

University of Wollongong



ANNUAL REPORT

2010



29th April 2011

The Honourable Adrian Piccoli, MP
Level 34 Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

Dear Minister,

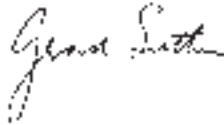
The Council of the University of Wollongong has the honour of submitting to you the Annual Report of the proceedings of the University of Wollongong for the period 1 January to 31 December 2010.

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

Yours sincerely,



Ms Jillian Broadbent AO
Chancellor



Professor Gerard Sutton AO
Vice-Chancellor and Principal

CONTENTS

VOLUME ONE

UOW 2010

UOW at a Glance	02
Vice-Chancellor's Review	03
Highlights of 2010	04
University Governance and Quality	06

Review of Performance

Learning and Teaching	12
Research	15
Community Engagement	20
Students	24
International Outlook	34
Staff	37
Business and Enterprise	42

Appendices

UOW Faculty Structure	55
Senior University Officers	56
Senior Executive Performance	58
UOW Council and Committees	59
Freedom of Information Statistics	62
Employment, Equity and Diversity Statistics	67
Academic Promotions 2010	68
Land Disposal and Acquisition	69

UOW Finance 2010

University and Subsidiaries (Consolidated) Financial Performance	71
2010 University (Parent Entity) Financial Performance	76
Statement by members of Council	81
Independent Auditor's Report	82
Audited Financial Report	84
Notes to the Financial Statements	89

VOLUME TWO

Controlled Entities Audited Financial Statements

ITC Limited
Wollongong UniCentre Limited
University Recreation & Aquatic Centre Limited

THE UNIVERSITY OF WOLLONGONG AT A GLANCE

Since its inception, the University has awarded over 101,000 degrees and diplomas. As at December 2010, it had over 27,000 students enrolled at its onshore and offshore campuses, and attracts students from more than 140 countries.¹ The University continues to actively forge links with the communities it calls home. It is a major driver of regional development and one of the largest non-government employers in the Illawarra region, with a total contribution to the regional economy exceeding \$1 billion in 2010.

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.

Research Themes

UOW maintains 20 research strengths across five research themes:

- > Environmental Sustainability
- > Innovative Materials and Manufacturing
- > Health and Medical Research
- > Information and Mathematical Sciences
- > Society, Policy and Culture

For more information on UOW research activity, see page <?>.

UOW in 2010

Campuses: 4

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

Education Centres: 4

Batemans Bay, Bega, UOW Southern Sydney, 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: 27, 207²

Postgraduate: 8,929

Undergraduate: 18,008

Total Enrolments: **29,031**

Non Award, Enabling and Cross Institution: 1,824

Equivalent Full Time Student Load (EFTSL): 20,998

International (onshore): 4,544

International (offshore): 3,127

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 2010

² Figures based on UOW data as at December 2010. Total Course Enrolments incorporates Total Enrolments minus the number of Non Award, Enabling and Cross Institution Enrolments

VICE-CHANCELLOR'S REVIEW

By the end of its 2008 – 2010 planning cycle, the University of Wollongong (UOW) was a dynamic network of campuses and sites. With the Wollongong campus as the home base, it included the Shoalhaven Campus, the Innovation Campus (iC) and the successful UOWD, now growing in size and prestige in Dubai. The Sydney Business School was located on the iC and about to move from its current base in the Sydney CBD to a strategic position overlooking Sydney Harbour, a sign of its increasing profile and emphasis on the quality end of business education. The four education centres continued to meet community needs with an expansion in offerings and the growth of Southern Sydney towards campus status was identified as a priority for the 2011 – 2013 cycle.

The University's calibre was thoroughly tested in 2010. Firstly as part of our development of a new Strategic Plan and then under the external spotlights of the Excellence in Research for Australia (ERA) Initiative and the Australian Universities Quality (AUQA) Audit.

The internal review signalled the end of the 2008 – 2010 cycle and the initiation of a strategic planning process for 2011 – 2013. It found a University with a sustained international profile based on the research leadership that placed us in the top 2% of world research universities (Academic Ranking of World Universities). The University has built distinctive concentrations of research and entrepreneurial expertise. They include the Illawarra Health and Medical Research Institute, the Australian Institute of Innovative Materials (AIIM) and the SMART Infrastructure Facility. All have national and international significance.

The University can be proud of its record in learning and teaching. It has achieved exceptional success against the prime indicators of excellence, including Australian Learning and Teaching Council citations. Our ability to develop students into strong, contributing graduates is borne out by a decade of five-star ratings in the Good Universities Guide in the categories of "Getting a Job", "Positive Graduate Outcomes" and "Graduate Starting Salary". Their journey from first year to graduation is supported by quality teaching and support programs and their satisfaction levels were amongst the highest in the sector.

The planning review recognised UOW's success in attracting international students, a measure of its quality and reputation. It also noted important developments in offshore teaching and research partnerships and our capacity to continually improve their management. Internationalisation was further developed as a concept over the 2008 – 2010 cycle and articulated in a cohesive statement at the end of 2010. Priorities for 2011 – 2013 include strategies for better expressing and delivering internationalisation through the curriculum

Once again, engagement with the community was seen as a defining feature of the University's development. It is there very strongly in the big projects, such as iC and the planning for a health and medical precinct, all of which raise the profile and enrich the economy of the region. It is also evident, most importantly, in the outreach to schools and in joint programs such as the outstanding Welcome to Wollongong event in which business and the local community combine with their University to welcome international students.

The review of 2008 – 2010 performance noted two critical strengths of UOW: its staff and its robust financial and business practices. The "Your Voice" workforce survey was conducted for the second time in 2010 and this University out-performed the Australian University benchmark scores across all of the workplace dimensions. Our staff continue to demonstrate enthusiasm, versatility and, as the AUQA audit self-review processes showed, a remarkable capacity for reflection and collegial endeavour. Our business platform was found to be sound with financial and increasingly sophisticated data management informing our proactive decision-making.

Our internal analysis was validated by the intensive AUQA and ERA processes. The evidence-based AUQA portfolio presented a University with embedded and aligned quality and planning processes; an engaging, successful learning environment achieved by first-rate staff and support programs; and a commitment to an international education role within a strengthened quality framework. The priorities for improvement were identified and are echoed in this report. They often involve taking forward current initiatives and refining monitoring mechanisms. The AUQA Audit Report will be released in mid 2011.

For the 2010 ERA initiative, UOW successfully submitted data for 55 out of 157 four-digit Field of Research codes with 65% of those being at or above world standard. The key outcomes for the University were a more integrated view of developing or improving research systems; and improved management and categorisation of research data leading to better internal reporting.

In October 2010, the University Council approved a new Strategic Plan. My preface begins: "The hallmark strengths that define the "UOW way" and its culture - *diversity, excellence, enterprise and partnership* - drove quality, innovation and an exceptional record of achievement over the 2008 – 2010 strategic planning cycle". I believe the 2010 review processes support this conclusion. In 2011, the University enters a new decade with a Vision which is about using its special capacity to enrich people and the world they live in.



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

HIGHLIGHTS OF 2010



January A number of well-known identities took part in a unique and vibrant series of lectures and debates over Summer Session in a course available to award students and community members alike. The impressive line-up of speakers included former High Court Justice Michael Kirby, businessman, philanthropist and adventurer Dick Smith, former Independent Member of the NSW Legislative Assembly John Hatton, CEO of St Vincent de Paul NSW John Falzon, and former Chairperson of the NSW Corrective Services Commission and renowned champion of equity Professor Tony Vinson.

February The Faculty of Commerce launched a short film acknowledging Dharawal Country, which was created in collaboration with the local Aboriginal community. Many Elders and members of the local Illawarra Aboriginal Community attended the first viewing of the digital *Acknowledgment of Dharawal Country*. The film is intended to bring more meaning to Acknowledgment of Country speeches that are given at official events in the Illawarra. It shows photographs and music that represent 'country, culture, kinship, journey and connectedness' with Dharawal Country.

March A groundbreaking ceremony was held for the Australian Institute for Innovative Materials (AIIM) Processing and Devices Facility. The federally funded building is the first of its kind in Australia and is being built next to the existing AIIM Building at the Innovation Campus. Currently there are no facilities available in Australia to produce multifunctional materials at the scale and quantity required to commercialise research products. When developed, the Facility will house 150 staff and students.

The University of Wollongong PASS (Peer Assisted Study Sessions) Program was awarded 'Most Outstanding PASS Program' in the world.



This premier international award recognises the program that is considered to have made the most sustained and outstanding contribution to student success, demonstrates excellence in every aspect of its operations and has positively influenced the culture of learning at its institution.

April University of Wollongong lecturers were among a select few international graphic design academics invited to contribute to a new book of best-practice student projects. *Design School Confidential: Extraordinary Class Projects from International Design Schools*, edited by celebrated US design academics and writers, Steven Heller and Lita Talarico, showcases 50 of the best projects from graphic design degree programs from around the world.

In a highly competitive process, the University of Wollongong's Centre for Health Service Development (CHSD) was awarded a multi-million dollar project to develop a pivotal health information system. The CHSD will develop the 2012 version of the Australian Refined – Diagnosis Related Group Classification System, which will be implemented nationally on 1 July 2013. This is the classification system that is used in relation to acute patients admitted to Australian hospitals and to those in approximately 10 other countries.

May The Illawarra Health and Medical Research Institute (IHMRI) won a \$2.5 million three-year tender to operate NSW's first specialist service for people with a personality disorder. The project will begin with the South Eastern Sydney Illawarra Area Health Service and Justice Health. Mental health clinicians in these services will receive training to allow them to work more effectively with people with personality disorders. Scientific Director of Neuroscience and Mental Health at IHMRI, Professor Brin Grenyer, said he planned to develop innovative treatments for patients with personality disorders based on best research evidence.



June The Innovation Campus was announced as the site of a new \$25.1 million Retrofitting for Resilient and Sustainable Buildings facility, which aims to make existing buildings more energy efficient. It is being designed and will be operated as a world class environmentally sustainable building and will be an industry exemplar, delivering evidence-based practice in sustainable building technologies and design for Southern Hemisphere environments.

Lecturer in Stage and Screenwriting in the Faculty of Creative Arts, Dr Catherine Fargher, and Doctor of Creative Arts scholarship student, Donna Abela, were nominated in the 43rd Annual Australian Writers' Guild (AWGIE) awards – and both went on to win their categories.

July NSW Deputy Premier and Health Minister, Carmel Tebbutt, predicted that the Illawarra Health and Medical Research Institute (IHMRI) would have a far-reaching impact on communities locally, nationally and overseas.

She was speaking at the official opening of the \$30 million IHMRI research building, which contains purpose-built clinical trials facilities, sophisticated laboratories and other research facilities. IHMRI is a partnership between UOW and the South Eastern Sydney and Illawarra Area Health Service (SESAHS) with a vision to provide excellence and innovation in health and medical research that will lead to better health services and a healthier Illawarra community.

Staff across a range of disciplines were recognised for their 'outstanding contributions to student learning' by the Australian Learning and Teaching Council (ALTC). UOW's seven citations place the University in the top tier category – a position it has now held for five years. Citations, valued at \$10,000 each, are awarded to both academic and professional staff who have demonstrated sustained dedication to improving the quality of the student learning experience.



August The 2011 Good Universities Guide accorded UOW a record 43 stars from the nine critical categories listed in the independent guide. The University gained a maximum five stars in the categories of 'Getting a Job', Positive Graduate Outcomes', 'Research Intensity', 'Graduate Satisfaction', 'Staff Qualifications', 'Staff-Student Ratios' and 'Generic Skills'. It gained four stars for 'Graduate Starting Salary' and 'Teaching Quality'.

UOW recognised former Chancellor Dr Michael Codd's contribution over 12 years when a building named in his honour was officially opened at the Innovation Campus by his close friend and business associate Thérèse Rein. She opened the \$20 million Mike Codd Building, which houses the Sydney Business School and a Digital Media Centre that is a partnership between UOW and the TAFE Illawarra Institute. Vice-Chancellor Professor Gerard Sutton said that it was fitting that a building named after Dr Codd be located on the Innovation Campus, because as Chancellor he had played a critical role in the iC's early development.

September Her Royal Highness Princess Soamsawali of Thailand visited the University to meet Thai students and tour the Illawarra Health and Medical Research Institute. Her Royal Highness was in Australia to sign an agreement between the NSW State Government and the Bangkok Metropolitan Authority aimed at reducing drug related harm (including HIV) among injecting drug users in Thailand, with IHMRI and UOW directly involved in a number of ways. Strongly interested in health research – especially in regard to children – Her Royal Highness also took the opportunity to see IHMRI research in this area.



October UOW's 'Stumping Serious Diseases' celebrity cricket match was once again a highlight of the UOW calendar, with the event raising money to support its health and medical research programs. The 'Stumping Serious Diseases' events – including the cricket match and a gala dinner – received strong corporate support, with Baulderstone the major sponsor, followed by MphasiS, Hooker Cockram, Daley and Co Accountants and Internatrix.

Indian technology giant MphasiS became the first success story in UOW's campaign to attract the Indian information and communication technology (ICT) organisation to the city. MphasiS is a Bangalore-based Hewlett Packard ICT company that employs 38,000 people worldwide, and Vice-Chancellor Professor Gerard Sutton predicted other Indian companies will follow its lead and establish centres at UOW's Innovation Campus. The company will employ around 250 people at the centre to service its customers in Australia and New Zealand, while also working with UOW on a range of initiatives including training, graduate recruitment, and research and development.

November Important work by a research team led by Dr Phil Barker (research scientist from BlueScope Steel Research) and Associate Professor Stephen Blanksby (UOW School of Chemistry) was recognised by an invitation (duly accepted) to become the Wollongong node of the Australian Research Centre of Excellence for Free Radical Chemistry.

