the current operating context include: legislative and regulatory changes, domestic and international student trends and changing requirements for research grant funding. The challenge is to strengthen our ability to navigate successfully towards our Vision in a competitive higher education sector and a volatile global environment.

To do so, UOW will continue to build on those critical features that give it momentum and character:

- > Diligent and effective governance
- > Strategic and operational planning
- > Embedded, inclusive quality processes
- > Proactive, transparent and accountable management
- > Strong financial controls and discipline
- > Robust and efficient infrastructure
- > Sensitive environmental management of our campuses.

Overview of Performance

In 2009, UOW further embedded its approach to enterprise and growth based on sound planning and business performance. Preparations for the Australian Universities Quality Agency Audit in 2011 gave impetus to improvement strategies and an opportunity to identify and promote good practice. Three special features of 2009 were the strengthening of the alignment between planning and budget activities; progress made against some ambitious environmental targets, which demonstrated the effectiveness of stronger coordination and communication; and the acceleration of activity on and interest in the Innovation Campus.

2009 Outcomes against Strategic Objectives

1. Decision-making based on sound planning, governance and quality processes

A revised framework for linking budget decisions and planning was introduced under the Deputy Vice-Chancellor (Operations), involving regular meetings conducted between Deans and members of the senior executive to monitor faculty budgets and faculty performance against operational and management plans.

Other activities supporting improved planning processes in 2009 included the ongoing upgrade of faculty and unit planning and review templates, and closer liaison between the major planning-related units across the University.

The University's Performance Indicators Project team implemented a number of initiatives to deliver real time data and trend analysis in the following key result areas:

- > Student Attrition,

Review of Performance

- > Student Equity, and
- > Environmental Management.

These initiatives have enhanced operational and strategic decision making in these areas, allowing both executive and frontline staff access to information via a portal, supported by a business intelligence platform.

A major triennial Strategic Risk Assessment was conducted across the University, with primary inputs from two external consultancy firms. The updated key risks for UOW are reflected in a revised UOW Strategic Risk Register, which has been utilised to develop the UOW Internal Audit Program for the three years 2010-2012.

The University Quality Improvement Plan (QIP) was updated, and included biennial reports to Academic Senate and the University Council. QIP projects were adjusted to take account of issues raised through the Academic Risk Assessment conducted in November 2008 and a comprehensive internal review against the National Protocols for Higher Education carried out in mid 2009. The Academic Risk and the National Protocols reviews were revisited and updated in the last quarter as part of the development of theme areas for the 2011 Australian Universities Quality Agency (AUQA). The AUQA Audit Steering Group was established in early 2009 to help guide the University's preparations for the next AUQA audit, scheduled for March 2011.

2. Strategic deployment of resources and information

The University and its controlled entities achieved an operating surplus of \$57.7 million for the year ended 31 December 2009. After removing one-off capital funds an underlying surplus of \$5.7 million was recorded, which was in line with budget expectations.

The University successfully met its 2009 domestic recruitment target, enrolling 3673 undergraduate commencing students by the 31 March census date. The international onshore enrolment of 1925 commencing students in the first half of 2009 (including 408 undergraduates) was a record and exceeded the 10 per cent growth target.

In August 2009, Standard & Poor's reaffirmed the University's credit rating of AA/A-1+ stable. The strengths identified by S&P included low debt levels, a strong management team driving a competitive strategy, a solid reputation for quality teaching and research and a supportive relationship with the Commonwealth government.

Strategic information system deployment was undertaken across all key areas of the University. These included implementation of new software for resource planning and control, system developments to provide more robust capture and reporting of research performance, process improvements and efficiencies through student system developments and upgrade to the web content management system.

Investment in Information Technology infrastructure continued throughout 2009, with significant works undertaken to upgrade to a new high speed network and Voice Over IP telephony. In addition, centralisation of IT support across campus continued with the Faculties of Creative Arts and Education being successfully migrated to ITS during the year.

The University continued its implementation of its environmental and sustainability strategy to reduce the consumption of water and energy and improve waste management. 190 electricity and 34 gas meters were installed to allow for monitoring of energy usage and to assess the effectiveness of infrastructure and behavioural changes on energy consumption.

3. A sustainable and reliable infrastructure

A University wide building condition audit (CA) was commenced in September 2009 and was due for completion in January 2010. The CA assesses maintenance cost liabilities, building conditions and building and building services compliance. Data arising from the Audit will be loaded into the maintenance management system and a 5 year maintenance plan will be developed to ensure UOW continues to maintain effective facilities that meet the University Strategic Management Plan and Unit level plans.

Buildings and Grounds Division of the University commenced a project to increase the number of beds for student accommodation at the South Western end of the Wollongong campus. The project intends to establish up to 400 additional self-catered beds with a private sector party to finance, construct and if appropriate, operate the new beds. An extensive Expression of Interest and Request for Tender process was undertaken throughout 2009 and it is expected that the preferred proponent will be engaged in 2010 in time for delivery of the new beds for the start of the 2012 academic year.

The Environmental and Sustainability Initiatives (ESI) Unit was launched throughout the year as part of the University's commitment to support a shift towards environmental sustainability. Initiatives introduced by the ESI Unit throughout the year included water, energy and emissions reduction, improved waste and recycling management, and care of ecological systems.

The University's ability to manage its energy consumption and facilitate its reporting requirements were greatly enhanced by the installation of 190 electricity meters and 34 gas meters across the Wollongong campus. Implementation of the University's Energy Saving Actions Plan also continued throughout the year. The introduction of energy saving initiatives including voltage reductions from lighting retrofits and the installation of occupancy sensors assisted with overall reduction targets.

Review of Performance

2009 Performance Report

Monitoring Quality

The University Planning and Quality Committee continued to monitor progress under the University's Quality Improvement Plan during 2009. The plan was reviewed early in the year to include improvement areas identified through an Academic Risk Assessment exercise and a Review against the National Protocols for Higher Education Approval.

An Australian Universities Quality Agency (AUQA) Audit Steering Group was established in early 2009 to help guide the University's preparations for the next AUQA audit, scheduled for March 2011. The Group's main focus was the development of theme areas for submission to AUQA in December. The themes nominated and approved by AUQA are: 'International Activities' and 'Enabling Undergraduate Learning at UOW'. A comprehensive self review of each of these areas will be undertaken in 2010 as part of the development of the University's Performance Portfolio.

The significant milestones listed below established a firm basis for the University's AUQA audit:

- > Major reviews of the Southern Sydney (formerly Loftus) Education Centre, the Faculty of Creative Arts, and a range of curricula were undertaken in 2009 under the auspices of the new *Academic Review Policy*.
- > The institutional academic risk assessment exercise undertaken in 2008 was reviewed in late 2009, with some changes made to the ranking of risk areas in learning, teaching, and research.
- > A review of compliance under the National Protocols was completed. The outcomes were reported to the Academic Senate and University Council and forwarded to AUQA as part of UOW's theme submission.
- > A range of initiatives for improving the quality of the UOW student experience continued in 2009 with a focus on orientation, student induction to university learning, retention, and the international student experience. A new 'Staying Connected' project was initiated to improve first year retention.
- > A successful trial benchmarking project with the University of Tasmania (UTAS) on academic transition support was completed in 2009. The project resulted in a beneficial sharing of good practice and launched a review and improvement of the co-ordination of our transition activities through the new First Year Experience Working Party.
- > Following on from this success, a new benchmarking project on assessment was launched in late 2009 for implementation in 2010. This project will involve a three way comparison of assessment policies and practices between UOW, UTAS and Deakin University and is closely linked with the self-review of learning being undertaken as part of the University's preparation for its AUQA audit.
- > An audit of benchmarking activity across the university, completed mid year, identified the need for an integrated benchmarking framework to improve, in particular, the recording and communication of the outcomes from benchmarking. Work on the framework has commenced and will be completed early in 2010.
- > A revised framework for linking budget decisions and planning was introduced, with regular meetings conducted between deans and senior executive to monitor budget and performance against plans. Further refinements to the process have been identified for implementation in 2010.

Managing Risks

More synchronised risk management methodologies were applied across UOW in 2009 and significant risk areas were identified for continuing mitigation through mechanisms such as the UOW Strategic Risks Register, academic risk assessments and greater consideration of operational risks by key functional parts of UOW.

As noted above, a major triennial Strategic Risk Assessment was conducted across UOW with primary inputs from two external consultancy firms. The updated key risks for UOW are reflected in a revised UOW Strategic Risk Register, which has been utilised to develop the UOW Internal Audit (UOWIA) Program for the three years 2010–2012 inclusive.

UOWIA reported to the Audit Management and Review Committee three times in 2009 on the completion rate of implementation of agreed risk-significant actions from UOWIA Reports. An updated Audit Committee Charter was adopted in 2009, which included an annual requirement of fraud incidence reporting. Risk profile updates continued to be provided by three major controlled entities to the Committee. Discussions regarding risk owner responsibility were held with the Audit Management and Review Committee on topics such as procurement and contract management; budgeting, planning and reporting; international student marketing and recruitment; and teaching and learning.

The UOWIA 2009 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 2009 to strengthen various aspects of risk management. Examples of such activities included:

- > Contribution of the UOW Business Continuity Coordinator in improving the UOW *Business Continuity Management Policy*, business impact analysis templates, crisis management and communication preparations, co-ordination with various key parts of UOW in business continuity incident responses and in testing walk-throughs, whilst referring to the British Standard 25999 Business Continuity Management Standards (2007);
- > Maintenance of a high level of compliance with the main requirements of the Australian/New Zealand Risk Management Standard AS/NZS 4360:2004;
- > Delivery of training courses in anti-fraud and anti-corruption measures, referring to the ten attributes of best practice in corruption and fraud control framework as provided by the NSW Audit Office.

Review of Performance

Financial Management

The University and its controlled entities recorded a surplus operating result of \$ 57.7 million for the year ended 31 December 2009.

The surplus for 2009 was a product of strong growth in student revenue and the University's success in attracting capital funding, offset by moderate increases in operating expenditure.

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 Commonwealth Government's Department of Education, Employment and Workplace Relations.

Table 13 provides a comparison of 2009 results for the University to the DEEWR benchmarks for Operating Performance.

Table 13: Consolidated Operating Performance	2009	2008	Risk Thresholds		
			Low	Medium	High
Revenue growth or decline for the year	15.9%	18.6%	>5%	2% to 5%	<2%
Proportion of total Australian Government Funding	51.8%	53.9%	<55%	55% to 65%	>65%
Variance in Aust Govt funding from previous period	11.3%	16.9%	<0%	0% to 3%	>3%
Proportion of overseas student fees	27.6%	27.1%	<15%	15% to 25%	>25%
Growth in revenue from overseas student fees	17.7%	25.9%	0% to 15%	15% to 25%	>25% or <0%
Consecutive deficits recorded	0	0	<1	1 to 2	>2

Indicators for revenue growth (15.9 per cent) and proportion of revenue from Australian Government Funding (51.8 per cent) are both assessed as low. The variance of Government funding is assessed as high at 11.3 per cent and is influenced by the receipt of significant capital grants in 2009 including \$10.07 million for the Teaching and Learning Capital Fund and \$14 million for projects under the Education Investment Fund.

The indicators relating to international/overseas student income are assessed as falling into the medium to high risk category of the DEEWR assessment. The proportion of revenue from this source grew from \$113 million in 2008 to \$133 million in 2009. The University has appropriate mechanisms in place to manage the downside risk of this source of income.

Table 14 provides a risk assessment for the University's cash flow and capital management activities.

Table 14: Consolidated Cash Flow and Capital Management	2009	2008	Risk Thresholds		
			Low	Medium	High
Cash flow adequacy	15.7%	16.1%	>10%	5% to 10%	<5%
Capital expenditure to depreciation ratio	2.7	2.7	>1.4	1 to 1.4	<1
Capital expenditure to income ratio	14.2%	16.7%	>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 remains in the low risk area – influenced by the receipt of capital funds and growth in both domestic and international student revenue.

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 15 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.

Table 15: Consolidated Financial Stability and Liquidity	2009	2008	Risk Thresholds		
			Low	Medium	High
No. of weeks income cash and investments equivalent to	22.4%	22.6%	>8	4.0 to 8.0	<4.0
Current ratio – (current assets: current liabilities)	1.8	1.8	>1	0.75 to 1.0	<0.75
Borrowings to equity ratio	9.8	11.0	<7.0	7.0 to 10.0	>10.0
Borrowings to capital expenditure	\$68,021	\$69,080	>0.0	NA	<0.0
Debt service cover ratio	16.0	33.8	>1.5	1.1 to 1.5	<1.1

Review of Performance

The Borrowings to Equity Ratio remains above the low risk threshold due to the University's issuance of a \$42.5 million bond in 2008. The level of debt is part of the University's financial strategy and within the parameters of the Standard & Poor's AA credit rating. The proceeds have been used to fund capital works in accordance with the University's Capital Management Plan.

Whilst there has been a fall in the debt service cover ratio for 2009, the assessment is still well within the low risk category and reflects the University's capacity to manage its borrowings.

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

Evolution of the Innovation Campus

In 2009 the University's Innovation Campus (iC) further evolved as a distinctive environment for productive collaboration between business and university partners. Progress took place in the context of the global financial crisis which had an impact on commercial interest across many developments.

Commercial space in iC Central was fully occupied throughout the year.

UOW teams at Innovation Campus included:

- > Australian Centre of Excellence for Electromaterials Science (ACES)
- > Australian National Centre for Ocean Resources & Security (ANCORS)
- > Digital Media Centre
- > Centre for Transnational Crime Prevention (CTCP)
- > Institute for Superconducting and Electronic Materials (ISEM)
- > Intelligent Polymer Research Institute (IPRI).

The foundation tenants and UOW teams succeeded in demonstrating that the iC's collaborative vision could be achieved. They not only tested the robustness of the services and infrastructure but worked collegially to share and celebrate achievements. These innovative companies are working across the areas of human resources, finance, IT, engineering, regional and economic research, and geospatial services. They built links with the University in a number of ways including the provision of professional services, collaboration on research projects, the employment of graduates, and the provision of professional experience opportunities for students.

The second major building, the Australian Institute for Innovative Materials, was officially opened by the Federal Minister for Innovation, Industry, Science and Research Senator Kim Carr on 10 March. Throughout the year, it has been the base for internationally recognised developments by its premier research teams – the Intelligent Polymer Research Institute (IPRI) and the Institute for Superconducting and Electronic Materials (ISEM). Their success helped to attract major federal government funding in the May Federal Budget for another building – the \$50 million 'Australian Institute for Innovative Materials (AIIM) – Processing and Devices' Facility which will generate at least 200 construction jobs for the initial phase. Due for completion in mid 2011, the new building will house 150 additional staff and students.

The Institute for Transnational and Maritime Security building was fully occupied in 2009. It is home to the Centre for Transnational Crime Prevention, the Australian National Centre for Ocean Resources and Security and two small international enterprises – TRAFFIC International and Absolute Software (Australia) Pty Ltd.

The iC's newest building – which will house UOW's Sydney Business School and (with the Faculty of Creative Arts in partnership with TAFE) a Digital Multimedia Centre – was nearing completion at the end of the year for handover in early 2010. This custom-designed teaching and training facility caters for postgraduate students as well as the next generation of digital media developers. It features an animation studio, film and video studio, computer labs, edit suites, workshops and exhibition space.

In a significant milestone, and despite the effects of the global economic downturn on business, the advantages of the iC proposition attracted sufficient commercial interest to justify further expansion. The first wholly commercial development on the campus – iC Enterprise 1 – was approved for construction in February 2010. This 10,000 square metre office building will meet the demand for additional office space from companies wishing to strengthen their relationships with the University and co-locate with UOW research teams.

The iC attracted thousands of visitors in 2009, including the continued increasing patronage of the popular Science Centre and Planetarium. The iC contributed in excess of \$40 million to the regional economy in 2009 (including \$21.7 million from construction).

The successes of 2009 have been the result of partnership building onshore, leveraging off existing links with UOW academics, on-site events and networking. Significant marketing programs offshore during the year also heightened prospects overseas, notably in India and China. Austrade and the NSW Department of State and Regional Development provided valuable support for visits to India by University representatives. They were accompanied by former Australian cricket team Vice-Captain, Adam Gilchrist, who has proved an excellent and popular champion for the University, the iC and the State. The trips focused on strengthening existing business relationships and building future pipeline business with a number of Indian technology and communications companies. This initiative has already resulted in one confirmed iC tenant and three other companies are being followed up as strong prospects.

Visits to China also created interest which is expected to be strengthened further with the appointment of two NSW Government staff in offices in China, Guangzhou and Shanghai.

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 2009. 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 2010 include:

- > Attracting international and local tenants to the new commercial building
- > Provision of services and amenity to a growing campus population
- > Increasing the awareness of the iC and the achievements of its participants.

Environmental Initiatives

The primary environment legislation impacting on the University is the *Protection of the Environment Operations Act 1997* (NSW) and the *Protection of the Environment Operations Amendments Act 2005* (NSW).

As noted above, the Environmental and Sustainability Initiatives (ESI) Unit was launched in 2009. It has helped support a cultural shift towards environmental sustainability. Initiatives include water, energy and emissions reduction, improved waste and recycling management, and care of ecological systems.

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The team commenced a 'Turn Over a New Leaf' Campaign and through the motto of 'Rethink-Reduce-Reuse-Recycle' encourages staff and students to change the way they think, break old habits, and try something new.

In addition, the Environmental Advisory Committee was created to oversee the development and implementation of UOW's environmental management program.

During 2009 ESI embarked on a number of communication and education initiatives including:

- > Indoor recycling involving recycling stations at every desk
- > Participation in Earth Hour and encouraging staff and students to switch off unnecessary equipment and lighting
- > Educating staff and students about the dangers and energy consumption of heaters being left on unattended
- > Partnering with a program to reuse and recycle mobile phones
- > A National Tree Day inspired biodiversity appreciation tour of the University Tree Walk supported by the Janet Cosh Herbarium
- > A 'One Less Cup' campaign encouraging the switch from disposable to reusable cups
- > Carpooling initiatives where drivers are rewarded with free parking for having three people in their car
- > National Ride to Work Day participation by more than 150 UOW staff and students
- > National Recycling Week participation, involving paper reduction and recycling initiatives and online competitions to better understand staff and students perspective on environmental priorities.

Whilst water, recycling and energy saving plans are a key element of the ESI Unit's initiatives, the Unit has a core focus on behavioural change and will continue to engage with staff and students on issues that are both important to them and can be changed by them.

National Greenhouse and Energy Reporting

The last progress report prepared for the State government was completed for the calendar year 2008 and the University had reduced its baseline consumption by 18.4 per cent despite increases in student numbers of 7 per cent and floor area by 9 per cent.

Despite this consumption reduction achievement, under the National Greenhouse and Energy Reporting (NGER) legislation the University triggered the reporting requirement for the Wollongong campus facility. Therefore in October 2009 the UOW prepared its first NGER report to the Commonwealth Government in preparation for a national Emissions Trading Scheme (ETS). For the financial year 2008/2009 the Wollongong campus consumed 141 terajoules (TJ) of energy and emitted 28.5 kilotonnes (kt) of CO₂-e (carbon dioxide emission equivalent).

To manage our energy consumption and facilitate our reporting requirements the University installed 190 electricity meters and 34 gas meters across the Wollongong campus as part of the Performance Indicators Project team's environmental reporting initiative. This project enables the University to monitor its electricity consumption at 15 minute intervals at the building level on a 'real time' basis. The meters allow managers to assess the performance of energy saving infrastructure changes such as energy efficient lighting retrofits as well as behavioural changes.

The University participates in the State government's Energy Savings Scheme and is an accredited certificate provider for energy efficiency projects. Under the Scheme the University has saved 210 tonnes of CO₂-e per annum through our lighting retrofit project and 452 tonnes of CO₂-e per annum through our occupancy sensor retrofit.

Energy Savings Action Plan

Implementation of the University's Energy Saving Action Plan (ESAP) continued through the year. Voltage reductions from lighting retrofits were achieved in 9 buildings, and occupancy sensors installed in 12 buildings assisted with overall reduction targets. Major works on heating, ventilation and air-conditioning are also approaching finalisation. The works include a range of refurbishments, control improvements, enhancements to boiler systems, more efficient cycle utilisation, and holiday and time of day scheduling. Once completed, all these initiatives will lead to an energy saving of up to 5,000 gigajoules (GJ) per annum.

In March, ESI participated in an international campaign to reduce power consumption called 'Earth Hour'. The University recorded a nine per cent decrease in consumption (compared to previous weekends), simply by asking staff and students to switch off unused appliances, lights, and computer monitors.

In July, UOW began preparation of a Renewable/Alternative Energy Action Plan. A consultant was commissioned to identify an action plan to reduce the University's reliance on the electricity grid and reduce its greenhouse gas emissions.

In November, UOW maintained its place among the top three 'GreenPower' universities in Australia by renewing its commitment to 15 per cent wind turbine generated renewable energy.