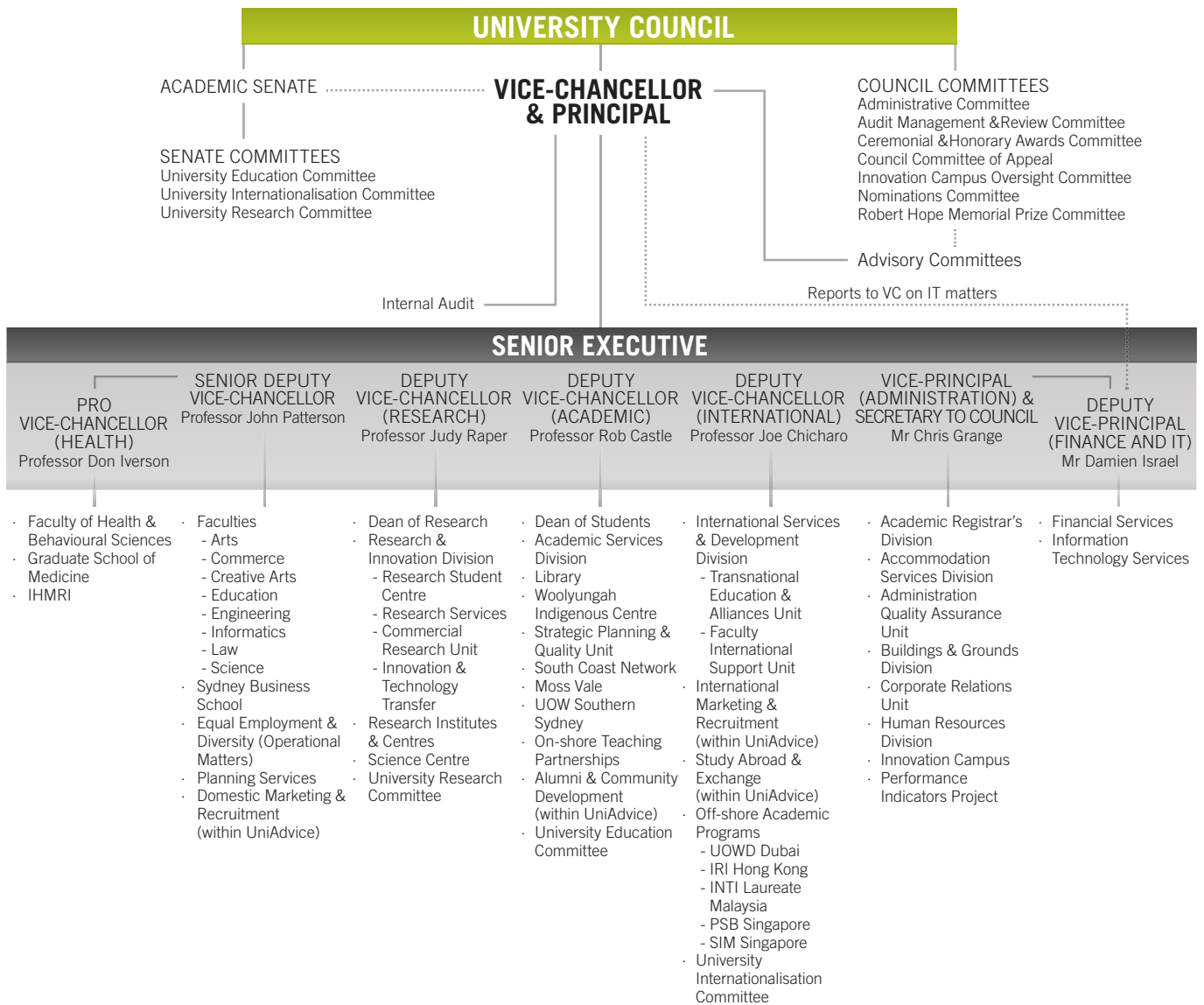


Australian Research Council (ARC) funding of more than \$10.6 million will allow UOW researchers to tackle a range of projects ranging from mapping climate change in Antarctica, investigating the next generation of solar cells to developing antibacterial agents, and improving market segmentation analysis in business. The Minister for Innovation, Industry Science and Research Senator Kim Carr announced the ARC National Competitive Grants Program that saw UOW awarded 25 Discovery Projects and three Linkage Project Scheme grants.

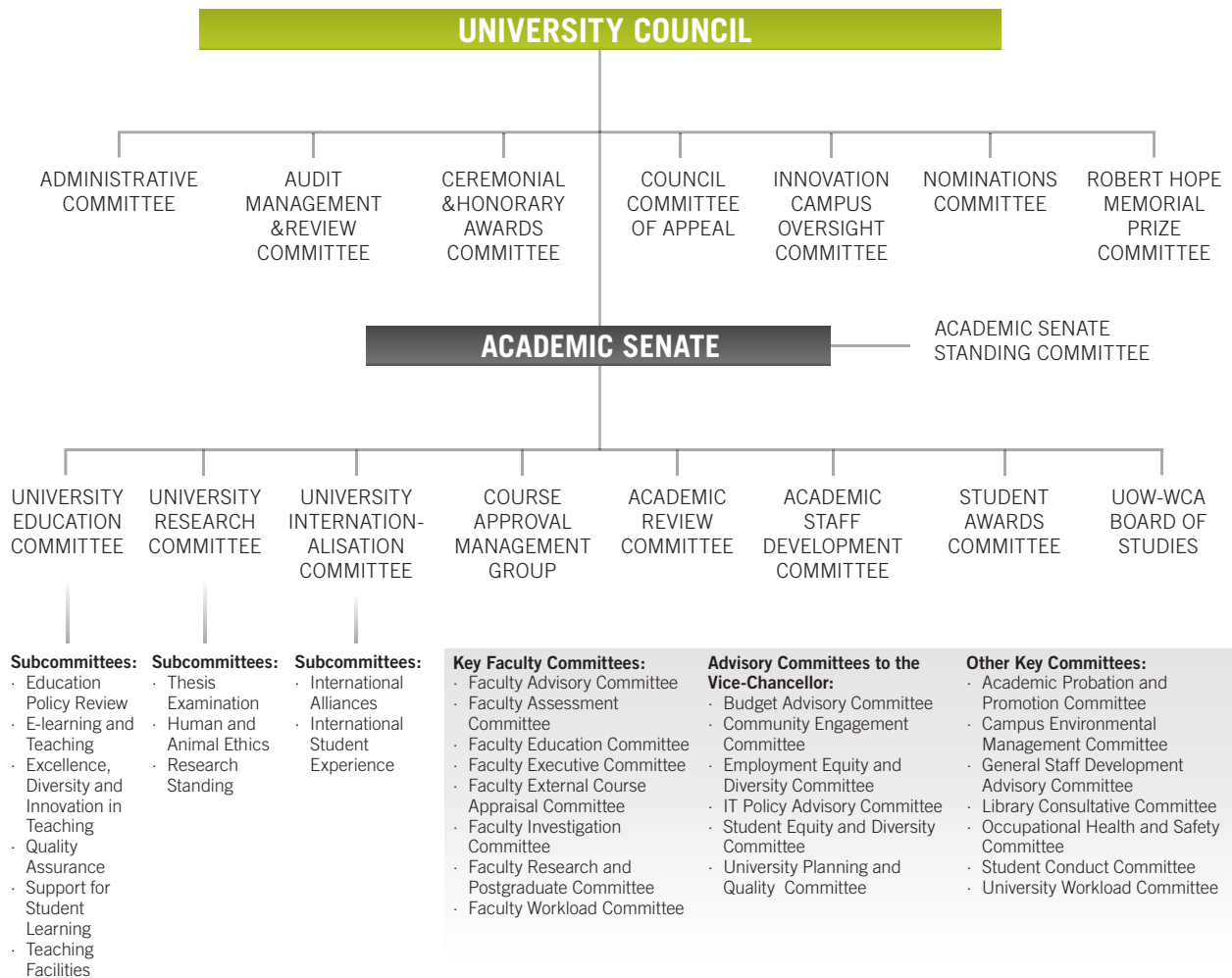
December NSW Governor Professor Marie Bashir AC CVO congratulated UOW's first medical graduates at their graduation ceremony. The Governor had been the special guest at a welcome ceremony for the first cohort of students at the Graduate School of Medicine when they started their course in January 2007, so her participation in the ceremony for the 65 graduates was particularly fitting. Also at the graduation, Pro Vice-Chancellor (Health) Professor Don Iverson paid tribute to the many people from within the University and from the medical community in the Illawarra, Shoalhaven and across regional NSW who had contributed to the school's unique curriculum and community-based clinical program.

UNIVERSITY GOVERNANCE AND QUALITY

University Structure 2010



Committee Structure 2010





University Council

The University Council opened 2010 with the Chancellor, Ms Jillian Broadbent AO, welcoming four new members to the February meeting: Dr Elizabeth Magassy, Mr Robert Ryan, Mr Gareth Ward, and Mr Chris Whittaker. The Council also elected a new Deputy Chancellor, Dr Stephen Andersen, who would chair both the Administrative Committee and the Innovation Campus Oversight Committee.

In February, the Council approved a substantial and innovative international partnership between the University and Laureate Education Inc. This partnership will enable UOW to deliver academic programs offshore at various Laureate partner locations, thus utilising and significantly growing the University brand and market presence. Initial delivery in the first half of 2011 would be to Malaysia's INTI International University (part of INTI Universal Holdings Sdn Bhd).

Also in February, the Council was petitioned by a student collective highlighting the student community's desire for the university to use renewable sources for its energy requirements. Throughout 2010, the Council maintained an active focus on environmental issues affecting the University, with the Administrative Committee receiving regular reports on environmental sustainability measures being taken by the University. The Council also maintained a high level of vigilance regarding the environmental management of the University and, in December, approved the University's *Environment Management Plan 2010–2013*.

At the April meeting, the Chancellor welcomed a further two members of the Council, academic staff representative Professor Song-Ping Zhu and postgraduate student representative Saif AlSulami.

The Council also approved the University's revised Reconciliation Statement which acknowledged the Aboriginal groups who are the traditional owners and custodians of the lands on which the University's sites are located, as well as acknowledging the relationship of Aboriginal and Torres Strait Islander people to Country. The Reconciliation Statement also acknowledged the wrongs of the past, without attributing specific blame, and committed to addressing identified obstacles to reconciliation.

Also at this meeting, the Council approved changes to the structure of the University's Senior Executive. Professor John Patterson was redesignated Senior Deputy Vice-Chancellor, in place of his previous title Deputy Vice-Chancellor (Operations), and Professor Joe Chicharo was redesignated Deputy Vice-Chancellor (International) in place of his prior position as Pro Vice-Chancellor (International).

In June, the Council approved and initiated the process by which the next Vice-Chancellor of the University will be selected. The Council determined the selection committee and the process of appointing the University's next Vice-Chancellor. The Council received updates throughout the year on developments regarding the recruitment process.

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 AlSulami; Professor Song-Ping Zhu

In August, the Council conducted its annual performance review and engaged in a confidential discussion regarding the results of that review. The Council identified improvement opportunities relating to the University's academic activities, strategic planning and occupational health and safety responsibilities. As a result of these discussions members of the University Council were provided with an in-depth briefing session on OH&S at the University, as well as the commencement of a series of presentations by the Deans of each faculty. Faculty presentations will continue throughout 2011.

The University Council played an active role in the development of the University's *Strategic Plan 2011 – 2013*, receiving regular updates and opportunities to participate in the University planning cycle until October, when the Council approved the final version of the Plan. Aligned to this process was Council's close observation and monitoring of the University's preparations for the 2011 Australian Universities Quality Agency (AUQA) Audit, which took place throughout the year and culminated in the Council's approval of the AUQA Performance Portfolio at the December meeting.

The University Council amended the *Delegations of Authority Policy* throughout the year, guaranteeing that the central instrument for the devolution of decision-making authority was accurate and responsive to the changing University environment. A number of other new and revised policies were approved by the University Council during 2010 including:

- > *Use of University Name by Third Parties Policy*
- > *Code of Practice: Student Professional Experience*
- > *Standard on Courses*
- > *Student Conduct Rules*
- > *Student Health Assessment and Leave Policy*
- > *UOW Benchmarking Policy*
- > *Research Sponsorship and Collaboration Policy*
- > *Academic Advice to Students Policy*
- > *Student Charter*
- > *International Alliances Policy*

The Council and its Committees have maintained and strengthened their relationships with the governing bodies of the University's controlled entities: ITC Ltd, URAC Ltd, and Wollongong UniCentre Ltd. The Council received regular financial reporting, planning, budgetary and risk management information from the University's controlled entities. The growth and vigour of the controlled entities was watched over carefully by the Council, and the strong governance relationships between those organisations will assure their continued success.

The Council paid close attention throughout the year to the management of UOW finances, approving the 2009 Financial Statements and the 2010 Budget, as well as receiving regular performance updates and allied information, such as risk management, benchmarking and credit rating reports.

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

Key areas of policy development and implementation in 2010 included:

- > Endorsement of the following new policy documents:
 - *Code of Practice – Student Professional Experience*
 - *Academic Integrity and Plagiarism Policy*
 - *Research Sponsorship and Collaboration Policy*
 - *UOW Benchmarking Policy*
 - *Academic Advice to Students Policy*
 - *Framework Policy for UOW Students Studying at WCA*
 - *Student Charter*, including consequential amendment to the *General Course Rules*
- > Endorsement of revisions to the following policy documents:
 - *General Course Rules*
 - *Student Academic Consideration Policy*
 - *Student Awards and Prizes Policy*
 - *Student Health Assessment and Leave Policy*
 - *Student Conduct Rules* and associated Procedures
 - *International Alliances Policy* and associated Procedures
 - *Code of Practice – Teaching and Assessment*
- > Rescission or deletion of the following policy documents:
 - *Code of Practice – Practical Placements*
 - *Code of Practice – Students*
 - *Acknowledgement Practice/Plagiarism Policy*
 - *Use of Turnitin Policy*
 - *Teaching and Assessment Policy*
- > Endorsement of the introduction of the 'StartSmart – Essential Academic Information Skills' program and consequential amendments to the *General Course Rules* and renamed *Information Literacy Integration Policy*
- > Endorsement of the proposal for digital submission of Higher Degree Research Theses and accompanying amendments to the *Higher Degree Research Course Rules*

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

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

- > Endorsement of the *University of Wollongong Strategic Plan 2011 – 2013*, the *Information Technology Strategic Plan*, the *Report on Annual Performance Against Goals 2009*, the *UOW Environment Management Plan*, the *UOW Quality Framework*, the 'no change' review of the Authorship Policy, and the UOW's interim Agreement for Mission-Based Compacts with the Federal Government
- > Approval of 11 new courses, major amendments to 11 courses and discontinuation of three courses; noting of 131 proposals for minor amendments to courses that were approved by the Deputy Vice-Chancellor (Academic)
- > Approval of 28 new University Prizes

- > Approval of nominees to the Academic Probation Committee and Academic Promotion Committee
- > Approval of revised Terms of Reference and Membership for the University Internationalisation Committee and University Research Committee.

Throughout the year, Academic Senate also received regular updates on planning for Cycle Two of the AUQA Audit scheduled for March 2011.

Two committees of Academic Senate were formalised during the year: the Course Approval Management Group and the UOW-WCA Board of Studies.

In April, Academic Senate hosted a Big Picture Debate on 'Accountability or anti-intellectualism in higher education', featuring a presentation by Dr Gavin Moodie, Principal Policy Adviser at RMIT University.

In August, the annual 'Meet the Chancellor' Reception was held and was the first Academic Senate event attended by the new Chancellor, Ms Jillian Broadbent AO.

Throughout the year, Academic Senate was represented at the regularly held NSW/Territories Chairs of Academic Boards/Senates meetings, which discussed many topics relating to educational quality, university governance, learning pathways, and the national curriculum.

Academic Senate's priorities for 2011 include:

- > Preparing for the AUQA visit in March 2011
- > Exploring means by which Academic Senate can be more effective in enabling and ensuring high standards of teaching and research
- > Expanding the benchmarking work with Deakin University and the University of Tasmania, focusing on standards and on the higher degree by research student experience
- > Expanding engagement with Academic Senate members
- > More clearly aligning Academic Senate's strategies with the University's new Strategic Plan
- > Improving, strengthening and expediting communication flows through UOW
- > Continuing to develop the Big Picture Debates.

Strategic Planning

The University completed its 2008 – 10 planning cycle this year and attention centred on the development of a new Strategic Plan. Following an official launch by the Vice-Chancellor at the end of 2009, this extensive project was overseen by the University Planning and Quality Committee in consultation with key stakeholders. It included a review of strengths, weaknesses and opportunities; trends in the external environment; and the capacity of the planning structure to provide the most effective framework for planning across a multi-location University. Planning priorities for 2011 to 2013 were developed in consultation with faculties and the University community. Iterations of the strategic priorities and the emerging structure were tested with Academic Senate and the University Council at each of their meetings. In parallel, the goal committees began to develop the goals, objectives and Key Performance Indicators (KPIs) in detail and they were workshopped in special sessions of UOW's July Planning Conference.

As the result of this inclusive process, the *Strategic Plan 2011-2013* and planning framework take the University to a new level of planning maturity. At the direct request of the Council, the new Plan, for the first time, looks towards a 10-year horizon. Nested within that context are the three-year Plan itself and five enabling Management Plans under each Goal: Student Learning and Teaching; Research Management; Engagement and Partnerships; International and Staff.

The *Performance Monitoring Framework* (PMF) has informed the reporting in the Annual Reports to Parliament over the 2008 – 2010 cycle and provided a coherent body of evidence-based reporting based on ongoing improvements in data collection and analysis (for example, through survey triangulation and the Performance Indicators Project). The Management Plans will replace the PMF as the principal mechanism for managing the strategies and setting the targets that are then applied at faculty and unit level. They will be the basis for annual review of performance with reference to the identified measures. Strategies and targets will be adjusted as necessary for the next year.

Opportunities for engagement and communication throughout this watershed year ranged from special faculty forums to an expanded Planning Conference in July and to the larger October Planning Forum which provided the occasion for the launch of the *Strategic Plan 2011-2013*.

The internal link between budget and planning was further strengthened in 2010 with quarterly meetings between the senior Executive and each Dean to consider faculty performance against the faculty plan and its capacity to meet planning priorities. In the external funding context, the University was involved in the next stage of the shift to a mission-based Compact model. The 2010 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) and an agreed Compact will be finalised after a delegation from the two departments visit the campus in April 2011.

The major Strategic Planning priorities for 2011 will be:

- > The communication and implementation of the new Strategic Plan and the Management Plans that will guide operations to meet its goals and objectives
- > Fine-tuning of performance reporting under the revised framework

Quality

The University's preparations for the quality audit by the Australian Universities Quality Agency (AUQA) in March 2011 were the major focus during a busy year. An AUQA Audit Steering Group continued to guide activity, which included a comprehensive self review across the two audit theme areas – Enabling Undergraduate Learning at UOW and International Activities. The self review was undertaken from February to June 2010 and included all faculties and relevant professional units and all teaching sites, including those offshore. The findings were presented at a Quality Forum held mid year and informed the development of the University's Performance Portfolio.

The Performance Portfolio was submitted to AUQA on 21 December 2010. It was developed as part of a collaborative process involving key stakeholders and committees including the University Education (UEC) and Internationalisation (UIC) Committees and their subcommittees; the University Planning and Quality Committee (UPAQ); Academic Senate; and the University Council. UPAQ also continued to monitor reports against the University's *Quality Improvement Plan*; they then formed the basis for reporting to AUQA on progress against the recommendations from the cycle 1 audit in 2005.

The milestones in quality improvement during 2010 are listed below:

- > A revised UOW Quality Framework was developed to provide a coherent and comprehensive overview of quality at UOW: how our quality management system works and how the various 'quality' elements align and interconnect
- > An institutional academic risk assessment and a follow-up review of compliance under the National Protocols for Higher Education were completed and reported to AUQA as part of our audit submission
- > The Procedure for Monitoring Comparative Student Outcomes was revised to strengthen the role of faculties in monitoring comparative student outcomes and assure the reporting trail from faculties to the central committees
- > A range of curricula reviews were undertaken in 2010 under the ambit of the *Academic Review Policy*, including the Bachelor of Creative Arts, Bachelor of International Studies, a number of majors within the Bachelor of Arts, and the Master of Business Administration
- > Ongoing initiatives for improving the quality of transnational education programs aimed to standardise processes and procedures in areas such as management oversight, annual reviews, partner selection and due diligence, admission and enrolment of students, orientation, student feedback, moderation of assessment, and professional development for offshore teachers
- > A new *UOW Benchmarking Policy*, guide and website were developed to ensure a more systematic approach to benchmarking across the University. The policy provides clear definitions of purposes and processes and makes explicit the links between benchmarking and institutional planning and the setting of performance targets
- > A successful three-way benchmarking project with the University of Tasmania (UTAS) and Deakin University on assessment was undertaken in 2010. The project resulted in a beneficial sharing of good practice and the identification of areas for improvements at both faculty and institutional level. An Action Plan was developed to drive and monitor improvements into 2011, with implementation being led by an Assessment Working Party
- > The First Year Experience Working Party, which grew out of a 2009 benchmarking project with UTAS on Academic Transition support, made significant progress during the year. A 'one year out' report released in December noted many improvements including the building of a network of first year coordinators, expanded professional development opportunities and greater awareness of the importance of the first year experience
- > Other working groups and projects during the year included the Social Inclusion Working Party, Graduate Qualities and Curriculum Mapping Working Party, English Language Proficiency Working Group and the Staying Connected (first year retention) project. Together with many other initiatives, they played a significant and practical role in fostering improvements in learning and teaching

The major priorities for 2011 will be:

- > Support for the AUQA audit site visits over 11 days in March
- > Communication of the outcomes from the cycle 2 AUQA Audit and the revised UOW Quality Framework
- > Implementation of the recommendations and affirmations from the cycle 2 AUQA Audit via a revised Quality Improvement Plan
- > Capitalising on the previous benchmarking projects on academic transition support and assessment, and further developing our benchmarking relationships
- > Continued improvement to the reporting and analysis of data used to monitor comparative student outcomes by cohorts and across teaching sites



2010

REVIEW: LEARNING AND TEACHING

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

In 2010, external recognition confirmed the quality of UOW's learning and teaching. UOW achieved A1 ratings and A2 ratings for Excellence under the Australian Learning and Teaching Performance Fund and, as a measure of scholarship and reflective teaching practice, it was ranked 4th of 46 eligible institutions in winning Australian Learning and Teaching Council (ALTC) Grants as the lead institution. The consistent strength of its learning outcomes was demonstrated by a new record; a continuous decade of five star ratings in the *Good Universities Guide* categories of 'Graduate Satisfaction', 'Getting a Job', 'Positive Graduate Outcomes' and 'Graduate Starting Salaries'. They contribute to the 43 stars achieved in nine categories in 2010, with five stars also accorded for 'Research Intensity', 'Staff Qualifications', 'Staff-Student Ratios' and 'Generic Skills'.

In other achievements, nine UOW staff received citations from the ALTC in 2010 for their 'outstanding contributions to student learning', placing UOW in the top tier category for the past five years. UOW's Peer Assisted Study Sessions (PASS) Program was awarded the 'Most Outstanding PASS Program' in the world at the International PASS Conference held in New Orleans in June. The award has never before been given to a program outside the USA.

Major improvement initiatives for 2010 were realised through:

- > The launch of 'StartSmart', developed and managed by the University Library, to better equip new undergraduate students with essential academic skills and to guide them on how to avoid plagiarism.
- > The establishment of the First Year Experience (FYE) Working Party to take up the improvement initiatives recommended in the report of UOW's transition benchmarking project undertaken with the University of Tasmania. The Working Party organised forums, a think tank and a showcase for FYE co-ordinators during the year.
- > Extensive policy reviews and improvements, including an update of the *Code of Practice – Teaching and Assessment* (the key policy framework for learning and teaching quality) and a refreshed *Academic Integrity and Plagiarism Policy*.
- > A major benchmarking project on Assessment Practice with two other universities.
- > Collaboration in the ALTC project on 'Benchmarking Partnerships for Graduate Employability'.

REVIEW: LEARNING AND TEACHING

- > A UOW 'Global Citizenship Certificate', the development of the iConnect program.

The Goal area was expanded as part of the development of the new *2011 – 2013 Strategic Plan* to incorporate the Student Goal and aspects of student recruitment and thus provide a more holistic planning structure. The 2011 – 2013 Goal is expressed as a defined outcome as: 'Graduates equipped to learn, engage and lead in society and the global workplace'.

2010 Outcomes under Strategic Objectives

1. Graduates equipped to contribute to society and the workplace

The decision to make graduate outcomes the focus and title of this goal area in 2011 – 2013 underlines UOW's commitment to systematically developing in its students the qualities and skills necessary to contribute to society and the workplace.

By 2010 all UOW faculties had developed some form of curriculum mapping, while three faculties (Commerce, Education and Engineering) had produced, for staff and student access, significant curriculum maps of Graduate Qualities, professional standards, subject outlines and assessment tasks. The Quality Assurance Subcommittee (QAS) conducted an audit of subject outlines to identify the alignment of Graduate Qualities with content, assessment and delivery. The results of a 2010 audit of sessional teachers' awareness of their responsibilities for the integration of the Qualities into all learning activities will be reported in early 2011.

In addition, an improved Student UOW Graduate Qualities website, together with a UOW Graduate Qualities for Teachers website, were designed and launched in 2010.

The *Student Experience Questionnaire* (SEQ) for 2010 indicated that, although scores were above 70 per cent, there was a room for improvement in some Graduate Qualities areas: students' understanding of international/global issues; their ability to communicate with others; learning to work well with others; acquiring work-related skills; and awareness of ethical issues. The further improvement of global awareness was supported during the year through the trial of the iConnect program as the vehicle for the Global Citizenship Certificate.

After a review, a revised policy framework, the *Code of Practice – Student Professional Experience*, was introduced in 2010 to further facilitate graduate readiness for employment. UOW graduates continue to find employment on graduation at a rate higher than those from both the national and benchmark universities. Graduate employment figures indicate that the proportion of UOW domestic bachelor degree graduates (aged under 25) working full time is 80.66 per cent, a figure above both the national Australian average (79.14 per cent) and the State average (77.45 per cent) (*Institutional Performance Portfolio (IPP) 2010*).

The *Graduation Destination Survey* (GDS) (2009) indicates that the faculties of Education and Engineering in particular have a high percentage of graduates in full-time work. Compared to a national average of 81.75 per cent for graduates under the age of 25, 87 per cent of Education and 90 per cent of Engineering Bachelor graduates and 100 per cent of Engineering Honours and Graduate Certificate graduates obtained employment.

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

The *Australasian Survey of Student Engagement (AUSSE) 2010* shows that UOW's performance is above the Australasian average in several areas, including educational experience, quality of academic advice, and relationships with teaching staff. Satisfaction increased from 2009 in the areas of work integrated learning, supportive learning environment, educational experience, student and staff interactions, active learning and academic challenge. The *International Student Barometer Survey (ISB) 2010* statistics show that the expectations and experience of international students at UOW is above, or equal to, the national Australian average.

National graduate surveys indicate an overall increase in satisfaction with subjects, a drop in the dissatisfaction rate and an increase in satisfaction regarding teacher evaluation (Course Experience Questionnaire 2009).

The latest UOW annual *Student Experience Questionnaire* (2010) response rate indicates positive results for satisfaction with the overall student experience, teaching and course quality, and with students recommending UOW to others. The majority of students have indicated satisfaction with their overall experience at UOW as 88.7 per cent. Undergraduate student satisfaction remained stable at 90 per cent, Graduate School of Medicine at 95.7 per cent and Science at 92 per cent. First year student results also showed strong satisfaction at 88.9 per cent.

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

Extensive reviews of UOW learning and teaching policies in 2010 strengthened the quality assurance practices for maintaining quality programs. The reviews included: the *Code of Practice – Teaching and Assessment*; the *Student Academic Consideration Policy*; *Academic Integrity and Plagiarism Policy*; *Student Conduct Rules and Procedures*; *Academic Advice to Students Policy*; *Student Health Assessment and Leave Policy*, the *Code of Practice – Student Professional Experience* and the *Student Charter*. In 2010, UOW also developed a draft Academic Standards Framework based on the *AUQA Framework for Standards, Evidence and Outcomes*. The draft maps the range of policies that set standards and guidelines for learning and teaching. A new *UOW Benchmarking Policy* was also introduced to establish key principles and guidelines.

REVIEW: LEARNING AND TEACHING

A benchmarking project on Assessment was designed and conducted in conjunction with Deakin University and the University of Tasmania in 2009 – 2010. The project was designed to assist institutional improvement of academic standards through a focus on assessment. It aimed to compare processes within faculties, across each university and across the three universities; compare the roles of the Academic Boards/Senates in policy and standards; and identify good practice and areas for improvement. The University and its faculties have benefitted from the insights shared through self reviews and reports.

Other 2010 benchmarking projects included one on Academic Promotions Outcomes with the Universities of Leicester and Newcastle on Tyne in the UK and the University of Tasmania, and the ALTC Teaching Standards Project led by Macquarie University.

The Course Approval Management Group continued course reviews and accreditation throughout the University. The Academic Senate approved the introduction of 11 new courses, major amendments to 11 courses and the discontinuation of three courses. Under delegation from Academic Senate, 131 proposals for minor amendments to courses were approved by the Deputy Vice-Chancellor (Academic).

Curriculum reviews were conducted in several faculties, including the Faculty of Arts (BCMS and BA – Community Culture and Environment and majors in Sociology and Science and Technology courses), Creative Arts (Bachelor of Creative Arts), while a centrally administered Academic Unit review is underway within the Faculty of Creative Arts. The Faculty of Commerce commenced a review of specialised coursework programs. The Faculty of Education received formal accreditation of all Teacher Education courses and programs with the NSW Institute of Teachers.