Water Management

The University has continued to deliver actions identified in the Water Savings Action Plan (WSAP). Further water harvesting projects commenced at several locations around the University with a storage capacity totalling 899 kilolitres (kL). Since 2006 UOW has reduced its potable water consumption by nine megalitres (ML) per year. In September, UOW employed a consulting service to prepare a Self Sufficiency Water Plan for the Wollongong Campus. The plan outlines further infrastructure changes across campus that will reduce the University's dependence on Sydney Water supply.

Waste Management

The University increased the volume of material recycled from Wollongong Campus by more than 30 per cent in 2009. Recycling volumes have increased from 1,200 cubic metres in 2008 to 1,600 cubic metres in 2009. The overall waste generated has also decreased from 8,466 cubic metres in 2008 to 7,744 cubic metres in 2009. The recycling rate achieved in 2009 was 21 per cent compared to 15 per cent in 2008.¹

These improvements have been achieved through better utilisation and promotion of waste facilities and programs across campus, including public place and office based recycling.

1 Figures for 2008 and 2009 in this paragraph exclude URAC and UniCentre operations.

Review of Performance

In April, the University held its first annual e-waste collection. The campus sourced e-waste was made available for people and charities, including the Wollongong Shepherd Centre and Strategic Community Assistance to Refugee Families (SCARF), to collect and reuse. The remainder of the e-waste was taken by a recycling company. On the day, a total of 563 electronic items were collected (8,696 kilograms of waste), of which approximately 400 were reused and 163 were recycled. The recycler sent only 0.8 per cent or 67 kilograms to landfill.¹

In June, ESI launched Mobile Phone Recycling. To support this program UOW partnered with the joint Australian Recycling Program (ARP) and Jane Goodall Institute. The ARP attempts to reuse the phones where possible, to refurbish and on-sell. Only when the phone cannot be reused is it then recycled, with zero waste going to landfill.

Heritage Management

The University has three former Commonwealth Migrant Hostel 'Nissen' and 'Quonset' Huts at the iC. In 2006, these Huts were refurbished for adaptive reuse as a childcare facility in accordance with Heritage Council requirements. On 28 August 2009, the Huts were listed on the State Heritage Register (Listing No 01767) and featured in the *Heritage NSW* publication, Summer 2009 edition, published by the Heritage Council of NSW.

Property and Infrastructure

Campus Facilities: Wollongong Campus

Two major buildings are presently being constructed on the Wollongong Campus. Construction of the Illawarra Health and Medical Research Institute (IHMRI) building commenced in December 2008 and is expected to be completed by April 2010. The \$30 million first stage will provide 6,500 square metres of floor space over four levels.

Construction of the \$40 million SMART (Simulation, Modelling and Analysis for Research and Teaching) Infrastructure building commenced in May and is expected to be completed by late 2010. The building has a gross floor area of some 12,000 square metres across four levels. SMART will be a world-class comprehensive research and training infrastructure facility with integrated laboratories designed to transform the way in which infrastructure-related disciplines are taught and researched.

The Food Court Redevelopment on the ground level of the McKinnon Building (Building 67) was completed in April. It provides the campus community with modern open space, a variety of food outlets, covered outdoor seating and internet access facilities.

The \$2 million Village Green ovals redevelopment project was opened by Adam Gilchrist in November. Upgrade works commenced in July 2008 and included ovals floodlighting, an irrigation system, rain water storage, returfing, the installation of a new perimeter fence, and the construction of a tensile structure awning to provide sun protection for spectators.

Construction of a \$7 million multi-purpose Sports Hub for the University Recreation and Aquatic Centre (URAC) was completed in March. It provides the community with a modern 3,000 capacity multi-purpose indoor sports facility. It is also being used as an examination venue, having hosted two end-of-semester series of examinations during the year.

In September, a major refurbishment of the Hope Theatre commenced, with completion planned for the commencement of the 2010 academic year. This project will increase the lecture theatre's capacity from 435 to 539 seats. At the same time, the now-redundant backstage area is being converted to performance and art studio spaces for the Faculty of Creative Arts, and includes the installation of a lift to provide disabled access.

The construction of a third vehicular entry to the Wollongong campus commenced in December and is expected to be operational for the commencement of Autumn Session 2010. The development will create direct access to the Western Carpark from Robsons Road.

A contract was awarded in late December for the construction of a new \$8 million Common Teaching building, comprising 12 teaching spaces in a three-level 2,160 square metre building. Designated Building 24, it will seat 568 students. As part of the project, an adjacent 357 square metre conversion/extension of the ground floor of the Arts Faculty (Building 19) will be constructed to provide a new Language Centre, incorporating two 24-seat language laboratories. Both facilities will be completed for the commencement of the 2011 academic year.

Innovation Campus

There has been considerable activity taking place at the Innovation Campus (iC). As already noted, during the year, the Australian Institute for Innovative Materials (AIIM) and Institute for Transnational Maritime Security (ITMS) buildings have been fully occupied by both University research groups and businesses with links and/or associations with the University.

Construction of the iC's fourth building, accommodating the Sydney Business School and Digital Media Centre, has been substantially completed. The building will be fitted out early 2010, ready for commencement of the academic year.

The University has also committed to the design of two additional buildings for the iC. The 10,000 square metre iC Enterprise building will provide leading-edge office accommodation across four levels, and the Australian Institute for Innovative Materials – Processing and Devices will provide additional research space of over 5,000 square metres.

Information Technology Services

The University's Information Technology (IT) infrastructure upgrade program continued during 2009, guided by the IT Strategic Plan. During the year, the IT Strategic Plan along with the supporting Business and Project Plans were reviewed and adjusted to reflect evolving University requirements. At the corporate level, progress was monitored by the IT Policy Advisory Committee, 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 a dedicated network link between UOW and UOW Dubai, as well as the initiation of the new high speed network and 'Voice Over IP' communications infrastructure project on Wollongong Campus, including the migration and upgrade of the University's five primary call centres.

¹ The e-waste data has not yet been added to the recycling data.

Review of Performance

The centralisation of IT support continued with the IT management responsibilities for the Faculty of Creative Arts and Education being successfully transferred to Information Technology Services (ITS), as well as 750 end of lease computers being replaced. There are now 37 administration units, research centres and faculties centrally supported. Remote location support increased, with IT installations completed in medical hubs at Milton, Bowral and Mudgee. A frontline service delivery review was undertaken, resulting in the appointment of a Helpdesk Support manager, four additional support staff, and an enhanced IT Service Catalogue. Measurement of service outcomes was derived through participation in a university sector-wide benchmarking survey.

Major upgrades affected numerous core applications, including the Web Content Management System, and the eLearning system (Blackboard Vista). The student management system (SMP) and research information system (RIS) continued to be upgraded adding new functionality for users, as well as meeting the ongoing requirements for legislative reporting. All activities were completed successfully, within budget, and with minimum disruption to staff and students. Average 'uptime' for core applications was above 99 per cent for the year.

The quality and reliability of the University's central server, network, storage and desktop infrastructure was further upgraded and expanded, and their redundancy and support arrangements improved. The number of Virtual Server environments (VMWare and Sun Solaris Zones) increased by 724 per cent, through migrations off physical servers, along with a 137 per cent increase in the number of centrally hosted applications. This allowed for reduced power requirements and cooling costs, whilst improving redundancy capabilities.

The IT Disaster Recovery facilities continued to be maintained in line with the main computer room upgrades and expansion.

Internal Audit and Compliance

Internal Audit

The UOW Internal Audit (UOWIA) 2009 work program consisted of 15 discrete reviews/evaluations, in addition to its regular annual activities, that ensured compliance, assurance and risk mitigation in key processes and functions of UOW for the Audit Management and Review Committee.

Improvement reviews, evaluation of compliance requirements, risk treatment analysis and control evaluations were conducted across areas such as the admissions processes for Accommodation Services; compliance provisions for the *Employment Services for Overseas Students Act 2000* (Cth) in relation to international students at UOW; the Alesco payroll system used by UOW; IT vendor relationships and contracts; the UOW business continuity framework; asset management; and various aspects of personal and property security for students, staff and visitors to most of the UOW campuses.

UOWIA continued to facilitate corporate governance goals, utilised a variety of relevant and focused assurance approaches, including workshops, and enabled effective communication and adoption of efficient coordination mechanisms to ensure achievement of its activity aims. This also included conducting another year of the Committee of Sponsoring Organisations [of the Treadway Commission] (COSO)-guided Controls Self-Assessment Survey (involving 180 delegation holders in 2009) gauging compliance with 38 key UOW policies and allowing comparisons with previous year outcomes.

There were four participants in the 2009 UOWIA Management Activity Program, which emphasised project management, career specialisation interests and risk management approaches. Up to 30 research grants were reviewed by the UOWIA Manager for incurred financial expenditures.

UOWIA continued to be emphatic about ensuring compliance with the Professional Practices Framework, as prescribed by the Institute of Internal Auditors (IIA), and kept close to the guidelines and practices recommended by the Business Continuity Institute – especially in planning, documentation, evidence gathering, analysis of controls, reporting requirements and monitoring of agreed recommendations – in all related assignments, whether performed with or without external providers.

Privacy

In 2009, comprehensive privacy training sessions continued for staff of the University and its subsidiaries. Privacy training is part of the University's staff induction program and is also conducted on request. The University continues to have three Privacy Officers within 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 maximise such training.

The email address to contact UOW Privacy Officers has been updated and amended to privacy-enquiry@uow.edu.au.

No matters were referred by the NSW Privacy Commissioner or Privacy NSW to the University.

Three privacy complaints were received by the University in 2009. The Principal Privacy Officer conducted investigations of those complaints pursuant to privacy laws, including notifications of the complaints, investigation and outcomes to the Privacy Commissioner.

After investigating two complaints arising from a faculty sending a group email, the Principle Privacy Officer determined that the University had breached the privacy laws through human error. In order to ensure the same conduct will not occur again, the relevant faculty was reminded of privacy laws and procedures appropriate for the sending of group emails. The Privacy Commissioner was advised of the investigation and outcomes, and made no additional comments. Both complainants were satisfied with the outcome.

The investigation of the third complaint regarding a different faculty and its alleged disclosure of a student's information did not find any evidence to indicate there was a breach of privacy. After being advised of the outcomes, the complainant did not take the matter further, and the Privacy Commissioner made no comments on the investigation.

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 enquiries.

Review of Performance

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. This includes:

- > 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 personnel and/or student file on request, without the need to lodge a formal FOI application. Queries regarding FOI procedures and FOI applications can be made directly to the University via the FOI Officer, University of Wollongong, Building 36 (Administration), Northfields Avenue, Wollongong, NSW, 2522 (telephone: 02 4221 3277).

In 2009, the University received two new FOI applications, one of which was later withdrawn. See Appendix D for the FOI statistical report. Throughout the year, the University was a consulted party on three FOI applications lodged with other agencies that concerned University material.

The University's FOI procedures will change once the new *Government Information (Public Access) Act* is proclaimed in NSW, which is expected to occur in early 2010.

CONTROLLED ENTITIES

Illawarra Technology Corporation

The Illawarra Technology Corporation Ltd (ITC) is recognised as one of the most successful university controlled entities in Australia.

ITC is the largest commercial subsidiary of the University of Wollongong. It is a provider of global education services and is committed to providing the benefits of a high quality education to more people, in more places, in more ways.

Across ITC's portfolio in 2009 there were over 4,600 students studying a range of programs. To support these students and provide for ITC's other strategic functions, ITC employed over 750 staff based both in Australia and overseas.

The ITC portfolio includes:

- > The University of Wollongong in Dubai;
- > Wollongong College Australia (WCA);
- > The International Film School Sydney (IFSS);
- > The International School of European Aviation; and
- > Vocational education services.
- > ITC also manages UOW's public affairs, Office of Community and Partnerships, and provides UOW's recruiting and marketing services through the entity called UniAdvice.

The year 2009 was busy across the ITC portfolio. Significant improvements were made to existing operations to make future growth and profitability more secure and sustainable. Also, a range of new growth initiatives were initiated and developed, forming a strong foundation for future profitable revenue streams and contributions to the University.

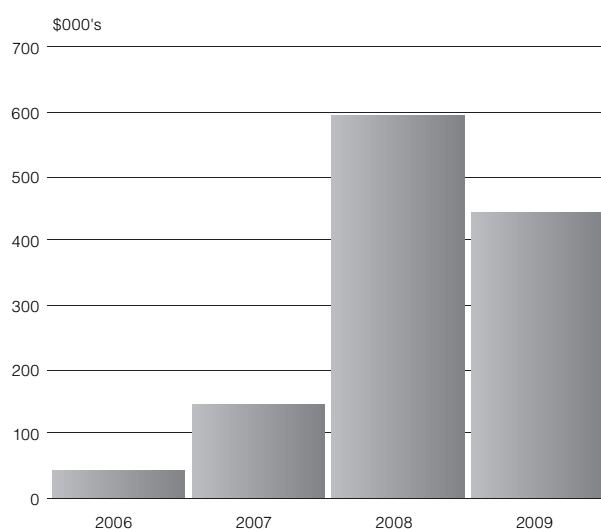


Figure 8: ITC Operating Profit 2006–2009

Note: 2008 benefited from a favourable currency translation from AUD to AED. In contrast, 2009 has been a year of 'softness' in Dubai.

Review of Performance

However, there were a number of significant challenges within ITC's operating environment, most notably, the impact of the global financial crisis (particularly in Dubai); significant shifts in volumes of scholarships from Middle Eastern countries; and emerging government policies in the higher education sector stemming from the recent Bradley Review.

ITC Operational Review

During 2009, ITC completed a comprehensive review of all of its operations and launched the new purpose and future statements for the organisation.

Our Purpose: Unlocking potential through learning

Our Future: We will build on our core strengths of solid operations, quality engaged teams and the reputations of ITC and UOW.

By matching emerging sources of student demand with expanded offerings in Australia, the Middle East and beyond, we will extend the reach of high quality tertiary education and the benefits that it brings.

ITC also launched a new set of organisational values:

- > Passion – We love what we do.
- > Creativity – We are innovative and imaginative.
- > Exceptional – We encourage everyone to shine, going above and beyond.
- > Collaboration – We share our knowledge, expertise and resources to get results.
- > Courage – We speak our mind, take the initiative and are steadfast in our decisions.
- > Integrity – We are honest, ethical and reliable.

Milestones

ITC strives to deliver ever-increasing value to its shareholder – UOW. This was achieved in 2009, with successes achieved right across the company's portfolio. Outlined below is a selection of the notable highlights:

Company Wide and Corporate Services

- > Allocation of the 2008 \$6 million dividend to the Illawarra Health and Medical Research Institute
- > Completion of a company wide strategic review, and development of a three year Strategic Plan linked to Annual Operational Plans
- > Completion of a company wide risk review and associated action plans
- > Agreement to acquire the Avondale College School of Aviation signed and Board endorsement of a comprehensive Vocational Education and Training Strategy
- > High Commendations in the Export categories of the NSW Export Awards and the Illawarra Business Chamber awards

Colleges

- > There were record student numbers at WCA in English Language Intensive Courses for Overseas Students (ELICOS) and academic programs.
- > WCA refurbishment Stage 1 successfully was completed and additional space secured for 2010.
- > The IFSS was granted FEE-HELP on 20 June, and the October intake target was met.

University of Wollongong in Dubai

- > Groundwork took place for the expansion of course offerings at UOWD. Courses include the Bachelor of Engineering, and a PhD and Doctor of Business Administration, which will aid in strengthening UOW's research profile.
- > There were strong student numbers in the early half of the year, however the global financial crisis impacted latest new enrolment figures.

External Relations

- > Successful management of the University's image and reputation during the heightened security concerns of Indian students
- > Higher Education Endowment Fund success – AIIIM facility (\$43.8 million)
- > Exceptional fundraising efforts – \$1,368,832 against a 2008 total of \$1,189,973
- > Many successful events including the Chancellor's Awards and 'Stumping Serious Diseases' charity cricket match

UniAdvice and Marketing

- > There was significant growth in total onshore international student revenue.
- > Domestic recruitment efforts resulted in UOW attaining a record number of first preferences for its forthcoming Autumn 2010 intake. Initiatives have also included the streamlining of the early entry program.
- > The UOW website was redesigned.

ITC also paid tribute to outgoing Chairman Dr Brian Hickman, who retired as Chairman of the ITC Board on 31 December 2009. Dr Hickman made a significant contribution to the company and given generously of his time over the past five years as Chair, and 18 years as a Director. He will continue to serve the Board as a Director for 2010.

University Recreation & Aquatic Centre Ltd

The University Recreation and Aquatic Centre's (URAC) core mission is:

'To enhance the quality of life of our members through provision of an extensive range of sporting, leisure, recreation and fitness opportunities for the university population and wider community through access to quality programs, services and facilities.'

In 2009, URAC continued to provide first class services and facilities despite massive capital works surrounding the recreation centre's building for the majority of the year. Despite these restrictions, and the late conclusion of the major capital works, URAC had an exceptional operational year, and this has created a solid base to grow new and existing programs in 2010 and beyond.

Key initiatives in 2009

- > The URAC Sports Hub opened for full operation in May, and had an immediate impact on the region by hosting numerous state and national competitions and sports events. The availability of discounted parking for short-term URAC users has been a long overdue benefit of the new building, and has reinvigorated many existing programs that rely on parents and other external users finding parking near URAC during daylight hours.

Review of Performance

- > The majority of the \$2 million ovals renovation project was completed in May and opened with much fanfare in November. The new facilities in and around Oval 1 will provide the best open air sports-field complex in the Illawarra. A major environmental feature is a rainwater harvesting system which will see up to 800,000 litres of rainwater stored and returned to irrigation or other reuse within the building.
- > The signing of a number of new sports tenants has heralded a new era of regional focus on URAC. Regional development and/or coaching staff now have offices within the URAC Sports Hub or the University Recreation & Aquatic Centre: NSW Rugby Union, NSW/ACT AFL, NSW Tennis, NSW triathlon, Illawarra Academy of Sport, and the Australian Sports Commission.
- > Numerous external groups have made extensive use of URAC facilities, with many extending their programs with on-campus and community users. St George-Illawarra Dragons, NSW Football Junior Academy, NRG Dance Studio, Ron McKeon Swim Schools are all regular hirers, and a host of bookings have been accommodated from NRL, NBL and other elite sporting teams and groups.
- > URAC has maintained its current number of affiliated clubs during the year. Excellent results were achieved on the field, particularly with women's sport. The UOW women's football (soccer) team took out the NSW Champion of Champions and Australian University champions titles.
- > New sports competitions were introduced at the new URAC Sports Hub and rapidly became popular with students, staff and the general community. These include Futsal (indoor soccer) which has become huge program, for adults and juniors, as well as volleyball, basketball and roller sports. School bookings have grown rapidly, and will become the major daytime users in subsequent years.
- > The iC Health successfully grew in its first full year, and opened for extended hours each week from mid-year as membership numbers exceeded expectations.
- > URAC staff instituted a number of benchmarking and policy initiatives as part of the URAC Business Excellence Plan.
- > Members of the URAC Board individually undertook a number of governance and financial education programs during the year.
- > A Customer Service Index Survey was conducted on all UniCentre service outlets and all tenants on the Wollongong campus. All UniCentre outlets achieved ratings above the 75 per cent satisfaction benchmark, with the newly opened RUSH Coffee achieving the highest result of all operations (UniCentre and tenants).
- > UniCentre and UOW redeveloped the Keira Buffet space on the ground floor of the McKinnon Building (Building 67), incorporating more open student recreation space. This new student space, named 'Arc', includes three food and beverage operations and an Internet Café.
- > UniCentre commenced operations of a Subway Franchise outlet in the Arc student space in Building 67 in March 2009. This fresh and vibrant offering has been well received by the campus community, regularly ranking in the top 10 Subway outlets for NSW/ACT. At peak times this Subway outlet has operated with better volumes than many Sydney CBD peak outlets, including Sydney Domestic Terminal.
- > RUSH Coffee opened at Arc in early April, and is experiencing better than expected trade. This new UniCentre operation has been developed to produce high quality coffee and beverages to the campus community and scored an 83 per cent satisfaction rating in the Customer Service Index Survey.
- > Kew Thai, an authentic Thai food offering, opened during March in the Arc student precinct. Operated by an external tenant, it has been well received.
- > Out For Lunch commenced trading at Building 17 by external tenants, in place of the UniCentre-operated Sal Paradise. Customer satisfaction levels are at the high end of results through the Autumn survey, and trade appears brisk.
- > Planning for the Building 11 refurbishment took place in 2009, including Development Application approval from the local government authorities. The construction work for this \$6.8 million project will commence in February 2010. The project is jointly funded through the University and UniCentre.

Wollongong UniCentre Ltd

In 2009, Wollongong UniCentre Ltd (UniCentre) continued to provide retail, catering, child care services, entertainment, student activity programs and support.

The UniCentre's core mission is:

To create services, spaces and activities that enhance the university experience.