4. An international focus in learning and teaching

A UOW Global Citizenship Certificate, iConnect, was trialled in the Faculty of Commerce in Autumn 2010 with the view to replacing the International Studies Minor. The Certificate incorporates recognition of study abroad, study tours and other global experience and is planned for roll-out across all faculties in 2011. The Global Workplace Practice Certificate has continued to attract increased numbers of student applicants into the program which is designed to assist international students to improve their employment prospects in Australia, at home and in other countries.

5. High quality teaching

High quality teaching was systematically encouraged through internal awards, such as the Vice-Chancellor's Outstanding Contribution to Teaching and Learning (OCTAL) Awards and Educational Strategies Development Fund (EDSF) grants, and support for staff applying for external recognition via ALTC citations, awards and grants.

Nominations for the OCTAL Awards increased as did the number awarded, with 11 being awarded to staff from the faculties of Arts (2), Commerce, Education, Engineering, Health and Behavioural Science (3), Sydney Business School and Informatics (2).

Under the Educational Strategies Development Fund (EDSF) grants, 14 projects announced in 2010 promote the strategic development of the university's learning and teaching.

In 2010, UOW was also the recipient of nine ALTC research grants, four of which had UOW as the lead institution of the project.

The University Learning and Teaching (ULT) professional development program for practicing university teachers has also been extended to Wollongong College Australia teachers in 2010.

Planning Priorities

The following priorities have been identified for 2011. Most will be developed and monitored through the *Student Learning and Teaching Management Plan*, introduced under the *UOW Strategic Plan 2011 – 2013*.

- > To identify and strengthen academic standards, especially via policy, and benchmarking projects
- > To strengthen curriculum and co-curriculum mapping
- > To improve assessment practice and policy as outcomes of the benchmarking project
- > To encourage quality and innovation through the attraction of nationally competitive grants and citations
- > To attract and develop students from diverse backgrounds through social inclusion and transition strategies
- > To develop the UOW Learning Framework
- > To better articulate the work-integrated learning framework
- > To improve course delivery, especially via eLearning standards and co-ordination across sites
- > To continuously improve student communication and feedback methods
- > To enhance the skills and quality of staff through development and recognition



2010

REVIEW: RESEARCH

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

UOW is one of Australia's most research intensive universities. In 2010, the University was once again placed in the top 2 per cent of research universities in the world in the highly respected *Academic Ranking of World Universities* (compiled by the Shanghai Rating Consultancy, formerly by Shanghai Jiao Tong University) and the *Times Higher Education – QS World University Rankings*. UOW was again among the top ten universities for ARC grant income (relative to size) (see Figure 2) and it was awarded five out of five stars in the *2010 Good Universities Guide* for 'research intensity'.

Major milestones for 2010 included:

- > The official opening of the Illawarra Health and Medical Research Institute (IHMRI) in July
- > NHMRC commendation of UOW ethics processes
- > UOW's submission under the Excellence for Research in Australia (ERA) Initiative

- > Grants of \$25.1 million from the Australian Government (Environmental Infrastructure Fund Sustainability Research) and a further \$3 million from the NSW Government for a Retrofitting for Resilient and Sustainable Buildings facility.
- > Shared cost HDR student scholarship programs with China and Vietnam
- > The review and development of the Research Goal during 2010, as part of the new *2011 – 2013 Strategic Plan*, recognised as the chief areas of focus: global recognition; research capacity enhanced through the attraction of funding, quality staff and students; and the importance of partnerships. They emerge in the summary below. The new Goal is expressed as: 'Recognition for Research of High Quality and Impact'.

2010 Outcomes against Strategic Objectives

1. Research quality and international standing

Outstanding performance: The University sustained its exceptional record for research performance internationally in 2010 and continued to register strong individual research performances, for example, Associate Professor Weihua Li (School of Mechanical, Materials and Mechatronics) received a prestigious Endeavour Award from the Australian Government to undertake a research fellowship with host institution, the Hong Kong University of Science and Technology.

REVIEW: RESEARCH

Within the University, the 2010 Vice Chancellor's Staff Awards recognised research excellence and the recipients were:

- > **Excellence in Research Supervision:** Prof Xu-Feng Huang, School of Health Sciences; highly commended – Dr Tony Okely, Faculty of Education
- > **Research Excellence for Senior Researchers:** Prof Buddhima Indraratna, School of Civil, Mining and Environmental Engineering; highly commended – Prof Stephen Pyne, School of Chemistry
- > **Research Excellence for Emerging Researchers:** Dr Long Nghiem, School of Civil, Mining and Environmental Engineering; highly commended – Dr Heath Ecroyd, School of Biological Sciences
- > **Outstanding Achievement in Research Partnership Award:** Dr Trevor Crowe and Prof Frank Deane, Faculty of Health and Behavioural Sciences and partner, the Salvation Army; highly commended – Prof Kathy Eagar, A/Prof Rob Gordon, Ms Janette Green and Ms Frances Simmonds, Centre for Health Service Development, and partners the Australasian Faculty of Rehabilitation Medicine, Commonwealth Department of Health, all State and Territory Health Departments, all public and private rehabilitation units, all Health Funds, and the Department of Veteran Affairs.
- > **New Interdisciplinary Research Award:** A/Prof Stephen Blanksby (School of Chemistry) and Dr Todd Mitchell (School of Health Sciences)

UOW Research Themes were introduced in 2010 to improve recognition of and access to information on the University's growing number of research strengths and emerging research areas. The five Themes are broad or descriptive terms that encompass a wide range of research activity (see below):

- > Health and Medical Research
- > Innovative Materials and Manufacturing
- > Environmental Sustainability: Past, Present and Future
- > Information and Mathematical Sciences
- > Society, Policy and Cultural Research

As a result of the increasingly interdisciplinary nature of UOW research, most groups are involved in more than one Research Theme.

Health and medical research and innovation: The University's status in this area has been a particular target area under the promotion of research quality and standing over the last three years. The Illawarra Health and Medical Research Institute (IHMRI) was officially launched in July 2010 by the NSW Deputy Premier and Health Minister, Carmel Tebbutt. The \$30 million IHMRI research building contains purpose-built clinical trials facilities, and sophisticated laboratories and research facilities.

Ethical Research Practice: After an on-site audit in November 2010, the National Health and Medical Research Council (NHMRC) advised that UOW's Health and Medical Human Research Ethics Committee will be accredited to review applications for research involving multiple sites across Australia. The auditors commended the Committee and the Ethics Support Unit for their excellent processes.

Reporting on research quality: In July 2010, UOW made its submission to the Australian Government's Excellence for Research in Australia (ERA) Initiative, a national framework to assess research quality. ERA data, submitted for 1,139 affiliated UOW staff, included:

- > Almost 9,000 publications (including approximately 5,000 journal articles, over 50 per cent of these in A* and A ranked journals).
- > Over \$100 million in research income (Australian Competitive Grants composed approximately half)

Outcomes from the 2010 ERA analysis indicate that 31 per cent of the University's research disciplines (at the 4-digit Field of Research Code level) received a research quality rating of above or well above world standard (rating 4 & 5), ranking UOW 10th nationally (see Figure 1).

2. Enhanced capacity to attract external grant funding

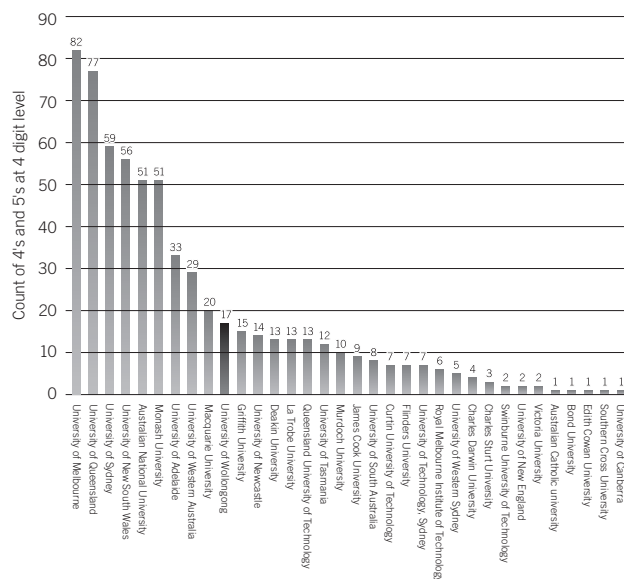
Total research income: Figures are not yet available to provide a complete picture of progress towards the 2010 target but the total Department of Innovation, Industry, Science and Research (DIISR) research income for 2009 (most recent figures available) was approximately \$45.67 million compared with \$35.9 million in 2008.

Research block grant allocations for 2010 were as follows:

- > Research Training Scheme income: \$11,534,018 representing 1.89 per cent of the national pool
- > Joint Research Engagement Scheme income: \$5,526,185 representing 1.72 per cent of the national pool
- > Research Infrastructure Block Grant income: \$3,375,954 representing 1.55 per cent of the national pool
- > Sustainable Research Excellence income: \$1,626,747 representing 1.91 per cent of the national pool

UOW's external competitive research income continued to grow from 2008 to 2009 (with 2009 being the most current year for which audited information is available).

Figure 1: National ERA Ratings Above (4) or Well Above (5) Digit Field of Research (FOR) level (World Standard at 4)



REVIEW: RESEARCH

Table 1: UOW Competitive Research Income 2008–2009

Source	2008 (\$ million)	2009 (\$ million)
Australian Competitive Grants	18.0	20.3
Other Public Sector Grants	8.6	17.5
Industry and Other Grants	9.2	6.6
Co-operative Research Centres	0.1	1.2
Total	35.9	45.6

Competitive research funding: UOW is consistently among the top 10 universities nationally for these grant schemes. For grants and fellowships announced in 2010, the University:

- > Ranked 9th nationally (relative to size) for combined ARC Discovery, Linkage Projects and Future Fellowships income with total funding awarded of approximately \$13.5 million (based on 2009 DEEWR staff statistics, see Figure 2)
- > Received over \$3.6 million in funding in NHMRC Project Grants, Development Grants, Training Fellowships and Career Development Awards, an increase of approximately 16.5 per cent from last year
- > Received a donation of \$300,000, via the Illawarra Health and Medical Research Institute, from the Bellberry Foundation to support UOW 'near-miss' grants for projects in health and medical research
- > Received Cancer Institute NSW funding of \$1.4 million for the extension of Chair of Medical Physics (Prof Peter Metcalfe, CMRP)
- > Successfully applied for funding to support a TechConnector (staffer to streamline business access to UOW) and for seven TechVoucher grants to support NSW company access to and collaboration with UOW, under the NSW Government's TechVoucher program
- > received a substantial increase in the number of Australian Postgraduate Awards (APA)

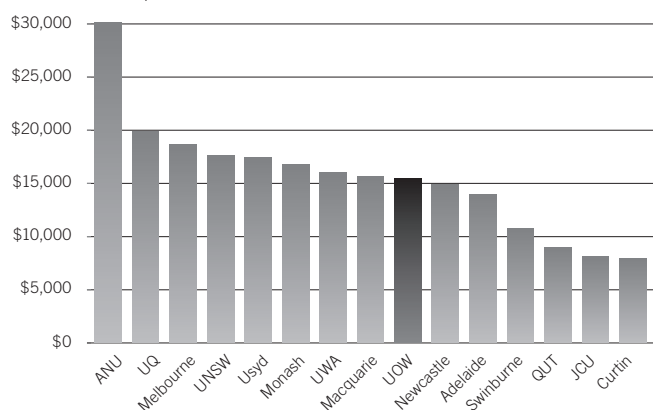
Infrastructure funding: In July 2010, UOW received \$25.1 million through the Australian Government's Education Investment Fund, with an additional \$3 million from the NSW Government, to establish the Retrofitting for Resilient and Sustainable Buildings facility. The research group will deliver evidence-based practice in sustainable building technologies and design for southern hemisphere environments. The new facility will be designed and constructed to achieve a 6 GreenStar rating. It will fully integrate with existing environmental improvement programs of each major partner: UOW, TAFE NSW-Illawarra Institute, BlueScope Steel (and other allied industries) and Housing NSW. The facilities are due to be completed at iC and Yallah TAFE by mid 2012. Once completed, they will attract 30 high-quality research students, 30 undergraduate students and 75 TAFE students per year in the area of sustainable construction.

3. Quality research student scholarship and training

HDR enrolments and scholarships: UOW's growing international reputation and a strategic focus on HDR recruitment in areas of research strength have resulted in the HDR student load increasing by 180 per cent over the past five years. In 2010, international students accounted for 48 per cent of all HDR commencements (see Figure 3).

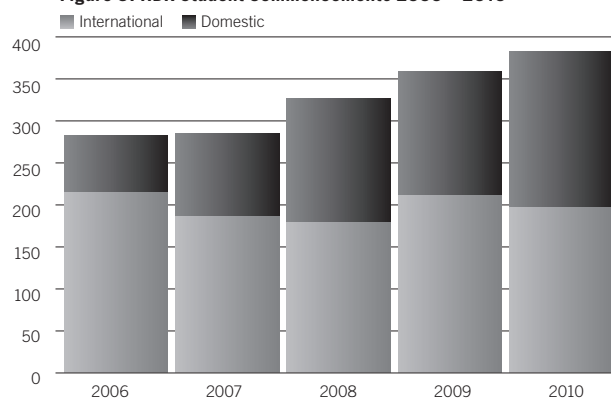
A strategic increase in the level and diversity of funding sources has contributed to recent growth in international HDR enrolments. Sources include 'shared cost' scholarship agreements with the Chinese Scholarship Council and the Ministry of Education and Training in Vietnam. The first cohort of students commenced in Spring Session 2010, with 25 students enrolled at UOW under the CSC program and, from 2011, another 30 HDR students from Vietnam. These agreements will help to build ongoing relationships with partner universities and increase the numbers of international HDR students at UOW in areas of mutual strategic importance.

Figure 2: Total ARC Discovery, Linkage Projects and Future Fellowships Funding Announced in 2010 per Full-Time Staff
ARC \$'s per FTE (2009)



Source: ARC Selection Reports and Outcome Statistics for funding commencing in 2011 (Discovery & Linkage Projects & Future Fellowships)

Figure 3: HDR Student Commencements 2006 – 2010



REVIEW: RESEARCH

Table 2: International Research Scholarships funded by UOW 2008 – 2010

	2008	2009	2010
UOW scholarship (living allowance)	42	52	54
UOW scholarship (tuition) for course	54	72	137

UOW has also enjoyed a substantial increase in Government-funded Australian Postgraduate Award scholarships (from 48 to 68 over two years) due to increases in DIISR funding and improved research outcomes.

UOW has introduced a new four-year PhD (integrated) which will combine research (three years) and coursework comprising generic and discipline specific skills (one year) into a single, integrated degree. The coursework component is designed to allow candidates time to develop their research skills and a detailed research topic, providing greater certainty and better completion outcomes.

HDR training: UOW's capacity for HDR supervision continued to grow as a result of both increased academic staff numbers and an improved supervisor training program. A number of programs supported the development of HDR Students' Graduate Qualities and professional skills and their overall HDR student experience. They included:

- > A new 'Thesis Writing' subject, THES900, developed during 2010 especially to support HDR students with a limited experience in thesis writing and also international students
- > Funding allocation for the Graduate Certificate in Research Commercialisation and the Graduate Certificate in Business
- > A program of faculty-based and centrally-funded research seminars and workshops covering a range of generic and discipline based research skills and professional development needs. A review of HDR student professional development opportunities in 2010 found that HDR students overwhelmingly believed that these seminars had a positive effect on their student experience and improved various skills and knowledge
- > Encouraging HDR students to gain international experience either by attending an international conference or visiting an overseas university to conduct part of their research
- > Dedicated study spaces in each faculty to promote interaction between domestic and international HDR students. The new SMART Infrastructure Facility is expected to enhance such interaction with dedicated space for 200 HDR students who will work on a range of interdisciplinary projects

From 2011, UOW's key objectives for research training are to (1) increase domestic and international HDR recruitment, (2) to support the research activities of our existing research strengths, (3) to build links with key international partner institutions, and (4) provide increased support to HDR candidates, via the development of generic and discipline specific research skills and other professional development opportunities.

4. Strong partnerships with external organisations

In addition to the agreements with China and Vietnam that brought high quality HDR students to the University (see under section 3 above), UOW also developed its range of strong research collaborations in 2010. The UOW headquarters of the new Energy Pipelines Cooperative Research Centre (CRC) was established. UOW is a lead partner in the CRC, with the Australian Pipeline Industry Association (APIA). The CRC commenced operations in 2010 with Commonwealth funding of \$17.5 million over 10 years.

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

- > Zenergy Power Pty Ltd, DLG Battery (Shanghai) Co Ltd, Hyper Tech Research Inc (UOW Institute for Superconducting and Electronic Materials (ISEM) – Research Strength)
- > Boston Scientific, Konarka Technologies Inc, Cap XX (Intelligent Polymer Research Institute – Research Strength)
- > Catholic Education Office, Apple Computers, Australian Health Management Group Ltd (Interdisciplinary Educational Research Institute – Research Strength)
- > Tourism NSW, CareSouth, Barnados Australia (Institute for Innovation in Business and Social Research – Research Strength)
- > Commonwealth Scientific and Industrial Research Organisation (CSIRO), Grains Research Development Corporation (GRDC), Australian Bureau of Statistics (ABS) (Centre for Statistical and Survey Methodology – Research Strength)

In 2010, a total of \$2.8 million was awarded to UOW researchers and their partners for eight ARC Linkage grants, including an Australian Postdoctoral Fellowship-Industry (APDI) awarded to Dr Mark Ooi (Science). Prof Gordon Wallace and colleagues from Monash University and the University of Tasmania were awarded DIISR funding to support researcher exchanges with three European Institutions: Dublin City University (Ireland), École Nationale Supérieure des Mines de Saint Étienne (France) and Åbo Akademi (Finland).

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

Commercial research: Income grew by 44 per cent in 2010 to \$27.6 million, as a result of improved customer-focused processes for approvals and contract negotiations. The contract research component (that is, excluding consultancies) of the income increased by 48 per cent, from \$17.2 million in 2009 to \$25.5 million in 2010. The mean value of contracts negotiated in 2010 was \$103,000, some 17.5 per cent higher than the mean value of contracts negotiated the previous year. The number of commercial research projects worth greater than \$100,000 increased to 31 in 2010, a 15 per cent increase over 2009.

In 2010, the number of tender submissions nearly doubled from that in 2009 (36 compared with 19) while the number of successful tenders increased by 50 per cent over 2009. A team led by Prof Brin Grenyer (IHMRI) was named as the successful tenderer for a \$2.5 million three year project from the NSW Government to develop innovative treatments for patients with personality disorders.

Commercialisation: Activity continued to be supported by the University's partnership with UniQuest (University of Queensland) and the UOW Commercialisation Managers team from the Research and Innovation Division (RaID) who have ensured that commercialisation has become an accepted activity amongst UOW's academics.

Over 40 Intellectual Property Disclosures from researchers were lodged, one licence deal finalised and four individual one-off software licences were signed during 2010. Eight provisional patent applications were filed, while four Patent Cooperation Treaty (PCT) applications were made, and four Patent Families entered national phase entry, with a total of eleven Applications. Key developments in commercialisation projects during 2010 include:

REVIEW: RESEARCH

- > UOW received funding for two 'Enterprise Connect' projects, an Australian Government industry partnership program that combines Commonwealth and business funding (50:50) for placement of researchers in the partner business. This allowed UOW researchers to undertake research in two Small to Medium Enterprise (SME) partner projects
- > A novel neuro-training system for children with Attention Deficit Hyperactivity Disorder (ADHD), developed by the School of Psychology and licensed to an Australian-based software company in 2009, is on track for product release in April–May 2011.
- > A consortium involving UOW received \$1 million to further develop an ultrasensitive diagnostics platform capable of detecting diseases at an early stage. Partners include the University of Washington, Duke-NUS Graduate Medical School (Singapore), LaTrobe and James Cook Universities.
- > Ongoing royalty payments were received for 9 licence agreements involving UOW intellectual property.

Planning Priorities 2011

- > 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 interdisciplinary 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 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.
- > Develop strategies for targeted recruitment and retention of high quality researchers to build capacity.



2010

REVIEW: COMMUNITY ENGAGEMENT

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

UOW continues to build on its strong history of dynamic engagement with its communities. In 2010, existing engagement programs and initiatives continued to progress. New programs focussed on building educational aspirations, opportunity and access to the University and addressing community needs, including the health and wellbeing of the region, through partnership. As noted in the research report, milestones included the July opening of the Illawarra Health and Medical Research Institute (IHMRI), the graduation of the first cohort of medical students and plans for a \$300 million health and medical precinct.

The Community Engagement Grants Scheme produced tangible outcomes for the University's communities, funding seven new projects in 2010 which will have far-reaching outcomes and impacts. The Chancellor's Awards for Voluntary Contribution, awarded at the 'Celebrating Volunteers' function in October, recognised the value of volunteers to the community and University.

UOW's Community Engagement Committee, Community Reference Group and various advisory boards in the faculties, continued to ensure that genuine two-way communication was achieved. Representatives were invited to join a strategic working group to provide input and feedback on the strategic direction of the University, including the development of UOW's *2011 – 2013 Engagement and Partnerships Plan* and targeted outcomes for 2020.

2010 Outcomes under Strategic Objectives

1. Level of visibility and accessibility of UOW in its local region

Results from the *2009 Community Perceptions Survey* (conducted biennially) have continued to drive UOW media and communications strategies in the region and beyond.

Visits to the UOW's news and media website increased by 8.45 per cent over the year. This was linked to expanded photo and video content and banner stories on the UOW homepage. The number of users signing up to UOW Twitter and Facebook accounts grew significantly, including an increase in the University's Research Facebook site from 346 to 926 'friends' and 731 tweets published by UOW News Twitter.

The alumni team launched a new integrated communications strategy for new and young alumni. The strategy included a dedicated 'UOW Young Alumni' web page, targeted email communications, social media applications and a digital yearbook.

REVIEW: COMMUNITY ENGAGEMENT

In 2010, UOW's quarterly newsletter, *Campus News*, was distributed to 132,000 alumni and contacts (a significant increase from 60,000 in 2009) and was also made available online in a new e-book format. A four-page *Community Connections* supplement was distributed to more than 50,000 households and businesses via two regional newspapers and included articles on UOW's engagement initiatives and partnerships.

The UOWnow Project introduced a digital signage network with 31 screens strategically placed throughout the Wollongong and iC campuses, providing an ideal medium for timely communication of information (including academic, social and transport) and an opportunity to prompt further engagement on campus, while an online TV channel and radio program produced by UOW journalism students provided the opportunity to engage a wider audience.

In 2010, UOW provided over 100 public events, including lectures, film screenings, seminars, exhibitions, campus tours and forums. The Science Centre and Planetarium hosted more than 52,000 visitors for the year including 16,452 school children in group visits, while the University Recreation and Aquatic Centre welcomed some 55,000 visitors and facilitated regular usage of their facilities by community organisations.

The distinctive, collaborative 'Welcome to Wollongong Festival' was held in February. A local traditional Elder and the Federal member for Cunningham, the Hon Sharon Bird, joined other local dignitaries to welcome more than 500 international students to the region at an official Civic Reception, followed by a festival in the City Centre. A more coordinated international student program was developed under the auspices of the University's International Student Experience Committee (ISEC). ISEC continued to encourage promotion of international student activities across the University and offer support and/or recommendations where challenges exist.

Staff and students continued to contribute their time, expertise and support to the broader community in 2010. The launch of the 'UOW Cares – ITC Staff Volunteering' pilot program in December provided staff with the opportunity to volunteer with two organisations locally, the Smith Family and Landcare' and participate in programs supporting disadvantaged school students and the environment. The pilot builds on the successful staff workplace giving program, UOW Cares, through which 16 per cent of staff at UOW donated more than \$65,000 throughout 2010 to nine external charities and funded equity scholarships for UOW students.

2. Strength of partnerships and contribution to community development

The University's dynamic community engagement is also evidenced through the strength of partnerships and contribution to community development. UOW's economic contribution to the region is currently valued in excess of \$1,013 million.

The Illawarra Health and Medical Research Institute (IHMRI) was officially opened in July. Developed in partnership with the South Eastern Sydney and Illawarra Area Health Service (SESIAHS), IHMRI will lead to a major expansion of community-based health and medical research in the region and also boost the regional economy. Heralding the next stage, the University announced, in September, its plans to build a \$300 million health and medical precinct. Based around a proposed 180-bed private hospital and integrated primary care health centre, this initiative looks to transform the Illawarra's medical infrastructure, improve overall standards of health care in the region, attract high-level medical specialists to the area and generate thousands of jobs. If funding can be secured in 2011, the precinct could be operational by 2013.

In December 2010, the graduation of the first cohort of medical students from the Graduate School of Medicine (GSM) provided a special climax in a year of health and medical developments. Tributes were paid to the medical community in the Illawarra, Shoalhaven and across regional NSW who have contributed to the Graduate School's unique curriculum and community-based training to prepare new doctors to work in regional and rural areas.

As evidence of both the strength and reciprocity of the UOW-community partnership, staff and students raised over \$90,000 through the strength of UOW Cares staff workplace giving program and special fundraising events including the Pink and Blue Breakfast which raised \$15,000 for breast cancer, prostate cancer and mental health awareness; an Innovation Campus fundraiser to support charitable and community causes; and support for campaigns such as the Pakistan Floods Appeal. Student fundraising initiatives included two events organised by Weerona residential college – the McGrath Foundation 'Think Pink Breakfast' and 'Girls Night In'; several fundraising events and rural health programs by the Student Health Alliance for Rural Populations (SHARP); and the Tanna Island Hospital Relief Project, initiated by group of medical students to purchase medical supplies (after their experience on the island in Vanuatu as part of UOW's 'Health Over Wealth' collective).

Philanthropic support continues to assist UOW's strategic priorities, particularly in relation to health, medical and other research, and the continuous provision of scholarship support for students. In 2010, \$1,320,000 was gifted by staff, alumni, community and corporate organisations and community members to support student scholarships. The strength of community support was highlighted by the donation of \$100,000 by the Illawarra Cancer Carers in 2010 to support cancer research, bringing their total donations over five years to \$500,000. The University's second 'Stumping Serious Diseases' Celebrity 20/20 cricket match also raised funds for health and medical research and received strong corporate support and sponsorship.

REVIEW: COMMUNITY ENGAGEMENT

In recognition of the generosity of community members, more than 90 Patient Volunteers who assisted with student clinical examinations in 2010 were invited to a 'Thank you' Afternoon Tea, and a Celebrating Volunteers function was held in October. The function included the UOW Chancellor presenting four Chancellor's Awards for Voluntary Contribution, a photographic exhibition featuring several of the University's faces of volunteering, an Indigenous mural, and a digital story capturing the stories of some of the University's long-term volunteers. The Graduate School of Medicine held its moving annual Ceremony of Appreciation in the University Hall in November to celebrate the generosity of people who donate their bodies to the University (under the UOW Body Donation Program) for medical and scientific research.

A Partnership Group, formed in 2010 with staff from core business units, facilitated the launch of a Business and Community Portal mid-year which is accessed from the UOW homepage.

3. Community engagement embedded in the core activities of the University

As part of experiential learning initiatives, the Faculty of Arts Internship Program placed 12 students with host organisations, while the Commerce Internship Program placed 95 students into 30 partner organisations, bringing the total number of students placed with the program to 248. The Centre for Student Engagement initiated 296 events, activities and student forums including leadership programs, while 185 students participated in Careers Central programs involving contact with host organisations.

UOW students played a major role in the success of the inaugural 'Check It' Healthier Illawarra Men's event at the WIN Entertainment Centre in August. Around 120 medical, nursing, exercise science and health science students worked as volunteer clinical assistants at the event, which provided free health assessments for almost 1000 men.

The Shoalhaven Campus and UOW's education centres in Batemans Bay, Bega, Moss Vale, Loftus and Sydney continued to provide educational opportunities and links with the community, including the Indigenous community through activities such as the Year 12 Indigenous Graduation Exhibition held on campus in September and an exhibition by Indigenous artists.

Research partnerships and linkages are explored in the Research chapter of this report.

A further seven collaborative community projects received funding under the 2010 round of the University's Community Engagement Grants Scheme which will see UOW working in partnership in several areas, including in improving the nutrition in Meals on Wheels meals, teaching Illawarra refugees key employment skills, and addressing educational aspirations for Indigenous school students on the South Coast. This brings the total number of projects supported through the Scheme to 34 and a funding total of \$250,000 to date.