Key UniCentre initiatives in 2009 included:

- > UniCentre acquired the South Coast Workers (SCW) Child Care Centre.
- > The SCW Child Care Centre, Kids Uni North and OOSH Child Care facilities have all been through their own regulatory accreditation processes. All units successfully achieved 'high quality' accreditation status renewals.

Appendices

APPENDIX A: UOW FACULTY STRUCTURE

Faculty of Arts

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

Faculty of Commerce

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

Faculty of Creative Arts

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

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

Faculty of Informatics

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

Faculty of Law

Faculty of Science

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

Sydney Business School

Graduate School of Medicine

Appendices

APPENDIX B: SENIOR UNIVERSITY OFFICERS

Chancellor	Ms Jillian Broadbent AO BA <i>Syd</i> , Hon DLitt <i>UWS</i> (from 1 October 2009)
	Mr Michael Codd AC BEc(Hons) <i>Adel</i> (to 30 September 2009)
Deputy Chancellor	Ms Sue Chapman DipHlthAdmin <i>CSturt</i> , BA MBA <i>UOW</i> (to 31 December 2009)
Vice-Chancellor and Principal	Professor Gerard R Sutton AO BE MEngSc <i>UNSW</i> , PhD <i>CUA</i>
Vice-Principal (Administration)	Mr Chris Grange BA <i>UNSW</i> , MCom <i>UOW</i>
Deputy Vice-Chancellor (Academic)	Professor Rob Castle BEc MEc <i>Syd</i>
Deputy Vice-Chancellor (Operations)	Professor John Patterson DipPhysEd <i>STC</i> , MSc <i>Oregon</i> , MEd <i>Syd</i> , EdD <i>N Colorado</i> , FAICD
Deputy Vice-Chancellor (Research)	Professor Judy Raper BE Chem(Hons) PhD ChemEng <i>UNSW</i> ,
Pro Vice-Chancellor (International)	Professor Joe Chicharo BEng(Hons) PhD <i>UOW</i> , FIEAust, SMIEEE
Pro Vice-Chancellor (Research)*	Professor Lee Astheimer BSc(Hons) <i>Lakehead</i> , PhD <i>UCDavis</i> (to 6 March 2009)
Deputy Vice-Principal (Finance and IT)	Mr Damien Israel BBus MAcc <i>CSU</i> , CPA
Pro Vice-Chancellor (Health)**	Professor Don Iverson BSc <i>N Dakota</i> MSc PhD <i>Oregon</i> (from 22 June 2009)
Dean of Research**	Professor Tim Marchant BSc(Hons) PhD <i>Adel</i> (from 22 June 2009)
Dean of Faculty of Arts	Professor Wenche Ommundsen BA(Hons) DipEd <i>Lausanne</i> , MA <i>Lond</i> , PhD <i>Melb</i> (from 3 August 2009)
	Professor John Patterson DipPhysEd <i>STC</i> , MSc <i>Oregon</i> , MEd <i>Syd</i> , EdD <i>N Colorado</i> , FAICD (Acting from 1 February 2009 to 2 August 2009)
	Professor Andrew Wells BA(Hons) MA <i>Monash</i> , PhD <i>ANU</i> (to 31 January 2009)
Dean of Faculty of Commerce	Associate Professor Gary Noble BEd <i>Syd</i> , MBA <i>CSU</i> , MCom(Hons) PhD <i>UOW</i> , FAIM (Acting from 14 November 2009)
	Professor Shirley Leitch BA MA(Hons), PhD <i>Auckland</i> (to 13 November 2009)
Dean of Faculty of Creative Arts	Professor Amanda Lawson BA <i>Edin</i> , BA (Hons) <i>UOW</i> , PhD <i>Syd</i>
Dean of Faculty of Education	Professor Paul Chandler BSc (Hons) DipEd <i>Syd</i> , MSc PhD <i>UNSW</i>
Dean of Faculty of Engineering	Professor Chris Cook BSc BE <i>Adel</i> , PhD <i>UNSW</i>
Executive Dean of Faculty of Health and Behavioural Sciences*	Professor Don Iverson BSc <i>N Dakota</i> MSc PhD <i>Oregon</i> (to 22 June 2009)
Dean of Faculty of Health and Behavioural Sciences	Professor Patrick Crookes BSc(Nurs) <i>Leeds</i> , CertEd <i>York</i> , PhD <i>Hull</i> , RGN, RN
Dean of Graduate School of Medicine	Professor Elizabeth Farmer BSc(Hons) MBBS <i>Lond</i> , PhD <i>Flin</i> , FRACGP
Dean of Faculty of Informatics	Professor Philip Ogunbona BSc(Hons) <i>OAU Ife</i> , DIC, PhD <i>ImpCollLond</i> , SMIEEE (from 2 January 2009)
	Professor Joe Chicharo BEng(Hons) PhD <i>UOW</i> , FIEAust, SMIEEE (to 1 January 2009)
Dean of Faculty of Law	Professor Luke McNamara BA LLB <i>UNSW</i> , LLM <i>Manitoba</i> , PhD <i>UOW</i>
Dean of Faculty of Science	Professor William Price BSc(Hons) DIC PhD <i>Lond</i>
Dean of the Sydney Business School	Professor John J Glynn MA <i>Kent</i> , MPhil <i>Exeter</i> , PhD <i>Kent</i> , FCCA, FCPA
Dean of Students	Ms Yvonne Kerr DipPhysEd CertHealthEd MSc <i>Oregon</i> , MEd <i>Syd</i> , FACHPER
Chair of Academic Senate	Associate Professor Diana Kelly BA <i>Macq</i> , MCom(Hons) PhD <i>UOW</i>
University Librarian	Ms Margie Jantti BA(LibInfoSci) <i>CSU</i> , MBA <i>UOW</i> , AALIA (Acting from 30 November 2009)
	Ms Felicity McGregor BA DipLib <i>UNSW</i> , AALIA (to 29 November 2009)

Appendices

Academic Registrar	Ms Megan Huisman GradCertMgt <i>CSU</i> (Acting from 3 August 2009)
	Dr David Christie BSc(Hons) PhD <i>Syd</i> (to 2 August 2009)
Chief Technology Officer, Information Technology Services	Mr Joe McIver BInfo MBA <i>UOW</i>
Director, Buildings and Grounds	Mr Bruce Flint BBuild(Hons) <i>UNSW</i> , MBA <i>UOW</i>
Director, Personnel Services	Mr John Steele BSocStud <i>Syd</i> , GradDipHRM <i>CSU</i>
Director, Research Services Office	Ms Sharon Martin BSocSc <i>UNE</i> , MBA <i>UOW</i>
Director, Research Student Centre	Ms Kim Callaway BCom, MBA <i>UOW</i>
Director, Commercial Research	Dr Troy Coyle BSc (Hons), PhD <i>UNSW</i> , MJ <i>UOW</i> , GAICD
Director, CEDIR	Mr Ray Stace BA, GradDipEd MEd(Hons) <i>UOW</i> (Acting 2009)
	Professor Sandra Wills BA DipEd TTC <i>Tas</i> , MEd <i>Monash</i> FACS FACCE (On study leave in 2009)
Director, Employment Equity and Diversity	Ms Lynne Wright DipTeach <i>WIE</i> , DipLib <i>RMIE</i> , MHumResMgmt <i>CSU</i>
Director Planning Services	Mr Aden Steinke BCom-Econ MEd <i>UOW</i>
Director, Innovation Campus	Mr David Fuller BEd <i>RCAE</i> , MA <i>LU</i>
General Manager, Accommodation Services	Mr Nigel Pennington BA <i>UQ</i> , MCom <i>UOW</i> , <i>FAICD</i> , <i>FAIMM</i>
Associate Director, Financial Services	Mr Matt Wright BCom <i>UOW</i> , MAcc <i>CSU</i> , CPA
Legal Counsel	Ms Angela Taylor BA LLB(Hons) GDipLegPrac <i>UOW</i>
Internal Audit Manager	Mr Kevin Yong BAcc(Hons) <i>Universiti Malaya</i> , CPA Australia, CA Malaysia, MIA

*This role did not continue following the departure of the Senior University Officer

** Newly created role in 2009

Appendices

APPENDIX C: UOW COUNCIL AND COMMITTEES

University Council Role and Function

Under the *University of Wollongong Act 1989* (NSW), 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 and IT), Internal Audit Manager and other persons as required. The Committee meets at least four 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)* (NSW) and from the National Governance Protocols. The Nominations Committee comprises the Chancellor as Chair, the Vice-Chancellor, Deputy Chancellor and two external Council members.

Appendices

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); 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 & Attendance 2009	Meeting Attendance	
	Attended	Possible
EX OFFICIO		
Chancellor - (Mr Michael Codd AC, BEc(Hons) <i>Adel</i> (to 30 September 2009)	4	4
Chancellor - Ms Jillian Broadbent AO, BA <i>Syd</i> , HonDLitt <i>UWS</i> (from 1 October 2009)	2	2
Vice-Chancellor and Principal - Professor Gerard Sutton AO, BE MEngSc <i>UNSW</i> , PhD <i>CUA</i>	6	6
Associate Professor Diana Kelly, BA <i>Macq</i> , MCom(Hons) PhD <i>UOW</i>	6	6
NSW MINISTERIAL NOMINEES		
Ms Susan Browbank, BSc <i>C Sturt</i> , MPubHealth <i>UOW</i> , DipEd <i>UNE</i> (resigned 27 April 2009)	0	2
The Hon David Campbell MLA	6	6
Mr Noel Cornish, BSc(Metallurgy) ME EngSc <i>UoN</i>	4	6
Mr Dom Figliomeni, BBus GDipBus <i>ECU</i> , DipPubAdmin <i>Curtin TAFE</i>	5	6
Mr Kerry Kyriakoudes, BLaws <i>Syd</i>	4	6
Mr Geoff O'Donnell, DipBus <i>UQ</i>	4	6
APPOINTED BY COUNCIL		
Deputy Chancellor - Ms Sue Chapman, DipHealthAdmin <i>C Sturt</i> , BA MBA <i>UOW</i>	6	6
Mr Peter Fitzgerald, BCom <i>UOW FCA</i>	5	6
Ms Rosemary Sinclair, BA LLB <i>Syd</i> , BBA <i>C Sturt</i> , MCom <i>UNSW</i>	3	6
ELECTED BY THE STUDENTS OF THE UNIVERSITY		
Ms Elizabeth Larbalestier	6	6
Mr Brad Winton, BScAdv(Hons) MSc-Res GCertResComm <i>UOW</i>	5	6
ELECTED BY GRADUATES		
Dr Stephen Andersen, BSc MBA <i>UOW</i>	4	6
Ms Kelly Knowles, BA <i>UOW</i>	5	6
ELECTED BY THE FULL TIME ACADEMIC STAFF OF THE UNIVERSITY		
Professor Tony Hulbert, BSc(Hons) PhD DSc <i>UNSW</i>	5	6
Ms Penney McFarlane, BSc(Ed) <i>Ohio</i> , GDipSchoolAdmin <i>WA CAE</i> , MICT <i>UOW</i>	4	6
ELECTED BY THE FULL TIME GENERAL STAFF OF THE UNIVERSITY		
Ms Kim Callaway, BCom MBA <i>UOW</i>	4	5

Appendices

Council Committee Membership & Attendance 2009	Meeting Attendance	
	Attended	Possible
Administrative Committee		
Mr Kerry Kyriakouides (Chair)	4	5
Ms Kelly Knowles	4	5
Ms Penney McFarlane	3	5
Mr Geoff O'Donnell	3	5
Professor Gerard Sutton	4	5
Mr Brad Winton	4	5
Audit Management and Review Committee		
Mr Peter Fitzgerald (Chair)	4	4
Dr Stephen Anderson	4	4
Mr Noel Cornish	2	4
Professor John Patterson	4	4
Ms Rosemary Sinclair	3	4
Ceremonial and Honorary Awards Committee		
Mr Michael Codd AC (Chair)	1	1
Ms Jillian Broadbent AO (Chair)	1	1
Professor John Glynn	1	2
Associate Professor Diana Kelly	1	2
Ms Rosemary Sinclair	1	2
Professor Gerard Sutton	2	2
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	1	1
Council Innovation Campus Oversight Committee		
Ms Sue Chapman (Chair)	5	5
Mr Noel Cornish	4	5
Mr Peter Fitzgerald	4	5
Mr Chris Grange	5	5
Professor Judy Raper	5	5
Professor Gerard Sutton	5	5

Appendices

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 (Health)
- > The Pro Vice-Chancellor (International)
- > The Vice-Principal (Administration)
- > The Dean of Students
- > The Dean of Research
- > The Deans of Faculties
- > The University Librarian
- > The Head of the Centre for Academic Systems and Resources (formerly Centre for Educational Development and Interactive Resources)
- > The Director of the Woolyungah Indigenous Centre
- > The Academic Registrar
- > A representative 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 per cent of their allocated positions available to elected members. There are 52 elected members of Academic Senate.

Two members are 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 Academic Systems and Resources.

One member is elected by and from the Institute Directors.

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

Chair and Deputy Chair

Every two years, the Academic Senate must elect a Chair and a Deputy Chair from among the Professors and Associate Professors of the University. The current term of office for the Chair and Deputy Chair will conclude on 30 June 2010.

In March, Associate Professor Graham Williams was elected Deputy Chair to replace Associate Professor Damien Considine, who resigned in late 2008.

Appendices

APPENDIX D: FREEDOM OF INFORMATION STATISTICS

Section A – New FOI Applications		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
A1	New	1	1	3	1	4	2
A2	Brought forward	1	0	2	0	3	0
A3	Total to be processed	2	1	5	1	7	2
A4	Completed	2	0	3	1	5	1
A5	Discontinued	0	1	2	0	3	1
A6	Total processed	2	1	5	1	8	2
A7	Unfinished (carried forward)	0	0	0	0	0	0

Section B – Discontinued Applications		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
B1	Request transferred out to another agency (s.20)	0	0	0	0	0	0
B2	Applicant withdrew request	0	1	1	0	1	1
B3	Applicant failed to pay advance deposit (s.22)	0	0	1	0	1	0
B4	Applicant failed to amend a request that would have been an unreasonable diversion of resources to complete (s.25(1)(a1))	0	0	0	0	0	0
B5	Total discontinued	0	1	2	0	2	1

Section C – What Happened to Completed Requests		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
C1	Granted or otherwise available in full	0	0	0	0	0	0
C2	Granted or otherwise available in part	2	0	3	0	6	0
C3	Refused	0	0	0	0	0	0
C4	No documents held	0	0	0	1	0	1
C5	Completed	2	0	3	1	6	1

Section D – Applications Granted or Otherwise Available in Full		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
All documents requested were:							
D1	Provided to the applicant	0	0	0	0	0	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	0	0	0	0	0	0

Section E – Applications Granted or Otherwise Available in Part		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
Documents made available were:							
E1	Provided to the applicant	2	0	3	0	5	0
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	0	0	0	0

Appendices

E8	Total granted or otherwise available in part	2	0	3	0	5	0
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		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
Section F – Refused Applications							
F1	Exempt	0	0	0	0	0	0
F2	Deemed refused	0	0	0	0	0	0
F3	Total refused	0	0	0	0	0	0

		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
Section G – Exempt Documents							
G1	Documents affecting personal affairs (cl 6)	2	0	2	0	4	0
G2	Documents affecting law enforcement and public safety (cl 4)	0	0	0	0	0	0
G3	Documents affecting business affairs (cl 7)	0	0	1	0	1	0
G4	Total applications including exempt documents	2	0	3	0	5	0

* 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		2008	2009
H1	Ministerial Certificates issued	0	0

Section I – Formal Consultations		2008	2009
I1	Number of requests requiring formal consultations	3	1
I2	Number of persons formally consulted	55	2

Section J – Amendment of Personal Records		2008	2009
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		2008	2009
K1	Applications for notation	0	0

Section L – Fees and Costs		Assessed Costs		Fees Received	
		2008	2009	2008	2009
L1	All completed applications	\$435	\$0	\$180	\$60

		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
Section M – Fee Discounts							
M1	Processing fees waived in full	0	0	0	0	0	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	0	0	0	0

Appendices

Section N – Fee Refunds		2008	2009
N1	Number of fee refunds granted as a result of significant correction of personal records	0	0

Section O – Days taken to Complete Request		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
O1	0–21 days – statutory determination period	0	0	1	1	1	1
O2	22–35 days – extended statutory determination period for consultation or retrieval of archived records	2	0	2	0	4	0
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	0	3	1	5	1

Section P – Processing Time: Hours		Personal		Other		Total	
		2008	2009	2008	2009	2008	2009
P1	0–10 hours	0	0	1	1	1	1
P2	11–20 hours	1	0	2	0	3	0
P3	21–40 hours	1	0	0	0	1	0
P4	Over 40 hours	0	0	0	0	0	0
K4	Total	2	0	3	1	5	1

Section Q – Number of Reviews		2008	2009
Q1	Internal reviews	0	0
Q2	Ombudsman reviews	0	0
Q3	ADT reviews	0	0

Section R – Results of Internal Reviews		Personal		Other		Total	
		Original Agency Decision Upheld	Original Agency Decision Varied	Original Agency Decision Upheld	Original Agency Decision Varied	Original Agency Decision Upheld	Original Agency Decision 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		
R8	Total	0	0	0	0	0	0

Appendices

APPENDIX E: 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	2005	2006	2007	2008
Women	50	60	59	62	65
Aboriginal people and Torres Strait Islanders	2	2	2.3	2.6	2.2
People whose first language was not English	19	17	18	24	13.8
People with a disability	12	8	7	6	4.8
People with a disability requiring work-related adjustment	7	2.6	2	1.6	1.5

Academic Staff		% of Academic Staff			
EEO Target Group	Benchmark or target	2005	2006	2007	2008
Women	50	36	38	39	40
Aboriginal people and Torres Strait Islanders	2	1	1	1.4	1.2
People whose first language was not English	19	29	30	34	22.5
People with a disability	12	9	9	10	7.3
People with a disability requiring work-related adjustment	7	3.8	4	3.5	2.6

Trends in the Distribution of EEO Target

General Staff		% of Academic Staff			
EEO Target Group	Benchmark or target	2005	2006	2007	2008
Women	100	89	87	85	86
Aboriginal people & Torres Strait Islanders	100	n/a	60	66	79
People whose first language was not English	100	92	94	95	96
People with a disability	100	104	102	107	106
People with a disability requiring work-related adjustment	100	115	n/a	n/a	n/a

Academic Staff		% of Academic Staff			
EEO Target Group	Benchmark or target	2005	2006	2007	2008
Women	100	80	80	80	79
Aboriginal people & Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	90	91	95	90
People with a disability	100	116	119	112	105
People with a disability requiring work-related adjustment	100	117	122	127	125

Appendices

APPENDIX F: ACADEMIC PROMOTIONS 2009

Promoted to Principal Fellow	
Dr Andrew Minett	Intelligent Polymer Research Institute, Faculty of Science
Promoted to Associate Professor	
Dr Gordon Joughin	Academic Development and Learning Design, Academic Services Division
Dr Geraldine Lefoe	Academic Development and Learning Design, Academic Services Division
Dr Ruchira Ganguly-Scrase	School of Social Sciences, Media and Communication, Faculty of Arts
Dr Tonia Gray	Faculty of Education
Dr Pauline Lysaght	Faculty of Education
Dr Richard Dwight	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Weihua Li	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Josip Horvat	School of Engineering Physics, Faculty of Engineering
Dr Alex Remennikov	School of Civil, Mining and Environmental Engineering, Faculty of Engineering
Dr Stuart Johnstone	School of Psychology, Faculty of Health and Behavioural Sciences
Dr Stephen Palmisano	School of Psychology, Faculty of Health and Behavioural Sciences
Dr Katina Michael	School of Information Systems and Technology, Faculty of Informatics
Dr Wanqing Li	School of Computer Science and Software Engineering, Faculty of Informatics
Dr Marett Leiboff	Faculty of Law
Mr Ian McCall	Faculty of Law
Dr Stephen Blanksby	School of Chemistry, Faculty of Science
Promoted to Senior Fellow	
Dr Todd Mitchell	School of Health Sciences, Faculty of Health and Behavioural Sciences
Dr Wilford Lie	School of Chemistry, Faculty of Science
Dr Attila Mozer	Intelligent Polymer Research Institute, Faculty of Science
Promoted to Senior Lecturer	
Dr Colleen McGloin	Woolyungah Indigenous Centre, Academic Service Division
Dr Jeannette Stirling	Learning Development, Academic Service Division
Dr Stephen Brown	School of History and Politics, Faculty of Arts
Dr Charles Hawksley	School of History and Politics, Faculty of Arts
Dr Dionigi Gerace	School of Accounting and Finance, Faculty of Commerce
Dr Lee Moerman	School of Accounting and Finance, Faculty of Commerce
Dr Peter Siminski	School of Economics, Faculty of Commerce
Dr Shady Cosgrove	School of Journalism and Creative Writing, Faculty of Creative Arts
Dr Zaiping Guo	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Buyung Kosasih	School of Mechanical, Materials and Mechatronic Engineering, Faculty of Engineering
Dr Cholachat Rujikiatkamjorn	School of Civil, Mining and Environmental Engineering, Faculty of Engineering
Dr Neaz Sheikh	School of Civil, Mining and Environmental Engineering, Faculty of Engineering
Dr Mitchell Byrne	School of Psychology, Faculty of Health and Behavioural Sciences
Dr Nadia Crittenden	School of Psychology, Faculty of Health and Behavioural Sciences
Dr Barry Cox	School of Mathematics and Applied Statistics, Faculty of Informatics
Dr Aidan Sims	School of Mathematics and Applied Statistics, Faculty of Informatics
Dr Jun Yan	School of Information Systems and Technology, Faculty of Informatics
Dr Nadirsyah Hosen	Faculty of Law
Mr John Littrich	Faculty of Law
Dr Cassandra Sharp	Faculty of Law
Dr Michael Kelso	School of Chemistry, Faculty of Science
Dr Glennys O'Brien	School of Chemistry, Faculty of Science
Dr Martina Sanderson-Smith	School of Biological Sciences, Faculty of Science
Dr Judy Mullan	Graduate School of Medicine
Dr Coralie Wilson	Graduate School of Medicine
Promoted to Lecturer	
Dr Alan Pomeroy	School of Management and Marketing, Faculty of Commerce
Dr Yoke Berry	School of Chemistry, Faculty of Science

Appendices

APPENDIX G: LAND DISPOSAL AND ACQUISITION

There was no land disposed of during 2009.