The dynamic interaction of expertise, service and support was again demonstrated in the achievements of the recipients of the following 2010 awards:

- > University Awards:
 - Vice-Chancellor's Staff Award for Excellence in Community Engagement:
 - Individual Award: Dr Glenn Mitchell, Faculty of Arts; Dr Alison Wicks– highly commended for ongoing contribution to engagement, Faculty of Health and Behavioural Science, Shoalhaven Campus
 - Group Award: Dr Melissa Thompson and Ms Lisa Hutton, the Illawarra Coal Regional Science Fair team, Faculty of Science
 - 2010 Chancellor's Awards for Voluntary Contribution to the University:
 - Mr Murray Reid, Mr Mike Archer, Mrs Susan Young and Ms Estrella McKinnon in recognition of their outstanding contribution to the community over many years
 - Robert Hope Memorial Prize: Graduating students, Mr Ismet Huseyin and Mr Matt Dallas, were joint winners in recognition of both academic achievement and community contribution.
- > Community Awards:
 - Wollongong Young Citizen of the Year: UOW graduate and employee Victoria DiMise for her involvement in community and charitable activities in the region
 - Illawarra Mercury Person of the Year: UOW Vice-Chancellor, Professor Gerard Sutton recognised as the 'most respected community leader in the Illawarra'

Two scholarships for the Graduate Certificate of Management (valued at \$8,500) from UOW's Sydney Business School were awarded, one to Tabitha Gallantry from Bay and Basin Community Resources Inc, and the other to Maxine Edwards from the Shoalhaven Neighbourhood Centre Inc. The scholars will also be mentored by two industry leaders, Mr Neil Preston OAM, CEO of Greenacres Disability Services, and Dr David Williams, CEO of the DMW Group and Chair of UOW's Community Reference Group.

4. Levels of higher education participation in our regions

Year 12 preference demand for UOW for 2011 showed a combined growth of 3 per cent for all South Coast and Illawarra regional schools. There was particularly strong growth in demand from the Kiama (up 28 per cent) and Shoalhaven (up 12 per cent) regions.

UOW continued its focus on improving pathways. On-campus information sessions were held for local education providers, such as TAFE NSW, to increase awareness of VET to University pathway options. Enrolments in Wollongong College Australia alternative entry programs, including Foundation and Diploma enrolments, increased by 11 per cent in 2010.

REVIEW: COMMUNITY ENGAGEMENT

The UniConnections program continued at the Wollongong and Shoalhaven campuses, collaborating with targeted schools to increase numbers of students aspiring to complete Year 12 and go on to tertiary study. Plans were developed to transform UniConnections into a program which builds on current elements and also addresses additional Commonwealth Government criteria. This will mean initiatives starting earlier, in some instances at primary school level. UOW is working in collaboration and partnership with the Department of Education and Training Illawarra and South East Region to develop programs for low socio-economic status students, schools in the Priority Schools Program and other traditionally under-represented students. The programs are to be evidenced-based, sustainable and assessable, and designed to meet the strategic priorities of both parties.

UOW continued to partner with the Australian Indigenous Mentoring Experience (AIME) to improve high school completion rates for Indigenous High School students and encourage them to pursue tertiary study. In July, senior UOW staff and students supported the AIME National Red Hoodie Day, and the Centre for Student Engagement and Students for Students National Leadership Conference raised \$2,000 for AIME in 2010. The UOW Community Engagement Grants Scheme provided \$2,000 for a collaborative project which aims to ensure that existing transport arrangement for Indigenous students and mentors involved in the program can continue.

UOW encouraged school student interest in science and technology through the Science Centre and Planetarium, which also employed 30 undergraduate university student interns. The Science Centre is the major dedicated hands-on science centre in NSW and engages with schools from across the State.

Planning Priorities 2011

- > Build the value of the University's contribution to the education, economy, health and social fabric and environmental sustainability of the region, through flagship developments including the Innovation Campus, health and medical precinct and SMART Infrastructure Facility
- > Strengthen partnerships to support a more integrated experiential learning program across the University
- > Develop and implement the University's schools partnership framework, aimed at engaging with schools, creating partnerships and developing mentoring and outreach programs
- > Enhance recognition of staff contributions in community engagement
- > Develop a more coordinated approach to engagement and partnership throughout the University
- > Capture outcomes and measure impact of engagement activities across faculties and units



2010

REVIEW: STUDENTS

GOAL 4: STUDENTS ENGAGED WITH LEARNING AND UNIVERSITY LIFE

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

UOW has achieved a number of positive results against a range of key measures indicating an overall improvement in the quality of the UOW Student Experience in 2010. They include a record response rate to the annual *Student Experience Questionnaire*, stable satisfaction levels and an increase in the nomination of UOW as first preference by school leavers.

UOW launched three major improvement initiatives which focus on aspects critical to the engagement of its students:

- > The First Year Experience (FYE) Working Party, which is carrying forward the recommendations of the 2009 transition benchmarking project with the University of Tasmania. It conducted a range of workshops and presentations in 2010.
- > The Social Inclusion Working Party, which was briefed to provide direction on strategy and other matters pertaining to the University Social Inclusion Agenda 2011 – 2013 and advise on the development and implementation of policies relating to social inclusion.
- > The Staying Connected Project, which aims to develop an institutionally comprehensive retention strategy and address the area of at-risk students. Piloted in 2009, the project was extended to all onshore students in 2010. In September 2010, a report on the project's first phase provided recommendations for improvement.
- > A *Student Charter* was developed and approved in 2010. The Charter recognises that UOW students 'belong to a vibrant international community that offers enriching academic, personal and social experiences'. It sets out the expectations and responsibilities of being part of that community and is being communicated and implemented through the RRROnline (Responsibilities, Rights & Respect) website.

REVIEW: STUDENTS

Student Profile

Table 3: Student Enrolment (by degree/award) 2006 – 2010

Degree/Award	2006	2007	2008	2009	2010
Higher Degree and Masters	6122	6113	6366	7197	7596
Other Postgraduate	1018	1123	1139	1257	1333
Bachelor Degree	14172	14741	15706	16762	18008
Sub-Degree	440	134	194	233	270
Non-Award, Enabling and Cross Institutional	990	1060	1008	1165	1824
Total	22742	23171	24413	26614	29031

Table 4: Growth in Student Population (by mode of study) 2006 – 2010

Mode of Study	2006	2007	2008	2009	2010
Full-Time	12653	13175	16489	14340	15557
Part-time	9732	9666	7465	11734	12771
External	357	330	459	540	703
Total	22742	23171	24413	26614	29031

Table 5: Student Enrolment (by age) 2006 – 2010

Age	2006	2007	2008	2009	2010
<21	5300	5104	5993	6442	7039
21–25	10525	10588	10946	11716	12753
26–29	2872	3191	3128	3617	4022
30–39	2430	2578	2590	2792	3032
40–49	1132	1169	1214	1210	1319
>49	483	541	542	837	866
Total	22742	23171	24413	26614	29031

Table 6: Domestic Onshore Enrolments (by home region) 2006 – 2010

Home Region	2006	2007	2008	2009	2010
Illawarra	51.5	51.8	50.9	51.9	51.5
Sydney	35.6	35.5	34.3	35.1	34.5
Other NSW	9.9	10.7	10.7	9.6	10.4
Interstate	3.0	2.0	4.2	3.5	3.6
Total	100	100	100	100	100

2010 Outcomes under Strategic Objectives

1. Students engaged as members of the University community

School leaver first preferences for UOW increased overall in 2010 with some decreases in a number of ATAR bands. UOW increased its market share in all core drawing areas, specifically Sutherland Shire, the Central West Region and the NSW North Coast.

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). This year UOW recorded the highest response rate (33 per cent) to the *Student Experience Questionnaire* (SEQ), an increase of 5 per cent on 2009. This demonstrates a rising level of student willingness to provide feedback and contribute to the improvement of the UOW student experience.

UOW's attrition levels improved in 2010 and student satisfaction, as measured by the SEQ, increased slightly by 0.2 per cent to 88.7 per cent. International student satisfaction at UOW continues to be above the Australian national average, as measured by the AUSSE. UOW has also decreased the gap in satisfaction between international and domestic students by 2 per cent (in 2009 there was an 8.7 per cent gap and in 2010 there was a 6.7 per cent gap).

There has also been an increase in students who would recommend UOW to others by one per cent to 94.8 per cent, as measured by the SEQ.

2. Efficient and professional management of the student experience

In 2010, UOW provided online sites that improve students' capacity to navigate the student experience. Initiatives included the new 'Be Safe at UOW' and 'RRROnline' webpages and a revision of the 'Get Started' website to allow students to access information up to two months prior to their enrolment period. A 'Students-at-a-Glance' page was included on the Policy Directory website to guide students to student-oriented policies.

As part of the ongoing quality improvement of services, Student Central reviewed its comprehensive client service metrics (phone, email and counter enquiries). The UOW Student Experience Project conducted Speed Presentations and Information Sessions involving more than 80 staff and students across campus.

The policy framework was informed by the *Facilitating the Cultural/Social Engagement of Onshore International Students Report* released to UOW committees for action and endorsement by Academic Senate. The *Student Health Assessment and Leave Policy* as well as the *Student Academic Consideration Policy* were reviewed post-implementation to monitor their impact. Improvements were also made to the University's critical incident management processes. The online release of results continued to deliver increased flexibility and improvements in the management of the graduation process.

REVIEW: STUDENTS

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

In 2010, UOW achieved some improvement in overall student agreement that their social experience at UOW matched their expectations and the SEQ index measure of students' sense of belonging achieved an overall score of 75. Students rated the social aspects first in the best features of their experience at UOW. The Social Experience Project and the *Facilitating the Cultural/Social Engagement of Onshore International Students* report involved comprehensive reviews of issues affecting the positive campus social experience of onshore students at UOW. Key recommendations in relation to international students will be monitored by the International Student Experience Committee. The Social Experience Project recommendations are being developed to deliver a campus social experience that is structured, engaging and meaningful.

The renowned grounds of the UOW campus were again rated high amongst the best features of the UOW experience in the SEQ. Amenities were further enhanced in 2010 with the completion of the Building 19 refurbishment, incorporating increased learning space, student representative offices and PASS facilities as well as the new Language Centre facility. The UniCentre renovations continued throughout the year and the improved social facilities and services are scheduled to be complete at the start of the 2011 academic year.

Student residences not only provide housing, but surveys evidence a very high level of satisfaction and engagement, with overall satisfaction rates averaging 90 per cent. UOW has approved an expansion strategy for student residences which will increase capacity by over 25 per cent by 2013. In 2010, the University opened a new residence which specialises in meeting the living needs of single higher degree research (HDR) students.

Stronger integration between the learning, administrative and social aspects of the student experience was a priority in 2010, and work will continue with the coordination of the Student Experience Program, incorporating social, communications and survey management projects.

4. Effective interactive communication between students and the University

In 2010, UOW encouraged students to give feedback through promotions, such as 'feedback@UOW month', leading to a substantial increase in feedback compared to that received in 2009. UOW also established the 'UOW Responds' website to communicate to students where their feedback has led to new initiatives. Student Representative Forums continue to be held twice a year, giving students the opportunity to raise issues and meet with senior members of the University community. A new digital signage network was introduced at the Wollongong campus and a Student Messaging Coordinator appointed to implement new communications strategies and initiatives.

The Student Communications Working Group was established in 2010, with staff representation from faculties and services. It aims to improve the strategic management of UOW student communications to enhance message delivery, identify new opportunities, manage risk, and explore issues relating to communication channels and audience identification. Five working parties were formed from this broader group to address and review: Social Networking, Digital Signage, Current Students Website, SOLSMail, and Emerging Technologies. A Student Reference Group will inform the Working Group on its recommendations.

Planning Priorities

During 2011, priorities will include:

- > Continuing to embed the use of key student data sets (such as retention, course transfer, demographics) in core University decision making processes
- > Conducting pilot exit surveys with a defined student cohort
- > Developing the 'Staying Connected' project to identify intervention strategies for students at risk
- > Maintaining ongoing improvement to orientation, timetabling and examinations management
- > Implementing recommendations from the UOW Social Experience Project
- > Developing current students' communication strategy to include management and response to student feedback; evaluating website search functionality and the Current Students website
- > Continuing Annual Student Experience reporting to faculties and divisions
- > Implementing Scholarships Management Review recommendations
- > Improving efficiencies and consistency in offshore partner management, leading to a better international student experience
- > Delivering action plan and transition strategy as developed by First Year Experience Working Party
- > Developing and delivering a social inclusion strategy and implement associated policies

REVIEW: STUDENTS

Shoalhaven and UOW Education Centres

Table 7: Enrolments at Shoalhaven Campus and UOW Education Centres 2007 – 2010

Campus /Learning Centre	2007	2008	2009	2010
Batemans Bay	86	100	137	149
Bega	130	150	141	152
Southern Sydney/Loftus	290	255	271	281
Moss Vale	97	96	104	102
Shoalhaven	301	384	448	586

Table 8: New Enrolments at Shoalhaven Campus and UOW Education Centres 2007 – 2010

Campus /Learning Centre	2007	2008	2009	2010
Batemans Bay	42	47	61	75
Bega	53	63	63	69
Southern Sydney/Loftus	113	73	134	149
Moss Vale	42	39	39	34
Shoalhaven	160	191	208	282

Work continued during 2010 on the development of the Diploma of Education for delivery at Batemans Bay, Bega and Shoalhaven. Installation of state of the art technologies has now been completed and the development of pedagogies is also now complete. Students at all sites are now undertaking the same program, delivered and managed from Wollongong with local tutors and a co-ordinator at each site. The Networked Solution to Educational Workforce Needs project will continue throughout 2011.

The Management Major in the Bachelor of Commerce was on offer for the first time across the onshore sites in 2010. There is good interest from students in the Southern Sydney Region in the Bachelor of Commerce; however, enrolment for this course at the other sites, particularly Bega, Batemans Bay, and Moss Vale, is not strong.

Shoalhaven Campus

Students enrolled at the Shoalhaven Campus were among the first group of the UOW Graduate Medical School to graduate with a Bachelor of Medicine Bachelor of Surgery, an historic milestone for the regional Campus. A number of the graduates will take up positions locally and in other regional areas of NSW.

Shoalhaven Campus also saw the first group of Nursing students obtain their Bachelor of Nursing Degree. Over 30 graduate Nurses have taken their place in local hospitals, aged care facilities and health clinics, providing a much needed boost to the pool of available health care workers. Nursing continues to attract strong enrolments and the students at Shoalhaven have performed well, obtaining results equal to those of Wollongong students.

Bega

Changes in the Graduate Diploma of Education and expansion of the specialisations on offer at the Bega Centre resulted in enrolments reaching capacity in that course in 2010. Enrolments in the Nursing degree were also slightly higher than in 2009. Overall enrolments from students under 21 increased, helping to create a more diverse student population.

Batemans Bay

Planning for the Batemans Bay Centre extension was undertaken during 2010. This process has involved extensive consultation with the Partners of the Batemans Bay site. Being on land controlled by the Local Council and shared with TAFE NSW, it has required significant consultation. Construction of the extension should be completed by the end of 2011.

Moss Vale

Enrolments at the Moss Vale Education Centre were not as strong as in previous years, with both commencing and continuing numbers down slightly. The revised Commerce offerings did not result in any increase in enrolment in 2010. A refocus of marketing activities took place with additional funds committed in 2010 and it is hoped that this strategy will see enrolments back on target for 2011.