Land Acquisitions

- > 105 and 107 Bowral Street, Bowral, NSW – cost \$920,000 (accommodation for medical students).

Major Works

Innovation Campus

- > Digital Media Centre and Sydney Business School – \$16,750,000 (completed December 2009)
- > Australian Institute of Innovative Materials – Processing and Devices (AIIM P&D) – \$33,000,000 (due for completion mid 2011)
- > iC Enterprise – \$38,000,000 (due for completion mid 2011)

Wollongong Campus

- > Multi-Purpose Sports Hub – \$7,280,000 (completed March 2009)
- > Food Court Redevelopment (Arc), Building 67 – \$1,660,000 (completed April 2009)
- > Village Green Redevelopment – \$2,250,000 (completed July 2009)
- > Hope Theatre Refurbishment – \$2,475,000 (due for completion February 2010)
- > Illawarra Health and Medical Research Institute (IHMRI) – \$30,000,000 (due for completion April 2010)
- > Backstage Hope Project – \$2,475,000 (due for completion May 2010)
- > SMART Infrastructure – \$40,000,000 (due for completion November 2010)

Finance

REVIEW OF OPERATIONS - 2009 UNIVERSITY AND SUBSIDIARIES (CONSOLIDATED) FINANCIAL PERFORMANCE

Introduction

The financial statements for the University of Wollongong consolidated group for the year ended 31 December 2009 follow. These represent the consolidated accounts for the University of Wollongong (UOW) and its controlled entities:

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

Consolidated Operating Result Overview

The operating result for the year for the UOW and its subsidiaries was a surplus of \$57.7 million. This consisted of surpluses recorded by the UOW: \$58.5 million, the ITC: \$5.1 million and the UniCentre: \$0.08 million offset by a deficit for the URAC: \$1.025 million.

The surplus for the consolidated University group for the year represented 12 per cent of total revenue (excluding deferred government superannuation contributions). The following factors had significant impact on the operating result:

- > Revenue items impacting on the result:
 - Strong growth in domestic student revenue (7 per cent) and international student revenue (18 per cent).
 - Capital grant funds of \$24 million received in relation to the Teaching and Learning Capital Fund (\$10 million) and Education Investment Fund (\$14 million - SMART Infrastructure Facility).
 - Contributions from the NSW Government towards the Illawarra Health and Medical Research Institute building (\$5 million) and SMART Infrastructure Facility (\$10 million).
 - Recognition of \$10 million revenue for unrealised distributions and gains on trust movements within the MLC Investment portfolio.
- > In contrast, Expense items impacting on the result :
 - Reduction to employee on-costs to recognise reduced liability for SANCS and Professorial Superannuation Scheme (\$1.26 million).
 - Impairment for investments assets and goodwill (\$1.7 million)

Taking these factors into consideration the consolidated headline result compared to the previous year is summarised as follows:

	2009 \$'000	2008 \$'000
Headline Operating Result	57,744	5,628
Less:		
<i>Capital and Other Grants</i>		
Capital Funds	40,091	9,700
VSU Transition Funds	1,065	2,325
Workplace Productivity Program	505	505
	41,661	12,530
<i>Other Abnormal Items</i>		
Non-Cash Developer Contributions IC	488	1,988
Gain on sale of IELTS (ITC)	0	3,171
MLC unrealised distributions	3,681	0
MLC realised gains on disposal	6,604	0
SANCS & professorial Super Scheme	1,255	(5,572)
	12,028	(413)
Sub -Total	53,689	(12,117)
Add:		
<i>Other Abnormal Items</i>		
MLC investment impairment	0	23,694
Other Investment and goodwill impairment	1,665	0
Sub - Total	1,665	23,694
Underlying Operating Result	5,720	17,205

Further analysis of the result is provided below.

Deferred Government Superannuation Contributions

Both expenses and revenues are distorted by an item for deferred income and deferred expense of \$25.3 million (\$86.9 million in 2008). This relates to actuarially assessed changes in the liability of State Superannuation Schemes for University employees. In 2009, the unfunded liability for the State Superannuation Scheme decreased by \$25.3 million, whilst prepaid contributions for the State Authorities Superannuation Scheme increased by \$3.8 million – a net movement of \$29.1 million. These transactions have a nil net effect on the operating result for 2009.

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.

Finance

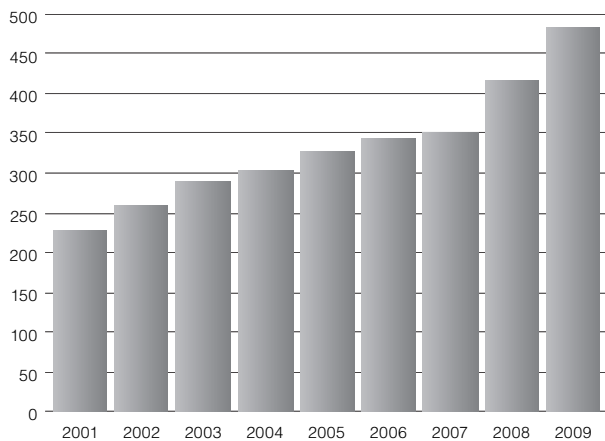


Figure 9: Consolidated Income 2001 - 2009
(excluding deferred government superannuation contributions)

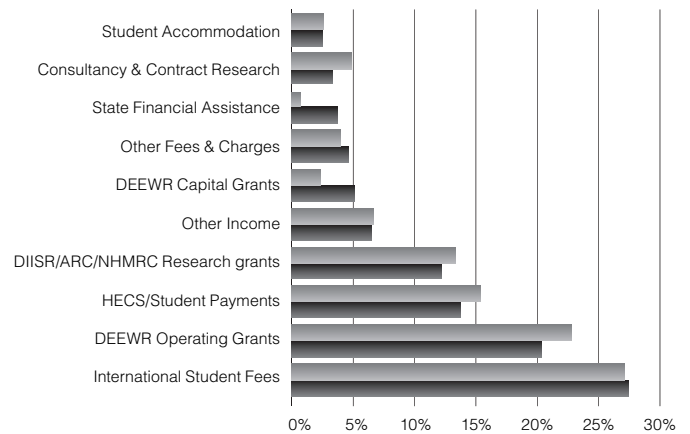


Figure 10: Revenue Sources 2009 - 2008

Consolidated Income Analysis

Excluding deferred income for the State Superannuation Schemes, income totalled \$482 million, an increase of 16 per cent in comparison to the 2008 year. A number of revenue lines drove this increase:

- > Revenue for domestic students (CGS + HECS HELP/Student Payments + FEE-HELP) increased by \$10.4 million (7.1 per cent) compared to 2008. This increase was due to greater student numbers (UOW had 11.9K EFTSL in 2009 compared to 10.8K in 2008), changes in the mix of enrolments and associated funding rates, and changes in base funding rates for various disciplines of study.
- > Fee-paying overseas student income increased by \$19.9 million (17.7 per cent). International students studying onshore grew by approximately 18 per cent, whilst offshore grew by approximately 2 per cent.
- > Capital grants from the Commonwealth for major infrastructure projects. The University was successful in attracting \$35 million funding for the SMART Infrastructure Facility under the Education Investment Fund of which \$14 million was received in 2009. Additionally \$10 million was received under the Teaching and Learning Capital Fund program. These funds have facilitated a major expansion to common teaching space and an improvement in student facilities.
- > The New South Wales Government support for two major University research initiatives including the Illawarra Health and Medical Research Institute (\$5 million) and the SMART Infrastructure Facility (\$10 million).

The pattern of income growth since 2001 is illustrated Figure 9. The impact of Deferred Government Superannuation Contributions is 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 10 highlights the changes in revenue sources for 2009 in comparison to 2008.

Consolidated Expense Analysis

After excluding the Investment Impairment and Deferred Government Superannuation Scheme items, expenses totalled \$421 million and grew by 9.3 per cent in comparison to 2008.

A breakdown of expenses for 2009 compared to 2008 as a percentage of overall expenditure is shown in Figure 11.

- > Employee related expenses increased by \$15 million or 6.9 per cent. The overall increase reflects various factors including natural growth such as promotions and reclassifications as well as pay increases awarded to UOW staff on 31 March 2009 (3 per cent), along with additional teaching and research costs in response to student load increases and continued success in research activities. The University's Long Service Leave liability was actuarially assessed for year end 2009. Due to the assessment the expense to be recognised for 2009 was lower than in 2008 contributing to lower employee on-costs. Also contributing to reduced on-cost expenses for 2009 was reduced expense for obligations relating to the SANCS and Professorial Superannuation Schemes, and a reduction in Workers Compensation.
- > Repairs & Maintenance expenses increased by \$2.1 million or 24 per cent. Asset management remains a continuing priority for the University and this expenditure reflects the general maintenance and repair program across a number of University campuses.
- > Finance costs at \$3 million have, as forecast, increased due to the issuance of the University's \$42.5 million bond in August 2008.
- > Impairment of Assets has decreased significantly compared to 2008. Unlike 2008, in 2009 the MLC portfolio experienced positive returns and as such there is no impairment of the portfolio.
- > Other expenses increased by \$16.6 million or 13.1 per cent. Significant items include:

Finance

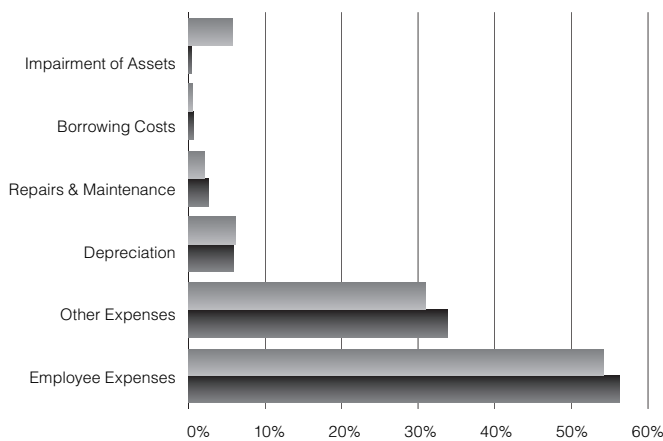


Figure 11: Expenses 2009 - 2008

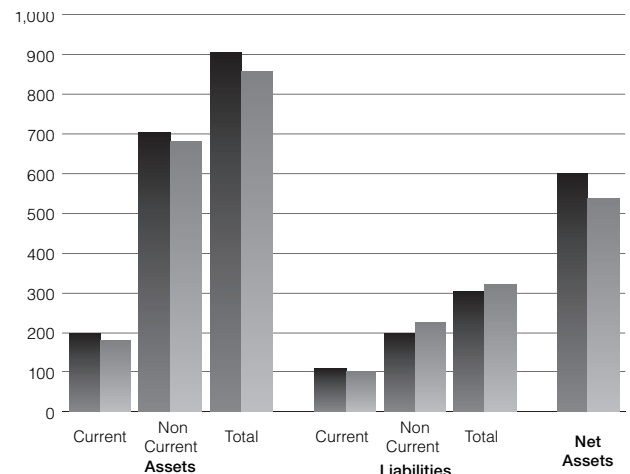


Figure 12: Consolidated Financial Position 2009/2008

- Scholarships, Grants and Prizes - Stipends provided by Faculties and UniAdvice increased by \$3 million (21 per cent). This increase reflects to some degree increased scholarship revenue and initiatives to attract international students.
- Operating lease and other lease fees have increased by \$5 million (38 per cent) due to the expansion of URAC facilities at Innovation Campus and the upgrade of information technology equipment and infrastructure.
- Contributions by the Graduate School of Medicine have increased for practice and clinical upgrades to facilitate medical student placement and practical experience.
- Consultants Fees and Contract expenses have increased \$3 million (23 per cent) due to information technology and other infrastructure upgrades.
- Utility expenses grew by \$713K (13 per cent) as a result of increased electricity prices and new facilities coming online in 2009, including those at the Innovation Campus.

Consolidated Balance Sheet

Net Assets for the consolidated University group grew by \$65 million.

Assets

The key changes within Assets are:

- > Increased value of Cash and Investments. The working cash and short term bank deposit balances have increased during the period. This reflects the receipt of capital grants during the period which had not been expended in full by year end. The MLC investment portfolio (medium and reserve portfolio) has returned approximately 19 per cent during 2009, a significant improvement over the previous twelve month period.

- > Non-Current Receivables have decreased \$29 million reflecting a reduced Deferred Government Superannuation Contribution liability assessment – with the corresponding reduction in the provision.
- > The net increase for Property, Plant, and Equipment of \$42.5 million (8.7 per cent) during 2009 consisted of capital expenditure of \$68.5 million, offset by Depreciation and Amortisation expense (\$24.2 million) and disposals of assets. The increase reflects the ongoing construction of several large projects including the Illawarra Health & Medical Research Institute and SMART Infrastructure Facility, as well as the practical completion of the Sydney Business School and Digital Media Centre on the Innovation Campus.

Liabilities

Current Liabilities have increased by \$7.9 million.

- > Trade and Other Payables have remained relatively steady at \$22 million.
- > Provisions have increased \$4.2 million primarily due to a higher component of Annual and Long Service Leave obligations assessed as current.
- > Other Liabilities have increased \$4.3 million (10.7 per cent) as a result of student payments in advance, an indication of strong enrolment for 2010.

Non-Current Liabilities decreased primarily as a result of a decrease in the liability for Deferred Government Superannuation Contributions. This decreased liability is matched by a corresponding decrease in receivables.

The consolidated financial position is illustrated in Figure 12.

Risk Analysis

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

Table 1 provides a comparison of 2009 results for the University to the DEEWR benchmarks for Operating Performance.

Table 1: Consolidated Operating Performance	2009	2008	Risk Thresholds		
			Low	Medium	High
Revenue growth or decline for the year	15.9%	18.6%	>5%	2% to 5%	<2%
Proportion of total Australian Government Funding	51.8%	53.9%	<55%	55% to 65%	>65%
Variance in Aust Govt funding from previous period	11.3%	16.9%	<0%	0% to 3%	>3%
Proportion of overseas student fees	27.6%	27.1%	<15%	15% to 25%	>25%
Growth in revenue from overseas student fees	17.7%	25.9%	0% to 15%	15% to 25%	>25% or <0%
Consecutive deficits recorded	0	0	<1	1 to 2	>2

Indicators for revenue growth (15.9 per cent) and proportion of revenue from Australian Government Funding (51.8 per cent) are both assessed as low. The variance of Government funding is assessed as high at 11.3 per cent and is influenced by the receipt of significant capital grants in 2009 including \$10.07 million for the Teaching and Learning Capital Fund and \$14 million for projects under the Education Investment Fund.

The indicators relating to international/overseas student income are assessed as falling into the medium to high risk category of the DEEWR assessment. The proportion of revenue from this source grew from \$113 million in 2008 to \$133 million in 2009. The University has appropriate mechanisms in place to manage the downside risk of this source of income.

Table 2 provides a risk assessment for the University's cash flow and capital management activities.

Table 2: Consolidated Cash Flow and Capital Management	2009	2008	Risk Thresholds		
			Low	Medium	High
Cash flow adequacy	15.7%	16.1%	>10%	5% to 10%	<5%
Capital expenditure to depreciation ratio	2.7	2.7	>1.4	1 to 1.4	<1
Capital expenditure to income ratio	14.2%	16.7%	>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 remains in the low risk area – influenced by the receipt of capital funds and growth in both domestic and international student revenue.

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 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.

Table 3: Consolidated Financial Stability and Liquidity	2009	2008	Risk Thresholds		
			Low	Medium	High
No. of weeks income cash and investments equivalent to	22.4%	22.6%	>8	4.0 to 8.0	<4.0
Current ratio – (current assets: current liabilities)	1.8	1.8	>1	0.75 to 1.0	<0.75
Borrowings to equity ratio	9.8	11.0	<7.0	7.0 to 10.0	>10.0
Borrowings to capital expenditure	\$68,021	\$69,080	>0.0	NA	<0.0
Debt service cover ratio	16.0	33.8	>1.5	1.1 to 1.5	<1.1

The Borrowings to Equity Ratio remains above the low risk threshold due to the University's issuance of a \$42.5 million bond in 2008. The level of debt is part of the University's financial strategy and within the parameters of the Standard & Poor's AA credit rating. The proceeds have been used to fund capital works in accordance with the University's Capital Management Plan.

Whilst there has been a fall in the debt service cover ratio for 2009, the assessment is still well within the low risk category and reflects the University's capacity to manage its borrowings.

2009 UNIVERSITY (PARENT ENTITY) FINANCIAL PERFORMANCE

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

Income Statement

Table 4 compares the University's actual revenues, expenses, and operating result for 2009 to budget:

Table 4: Operating result 2009	Initial Budget 2009	Actual Result 2009	Variation
	\$ '000	\$ '000	\$ '000
Revenue from continuing operations			
Australian Government Grants			
Operating	144,096	157,381	13,285
Capital		25,091	25,091
HECS-HELP (Australian government payments)	50,761	52,434	1,673
FEE-HELP	2,710	2,873	163
HECS-HELP (student payments)	12,500	11,512	(988)
State and Local Government financial assistance	6,677	18,093	11,416
Fees and Charges	85,037	113,033	27,996
Investment revenue	1,983	13,251	11,268
Consultancy and contracts	16,161	16,181	20
Other Revenue	4,681	5,405	724
	324,606	415,254	90,648
Gain on disposal of assets held for sale	0	6,604	6,604
Revenue from continuing operations	324,606	421,858	97,252
Deferred government superannuation contributions	0	(25,283)	(25,283)
Total revenue from continuing operations	324,606	396,575	71,969
Expenses from continuing operations			
Employee related expenses	182,213	199,275	17,062
Depreciation and amortisation	21,500	22,310	810
Repairs and maintenance	3,918	10,376	6,458
Borrowing costs	6,451	2,970	(3,481)
Impairment of assets	0	1,265	1,265
Other expense	107,346	127,134	19,788
	321,428	363,330	41,902
Deferred government superannuation contributions	0	(25,283)	(25,283)
Total expense from continuing operations	321,428	338,047	16,619
Operating result	3,178	58,528	55,350

Revenue

Excluding Deferred Government Superannuation Contributions revenues exceeded initial budget by \$97 million for 2009. The key factors driving this variation were:

- > Australian Government Grants – Operating – in excess of original estimates by \$13.3 million due to growth in student enrolments and adjustments for prior year enrolments. In addition revenue was received for Learning and Teaching Performance Fund (\$3.3 million) and Collaboration and Structural Reform (\$1.9 million).
- > Australian Government Grants – Capital – the variation to initial budget reflect receipt of \$10 million from the Teaching and Learning Capital Fund and \$14 million from the Education Investment Fund for the SMART Infrastructure Facility.
- > The large variation for State and Local Government financial assistance reflects receipt of \$10 million from the NSW government towards the SMART Infrastructure Facility
- > Fees and Charges – income from international enrolments was \$26 million greater than initially forecast.
- > Investment revenue includes \$6 million dividend revenue from the ITC to the University and \$3.7 million unrealised distributions from the MLC investment portfolio. The University's initial budget did not include provisions for these revenue items. In addition interest earned on short term bank deposits were higher than expected as a result of strong cash balances during the year.
- > The Gain on disposal of assets held for sale (\$6.6 million) – which represents unrealised gains on movements between trusts within the MLC investment portfolio.

Expenditure

Expenses before Deferred Government Superannuation Contributions exceeded budget by \$41.9 million. The major contributing factors included:

- > Higher than forecast Employee Expenses – the factors surrounding this variation include general staff growth, general award pay increases, and increases in leave and superannuation provisions. Additionally, employee expenses have risen as a result of expanding University activities, such as the Graduate School of Medicine, research activities, and in response to increasing student load.
- > Repairs and Maintenance is higher than initial budget primarily as a result of decisions to expense rather than capitalise major repairs and small infrastructure projects. Although this expense item is larger than budgeted, the total Capital and Repair and Maintenance program for 2009 was in accordance with the University's capital plan.
- > The key variations for 'Other Expenses' include lease costs for information technology upgrade (funded from the University's capital program), Scholarships and Stipends (offset by revenue), contributions by the Graduate School of Medicine to practice upgrades, and higher than forecast contributions for agency costs associated with attracting international students.

Finance

Balance Sheet

Table 5 provides a comparison of the University's budgeted balance sheet to the actual results for 2009:

Table 5: Balance Sheet 2009	Initial Budget 2009	Actual Result 2009	Variation
	\$ '000	\$ '000	\$ '000
Assets			
Current Assets			
Cash & Cash Equivalents	15,117	10,209	(4,908)
Receivables	23,382	34,017	10,635
Inventories	301	455	154
Held to maturity investments	35,791	70,223	34,432
Non-current assets classified as held for sale	47,243	52,424	5,181
Other non-financial assets	4,807	5,014	207
	126,641	172,342	45,701
Non-Current Assets			
Receivables	52,289	107,476	55,187
Available-for-sale financial assets	44,133	51,373	7,240
Property, plant & equipment	523,973	524,974	1,001
Intangible assets	913	640	(273)
Other non-financial assets	14,108	7,112	(6,996)
	635,416	691,575	56,159
	762,057	863,917	101,860
Liabilities			
Current liabilities			
Trade and other payables	11,703	20,267	8,564
Provisions	29,837	34,313	4,476
Other liabilities	22,963	35,029	12,066
	64,503	89,609	25,106
Non-Current liabilities			
Borrowings	86,420	56,629	(29,791)
Provisions	67,829	126,298	58,469
Other financial liabilities			0
Other liabilities	10,380	17,426	7,046
	164,629	200,353	35,724
	229,132	289,962	60,830
Net Assets	532,925	573,955	41,030
Equity			
Reserves	27,412	(624)	(28,036)
Retained Surplus	505,513	574,579	69,066
	532,925	573,955	41,030

'Cash' and 'Held to maturity investments' (short term bank deposits) were \$29 million higher than originally anticipated mainly as a result of capital grants received during the year which were not originally budgeted. The grant funds relate to capital projects implemented over the 2009-10 years.

The University's investment portfolio represented by 'Non-current assets classified as held for sale' (medium term MLC portfolio) and 'Available for sale financial assets' (reserve MLC portfolio) were higher than originally forecast as a result of better than anticipated market returns.

Current 'Receivables' and current 'Trade Payables', both higher than budgeted, generally reflect increased levels of activity. Strong student enrolment contributed to income in advance being higher than anticipated, and is subsequently reflected in 'Other liabilities'.

Non-current 'Receivables' and Non-current 'Provisions' are higher than expected due to valuations of deferred government superannuation contributions. The movement in the receivable offsets the provision movement.

The University had originally expected to issue an additional bond in 2009, contributing to an increase in 'Borrowings'. The additional borrowings were not required during 2009 due to the timing of expenditures for capital projects and the University maintaining sufficient short term cash balances.

Finance

Payment of Accounts

Table 6 has been prepared in accordance with New South Wales Treasury guidelines and provides details of the University's account payment performance for 2009:

Table 6: Payment of Accounts				
Quarter Ended	31-Mar-09	30-Jun-09	30-Sep-09	31-Dec-09
	\$' 000	\$' 000	\$' 000	\$' 000
Interest due to late payment	0	0	0	0
Value of accounts payable at month end				
Current	1,758	2,567	1,724	1,145
Between 30-60 days	(8)	20	1	11
Between 60-90 days	9	10	0	
Between 90-120 days	0	2	(0)	(0)
Over 120 days	(23)	(21)	(21)	(19)
	1,736	2,578	1,704	1,137
<i>Note: figures in brackets represent credit notes to be offset against future payments</i>				
Details of accounts paid on time	\$' 000	\$' 000	\$' 000	\$' 000
Percent of accounts paid on time	53%	47%	63%	63%
Number of accounts paid on time	2,980	2,985	4,260	4,269
Total number of accounts paid	5,579	6,310	6,749	6,737

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

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

The University has 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 education or research institutions or entities associated with education or research or with education or research institutions that have more than 20 employees. Unimutual is a discretionary mutual and was established to provide its members with access to a facility for the management of financial risks that have been traditionally difficult to place at an affordable price in the insurance market.

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

The Human Research Ethics Committee is accredited by National Guidelines. It protects the welfare and rights of participants involved in 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.

Finance

Management of Investments

The University continued to utilise the services of MLC Implemented Consulting as its investment manager throughout 2009. The University's MLC investments are split into a medium term portfolio and a long term reserve portfolio. **Table 7** summarises performance for each portfolio for the 2009 year, whilst **Table 8** provides performance for the trusts within each portfolio. The benchmarks used in this analysis are in **Table 9**.

Table 7: Portfolio Returns	5 Yrs % pa	3 Yrs % pa	2 Yrs % pa	1 Yr % pa	Quarter % pa	Month % pa
Medium term Portfolio (MTP)	5.7	1.9	(0.2)	16.0	2.6	1.9
Index	5.8	2.2	0.2	14.2	2.5	1.7
Reserve Portfolio	5.5	(1.1)	(5.1)	22.8	3.3	3.0
Index	5.5	(1.0)	(5.0)	21.4	3.2	2.7

Table 8: Sector Returns	Medium Term Portfolio Weighting %	Reserve Portfolio Weighting %	5 Yrs % pa	3 Yrs % pa	2 Yrs % pa	1 Yr % pa	Quarter % pa	Month % pa
MLC Australian Share Trust	15.5	32.0	8.8	0.5	(5.9)	36.5	2.4	4.1
Index			8.3	(0.8)	(8.3)	37.6	3.4	3.7
MLC Global Share Trust	12.0	17.0	0.3	(9.2)	(13.6)	8.9	3.5	4.4
Index			0.8	(8.2)	(12.3)	5.0	2.8	3.9
MLC Global Share Trust with Currency Hedged	10.0	17.0	2.8	(7.7)	(14.8)	35.1	6.2	4.5
Index			4.5	(4.7)	(11.1)	32.4	5.9	4.3
MLC Property Security Trust	2.5	4.0	(0.6)	(12.8)	(12.5)	35.1	6.5	5.8
Index			(2.7)	(15.6)	(15.7)	29.1	5.3	5.8
Medium Term Portfolio Diversified Debt	55.8		6.0	6.1	6.3	8.6	1.8	0.1
Index			6.1	6.4	7.1	6.8	1.5	0.1
Reserve Portfolio Diversified Debt		30.0	5.7	5.7	5.7	9.0	1.9	(0.3)
Index			5.9	6.1	6.6	8.0	1.4	(0.2)
Antares Enhanced Cash Trust	4.2		6.1	6.2	6.1	5.0	1.1	0.4
Index			5.9	5.9	5.5	3.5	0.9	0.3

The benchmarks used in this analysis are as follows:

Table 9: Investment Analysis Benchmarks	
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 A\$, MSCI World Index prior to 1 September 2002
Global Equity (Hedged)	MSCI All Country World Index hedged into A\$, MSCI World Index hedged into A\$ prior to 1 September 2002
Global Listed Property	UBS Global Real Estate Investors Index (including Australia)
Diversified Debt	Calculated using the portfolio's strategic asset allocation to debt sub-asset classes
Enhanced Cash	UBS Warburg Australian Bank Bill Index

Grants to Non-Government Community Organisations

The University made the following grants to community organisations in 2009:

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

Finance

Significant changes in the state of affairs

There were no significant changes in the State of Affairs of the University or any of its subsidiaries during and up to the date of this report that are not included elsewhere in the Annual Report and require separate disclosure.

Matters subsequent to the end of the year

There are no matters subsequent to the end of the year that will impact materially on the University's financial position and which requires disclosure.

Likely developments and expected results of operations

The likely developments in the operations and the expected results of those operations of the consolidated entity constituted by the University, and the entities it controls from time to time, are included within the Annual Report.

Proceedings on behalf of the University

There are no material proceedings against or on behalf of the University or its controlled entities.

This report is made in accordance with a resolution of the members of the University of Wollongong.

University of Wollongong


Statement by members of Council

In accordance with a resolution of the Council of University of Wollongong dated 16th April 2010 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 2009 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 2009 Reporting Period issued by the Australian Government Department of Education, Employment and Workplace Relations.
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



S. Andersen
Deputy Chancellor

University of Wollongong

16th April 2010



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 statements of the University of Wollongong (the University), and the University and controlled entities (the consolidated entity), which comprise the statements of financial position as at 31 December 2009, the income statements, statements of comprehensive income, statements of changes in equity and statements of cash flows 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 statements:

- present fairly, in all material respects, the financial position of the University and the consolidated entity as at 31 December 2009, and of their financial performance for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- are 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
- comply with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2009 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 Statements

The Council is responsible for the preparation and fair presentation of the financial statements 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 statements that are 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 statements 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 statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements 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 controls. 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 statements.

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

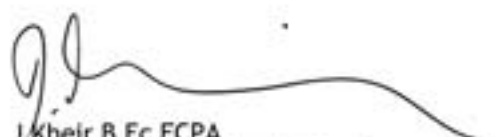
My opinion does *not* provide assurance:

- 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 Kheir B Ec FCPA
Director, Financial Audit Services

19 April 2010
SYDNEY

Financial Report

BEGINNING OF AUDITED FINANCIAL REPORT

INCOME STATEMENT

For the year ended 31 December 2009

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Revenue from continuing operations					
Australian Government financial assistance					
Australian Government grants	3	182,472	159,906	182,472	159,906
HECS-HELP - Australian Government payments	3	52,434	49,512	52,434	49,512
FEE-HELP	3	2,873	3,338	2,873	3,338
State and Local Government financial assistance	4	18,093	2,900	18,093	2,900
HECS-HELP - Student payments		11,512	11,237	11,512	11,237
Fees and charges	5	166,242	140,273	113,033	92,601
Investment revenue	6	10,228	5,173	13,251	5,976
Consultancy and contracts	7	16,195	20,420	16,181	20,322
Other revenue	8	14,643	22,481	5,405	7,688
Total revenue from continuing operations		474,692	415,240	415,254	353,480
Gains on disposal of assets held for sale		6,604	-	6,604	-
Total revenue and income from continuing operations		6,604	-	6,604	-
Total revenue and income from continuing operations before deferred					
Government superannuation contributions		481,296	415,240	421,858	353,480
Deferred Government superannuation contributions	18	(25,283)	86,907	(25,283)	86,907
Total revenue and income from continuing operations		456,013	502,147	396,575	440,387
Expenses from continuing operations					
Employee related expenses	9	237,570	222,178	199,275	187,573
Depreciation and amortisation	10	25,458	25,446	22,310	22,564
Repairs and maintenance	11	11,172	8,995	10,376	8,265
Borrowing costs	12	3,070	2,180	2,970	2,087
Impairment of assets	13	1,665	23,694	1,265	23,694
Other expenses	14	143,407	126,843	127,134	110,503
Deferred super expense		(25,283)	86,907	(25,283)	86,907
Total expenses from continuing operations		397,059	496,243	338,047	441,593
Operating result before income tax		58,954	5,904	58,528	(1,206)
Income tax expense	15	(1,509)	(434)	-	-
Operating result from continuing operations		57,445	5,470	58,528	(1,206)
Operating result from discontinued operations	16	(101)	274	-	-
Operating result after income tax for the period		57,344	5,744	58,528	(1,206)
Operating result attributable to minority interest		400	(116)	-	-
Operating result attributable to members of University of Wollongong	32(b)	57,744	5,628	58,528	(1,206)

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

Financial Report

STATEMENT OF COMPREHENSIVE INCOME For the year ended 31 December 2009

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Operating result after income tax for the period	57,744	5,628	58,528	(1,206)
Other comprehensive income				
Gain/(loss) on value of available for sale financial assets	6,609	(33,462)	6,072	(34,108)
Transfer of reserve to retained earnings	-	34,373	-	34,373
Transferred realised gains/(losses)	-	(2,220)	-	-
Acquisition of non controlling interest in subsidiary	(85)	-	-	-
Exchange differences on translation of foreign operations	883	(538)	-	-
Income tax on items of other comprehensive income	(161)	(11)	-	-
Total comprehensive income	7,246	(1,858)	6,072	265
Total comprehensive income attributable to minority interest	(179)	-	-	-
Total comprehensive income attributable to members of University of Wollongong	64,811	3,770	64,600	(941)

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

Financial Report

STATEMENT OF FINANCIAL POSITION As at the year ended 31 December 2009

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
ASSETS					
Current assets					
Cash and cash equivalents	17	30,945	47,169	10,209	26,641
Receivables	18	32,188	28,328	34,017	26,092
Inventories	19	3,096	2,620	455	334
Other financial assets at fair value through profit or loss	20	30	115	-	-
Held to maturity investments	23	70,223	43,724	70,223	43,724
Non-current assets classified as held for sale	21	52,424	45,426	52,424	45,426
Other non-financial assets	26	8,290	9,685	5,014	5,597
Total current assets		197,196	177,067	172,342	147,814
Non-current assets					
Receivables	18	107,362	136,529	107,476	136,661
Available-for-sale financial assets	22	53,364	43,800	51,373	42,346
Property, plant and equipment	24	531,819	489,351	524,974	481,565
Deferred tax assets		796	1,347	-	-
Intangible assets	25	2,005	3,090	640	1,558
Other financial assets		100	-	-	-
Other non-financial assets	26	7,112	3,654	7,112	3,214
Total non-current assets		702,558	677,771	691,575	665,344
Total assets		899,754	854,838	863,917	813,158
LIABILITIES					
Current liabilities					
Trade and other payables	27	22,580	22,653	20,267	15,967
Borrowings	28	157	260	-	-
Deferred income		2	-	-	-
Provisions	29	38,686	34,209	34,313	30,111
Current tax liabilities	30	536	1,012	-	-
Other liabilities	31	44,788	40,447	35,029	28,868
Total current liabilities		106,749	98,581	89,609	74,946
Non-current liabilities					
Borrowings	28	58,380	58,633	56,629	56,795
Provisions	29	127,605	155,974	126,298	154,687
Other financial liabilities		80	-	-	-
Other liabilities	31	8,251	7,772	17,426	17,375
Total non-current liabilities		194,316	222,379	200,353	228,857
Total liabilities		301,065	320,960	289,962	303,803
Net assets		598,689	533,878	573,955	509,355
EQUITY					
Parent entity interest					
Reserves	32(a)	1,328	(6,003)	(624)	(6,696)
Retained surplus	32(b)	598,018	539,881	574,579	516,051
Parent entity interest		599,346	533,878	573,955	509,355
Minority interest	33	(657)	-	-	-
Total equity		598,689	533,878	573,955	509,355

The above statement of financial position should be read in conjunction with the accompanying notes.

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STATEMENTS OF CHANGES IN EQUITY As at the year ended 31 December 2009

(Economic Entity) 2009

	Reserves \$'000	Retained earnings \$'000	Minority interest \$'000	Total \$'000
Balance at 1 January 2009	(6,003)	539,881	-	533,878
Balance as restated	(6,003)	539,881	-	533,878
Total comprehensive income				
Parent entity	7,331	58,137	-	65,468
Minority interest	-	-	(657)	(657)
Total	7,331	58,137	(657)	64,811
Balance at 31 December 2009	1,328	598,018	(657)	598,689

(Economic Entity) 2008

	Reserves \$'000	Retained earnings \$'000	Minority interest \$'000	Total \$'000
Balance at 1 January 2008	30,228	499,880	-	530,108
Balance as restated	30,228	499,880	-	530,108
Total comprehensive income				
Parent entity	(36,231)	40,001	-	3,770
Minority interest	-	-	-	-
Total	(36,231)	40,001	-	3,770
Balance at 31 December 2008	(6,003)	539,881	-	533,878

(Parent Entity) 2009

	Reserves \$'000	Retained earnings \$'000	Minority interest \$'000	Total \$'000
Balance at 1 January 2009	(6,696)	516,051	-	509,355
Balance as restated	(6,696)	516,051	-	509,355
Total comprehensive income				
Parent entity	6,072	58,528	-	64,600
Total	6,072	58,528	-	64,600
Balance at 31 December 2009	(624)	574,579	-	573,955

(Parent Entity) 2008

	Reserves \$'000	Retained earnings \$'000	Minority interest \$'000	Total \$'000
Balance at 1 January 2008	27,412	482,884	-	510,296
Balance as restated	27,412	482,884	-	510,296
Total comprehensive income				
Parent entity	(34,108)	33,167	-	(941)
Total	(34,108)	33,167	-	(941)
Balance at 31 December 2008	(6,696)	516,051	-	509,355

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

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STATEMENT OF CASH FLOWS For the year ended 31 December 2009

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Cash flows from operating activities					
CGS and Other DEEWR Grants	44.1	99,383	92,410	99,383	92,410
Higher Education Loan Programmes	44.2	55,307	52,851	55,307	52,851
Scholarships	44.3	5,113	4,438	5,113	4,438
DEEWR Research Grants	44.4	21,586	22,759	21,586	22,759
Voluntary Student Unionism	44.5	25	2,325	25	2,325
Other Capital Funding	44.6	24,070	-	24,070	-
Discovery	44.7(a)	10,019	9,095	10,019	9,095
Linkages	44.7(b)	5,106	5,087	5,106	5,087
Networks and Centres	44.7(c)	2,651	2,598	2,651	2,598
Other Australian Government Grants	3(i)	14,519	21,187	14,519	21,187
State Government Grants received	4	18,093	2,900	18,093	2,900
HECS-HELP - Student Payments		11,512	11,237	11,512	11,237
Receipts from student fees and other customers		197,050	158,015	117,727	95,973
Interest received	6	3,695	3,882	3,570	3,577
Other revenue		34,055	40,530	38,955	40,530
Payments to suppliers and employees (inclusive of goods and services tax)		(421,459)	(360,202)	(353,929)	(308,558)
Interest and other costs of finance paid		(4,568)	(1,768)	(2,970)	(1,675)
Income taxes paid		(114)	(52)	-	-
Net cash provided by / (used in) operating activities	41	76,043	67,292	70,737	56,734
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment		133	1,577	62	1,504
Proceeds from sale of financial assets		53,619	3,428	53,520	-
Acquisition of subsidiary		-	(492)	-	-
Proceeds from acquisition of subsidiary		-	101	-	-
Repayment of loans		50	50	50	50
Dividends received		1,132	361	4,900	2,400
Payments for property, plant and equipment		(68,489)	(69,353)	(65,688)	(66,681)
Payments for financial assets		(53,520)	(34)	(53,520)	(34)
Interest received		621	935	-	-
Other outflows		-	(67)	-	(67)
Net cash provided by / (used in) investing activities		(66,454)	(63,494)	(60,676)	(62,828)
Cash flows from financing activities					
Proceeds from secured loans		18	18	18	18
Proceeds from borrowings		53	42,716	-	42,282
Repayment of borrowings		(468)	(273)	(165)	-
Net cash provided by / (used in) financing activities		(397)	42,461	(147)	42,300
Net increase / (decrease) in cash and cash equivalents		9,192	46,259	9,914	36,206
Cash and cash equivalents at the beginning of the financial year		90,893	45,999	70,365	33,442
Effects of exchange rate changes on cash and cash equivalents		1,083	(1,365)	153	717
Cash and cash equivalents at the end of the financial year	17	101,168	90,893	80,432	70,365
<i>Financing arrangements</i>	28				

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

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Financial Report

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The consolidated entity's financial report for the year ended 31 December 2009 was authorised for issue in accordance with a resolution of the Council on 16 April 2010. 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. Provisions (note 29)
- ii. Defined benefit plans (note 43)

(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 2009 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 (refer to note 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 entity 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.

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(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.

(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 Parent is exempt from income tax under the Commonwealth income taxation legislation. Within the consolidated entity, however, there are entities that are not exempt from this legislation.

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.

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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 37). 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 identifiable net assets of the subsidiary acquired, the difference is recognised directly in the income statement, but only after a reassessment of the identification and measurement of the net assets acquired.

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

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

(h) Impairment of assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows 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.

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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

Financial assets at fair value through profit or loss include financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term. Derivatives are classified as held for trading unless they are designated as hedges. Assets in this category are classified as current assets.

(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.

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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.

Entities shall classify fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. 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 for identical assets or liabilities at the balance sheets date (Level 1). 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 (Level 2) are used for long-term debt instruments held. Other techniques that are not based on observable market data (Level 3) 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 level in the fair value hierarchy shall be determined on the basis of the lowest level input that is significant to the fair value measurement in its entirety.