UOW Southern Sydney (formerly UOW Loftus Education)

The name change from 'Loftus Education' to 'UOW Southern Sydney' was implemented in 2010 and has enabled the Centre to better position itself in the wider Southern Sydney Region. Other recommendations of the 2009 review were also put into place with the Education programs phased out and planning for the Nursing Degree undertaken.

The introduction of the Nursing Degree was well received with all the students from the Southern Sydney area who enrolled at Wollongong taking up the option of undertaking some of their studies at the Loftus site in the second half of 2010. Works were undertaken over the summer break to construct a Nursing Simulation Laboratory and other facilities necessary to offer the full range of simulation experiences required in the Nursing program. 2011 will see the full first and second year of the program on offer.

Extended offerings in the Bachelor of Commerce have seen an increased retention of students into the second year of the degree at the Loftus Education Centre.

REVIEW: STUDENTS

Indigenous Students at UOW

Woolyungah Indigenous Centre

The Woolyungah Indigenous Centre provides the central University hub for Indigenous student access and support activities, as well as being the visible centre for UOW engagement with the Illawarra Indigenous community. The Centre's mission is to achieve a high level of access and 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 2010 the Woolyungah Indigenous Centre provided UOW Indigenous students with:

- > Academic advice and mentoring
- > Learning and leisure facilities
- > Indigenous Tutorial Assistance Scheme (IATS)
- > Cultural and social support
- > Scholarship, career and cadetship information
- > Student leadership opportunities

The Indigenous Studies Program is administered by the Centre and the Faculty of Arts. Indigenous Studies is available as a Major, Minor, or elective study. There is also an Honours Program in Indigenous Studies. The Program is an associate unit in the Faculty of Arts.

Table 9: Indigenous Student Success 2005 – 2009³

	2005	2006	2007	2008	2009
UOW	0.93	0.98	0.93	0.93	0.85
NSW	0.84	0.85	0.85	0.86	0.84
Australia	0.79	0.77	0.79	0.79	0.79

Table 10: Indigenous Student Retention 2004 – 2008⁴

	2004	2005	2006	2007	2008
UOW	0.99	0.90	0.85	0.94	0.98
NSW	0.85	0.85	0.86	0.84	0.89
Australia	0.78	0.81	0.82	0.79	0.83

Woolyungah Highlights of 2010

- > Opening of a new and expanded computer lab and quiet study area for Indigenous students in the Centre
- > Significant rise in student use of the Centre and its facilities
- > Establishment of an Elders in residence program to assist in support and mentoring of Indigenous students
- > Completion of two highly successful Alternative Admission Programs, in January and September, whereby a total of 50 prospective students completed the program and were offered places in undergraduate or enabling programs
- > Attendance of Indigenous students at the National Indigenous Tertiary Education Student Games at the University of Newcastle in October 2010
- > Celebration of achievement of the University's Indigenous students at the Woolyungah Awards night
- > Indigenous students graduated from the Faculties of Arts, Commerce, Education, Engineering, Health and Behavioural Sciences, Informatics and Science

Table 11: Indigenous Higher Education Performance

	2005	2006	2007	2008	2009
Indigenous Student Access %					
UOW	0.85	1.10	1.18	1.22	1.57
NSW	1.18	1.22	1.33	1.30	1.43
Australia	1.49	1.49	1.51	1.58	1.63
Indigenous Student Participation %					
UOW	0.96	1.00	0.94	1.10	1.25
NSW	1.07	1.09	1.15	1.14	1.23
Australia	1.20	1.25	1.29	1.29	1.35

Source: Tables 9–11 University of Wollongong data as at 31 December 2010

³ 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.

⁴ Retention is the number of domestic equity students who re-enrol at an institution in a given year, as the 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: STUDENTS

Student Representation at UOW

Undergraduate and Postgraduate student representatives are key participants on the University Council, ensuring that student voices are heard at the highest levels of UOW. Students play a similarly important role on Academic Senate, Faculty Committees and the Boards of UniCentre and the University Recreation and Aquatic Centre. Student participation on UOW committees brings student perspectives to the consideration of academic matters, as well as student related issues to the attention of the University community.

Twice each year, a Student Representative Forum (SRF) is convened. Many of the abovementioned student representatives were involved in the two SRFs that were held in April and October. These 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 student study spaces, the new student email system, the uses of social media at UOW, and assessment related quality control systems. The minutes of the SRFs are forwarded to the University Council for its information.

UOW Students are represented by two student associations: the Wollongong Undergraduate Students' Association (WUSA) and the Wollongong University Postgraduate Association (WUPA). In early 2010, WUSA, WUPA and the Student Advocacy Officer occupied a newly renovated and custom designed student hub area. This area provides a central and welcoming area for students to participate in their student associations, as well as a place to seek advice and discuss issues with other students. Students are also represented through numerous associations such as the Muslim Association, the Chinese Student Society and the Saudi Students Association.

In September and October, elections were held for positions on the WUSA and WUPA Councils. The elections were run successfully and without appeal, with all positions filled by an enthusiastic cohort of engaged students. Elections were also held for student representative positions on Academic Senate. In November and December, WUPA underwent a meticulous self review which led to University Council approval of a new WUPA Constitution and Electoral Regulations.

Throughout 2010, the student advocacy officer assisted numerous domestic and international students in a range of academic, non-academic and administrative appeals and grievances at UOW. The Advocacy Officer's website is a valuable source of information and the service is receiving record numbers of requests for advice and assistance. The student advocacy office will focus on expanding and improving the service during 2011.

Student representatives took part in a thorough consultative process during 2010 regarding the development of the University's strategic plan, as well as the preparations for the 2011 AUQA Audit. Responsiveness to student feedback has driven a number of initiatives at UOW including planning for an expansion of student accommodation services and further improvements in campus parking arrangements.

Complaints Management

UOW 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, UOW seeks to identify, appropriately investigate and respond to complaints, grievances and concerns raised by students.

UOW provides students with access to a comprehensive student complaints webpage (www.uow.edu.au/student/complaints). Students who cannot resolve matters at UOW are able to take their concerns externally, for example by approaching the NSW Ombudsman's Office.

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 UOW. The position is independent of the University and reports to the presidents of the undergraduate and postgraduate student associations.

During 2010, UOW undertook work to implement several recommendations contained in a recent major review of student complaints, with a focus on introducing more accessible methods for making complaints and contributing feedback. In addition to providing feedback via the many face-to-face service counters throughout UOW, students and staff are able to submit complaints, comments, compliments or suggest improvements via various feedback systems, including the 'feedback@UOW' website, the central portal through which feedback is received and directed to the appropriate unit for action and resolution. Separate feedback channels exist for specific concerns, such as those relating to the Library, privacy, personnel issues, parking, security, and UOW Administration.

The UOW 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.
- > In 2011, UOW will continue to implement the recommendations contained in a recent major review of student complaints by undertaking a review of the policy framework for complaints management. The outcomes of the policy review will reflect 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*.

REVIEW: STUDENTS

Library

Record numbers of visits to the Library and use of facilities at all locations follows a not uncommon trend in Australian university libraries. In spite of the recent extension, seating capacity was frequently exceeded. Major acquisitions of deep archive online backfiles of journal runs enabled the release of much needed space, while fulfilling a commitment for seamless access to quality research resources. Planning also commenced for the extension and refurbishment of the Batemans Bay Community Library; supporting students and staff at the Batemans Bay Education Centre.

The Library worked closely with the Sydney Business School (SBS) to develop the facilities and collection at the Innovation Campus. The collection now contains over 980 items complemented by access to over 5,000 electronic journals and 10,000 ebooks for the business disciplines.

Overall satisfaction with the Library remained high as measured through the International Student Barometer Survey, with the Library ranked in the top quartile for performance and in the top 5 nationwide, and through the Library Client Survey, retaining its top quartile ranking across 5 of the 6 assessment categories as compared to other Australian academic libraries.

Margie Jantti was appointed University Librarian in April.

Figure 4: Library Performance 2006 – 2010

Measured through the Library Client Survey

■ UOW Library ■ CAUL Benchmark

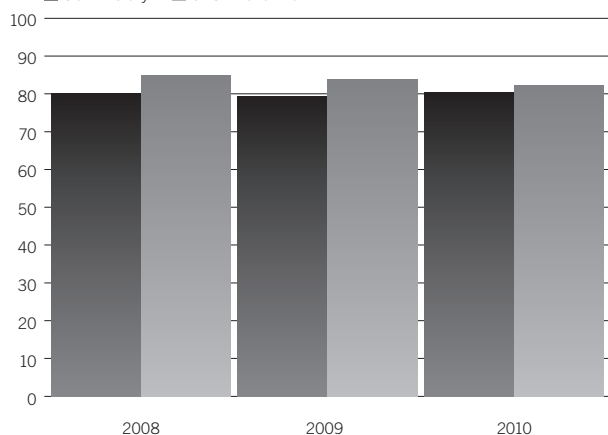
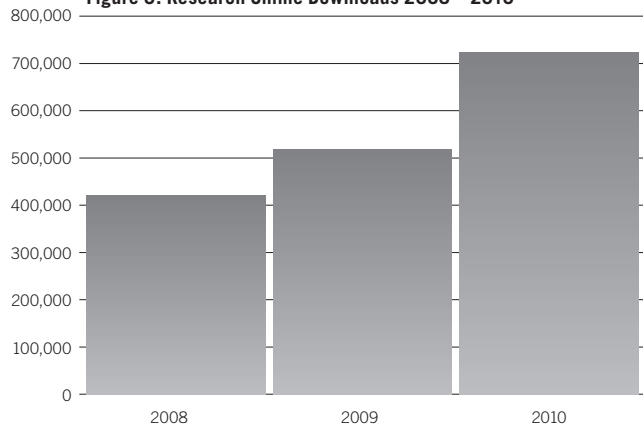


Figure 5: Research Online Downloads 2008 – 2010



Learning and Teaching

The launch of the StartSmart: Essential Academic Information Skills program cemented the importance of core information skills for an effective transition into higher education. Designed to introduce new students to the UOW academic culture and their role in the responsible use of information, StartSmart is aligned with the Library's and UOW's strategic objectives for the efficient and professional management of each phase of the student academic experience and collaborative approaches to the integration and measurement of the Graduate Qualities.

A revitalised Academic Outreach program promoted developments in the scholarly publishing environment, research skills and research publication through highly tailored, individual consultations with academic staff members. As of December, 60 per cent of targeted staff had participated in the program and appointments continue into 2011.

Research

The annual Higher Education RDC (HERDC) submission was completed, with 2,832 papers entered into the Research Information System. The total number of publications receiving a HERDC status increased by 12.5 per cent compared to 2008. The Library's contribution to the Excellence in Research Australia (ERA) trial was noted through a commendation from the Australian Research Council for the quality of the institutional repository, Research Online.

Recognition

Felicity McGregor, former University Librarian (1997 – 2010), received UOW's peak award for service to the University and community when she was made a Fellow of the University. The Information Skills team (Lynda Cooper, Bernadette Carr, Nadine Clark, Lesley Smith and Bernadette Stephens) received a Vice-Chancellor's Award for Outstanding Service for their development of the StartSmart: Essential Academic Information Skills program.

Long recognised for its philosophy of Quality and Service Excellence, the Library became the first organisation in Australia to be recognised with the international Investors in People Standard at Silver Status.

REVIEW: STUDENTS

Student Central

After five years in operations as the main administration enquiry and service centre for UOW, Student Central continues to provide its diverse customers with a seamless customer experience.

Student Central aims to always provide students with consistent and accurate information to ensure their needs are met in the first instance. The Centre's continuous commitment to delivering excellent customer service and exceeding customer expectations has been highlighted by the introduction of a number of new initiatives throughout 2010. These initiatives have allowed for processes to be strengthened, communications improved and stronger relationships fostered with key stakeholders as well as better management of workforce planning to increase workplace efficiency.

Some of the new service initiatives undertaken include:

- > Students 'feedback@UOW' – increasing student awareness of ways to submit feedback, such as compliments about service, suggestions or other comments for improving the student experience across the university
- > Cross functional skilling of employees – providing opportunities for staff to perform other functional roles to broaden their understanding and skills
- > Coaching and development – focussing on providing staff with feedback to ensure consistency of customer service across all communication channels, which includes emails, phones and counter enquires
- > Process reviews – developing new procedures and processes as well as continuous improvement of existing processes to ensure excellence in all aspects of service delivery and efficiency
- > Improvement in communications – reviewing communication strategies so messages are clear, concise and understandable for all students
- > Relationship management with stakeholders – more open and improved communication between faculty and administrative colleagues, with regular reviews of service standards.

Many other initiatives have contributed to Student Central improving service delivery throughout the year. In 2010, the Centre handled over 28,000 phone calls, 56,000 counter and 9,000 emails enquiries as well as 213 feedback submissions. Improved reporting allowed for greater analysis of information to identify trends and better resource management. Overall, students primarily choose to visit Student Central and enjoy the face to face contact with staff. Looking ahead for 2011 a number of priorities to further enhance the student experience will be implemented, such as a strong focus on student feedback, the continued development of service standards, interactive content via the Current Students webpage as well as supporting the development and training of staff.

Support for Gay, Lesbian, Bisexual and Transgender students

The Queer Collective, a student support network for gay, lesbian, bisexual and transgender students, hosted the National Queer Collective conference at UOW's Wollongong Campus in July. This was supported by key business units, resulting in an excellent week of activities and reportedly the best QC conference for some time.

Accommodation Services

Accommodation Services aims to provide diverse living options and offers students and staff supportive, secure and sustainable residential communities. Information and advice on housing alternatives is also a priority.

Application Trends

As in previous years, the demand for student accommodation in 2010 continued to exceed the number of beds available in UOW managed accommodation, with over 2,200 applications for 1,400 beds. UOW aims for a balanced community in each of the eight sites that it operates, and in 2010 there was a balance of gender, domestic and international students, first year and older students across the residences.

Managing High 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. Increasing the number of student beds is a high priority for the division, and negotiations with a third party provider selected by tender proceeded throughout 2010.

In 2010 refurbishing of The Manor (the newest student residence) was completed. The Manor, managed and supported by International House, specialises in meeting the living needs of higher degree research (HDR) and postgraduate students.

Community Events

The combined residence events continue to be a highlight for students living at 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 Interhalls Ball, and an inter residence sporting competition, were open to all students living at UOW and attracted an enthusiastic response. Global Highway is now the flagship event of the UOW International Week. In 2010, 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.

The Residences also ran a wide range of fundraising events, which supported a number of local and well known charities. International House had a highly successful 30 Year Anniversary. Graduates and staff from around the world relived their youth, and reflected on their subsequent achievements. A significant outcome from the Anniversary was the launch of International House Global Wellbeing Residential Scholarships. A fundraising effort throughout the year culminated at the Anniversary and enough funds were raised to offer five of these scholarships to International House Students in 2011.