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

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:

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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.1) 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 cent 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.

The unfunded liabilities recorded in the Balance sheets under Provisions have been determined by Pillar for State Authorities Superannuation Scheme (SASS), State Superannuation Scheme (SSS) and State Authorities Non-contributory Superannuation Scheme (SANCS) and ALEA Actuarial Consulting Pty Ltd for the Professorial Superannuation Fund. For principal assumptions used in the actuarial valuations refer to note 43.

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 sheets 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.

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(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.

For the parent entity, the provision for LSL was assessed by PricewaterhouseCoopers for the year ending 31 December 2009. The assumptions used to calculate the long service leave provision include:

- > Salary inflation rate per annum 4.5 per cent
- > Discount rate 5.1 per cent
- > Proportion of leave taken in service 45 per cent

(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 of the income statement, in the statement of comprehensive income.

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 4 January 2010. Key assumptions made in the report are:

- > Underlying risk premium rate for future periods is 0.375 per cent (in current values);
- > Claims escalation is estimated at 4 per cent for future years;
- > Payroll for the 12 months ending 31st December 2010 was taken to be \$194.560 million.

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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 University of Wollongong 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 2009 reporting periods. The University of Wollongong did not early adopt any new Accounting Standards and Interpretations that are not yet effective.

The following new Accounting Standards and Interpretations have not been adopted and are not yet effective.

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Compiled Standards		
Standard	Name	Application Date
AASB 1	First-time Adoption of Australian Accounting Standards	1 July 2010
AASB 2	Share-based Payment	1 January 2010
AASB 3	Business Combinations	1 July 2009
AASB 4	Insurance Contracts	1 July 2009
AASB 5	Non-current Assets Held for Sale and Discontinued Operations	1 January 2011
AASB 7	Financial Instruments: Disclosures	1 July 2010
AASB 8	Operating Segments	1 January 2011
AASB 9	Financial Instruments	1 January 2013
AASB 101	Presentation of Financial Statements	1 January 2010
AASB 107	Statement of Cash Flows	1 January 2010
AASB 108	Accounting Policies, Changes in Accounting Estimates and Errors	1 January 2011
AASB 110	Events after the Reporting Period	1 January 2011
AASB 112	Income Taxes	1 January 2011
AASB 116	Property, Plant and Equipment	1 July 2009
AASB 117	Leases	1 January 2010
AASB 118	Revenue	1 January 2010
AASB 119	Employee Benefits	1 January 2011
AASB 121	The Effects of Changes in Foreign Exchange Rates	1 July 2009
AASB 124	Related Party Disclosures	1 January 2011
AASB 127	Consolidated and Separate Financial Statements	1 July 2009
AASB 128	Investments in Associates	1 July 2009
AASB 131	Interests in Joint Ventures	1 July 2009
AASB 132	Financial Instruments: Presentation	1 February 2010
AASB 133	Earnings per Share	1 January 2011
AASB 134	Interim Financial Reporting	1 July 2009
AASB 136	Impairment of Assets	1 January 2010
AASB 137	Provisions, Contingent Liabilities and Contingent Assets	1 January 2011
AASB 138	Intangible Assets	1 July 2009
AASB 139	Financial Instruments: Recognition and Measurement	1 January 2011
AASB 1023	General Insurance Contracts	1 January 2011
AASB 1031	Materiality	1 January 2011
Amending Standards		
2009-11	Amendments to Australian Accounting Standards arising from AASB 9 [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 121, 127, 128, 131, 132, 136, 139, 1023 & 1038 and Interpretations 10 & 12]	1 January 2013
2009-12	Amendments to Australian Accounting Standards [AASBs 5, 8, 108, 110, 112, 119, 133, 137, 139, 1023 & 1031 and Interpretations 2, 4, 16, 1039 & 1052]	1 January 2011
2009-13	Amendments to Australian Accounting Standards arising from Interpretation 19 [AASB 1]	1 July 2010
Interpretations		
Interpretation	Name	Application Date
Interpretation 17	Distributions of Non cash Assets to Owners	1 July 2009
Interpretation 19	Extinguishing Financial Liabilities with Equity Instruments	1 July 2010

The University has assessed the impact of these new Standards and Interpretations and considers the impact to be insignificant.

(ac) Subsequent events

No subsequent events have arisen in the interval between the end of the financial year and the date of this report; any item, transaction or event of a material nature to affect significantly the operations and results of the consolidated entity in future years.

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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)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
(a) Commonwealth Grants Scheme and Other Grants				
Commonwealth grants scheme*	90,048	82,386	90,048	82,386
Indigenous support fund	758	637	758	637
Equity support program	302	201	302	201
Disability support program	133	166	133	166
Workplace reform program	1,106	1,069	1,106	1,069
Workplace productivity program	505	505	505	505
Learning & teaching performance fund	3,276	5,896	3,276	5,896
Capital development pool	1,021	-	1,021	-
Improving the Practical Component of Teacher Education Initiative	343	-	343	-
Collaboration & structural reform program	1,891	1,549	1,891	1,549
Total Commonwealth Grants Scheme and Other Grants	99,383	92,409	99,383	92,409
(b) Higher Education Loan Programs				
HECS-HELP	52,434	49,512	52,434	49,512
FEE-HELP	2,873	3,338	2,873	3,338
Total Higher Education Loan Programs	55,307	52,850	55,307	52,850
(c) Scholarships				
Australian postgraduate awards	2,325	1,909	2,325	1,909
International postgraduate research scholarship	360	385	360	385
Commonwealth education cost scholarships	1,139	899	1,139	899
Commonwealth accommodation scholarships	1,289	1,245	1,289	1,245
Total Scholarships	5,113	4,438	5,113	4,438
(d) DIISR-Research				
Institutional grants scheme	5,697	5,874	5,697	5,874
Research training scheme	11,761	12,087	11,761	12,087
Research infrastructure block grants	3,621	3,851	3,621	3,851
Regional protection scheme	-	455	-	455
Implementation assistance program	151	143	151	143
Australian scheme for higher education repositories	255	240	255	240
Commercialisation training scheme	101	109	101	109
Total DIISR-Research Grants	21,586	22,759	21,586	22,759
(e) Voluntary Student Unionism				
VSU transition fund	-	1,550	-	1,550
VSU project	25	775	25	775
Total VSU	25	2,325	25	2,325
(f) Other Capital Funding				
Teaching and Learning Capital Fund	10,070	-	10,070	-
Education Investment Fund	14,000	-	14,000	-
Total Other Capital Funding	24,070	-	24,070	-

* Includes the basic CGS grant amount, CGS – Regional Loading and CGS – Enabling Loading and HEFA Transition Fund.

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	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
(g) Australian Research Council				
(i) Discovery				
Project	8,838	8,766	8,838	8,766
Fellowships	1,181	329	1,181	329
Total Discovery	10,019	9,095	10,019	9,095
(ii) Linkages				
Infrastructure	1,126	1,710	1,126	1,710
International	513	569	513	569
Projects	3,467	2,808	3,467	2,808
Total Linkages	5,106	5,087	5,106	5,087
(iii) Networks and Centres				
Centres	2,651	2,598	2,651	2,598
Total Networks and Centres	2,651	2,598	2,651	2,598
Total Australian Research Council	17,776	16,780	17,776	16,780
(h) Other Australian Government financial assistance				
Other Australian Government - other				
National Health & Medical Research Council (NHMRC)	2,506	1,759	2,506	1,759
Other Australian Government - research				
Other Australian Research Grants	12,013	19,436	12,013	19,436
Total Other Australian Government financial assistance	14,519	21,195	14,519	21,195
Total Australian Government financial assistance	237,779	212,756	237,779	212,756
Reconciliation				
Australian Government grants [(a) + (c) + (d) + (e) + (f) + (g) + (h)]	182,472	159,906	182,472	159,906
HECS-HELP payments	52,434	49,512	52,434	49,512
FEE-HELP payments	2,873	3,338	2,873	3,338
Total Australian Government financial assistance	237,779	212,756	237,779	212,756
(i) Australian Government Grants received - cash basis				
CGS and Other DEEWR Grants	99,383	92,410	99,383	92,410
Higher Education Loan Programmes	55,307	52,851	55,307	52,851
Scholarships	5,113	4,438	5,113	4,438
DIISR Research	21,586	22,759	21,586	22,759
Voluntary Student Unionism	25	2,325	25	2,325
Other Capital Funding	29,070	-	29,070	-
ARC grants - Discovery	10,019	9,095	10,019	9,095
ARC grants - Linkages	5,106	5,087	5,106	5,087
ARC grants - Networks and Centres	2,651	2,598	2,651	2,598
Other Australian Government Grants	14,519	21,187	14,519	21,187
Total Australian Government funding received - cash basis	242,779	212,750	242,779	212,750

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4. STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
State financial assistance				
Research Grants	13,001	2,900	13,001	2,900
Other	5,092	-	5,092	-
Total state financial assistance	18,093	2,900	18,093	2,900

5. FEES AND CHARGES

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Course fees and charges				
Fee-paying overseas students	132,601	112,657	82,518	67,309
Continuing education	542	455	551	455
Fee-paying domestic postgraduate students	3,263	2,891	3,263	2,891
Total course fees and charges	136,406	116,003	86,332	70,655
Other non-course fees and charges				
Amenities and service fees	50	30	50	30
Library fines	551	559	545	517
Parking fees	1,768	1,537	1,848	1,538
Rental charges	3,414	2,888	3,037	2,262
Student accommodation	12,169	10,848	12,169	10,848
Other fees and charges	7,392	4,375	4,558	2,728
Compulsory service charge	5	32	3	22
Conference fees	1,598	1,825	1,602	1,825
Student Administration Fees	1,513	901	1,513	901
Visitor entry fees	1,376	1,275	1,376	1,275
Total other fees and charges	29,836	24,270	26,701	21,946
Total fees and charges	166,242	140,273	113,033	92,601

6. INVESTMENT REVENUE AND INCOME

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Term Deposits and Bank Interest	4,315	4,812	3,570	3,576
Distribution from assets held for sale	3,681	-	3,681	-
Dividend Income	2,232	361	6,000	2,400
Total investment revenue	10,228	5,173	13,251	5,976

7. CONSULTANCY AND CONTRACTS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Consultancy	2,597	2,116	2,600	2,116
Consultancy fees - related orgs	-	24	17	24
Other contract research	13,598	18,280	13,564	18,182
Total consultancy and contracts	16,195	20,420	16,181	20,322

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8. OTHER REVENUE AND INCOME

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Donations and bequests	393	436	394	436
Scholarships and prizes	1,361	1,624	1,382	1,624
Non-government grants	439	554	439	554
Other revenue	279	4,057	224	853
Trading Income	9,592	11,660	-	-
Printery revenue	1,417	1,583	1,803	1,654
Publications and merchandise	674	579	675	579
Developer contributions received	488	1,988	488	1,988
Total other revenue and income	14,643	22,481	5,405	7,688

9. EMPLOYEE RELATED EXPENSES

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Academic¹				
Salaries	93,134	84,750	93,134	84,749
Contribution to superannuation and pension schemes:				
Funded	11,480	13,236	11,480	13,236
Payroll tax	6,552	6,217	6,552	6,217
Worker's compensation	(460)	(106)	(460)	(106)
Long service leave expense	3,147	3,513	3,147	3,513
Total academic	113,853	107,610	113,853	107,609
Non-academic²				
Salaries	98,154	89,709	65,501	59,446
Contribution to superannuation and pension schemes:				
Funded	10,000	11,214	8,074	9,537
Payroll tax	5,576	5,255	4,608	4,361
Worker's compensation	(128)	200	(323)	(74)
Long service leave expense	3,001	3,241	2,214	2,464
Annual leave	7,053	4,892	5,348	4,230
Other	61	57	-	-
Total non-academic	123,717	114,568	85,422	79,964
Total employee related expenses	237,570	222,178	199,275	187,573
Deferred superannuation expense	(25,283)	86,907	(25,283)	86,907
Total employee related expenses, including deferred government employee benefits for superannuation	212,287	309,085	173,992	274,480

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.

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10. DEPRECIATION AND AMORTISATION

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Depreciation				
Buildings	14,907	13,552	14,549	13,240
Plant and equipment	3,934	3,848	1,922	2,007
Other	4,594	4,649	4,357	4,398
Library	931	2,287	931	2,287
Total depreciation	24,366	24,336	21,759	21,932
Amortisation				
Plant and equipment under finance leases	404	344	-	-
Software	688	655	551	521
Goodwill	-	111	-	111
Total amortisation	1,092	1,110	551	632
Total depreciation and amortisation	25,458	25,446	22,310	22,564

11. REPAIRS AND MAINTENANCE

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Buildings	9,782	7,704	9,067	7,052
Equipment	821	634	740	556
Infrastructure	569	657	569	657
Total repairs and maintenance	11,172	8,995	10,376	8,265

12. BORROWING COSTS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Interest	3,070	2,180	2,970	2,087
Total borrowing costs expensed	3,070	2,180	2,970	2,087

13. IMPAIRMENT OF ASSETS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
MLC investments	-	23,694	-	23,694
Sciventures Investment	123	-	123	-
AC3 Supercomputing Investment	253	-	253	-
Goodwill	889	-	889	-
Other	400	-	-	-
Total impairment of assets	1,665	23,694	1,265	23,694

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14. OTHER EXPENSES

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Scholarships, grants and prizes	17,238	14,195	17,558	14,559
Non-capitalised equipment	4,145	4,859	3,869	4,601
Advertising, marketing and promotional expenses	4,601	3,959	1,106	860
Audit fees, bank charges, legal costs and insurance expenses	3,751	3,763	2,540	2,612
General consumables	5,671	4,800	4,746	4,169
Printing and stationery	3,208	3,327	1,297	1,312
Minimum lease payments on operating leases	9,603	8,692	894	928
Rental, hire and other leasing fees	8,574	4,474	8,786	4,672
Telecommunications	2,456	2,522	1,932	2,049
Travel and related staff development and training	11,737	12,985	9,841	10,875
Net gain on disposal of assets	751	410	650	438
Agency staff	2,250	2,191	1,490	1,286
Agent fees	7,620	6,881	-	-
Catering	2,663	3,406	2,704	3,448
Computer maintenance and software	4,894	4,411	4,328	3,830
Consultant fees	9,720	7,851	8,719	6,359
Copyright	645	650	645	650
Staff appointment expense	945	1,846	706	1,363
Trading expenses	7,043	6,342	-	-
Contracts	7,480	6,181	7,413	6,156
Contributions	4,601	3,026	24,334	20,421
Fees	3,896	2,828	3,573	2,540
Motor vehicle expenses	677	635	383	405
Subscriptions	4,649	3,968	4,398	3,759
Net foreign currency loss (gain)	494	(848)	489	(853)
Utilities	6,303	5,590	5,432	4,949
Visitor expenses	706	1,035	681	1,035
Other	7,086	6,864	8,620	8,080
Total other expenses	143,407	126,843	127,134	110,503

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15. INCOME TAX EXPENSE

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
(a) Income tax expense				
Current tax	1,157	1,035	-	-
Deferred tax	391	(581)	-	-
Adjustments for current tax of prior periods	(31)	(4)	-	-
	1,517	450	-	-
Income tax expense is attributable to:				
Operating result from continuing operations	1,509	434	-	-
Operating result from discontinued operations	8	16	-	-
Aggregate income tax expense	1,517	450	-	-
(b) Numerical reconciliation of income tax expense to prima facie tax payable				
Operating result from continuing operations before income tax expense	58,954	5,904	58,528	(1,206)
Operating result from discontinuing operations before income tax expense	(93)	290	-	-
	58,861	6,194	58,528	(1,206)
Tax at the Australian tax rate of 30% (2008 - 30%)	17,658	1,858	17,558	(362)
Tax effect of amounts which are not deductible / (taxable) in calculating taxable income:				
Franked dividend gross up	17	46	-	-
Deferred tax asset not brought to account	462	257	-	-
Other	475	(511)	-	-
Franked dividend rebate	(1,156)	(155)	(1,100)	-
Tax Exempt Income	(15,906)	(1,043)	(16,458)	362
	1,550	452	-	-
Adjustment for current tax of prior periods	(33)	(2)	-	-
Total income tax expense	1,517	450	-	-

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16. DISCONTINUED OPERATION

In August 2007 the Group 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.

On 20 July 2009, the non-cancellable leases for four floors of the rented building by Wollongong College Auckland expired, effectively ceasing all trading of ITC (New Zealand) Ltd.

In November 2007, the Group decided to cease its Wollongong College operations in Auckland. The College continued to teach out existing students until the end of June 2008.

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:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
(a) Financial performance and cash flow				
The financial performance and cash flow information presented are for the year ended 31 December 2009				
Revenue	407	1,296	-	-
Expenses	(500)	(1,007)	-	-
Operating result before income tax	(93)	289	-	-
Operating result after income tax of discontinued operations	(93)	289	-	-
Gain on sale of the division before income tax	-	-	-	-
Income tax expense	(8)	(16)	-	-
Gain on sale of the division after income tax	(8)	(16)	-	-
Operating result from discontinued operation	(101)	274	-	-
Net cash inflow from operating activities	(100)	(886)	-	-
Net cash inflow (outflow) from investing activities	-	54	-	-
Net cash (outflow) from financing activities	-	-	-	-
	(100)	(832)	-	-
(b) Carrying amounts of assets and liabilities				
The carrying amounts of assets and liabilities are:				
Cash and cash equivalents	-	28	-	-
Trade receivables	-	83	-	-
Inventories	-	14	-	-
Total assets	-	125	-	-
Trade creditors	(6)	(26)	-	-
Other	-	(75)	-	-
Provision for employee benefits	-	(177)	-	-
Total liabilities	(6)	(278)	-	-
Net assets	(6)	(153)	-	-

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17. CASH AND CASH EQUIVALENTS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Cash at bank and on hand	28,947	30,490	9,315	11,026
NAB professional funds	1,998	16,679	894	15,615
Total cash and cash equivalents	30,945	47,169	10,209	26,641

(a) Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the year as shown in the cash flow statements as follows:

Balances as above	30,945	47,169	10,209	26,641
Bank term deposits	70,223	43,724	70,223	43,724
Balances per cash flow statement	101,168	90,893	80,432	70,365
Restricted cash and cash equivalents				

The following cash and cash equivalents are restricted in their use:

Prizes and donations \$7,029k (2008: \$6,606k) 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 3.26% (2008: 6.6%). Cash on hand of \$44k (2008: \$44k) for the parent entity and \$96k (2008: \$38k) 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	30,720	46,859	9,984	26,332
United States Dollars	225	310	225	309
	30,945	47,169	10,209	26,641

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18. RECEIVABLES

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current				
Receivables				
Student fees	18,388	16,889	18,388	16,889
Less:Provision for impaired receivables	(135)	(106)	(135)	(106)
	18,253	16,783	18,253	16,783
Trade receivables	13,229	10,210	10,411	8,308
Provision for impaired receivables	(671)	(659)	(435)	(479)
	12,558	9,551	9,976	7,829
Total receivables	30,811	26,334	28,229	24,612
Other receivables				
Accrued income	1,011	504	1,258	203
Current Loans	-	-	18	18
Other loans and receivables	366	1,490	4,512	1,259
Total other receivables	1,377	1,994	5,788	1,480
Total current receivables	32,188	28,328	34,017	26,092
Non-current				
Receivables				
Deferred government contribution for superannuation	107,212	136,329	107,212	136,329
Total receivables	107,212	136,329	107,212	136,329
Other non-current receivables				
Loans to Unicentre	-	-	114	132
Other loans and receivables	150	200	150	200
Total other receivables	150	200	264	332
Total non-current receivables	107,362	136,529	107,476	136,661
Total receivables	139,550	164,857	141,493	162,753

(a) Impaired receivables

As at 31 December 2009 current receivables of the group with a nominal value of \$465k (2008: \$238k) were impaired. For the parent entity, current receivables of \$222k (2008: \$103k) were impaired. The amount of the provision was \$570k (2008: \$585k) for the parent entity and \$806k (2008: \$765k) for the consolidated entity.

The ageing analysis of these receivables is as follows:

3 to 6 months	-	-	-	-
Over 6 months	465	238	222	103
	465	238	222	103

As of 31 December 2009, for the parent entity trade receivables of \$1,324k (2008: \$1,938k) and the consolidated entity \$2,156k (2008: \$3,048k) 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	964	746	539	602
Over 6 months	755	2,302	546	1,336
	1,719	3,048	1,085	1,938

Movements in the provision for impaired receivables are as follows:

At 1 January	765	399	585	327
Provision for impairment recognised during the year	456	370	244	259
Receivables written off during the year as uncollectible	(415)	(4)	(259)	(1)
At 31 December 2009	806	765	570	585

The creation and release of the provision for impaired receivables has been included in 'other expenses' in the income statement. Amounts charged to the provision account are generally written off when there is no expectation of recovering additional cash. The other amounts within receivables do not contain impaired assets and are not past due. Based on credit history, it is expected that these amounts will be received when due.

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Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2009	2008	2009	2008
\$'000	\$'000	\$'000	\$'000

(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 42.

AUD	138,864	163,627	140,949	161,691
USD	450	488	308	320
SGD	140	628	140	628
GBP	4	-	4	-
EUR	21	91	21	91
NZD	61	23	61	23
Other	10	-	10	-
	139,550	164,857	141,493	162,753
Current receivables	32,188	28,328	34,017	26,092
Non-current receivables	107,362	136,529	107,476	136,661
	139,550	164,857	141,493	162,753

(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 42 for more information on the risk management policy of the Group.

	2009		2008	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Trade and other receivables	32,188	32,188	28,328	28,328
	32,188	32,188	28,328	28,328

19. INVENTORIES

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2009	2008	2009	2008
\$'000	\$'000	\$'000	\$'000

Current

Work in progress				
Catering stock				
- at cost	90	83	22	20
Newsagency and book store stock				
- at cost	2,288	1,830	-	-
Print and paper stock				
- at cost	433	314	433	314
Other				
- at cost	285	393	-	-
Total current inventories	3,096	2,620	455	334

20. OTHER FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2009	2008	2009	2008
\$'000	\$'000	\$'000	\$'000

Investments	30	115	-	-
Total Other financial assets at fair value through profit	30	115	-	-

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21. ASSETS HELD FOR SALE

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Medium term portfolio - managed funds	52,424	45,426	52,424	45,426

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.

All available for sale financial assets are denominated in Australian currency. For an analysis of the sensitivity of available for sale financial assets to price and interest rate risk refer to note 42.

	2009		2008	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Assets held for sale	52,424	52,424	45,426	45,426
	52,424	52,424	45,426	45,426

22. AVAILABLE-FOR-SALE FINANCIAL ASSETS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
IDP Education Australia Ltd - at fair value	1,991	1,454	-	-
Sciventures investments - at cost	232	311	232	311
AC3 Supercomputing - at cost	47	300	47	300
Reserve portfolio - managed funds	51,094	41,735	51,094	41,735
Total non-current available-for-sale financial assets	53,364	43,800	51,373	42,346

(a) Fair value and credit risk

The maximum exposure to credit risk at the reporting date is the fair value of the assets classified as available-for-sale.

	2009		2008	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Available-for-sale financial assets	53,364	53,364	43,800	43,800
	53,364	53,364	43,800	43,800

23. HELD TO MATURITY INVESTMENTS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Unlisted Securities				
Term Deposits	70,223	43,724	70,223	43,724
Total held to maturity investments	70,223	43,724	70,223	43,724

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.

	2009		2008	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Held to maturity investments	70,223	70,223	43,724	43,724
	70,223	70,223	43,724	43,724

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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 2008								
- Cost	31,276	61,120	322,562	45,958	409	64,571	11,803	537,699
Accumulated depreciation	-	-	(37,918)	(17,620)	(406)	(43,562)	(1,165)	(100,671)
Net book amount	31,276	61,120	284,644	28,338	3	21,009	10,638	437,028
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 included in a disposal group classified as held for sale and other disposals	-	-	-	(254)	-	(2,393)	(540)	(3,187)
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)
Net book amount	9,669	61,120	348,178	37,805	779	22,719	9,081	489,351
(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
Year ended 31 December 2009								
Opening net book amount	9,669	61,120	348,178	37,805	779	22,719	9,081	489,351
Exchange differences	-	-	-	(388)	-	-	-	(388)
Additions	56,303	-	12,393	5,601	-	7,996	954	83,247
Assets classified as held for sale and other disposals	-	-	(2)	(168)	-	(151)	(581)	(902)
Impairment charge recognised in profit and loss	-	-	-	-	-	-	-	-
Depreciation charge	-	-	(14,907)	(3,508)	(242)	(4,595)	(931)	(24,183)
Capitalised	(12,080)	-	-	(3,003)	-	-	-	(15,083)
Writeoff	-	-	-	-	-	(223)	-	(223)
Closing net book amount	53,892	61,120	345,662	36,339	537	25,746	8,523	531,819
At 31 December 2009								
- Cost	53,892	61,120	411,017	60,335	866	70,451	11,741	669,422
Accumulated depreciation	-	-	(65,355)	(23,996)	(329)	(44,705)	(3,218)	(137,603)
Net book amount	53,892	61,120	345,662	36,339	537	25,746	8,523	531,819

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(Parent Entity)	Construction in progress \$'000	Freehold land \$'000	Freehold buildings \$'000	Plant and equipment \$'000	Other property, plant and equipment \$'000	Library \$'000	Total \$'000
At 1 January 2008							
- 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
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)
Construction in progress 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

(Parent Entity)	Construction in progress \$'000	Freehold land \$'000	Freehold buildings \$'000	Plant and equipment ¹ \$'000	Other property, plant and equipment ² \$'000	Library \$'000	Total \$'000
Year ended 31 December 2009							
Opening net book amount	9,669	61,120	346,271	33,728	21,696	9,081	481,565
Additions	56,303	-	12,080	4,451	7,373	954	81,161
Disposals	-	-	-	(59)	(47)	(581)	(687)
Depreciation charge	-	-	(14,549)	(1,922)	(4,357)	(931)	(21,759)
Capitalised	(12,080)	-	-	(3,003)	-	-	(15,083)
Writeoff	-	-	-	-	(223)	-	(223)
Closing net book amount	53,892	61,120	343,802	33,195	24,442	8,523	524,974
At 31 December 2009							
- Cost	53,892	61,120	406,658	50,599	67,908	11,741	651,918
Accumulated depreciation	-	-	(62,856)	(17,404)	(43,466)	(3,218)	(126,944)
Net book amount	53,892	61,120	343,802	33,195	24,442	8,523	524,974

1 Property, plant & equipment includes all operational assets.

2 Other Property, plant & equipment includes non-operational assets such as artworks.

(a) Non-current assets pledged as security

Refer to note 28 for information on non-current assets pledged as security by the parent entity and its controlled entities.

The carrying amounts of assets pledged as security for current and non-current borrowings are:

International House land \$4.0m

International House building \$2.8m

Weerona land \$3.5m

Weerona building \$3.4m

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25. INTANGIBLE ASSETS

(Economic Entity)

At 1 January 2008

	Goodwill \$'000	Computer software \$'000	Other intangible assets \$'000	Total \$'000
Cost	-	4,059	290	4,349
Valuation	-	-	(24)	(24)
Accumulated amortisation	-	(2,867)	(108)	(2,975)
Net book amount	-	1,192	158	1,350

Year ended 31 December 2008

Opening net book amount	-	1,192	158	1,350
Additions	2,244	278	-	2,522
Impairment charge	(111)	-	-	(111)
Amortisation charge	-	(655)	(53)	(708)
Currency Adjustment	-	-	37	37
Closing net book amount	2,133	815	142	3,090

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

(Economic Entity)

Year ended 31 December 2009

	Goodwill \$'000	Computer software \$'000	Other intangible assets \$'000	Total \$'000
Opening net book amount	2,133	815	142	3,090
Additions	-	846	30	876
Acquisition of subsidiary	96	-	-	96
Impairment charge	(1,289)	-	-	(1,289)
Amortisation charge	-	(688)	(54)	(742)
Currency adjustment	-	-	(26)	(26)
Closing net book amount	940	973	92	2,005

At 31 December 2009

Cost	1,043	5,183	206	6,432
Accumulated amortisation	(103)	(4,210)	(114)	(4,427)
Net book amount	940	973	92	2,005

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(Parent Entity)

At 1 January 2008

	Goodwill \$'000	Computer software \$'000	Total \$'000
Cost	-	3,223	3,223
Accumulated amortisation	-	(2,310)	(2,310)
Net book amount	-	913	913

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

(Parent Entity)

Year ended 31 December 2009

	Goodwill \$'000	Computer software \$'000	Total \$'000
Opening net book amount	889	669	1,558
Additions	-	522	522
Impairment charge	(889)	-	(889)
Amortisation charge	-	(551)	(551)
Closing net book amount	-	640	640

At 31 December 2009

Cost	-	4,022	4,022
Accumulated amortisation	-	(3,382)	(3,382)
Net book amount	-	640	640

26. OTHER NON-FINANCIAL ASSETS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current				
Prepayments	8,284	9,679	5,014	5,597
Other	6	6	-	-
Total current other non-financial assets	8,290	9,685	5,014	5,597
Non-current				
Prepayments	-	440	-	-
Defined benefit fund net surplus of plan assets	7,112	3,214	7,112	3,214
Total non-current Other non-financial assets	7,112	3,214	7,112	3,214
Total Other non-financial assets	15,402	13,339	12,126	8,811

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27. TRADE AND OTHER PAYABLES

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Payables	22,580	22,560	20,267	15,874
OS-HELP liability to Australian Government	-	93	-	93
Total current trade and other payables	22,580	22,653	20,267	15,967

(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:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Australian Dollars	22,467	22,653	20,154	15,967
US Dollar	79	-	79	-
British pound	34	-	34	-
	22,580	22,653	20,267	15,967

For an analysis of the sensitivity of trade and other payables to foreign currency risk refer to note 42.

28. BORROWINGS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current				
Lease liabilities	-	109	-	-
Other loans	18	12	-	-
Interest bearing loan	139	139	-	-
Total current borrowings	157	260	-	-
Non-current				
Secured				
Short term bill facility	14,175	14,100	14,100	14,100
Lease liabilities	197	526	-	-
Other loans	118	3	-	-
Interest annuity bond	42,529	42,695	42,529	42,695
Total non-current secured borrowings	57,019	57,324	56,629	56,795
Unsecured				
Bank Loan	1,361	1,309	-	-
Total non-current borrowings	58,380	58,633	56,629	56,795
Total borrowings	58,537	58,893	56,629	56,795

(a) Assets pledged as security

The bank loan of the parent entity are secured by first mortgages over the Parent's freehold land and buildings.

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
	13,700	13,700	13,700	13,700

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(b) Financing arrangements

Unrestricted access was available at balance date to the following lines of credit:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
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	3,070	1,500	1,500
International Facility	1,350	1,250	350	250
Bills	2,000	2,000	-	-
Margin on guarantee	112	88	-	-
Bank guarantee	250	5,206	-	4,956
	24,082	28,914	17,950	22,806
Used at balance date				
Bank overdrafts	-	-	-	-
Credit card facilities	58	28	9	14
Flexible Rate Facility	14,100	14,100	14,100	14,100
Lease Facility	661	487	-	-
International Facility	-	-	-	-
Letter of credit	-	-	-	-
Forward exchange contract	-	-	-	-
Bills	-	-	-	-
Margin on guarantee	-	-	-	-
Bank guarantee	-	-	-	-
	14,819	14,615	14,109	14,114
Unused at balance date				
Bank overdrafts	750	750	-	-
Credit card facilities	2,392	2,422	1,991	1,986
Flexible Rate Facility	-	-	-	-
Lease Facility	2,409	2,583	1,500	1,500
International Facility	1,350	1,250	350	250
Letter of credit	-	-	-	-
Forward exchange contract	-	-	-	-
Bills	2,000	2,000	-	-
Margin on guarantee	112	88	-	-
Bank guarantee	250	5,206	-	4,956
	9,263	14,299	3,841	8,692

(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

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(d) Fair value

The carrying amounts and fair values of borrowings at balance date are:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
On-balance sheet				
Bank overdrafts	-	-	-	-
Bank loans	1,361	1,361	1,309	1,309
Bills payable	14,100	14,100	14,100	14,100
Interest bearing loan	139	139	139	139
Interest Annuity Bond	42,529	42,529	42,695	42,695
Other loans	211	211	15	15
Lease liabilities	197	197	635	635
	58,537	58,537	58,893	58,893

	(Parent Entity)		(Parent Entity)	
	2009 Carrying amount \$'000	Fair value \$'000	2008 Carrying amount \$'000	Fair value \$'000
On-balance sheet				
<i>Non-traded financial liabilities</i>				
Bank overdrafts	-	-	-	-
Short term bill facility	14,100	14,100	14,100	14,100
Interest annuity bond	42,529	42,529	42,695	42,695
	56,629	56,629	56,795	56,795

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)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Australian Dollars	58,537	58,893	56,629	58,795
	58,537	58,893	56,629	58,795

For an analysis of the sensitivity of borrowings to interest rate risk and foreign exchange refer to note 42.

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29. PROVISIONS

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current provisions expected to be settled within 12 months					
Employee benefits					
Annual leave		5,517	4,827	3,386	3,106
Long service leave		5,013	4,904	2,771	2,715
Provision for self funded workers compensation		350	477	350	477
Provision for voluntary redundancy schemes		-	151	-	151
Subtotal		10,880	10,359	6,507	6,449
Current provisions expected to be settled after more than 12 months					
Employee benefits					
Annual leave		3,460	3,063	3,460	3,063
Long service leave		24,346	20,610	24,346	20,599
Provision for Business Closure		-	177	-	-
Subtotal		27,806	23,850	27,806	23,662
Total current provisions		38,686	34,209	34,313	30,111
Non-current					
Employee benefits					
Long service leave		5,907	7,036	5,468	6,399
Deferred Government benefits for superannuation		118,852	145,654	118,852	145,654
Provision for self funded workers compensation		1,978	2,631	1,978	2,634
Provision for restoration		157	202	-	-
Other Provision		711	451	-	-
Total non-current provisions		127,605	155,974	126,298	154,687
Total provisions		166,291	190,183	160,611	184,798

30. CURRENT TAX LIABILITIES

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current tax liabilities					
Income tax		536	1,012	-	-
Total current tax liabilities		536	1,012	-	-

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31. OTHER LIABILITIES

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current				
Income in Advance	44,679	40,429	35,011	28,850
Department of Family & Community Services (DFCS)	18	18	18	18
Other	91	-	-	-
Total current other current liabilities	44,788	40,447	35,029	28,868
Non-current				
Income in Advance	-	95	9,175	9,698
Department of Family & Community Services (DFCS)	114	132	114	132
Developer contributions in advance	7,253	6,457	7,253	6,457
Other	884	1,088	884	1,088
Total non-current other current liabilities	8,251	7,772	17,426	17,375
Total other liabilities	53,039	48,219	52,455	46,243

32. RESERVES AND RETAINED SURPLUS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
(a) Reserves				
Available-for-sale investments reserve	1,570	1,194	-	-
Foreign currency translation reserve	382	(501)	-	-
Non current assets held for sale revaluation reserve	(624)	(6,696)	(624)	(6,696)
	1,328	(6,003)	(624)	(6,696)
Movements:				
Available-for-sale investments revaluation reserve				
Balance 1 January	1,194	2,779	-	-
Total recognised income and expense	-	(2,220)	-	-
Revaluation - gross	537	646	-	-
Deferred tax	(161)	(11)	-	-
Balance 31 December	1,570	1,194	-	-
Movements:				
Foreign currency translation reserve				
Balance 1 January	(501)	37	-	-
Currency translation differences arising during the year :	883	(538)	-	-
Balance 31 December	382	(501)	-	-
Movements:				
Non current assets held for sale revaluation reserve				
Balance 1 January	(6,696)	27,412	(6,696)	27,412
Movement	6,072	(34,108)	6,072	(34,108)
Balance 31 December	(624)	(6,696)	(624)	(6,696)
(b) Retained surplus				
Movements in retained surplus were as follows:				
Retained surplus at 1 January	539,881	499,880	516,051	482,884
Operating result for the period	57,744	5,628	58,528	(1,206)
Acquisition of non controlling interest in subsidiary	(85)	-	-	-
Transfer of reserve to retained earnings	-	34,373	-	34,373
Other movement	478	-	-	-
Retained surplus at 31 December	598,018	539,881	574,579	516,051

(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).

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(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. MINORITY INTEREST

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Interest in:				
Retained surplus	(657)	-	-	-
Total minority interest	(657)	-	-	-

34. 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) (until September 2009)
 Ms Jillian Broadbent, AO (from October 2009)
 Ms S Chapman (Deputy Chancellor)
 Professor G Sutton (Vice-Chancellor)
 Dr S Andersen
 Ms S Browbank (until April 2009)
 Ms K Callaway
 The Hon D Campbell MLA
 Mr N Cornish
 Mr D Figliomeni
 Mr P Fitzgerald
 Professor T Hulbert
 Professor D Kelly
 Ms K Knowles
 Mr K Kyriakouides

Ms E Larbalestier
 Ms P Macfarlane
 Mr G O'Donnell
 Ms R Sinclair
 Mr B Winton
 Professor R Castle
 Professor J Patterson
 Professor J Raper
 Mr C Grange
 Mr D Israel
 Dr J Langridge (until January 2009)
 Professor J Chicharo
 Professor D Iverson (from June 2009)
 Professor L Astheimer (until March 2009)

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(b) Remuneration of Council Members and Executives

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
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:	1,269	1,055	1,269	1,055
	1,269	1,055	1,269	1,055
Remuneration of Council Members				
Nil to \$9,999	13	13	13	13
\$10,000 to \$19,999	1	1	1	1
\$30,000 to \$39,999	-	1	-	1
\$40,000 to \$49,999	1	-	1	-
\$50,000 to \$59,999	1	-	1	-
\$70,000 to \$79,999	-	1	-	1
\$90,000 to \$99,999	1	4	1	4
\$120,000 to \$129,999	1	-	1	-
\$150,000 to \$159,999	1	-	1	-
\$540,000 to \$549,999	-	1	-	1
\$760,000 to \$769,999	1	-	1	-
	20	21	20	21
Income paid or payable, or otherwise made available, to executive officers by entities in the consolidated entity and related parties:	2,911	1,993	2,911	1,993
	2,911	1,993	2,911	1,993
Remuneration of executive officers				
\$40,000 to \$49,999	-	1	-	1
\$140,000 to \$149,999	-	1	-	1
\$170,000 to \$179,999	1	-	1	-
\$230,000 to \$239,999	1	1	1	1
\$250,000 to \$259,999	1	-	1	-
\$290,000 to \$299,999	2	1	2	1
\$300,000 to \$309,999	1	2	1	2
\$310,000 to \$319,999	1	-	1	-
\$320,000 to \$329,999	-	1	-	1
\$330,000 to \$339,999	1	1	1	1
\$680,000 to \$689,999	1	-	1	-
	9	8	9	8
(c) Key management personnel compensation				
Short-term employee benefits	3,125	2,782	3,125	2,782
Post-employment benefits	333	265	333	265
Termination benefits	722	-	722	-
	4,180	3,047	4,180	3,047

35. 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:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Assurance services				
(a) Audit services				
Fees paid to the Audit Office of NSW	442	467	191	197
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	6	8	-	-
Total remuneration for audit services	448	475	191	197

36. CONTINGENCIES

The group and parent entity does not have any contingent assets or liabilities.

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37. COMMITMENTS

(a) Capital commitments

Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Property, plant and equipment				
Payable:				
Within one year	41,892	35,322	41,849	34,384
	41,892	35,322	41,849	34,384

Input tax credits expected to be recovered from the Australian Taxation Office for capital lease commitments is \$3.811m.

(b) Lease commitments

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

Within one year	11,408	13,943	6,641	6,738
Later than one year but not later than five years	10,335	14,114	10,031	12,819
	21,743	28,057	16,672	19,557

(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	11,408	13,639	6,641	6,738
Later than one year but not later than five years	10,335	13,504	10,031	12,819
	21,743	27,143	16,672	19,557

The weighted average interest rate implicit in the non-cancellable operating leases is 9.5% (2008 - 9.5%).

Input tax credits expected to be recovered from the Australian Taxation Office for operating lease commitments is \$1.980m.

(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.

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Commitments in relation to finance leases are payable as follows:				
Within one year	293	304	-	-
Later than one year but not later than five years	317	610	-	-
Minimum lease payments	610	914	-	-
Future finance charges	(85)	(129)	-	-
Recognised as a liability	525	785	-	-
Representing lease liabilities:				
Current	248	260	-	-
Non-current (note 28)	277	525	-	-
	525	785	-	-

The weighted average interest rate implicit in the leases is 8.95% (2008 - 8.3%).

(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	1,215	2,142	1,044	1,541
Later than one year and not later than five years	2,057	3,233	2,050	2,710
Later than five years	-	405	-	405
	3,272	5,780	3,094	4,656

Input tax credits expected to be paid to the Australian Taxation Office for lease commitments where the member is the lessor is \$0.297m.

(d) Other expenditure commitments

Details of commitments in existence at the reporting date but not recognised as liabilities, payable:

Within one year	11,367	4,498	11,367	4,498
	11,367	4,498	11,367	4,498

Input tax credits expected to be recovered from the Australian Taxation Office for other expenditure commitments is \$1.030m.

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38. 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	
			2009	2008
			%	%
Illawarra Technology Corporation Ltd	Australia	Ordinary	100	100
ITC Europe Ltd	UK	Ordinary	-	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	67	60
Australian School of European Aviation (JAA) Pty Limited	Australia	Ordinary	60	60
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

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 deregistered on 20 January 2009.
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 4 February 2009, the Company was issued with 296,969 additional shares in the Sydney International Film School Pty Ltd, increasing the shareholding from 60% to 67%.
- > 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.

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.

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39. 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.

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.

40. 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.

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41. RECONCILIATION OF OPERATING RESULT AFTER INCOME TAX TO NET CASH FLOWS FROM OPERATING ACTIVITIES

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Operating result for the period	57,344	5,744	58,528	(1,206)
Depreciation and amortisation	25,456	25,328	22,309	22,564
Impairment of goodwill	889	-	889	-
Unrealised impairment of investment assets	732	23,694	332	23,694
Dividend and interest income	(5,434)	(1,296)	(8,581)	(2,400)
Net (gain) / loss on sale of non-current assets	(6,564)	(2,800)	(6,666)	438
Non cash capital contributions	-	(8,446)	-	(8,446)
Net exchange differences	(153)	(716)	(153)	(716)
Subtotal	72,270	41,508	66,658	33,928
(Increase) / decrease in trade debtors	23,816	(105,220)	23,325	(100,225)
(Increase) / decrease in inventories	(382)	(431)	(122)	(33)
Decrease / (increase) in accrued income	(1,055)	845	(1,055)	845
Increase / (decrease) in student fees received in advance	6,160	6,319	6,160	6,319
(Increase) / decrease in other operating assets	(3,376)	10,894	(3,333)	10,894
Increase / (decrease) in trade creditors	3,663	7,656	3,240	4,282
Net foreign exchange movements in assets and liabilities	1,127	1,147	-	-
Increase / (decrease) in current tax payable	(449)	993	-	-
Increase / (decrease) increase in other operating liabilities	(1,339)	10,741	592	7,013
(Increase) / decrease in prepayments	(553)	(699)	(541)	(790)
Increase / (decrease) in provision for deferred tax liabilities	433	(595)	-	-
Increase / (decrease) in other provisions	(24,272)	94,134	(24,187)	94,501
Subtotal	3,773	25,784	4,079	22,806
Net cash provided by / (used in) operating activities	76,043	67,292	70,737	56,734

42. 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 and 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 University 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:

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	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assets				
Cash and cash equivalents	30,945	47,169	10,209	26,641
Trade and other receivables	139,550	164,857	141,493	162,753
Financial assets at fair value through profit or loss	30	115	-	-
Available-for-sale financial assets	53,364	43,800	51,373	42,346
Held-to-maturity investments	70,223	43,724	70,223	43,724
Assets held for sale	52,424	45,426	52,424	45,426
	346,536	345,091	325,722	320,890
Financial liabilities				
Trade and other payable	22,580	22,653	20,267	15,967
Borrowings	58,537	58,893	56,629	56,795
Other financial liabilities	53,039	48,219	52,455	46,243
	134,156	129,765	129,351	119,005

(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 performed 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.

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(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 2009													
Financial assets													
Cash and cash equivalents	30,945	(309)	(309)	309	309	(23)	(23)	23	23	-	-	-	-
Accounts receivable	139,550	-	-	-	-	(357)	(357)	357	357	-	-	-	-
Available for sale financial assets	53,364	-	-	-	-	-	-	-	-	-	(5,336)	-	5,336
Held to maturity investments	70,223	(702)	(702)	702	702	-	-	-	-	-	-	-	-
Non current assets classified as held for sale	52,424	-	-	-	-	-	-	-	-	-	(5,242)	-	5,242
Financial assets at fair value through profit or loss	30	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		(1,011)	(1,011)	1,011	1,011	(380)	(380)	380	380	-	(10,578)	-	10,578
Financial liabilities													
Trade payables	22,580	-	-	-	-	688	688	(688)	(688)	-	-	-	-
Borrowings	58,537	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	53,039	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	688	688	(688)	(688)	-	-	-	-
Total increase/ (decrease)		(940)	(940)	940	940	308	308	(308)	(308)	-	(10,578)	-	10,578

(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

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(Parent Entity)	Carrying amount	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
31 December 2009	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets													
Cash and cash equivalents	10,209	(102)	(102)	102	102	(23)	(23)	23	23	-	-	-	-
Accounts receivable	141,493	-	-	-	-	(342)	(342)	342	342	-	-	-	-
Available for sale financial assets	51,373	-	-	-	-	-	-	-	-	-	(5,137)	-	5,137
Held to maturity investments	70,223	(702)	(702)	702	702	-	-	-	-	-	-	-	-
Non current assets classified as held for sale	52,424	-	-	-	-	-	-	-	-	-	(5,242)	-	5,242
Sub Total		(804)	(804)	804	804	(365)	(365)	365	365	-	(10,379)	-	10,379
Financial liabilities													
Trade payables	20,267	-	-	-	-	688	688	(688)	(688)	-	-	-	-
Borrowings	56,629	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	52,455	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	688	688	(688)	(688)	-	-	-	-
Total increase/ (decrease)		(733)	(733)	733	733	323	323	(323)	(323)	-	(10,379)	-	10,379

(Parent Entity)	Carrying amount	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
31 December 2008	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets													
Cash and cash equivalents	26,641	(266)	(266)	266	266	(31)	(31)	31	31	-	-	-	-
Accounts receivable	162,753	-	-	-	-	(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

The tables above summarise the sensitivity of the financial assets against movements in interest rates, foreign exchange and other price risk. Based on economic forecasts available at the end of 2009, the following outlines the expected movements in these financial instruments through 2010.

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Interest Rates

The forecast at the end of 2010 is an increase in the current RBA cash rate of 3.75% to 4.75%, an increase of 1%. With this increase, the financial instruments are forecast to increase by \$0.941m.

Foreign Exchange

The exposure to foreign exchange is predominately in the AUD / USD rates. The AUD / USD rate is forecast to be 1.00 at the end of 2010 an increase of 12% on 2009. The impact will be a decrease in the financial instruments of \$(0.382m).

Other

The University's assets held for sale and available-for-sale assets are diversified into debt trusts, equity, property securities and cash. The assets held for sale are expected to have a return of 4% (CPI expected in 2010 of 2% + 2%). The available-for-sale assets are expected to return 6% (CPI of 2% + 4%). The expected returns will increase the financial instruments by \$5.179m (held for sale assets - \$2.097m, available for sale assets - \$3.082m).

The returns expected are in accordance with the University's Investment Policy and strategy settings of the individual portfolios.

(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.

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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 \$'000	Less than 1 Year \$'000	1 to 5 Years \$'000	5+ Years \$'000	Non Interest \$'000	Total \$'000
Group - At 31 December 2009							
Financial assets							
Cash and cash equivalents	3.26	30,849	-	-	-	96	30,945
Receivables	-	-	-	-	-	139,550	139,550
Available for sale financial assets	-	-	-	-	-	53,364	53,364
Held to maturity investments	4.10	70,223	-	-	-	-	70,223
Non current assets classified as held for sale	-	-	-	-	-	52,424	52,424
Financial assets at fair value through profit or loss	-	30	-	-	-	-	30
Total financial assets		101,102	-	-	-	245,434	346,536
Financial liabilities							
Payables	-	-	-	-	-	22,580	22,580
Borrowings	4.89	51,487	7,050	-	-	-	58,537
Other financial liabilities	-	-	-	-	-	53,039	53,039
Total financial liabilities		51,487	7,050	-	-	75,619	134,156
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	-	-	-	-	-	43,800	43,800
Held to maturity investments	6.60	43,724	-	-	-	-	43,724
Non current assets classified as held for sale	-	-	-	-	-	45,426	45,426
Financial assets at fair value through profit or loss	(18.58)	115	-	-	-	-	115
Total financial assets		90,881	-	-	-	254,127	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

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	Average Interest Rate %	Variable Interest Rate \$'000	Less than 1 Year \$'000	1 to 5 Years \$'000	5+ Years \$'000	Non Interest \$'000	Total \$'000
Parent - At 31 December 2009							
Financial assets							
Cash and cash equivalents	3.26	10,165	-	-	-	44	10,209
Receivables	-	-	-	-	-	141,493	141,493
Available for sale financial assets	-	-	-	-	-	51,373	51,373
Held to maturity investments	4.10	70,223	-	-	-	-	70,223
Non current assets classified as held for sale	-	-	-	-	-	52,424	52,424
Total financial assets		80,388	-	-	-	245,334	325,722
Financial liabilities							
Payables	-	-	-	-	-	20,267	20,267
Borrowings	4.89	49,579	7,050	-	-	-	56,629
Other financial liabilities	-	-	-	-	-	52,455	52,455
Total financial liabilities		49,579	7,050	-	-	72,722	129,351
Parent - At 31 December 2008							
Financial assets							
Cash and cash equivalents	6.60	26,597	-	-	-	44	26,641
Receivables	-	-	-	-	-	162,753	162,753
Available for sale financial assets	-	-	-	-	-	42,346	42,346
Held to maturity investments	6.60	-	43,724	-	-	-	43,724
Non current assets classified as held for sale	-	-	-	-	-	45,426	45,426
Total financial assets		26,597	43,724	-	-	250,569	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

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43. DEFINED BENEFIT PLANS

(a) Fund specific disclosure

The Group expects to make a contribution of \$3.106 million (2008: \$2.908 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):

	2009 (%)	2008 (%)
Discount rate(s)	5.81	4.09
Expected return on plan assets	8.30	8.30
Expected rate(s) of salary increase	3.50	3.50

The analysis of the plan assets and the expected rate of return at the balance sheets date is as follows:

	2009 (%)	2008 (%)
Australian equity	2.80	2.40
Overseas equity	2.20	2.20
Australian fixed interest	0.50	0.70
Overseas fixed interest	0.40	0.60
Australian property	0.80	0.90
Cash	0.60	0.30
Other	1.10	1.20
Weighted average expected return	8.40	8.30

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 actuarial predictions of the market for the asset in the next twelve months

The history of experience adjustments is as follows:

	2009 \$'000	2008 \$'000	2007 \$'000	2006 \$'000	2005 \$'000
Fair value of plan assets	136,544	131,805	171,681	161,223	105,841
Present value of defined benefit obligation	248,284	274,605	212,923	215,413	226,492
(Surplus)/Deficit in Fund	111,740	142,800	41,242	54,190	120,651
Experience adjustments on plan liabilities	(24,768)	61,742	(8,621)	(13,350)	8,659
Experience adjustments on plan assets	(5,475)	40,111	(4,594)	(13,189)	(13,841)

(b) Financial impact for defined benefit plans

	SASS \$'000	SANCS \$'000	SSS \$'000	PSF \$'000	Total \$'000
Present value obligations - 2009					
Opening defined benefit obligation	34,651	8,330	226,348	4,914	274,243
Current service cost	1,460	399	877	253	2,989
Interest cost	1,364	320	9,027	157	10,868
Contributions from plan participants	617	-	1,075	-	1,692
Actuarial losses/(gains)	(1,607)	(472)	(23,185)	(313)	(25,577)
Benefits paid	(2,686)	(783)	(11,834)	(628)	(15,931)
Closing defined benefit obligation	33,799	7,794	202,308	4,383	248,284

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	SASS \$'000	SANCS \$'000	SSS \$'000	PSF \$'000	Total \$'000
Present value of plan assets - 2009					
Opening fair value of plan assets	37,865	3,159	86,805	3,976	131,805
Expected return on plan assets	3,034	332	6,732	239	10,337
Actuarial gains/(losses)	685	84	4,224	482	5,475
Contributions from the employer	1,333	411	1,045	378	3,167
Contributions from plan participants	617	-	1,075	-	1,692
Benefits paid	(2,685)	(783)	(11,835)	(629)	(15,932)
Closing fair value of plans assets	40,849	3,203	88,046	4,446	136,544
Expense recognised 2009					
Current service cost	1,460	399	876	253	2,988
Interest on obligation	1,364	320	9,027	157	10,868
Expected return on plan assets	(3,034)	(332)	(6,732)	(239)	(10,337)
Actuarial losses/(gains) recognised in the year	-	-	-	(795)	(795)
Expense/(income)	(210)	387	3,171	(624)	2,724
Other comprehensive income - 2009					
Actuarial losses/(gains) on defined benefit	-	-	-	-	-
Actuarial (losses)/gains on plan assets	-	-	-	-	-
Recognised in other comprehensive income	-	-	-	-	-
Cumulative total net actuarial (losses)/gains	-	-	-	-	-
Net liability - 2009					
Present value of funded obligations	33,799	7,794	202,308	4,383	248,284
Fair value of plans	(40,849)	(3,203)	(88,046)	(4,446)	(136,544)
(Surplus)/deficit	(7,050)	4,591	114,262	(63)	111,740
Net liability(asset) arising from defined benefit obligations	(7,050)	4,591	114,262	(63)	111,740
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 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
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
Other comprehensive income - 2008					
Actuarial losses/(gains) on defined benefit	-	-	-	-	-
Actuarial (losses)/gains on plan assets	-	-	-	-	-
Recognised in other comprehensive income	-	-	-	-	-
Cumulative total net actuarial (losses)/gains	-	-	-	-	-

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	SASS	SANCS	SSS	PSF	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Net liability 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
Actual return on plan assets	4,084	416	8,566	721	13,787

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 2009, the total assets of UniSuper were estimated to be \$1,396,000,000 (2008: \$323,000,000 excess) in deficiency 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 2009, the total assets of UniSuper were estimated to be \$39,000,000 (2008: \$1,456,000,000 excess) in deficiency 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 Defined Benefit Division as at 30 June 2009 is therefore in an "unsatisfactory financial position" as defined by SIS Regulation 9.04. An "unsatisfactory financial position" for a defined benefit fund is defined as when 'the value of the assets of the Fund is inadequate to cover the value of the liabilities of the Fund in respect of benefits vested in the members of the Fund'. The Actuary and the Trustee have followed the procedure required by Section 130 of the SIS Act when funds are found to be in an unsatisfactory financial position.

The actuary currently believes, in respect of the long-term financial condition of the Fund, that assets as at 30 June 2009, together with current contribution rates, are expected to be sufficient to provide for the current benefit levels for both existing members and anticipated new members if experience follows the "best estimate" assumptions.

Financial Report

44 . ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE

44.1 DEEWR - CGS and Other DEEWR Grants

(Parent Entity) entity (HEP) ONLY	Commonwealth grants scheme ¹		Indigenous support program		Equity support program		Disability support program		Workplace reform program		Workplace productivity program		Learning & teaching performance fund	
	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	89,054	81,221	758	637	302	201	133	166	1,106	1,069	505	505	3,276	5,896
Revenue for the period	89,054	81,221	758	637	302	201	133	166	1,106	1,069	505	505	3,276	5,896
Surplus / (deficit) from the previous year	-	-	-	-	-	-	-	-	-	-	95	302	1,990	2,546
Total revenue including accrued revenue	89,054	81,221	758	637	302	201	133	166	1,106	1,069	600	807	5,266	8,442
Less expenses including accrued expenses	(89,054)	(81,221)	(758)	(637)	(302)	(201)	(133)	(166)	(1,106)	(1,069)	386	(712)	(825)	(6,452)
Surplus / (deficit) for reporting period	-	-	-	-	-	-	-	-	-	-	986	95	4,441	1,990

(Parent Entity) entity (HEP) ONLY	Capital development pool		Improving the Practical Component of Teacher Education Initiative		Transitional Cost Program		Collaboration & structural reform programme		Total	
	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	1,021	-	343	-	994	1,165	1,891	1,549	99,383	92,409
Revenue for the period	1,021	-	343	-	994	1,165	1,891	1,549	99,383	92,409
Surplus / (deficit) from the previous year	115	3,371	(343)	-	-	-	2,637	773	4,494	6,992
Total revenue including accrued revenue	1,136	3,371	-	-	994	1,165	4,528	2,322	103,877	99,401
Less expenses including accrued expenses	(1,136)	(3,256)	-	-	(994)	(1,165)	(499)	315	(94,421)	(94,564)
Surplus / (deficit) for reporting period	-	115	-	-	-	-	4,029	2,637	9,456	4,837

¹Includes the basic CGS grant amount, CGS-Regional Loading, CGS-Enabled Loading, Maths and Science Transition Loading and Full Fee Places Transition Loading.

44.2 Higher Education Loan Programmes (excl OS-HELP)

(Parent Entity) entity (HEP) ONLY	HECS-HELP - Australian Government payments (Australian Government payments only)		FEE-HELP		Total	
	2009	2008	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	52,434	49,512	2,873	3,338	55,307	52,850
Surplus / (deficit) from the previous year	-	-	-	-	-	-
Total revenue including accrued revenue	52,434	49,512	2,873	3,338	55,307	52,850
Less expenses including accrued expenses	(52,434)	(49,512)	(2,873)	(3,338)	(55,307)	(52,850)
Surplus / (deficit) for reporting period	-	-	-	-	-	-

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44.3 Scholarships

(Parent Entity) entity (HEP) ONLY	Australian postgraduate awards		International postgraduate research scholarship		Commonwealth education cost scholarships		Commonwealth accommodation scholarships		Total	
	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	2,325	1,909	360	385	967	899	1,461	1,245	5,113	4,438
Revenue for the period	2,325	1,909	360	385	967	899	1,461	1,245	5,113	4,438
Surplus / (deficit) from the previous year	89	45	(66)	(217)	350	114	435	164	808	106
Total revenue including accrued revenue	2,414	1,954	294	168	1,317	1,013	1,896	1,409	5,921	4,544
Less expenses including accrued expenses	(2,148)	(1,865)	(162)	(234)	(948)	(663)	(1,332)	(974)	(4,590)	(3,736)
Surplus / (deficit) for reporting period	266	89	132	(66)	369	350	564	435	1,331	808

44.4 DIISR-Research

(Parent Entity) entity (HEP) ONLY	Institutional grants scheme		Research training scheme		Research infrastructure block grants		Regional protection scheme		Implementation assistance programme		Australian scheme for higher education repositories		Commercial-isation training	
	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	5,697	5,874	11,761	12,087	3,621	3,851	-	455	151	143	255	240	101	109
Revenue for the period	5,697	5,874	11,761	12,087	3,621	3,851	-	455	151	143	255	240	101	109
Surplus / (deficit) from the previous year	-	-	-	-	1,321	1,694	-	-	52	13	102	20	36	30
Total revenue including accrued revenue	5,697	5,874	11,761	12,087	4,942	5,545	-	455	203	156	357	260	137	139
Less expenses including accrued expenses	(5,697)	(5,874)	(11,761)	(12,087)	(3,988)	(4,224)	-	(455)	(137)	(104)	(250)	(158)	-	(103)
Surplus / (deficit) for reporting period	-	-	-	-	954	1,321	-	-	66	52	107	102	137	36

(Parent Entity) entity (HEP) ONLY

	Total	
	2009	2008
	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	21,586	22,759
Revenue for the period	21,586	22,759
Surplus / (deficit) from the previous year	1,511	1,757
Total revenue including accrued revenue	23,097	24,516
Less expenses including accrued expenses	(21,833)	(23,005)
Surplus / (deficit) for reporting period	1,264	1,511

44.5 Voluntary Student Unionism and Better Universities Renewal Funding

(Parent Entity) entity (HEP) ONLY	VSU transition fund		VSU project		Total	
	2009	2008	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	-	1,550	25	775	25	2,325
Revenue for the period	-	1,550	25	775	25	2,325
Surplus / (deficit) from the previous year	1,234	3,877	309	(84)	1,543	3,793
Total revenue including accrued revenue	1,234	5,427	334	691	1,568	6,118
Less expenses including accrued expenses	(1,234)	(4,193)	(334)	(382)	(1,568)	(4,575)
Surplus / (deficit) for reporting period	-	1,234	-	309	-	1,543

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44.6 Other Capital Funding

(Parent Entity) entity (HEP) ONLY

	Teaching and Learning Capital Fund		Education Investment Fund		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	10,070	-	19,000	-	29,070	-
Net accrual adjustments	-	-	-	-	-	-
Revenue for the period	10,070	-	19,000	-	29,070	-
Surplus / (deficit) from the previous year	-	-	-	-	-	-
Total revenue including accrued revenue	10,070	-	19,000	-	29,070	-
Less expenses including accrued expenses	(639)	-	(11,148)	-	(11,787)	-
Surplus / (deficit) for reporting period	9,431	-	7,852	-	17,283	-

(c) Networks and Centres

(Parent Entity) entity (HEP) ONLY

	Centres		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	2,651	2,598	2,651	2,598
Revenue for the period	2,651	2,598	2,651	2,598
Surplus / (deficit) from the previous year	872	667	872	667
Total revenue including accrued revenue	3,523	3,265	3,523	3,265
Less expenses including accrued expenses	(2,733)	(2,393)	(2,733)	(2,393)
Surplus / (deficit) for reporting period	790	872	790	872

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Front Cover

Students participating in the University of Wollongong

2009 Welcome to Wollongong Celebrations.

The 2009 Annual Report is available on the University's website:

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The University of Wollongong attempts to ensure that the information contained in this publication is correct at the time of production (April 2010), however sections may be amended without notice by the University in response to changing circumstances or for any other reason.

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