Students living at UOW continue to rate their level of satisfaction with student life and well being highly (92 per cent in 2010, Living@UOW Student Accommodation Survey) and tend to outperform their peers in academic scores, and degree completion.

REVIEW: STUDENTS

Student Support and Peer Learning

In 2010, the Student Support and Peer Learning Department continued to offer a range of services and programs to assist students successfully transition into and through UOW.

Peer Assisted Study Sessions

Over 4,000 participants took part in the voluntary Peer Assisted Study Sessions (PASS) Program at UOW in 2010. The program supported 39 subjects across UOW's 9 faculties and 2 Graduate Schools which totalled 3,500 1 hour PASS sessions being conducted over the 2010 Academic year. The program was on offer to approximately 95 per cent of first year students at Wollongong Campus and in some disciplines at the Shoalhaven, Batemans Bay and Loftus Education Centres. PASS aims to increase academic progress and retention of commencing students and is also on offer in some second year and postgraduate subjects. Each group was led by a more senior student who had previously successfully completed the subject. The focus of this 'Supergroup learning' initiative is developing the participants learning strategies and consolidating students understanding of difficult content.

UOW continued as the National Centre for PASS, which involves actively training staff from other institutions in Australasia. The success of PASS is apparent when considering that in 2005, only 7 Australian universities offered PASS and in 2010 some 33 Australian universities offered PASS Programs. UOW PASS has also delivered training to staff from institutions in New Zealand, Hong Kong, Malaysia and Fiji. UOW also co-hosted the 6th Annual PASS National Forum with the Griffith University on the Gold Coast – this forum included practitioners and students from the Australasian PASS community.

Other highlights of the PASS Program in 2010 included:

- > An ALTC Program Award in the First Year Experience category
- > Most Outstanding PASS Program in the World (as awarded by the International Centre for SI/PASS UMKC)
- > Two of the UOW PASS team Leaders were again winners of National Awards for Outstanding Contribution to Peer Learning in 2010
- > UOW PASS staff collaborated with staff at the University of Melbourne and Deakin University to publish the 3rd edition of the *Australasian Journal of Peer Learning* in November 2010. The 2010 edition was double blind peer reviewed and achieved ERA ranking as a C Journal after two editions.

Counselling, Disability, Equity and Diversity Support

In 2010, 730 students were registered with the Disability Service. Registered students represent every faculty, education centre and WCA. Services and programs in 2010 included Assistive Technology, alternative exam arrangements, casual support staff – facilitators, note takers, mentor programs, Independent Learning Skills Program and accessible formats for learning. A total of 201 currently or previously registered students graduated in 2010, a significant increase from 125 in 2009.

Counselling staff provided in excess of 3,200 contact hours in 2010 to assist UOW and WCA students confidentially in regard to a wide range of personal matters that can impact on study success. Services were available at all education centres and were extended to the Sydney Business School (SBS) for the first time in 2010.

Other key achievements included:

- > A UOW Support Group program was piloted. This program will be continued in 2011.
- > DEEWR recognition of UOW students with a disability success and retention rates by awarding UOW 2nd highest achiever across the 38 Table A Australian universities over 4 consecutive years (2006 – 2010).

Student Support Advisers (SSAs) continued to provide individual support to all students, with a particular focus on assisting students with disabilities and international students. In 2010, 540 international and 709 domestic students were supported by SSAs.

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.

In 2010, SSAs engaged in many projects, including:

- > A pilot food voucher program
- > A mentoring and tutoring program for Faculty of Science students from a range of equity groups
- > Extended one to one support to SBS (including iC)

Other equity activity undertaken by SSAs throughout the year included:

- > Involvement with the Faculty of Commerce Indigenous Strategy Working Party
- > Assistance with UniConnections workshop programs in several faculties
- > 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

SSA's 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, with 600 students attending in 2010
- > Successful application for ESDF Grant to expand conversation groups for international students – under the Program title 'Global Communicators'
- > Contribution to various committees and groups around supporting international students as well as International Week planning and activities
- > Production of 2,500 copies of the *Experience Wollongong* booklet for newly arrived international students

REVIEW: STUDENTS

Learning Development

In assisting UOW to meet the recommendations of the Commonwealth Government's Bradley Review, Learning Development delivered a number of transition and retention strategies for both domestic and international first year students. The inaugural student learning conference, *Learning Carnivale*, was held over two days in April, and timed as a post orientation event falling within the first six weeks of study. In advance of the Carnivale, an eLearning site was set up to provide intending participants with support, pre and post event.

Immersion Days and a Writing Boot Camp were provided at the Shoalhaven Campus and the Moss Vale, Batemans Bay, and Bega learning centres. These were two initial aspects of a larger program of 'Successful Transitions' that is being developed to support student transition to the first year of university study.

Learning Development continued to work with faculties at all onshore locations to support student acquisition and development of discipline specific academic writing and research capacity, academic 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. These methods reached more than 9,000 students, of whom more than 4,000 were equity students.

Two series of thesis writing workshops for Higher Degree Students were provided in co-operation with the Research Student Centre and the Library. Throughout the year, workshops for undergraduate students were provided on a range of study, research, academic writing and language related topics, and individual consultations were provided for research and coursework students across all faculties.

The Disability Support Program, which supports the academic development of students with disabilities, including those with mental illness and learning difficulties, was further supported through the appointment of a half-time Lecturer to focus on this particular sub-cohort.

Careers

To facilitate career decision making and its implementation by all students, an accessible and free career counselling service is available to students across all campuses.

A sample of 50 students were involved in an evaluation of this service, which identified that 74 per cent strongly agreed (and 26 per cent agreed) that their career counselling session was helpful and met their needs, and 90 per cent strongly agreed (and 10 per cent agreed) that they would recommend this service to others.

Programs and services relevant to the needs of international students were provided in curricular (51 Masters students from Engineering and Informatics) and co-curricular programs, such as the Certificate in Global Workplace Practice (where 41 students regularly attended throughout the two semesters).

Between January and October 2010:

- > Of the 235 students who used the Resume Checking Service, 38 per cent were international.

- > Of the 806 students who accessed information from Careers Central reception, 28 per cent were international.
- > Of the 1,260 students who registered for one or more job seeking workshops, 36 per cent were international.

In May 2010, Careers Central established a centralised 'Jobs on Campus' (JoC) service to act as a meeting place for both campus employers looking for casual staff and students seeking on campus employment.

A marketing and communications strategy was implemented to increase awareness amongst faculties, divisions and units of the service and thereby encourage its utilisation – and hence provide opportunities to our students.

Some 307 students undertook the Campus Ready training program to go in the 'Talent Pool' to be eligible for these casual roles. Students from the JoC Talent Pool were employed by 19 individual units across the campus, resulting in 45 casual roles being offered between May and December.

The JoC initiative was well received by students and employing units. Participant satisfaction survey results were very high, with 100 per cent of employing units on campus indicating they would use the service again, would recommend it to others, and feel it is a valuable initiative for UOW.

In 2010, there was further development of the provision of work related learning programs.

One strategy was to enable students to be granted credit for their involvement in work-integrated learning (WIL) programs. This occurred at the Masters level for international students in Informatics and Engineering. Student participation increased in extra-curricular experiential learning programs, such as Lucy mentoring (12 students), Students in Free Enterprise (SIFE) (18 students), and Univariate Illawarra (102 students).

Careers Central staff adopted the *Code of Practice – Professional Placements Policy* within all of these programs. Careers Central staff proactively encouraged more frequent, useful relationships between students, businesses and broader community organisations by encouraging active student participation in and attendance at a variety of industry and community forums throughout the year.

Careers Central also worked closely with academic units – including involvement in the support of the placement processes for students enrolled in the Arts Internship subject, and the design and delivery of career development learning materials to 1st year Management students, 2nd year Creative Arts students, and final year Education, Nursing and Dietetics students, to Masters level students at the Sydney Business School (as well as the Informatics and Engineering Masters students referred to earlier).



2010

REVIEW: INTERNATIONAL OUTLOOK

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

The University is committed to internationalisation and to extending its international reach. To enhance its capacity to do so, it undertook an extensive review and planning exercise that produced a comprehensive *International Management Plan* and aligned faculty planning to focus on quality improvement and future onshore and offshore growth targets.

To strengthen the quality management which is essential to the University's international planning, a new International Services and Development Division (ISD) which comprised the new Faculty International Support Unit (FISU) and the Transnational Education and Alliances Unit (TNE&A) was established. ISD reviewed policies and procedures and established a more comprehensive framework for the quality assurance of UOW offshore activities. A relaunched *International Alliances Policy* is the keystone of this framework, incorporating new offshore credit arrangements and roles.

UOW international planning and performance continued to be developed and monitored by the University Internationalisation Committee (UIC) supported by two subcommittees, the International Alliances Committee (IAC) and International Student Engagement Committee (ISEC), both of which received strengthened missions and quality assurance roles in 2010. The Internationalisation in Learning and Teaching Subcommittee (ILTS), a subcommittee of the University Education Committee, worked in close association with the UIC and was particularly active in 2010 in regard to reviewing the area of English Language proficiency.

The International Alliances Committee (IAC) monitored a revised UIC International Link Grant Scheme in 2010, seeking to support the development of teaching and research collaborations. This funding included a focus on building relationships in Thailand, and faculties also contributed with funding to support applications.

REVIEW: INTERNATIONAL OUTLOOK

2010 Outcomes under Strategic Objectives

1. A UOW community with a diverse and rewarding global perspective and culture

This is a multi-faceted objective, involving both the engagement of international students and the development of all students and staff as global citizens.

International students were welcomed through customised enrolment days, with 723 international students attending individual faculty sessions (against 710 attendees in 2009). Approximately 75 per cent of UOW students attended Orientation activities, which combined social and academic aspects of university life to engage and motivate both domestic and international students.

The 'Welcome to Wollongong Reception' and the 'Community Festival' for international students in February grew in profile and in support from the UOW and local community. The popular 'Global Highway' event was again held on the main campus, celebrating the social and cultural contributions UOW's international students make to the region. The English conversation groups flourished and a webpage listing availability assists in providing information to both on campus and off campus groups.

For domestic students, the outbound student mobility programs showed promising growth during 2010. The UOW allocation of over \$350,000 in travel grants was supplemented by \$204,500 from the Endeavour International Exchange Program (funded by the federal Department of Education, Employment and Workplace Relations). This funding, together with the stronger Australian dollar and the abolition of the OS-HELP loan fee by the Federal Government, helped to support a 46 per cent increase in the outbound semester student exchange participation rate in 2010 (219 semester participants against 150 in 2009). The faculties with the strongest growth were Arts, Commerce, Creative Arts and Engineering. There was also strong interest in short-term international experiences. For example, around 200 postgraduate Higher Degree Research students gained international experience and, for the first time, a cohort of 50 medical students from the first graduating class from the Graduate School of Medicine undertook an international placement in one of 18 different countries.

Registration in the Global Workplace Citizenship Certificate Program (CGWP) during 2010 recorded 555 applications, up from the 321 registered applications in 2009. As reported in the Learning and Teaching section, the Faculty of Commerce piloted the iConnect Certificate which encourages engagement by all students in cross-cultural experiences through lectures, seminars, workshops or overseas study or internships.

To reinforce and support academic and general staff in cultural awareness, the Professional and Organisational Development Services (PODS) Unit offered cultural awareness workshops in Effective Intercultural Communication and Customer Service across Cultures, with a total of 75 staff attending, building on the 110 attendees in 2009 and 64 in 2008. Staff also continued to engage in international research and teaching collaborations with many overseas institutions and partner organisations, supported by the UIC International Links Grants Scheme.

2. University of choice for international students

In 2010, enrolment figures for onshore international students at UOW totalled 6,237 (an increase of 9.4 per cent on 2009 enrolments) and accounted for 28 per cent of total onshore enrolments. Enrolments at the University of Wollongong Dubai (UOWD) for 2010 were 2,973 (a decrease of 2.3 per cent on 2009, indicating the after-effects of the global financial crisis on the United Arab Emirates). International onshore student commencements reached 2,869 overall compared with a total of 2,949 in 2009. The University expects a downturn in commencing international students in 2011 in line with a general downturn in the market sector-wide.

UOW increased its focus on student recruitment from a broader range of countries. Principal among these in 2010 were joint marketing activities with INTI College Malaysia; international high school leavers in Australia, Malaysia, Thailand, Sri Lanka and the UAE; scholarship holders in Libya, Kuwait, Iraq and Jordan; and students seeking bachelor pathways as diploma graduates in China and Korea. In addition, further resources were devoted to student recruitment from Vietnam; and study abroad recruitment from the United States, France and Germany.

The 2010 *International Student Barometer* (ISB) survey once again provided data on the expectations and experiences of international students as well as national and international benchmarks. It identifies key drivers of international student satisfaction and establishes the relative importance of each. With a response rate of 46 per cent (a slight drop against a 50 per cent response achieved in 2009), UOW maintained a strong performance against other international universities and other Australian universities. A total of 139 universities from 16 countries participated, of which 29 were Australian universities. UOW scored above the national average against key aspects of the student experience (Arrival, Learning, Support) and for Overall Satisfaction. ISEC will continue to monitor international student satisfaction survey results and recommend improvements and/or support to the University Internationalisation Committee (UIC).

REVIEW: INTERNATIONAL OUTLOOK

3. International recognition for quality, standards and outcomes

UOW has ranked in the top 2 per cent of World Universities in the *Academic Ranking of World Universities* (ARWU) and THES-QA ranking for the past five years. Comparative data (IPP, 2009) shows that UOW is among the top ten universities nationally for a number of collaborative international research projects.

To raise its profile and enhance its international reputation, UOW is working to build new partnerships, consolidate existing partnerships, and strengthen quality assurance for all partnerships through the review of offshore programs, articulation and twinning arrangements. In 2010, UOW entered into a partnership with the INTI Education Group and Laureate International Universities network and will offer programs in Kuala Lumpur and Penang from 2011. This partnership will assist in raising the University's profile in major student source markets.

Formal international linkages by country are listed and regularly updated by the Transnational Education and Alliances Unit on the web-based Strategic International Partners (SIP) List.

International Alumni Events listed on the International intranet site in 2010 included:

- > **March:** China Australia–China Alumni Event, attended by 100 alumni
- > **May:** October: Study Abroad and Exchange Farewell Events,
- > **July:** SBS Beijing Alumni Reunion, attended by 29 alumni
- > **October:** Thai Chapter Annual Alumni and Friends function, attended by 200 alumni, and representatives of Thai universities, government officials and the Australian Embassy
- > **November:** Commerce and SBS Alumni Reunion, Shanghai, attended by 54 alumni
- > **November:** International House 30th Anniversary, attended by 100 alumni and former staff

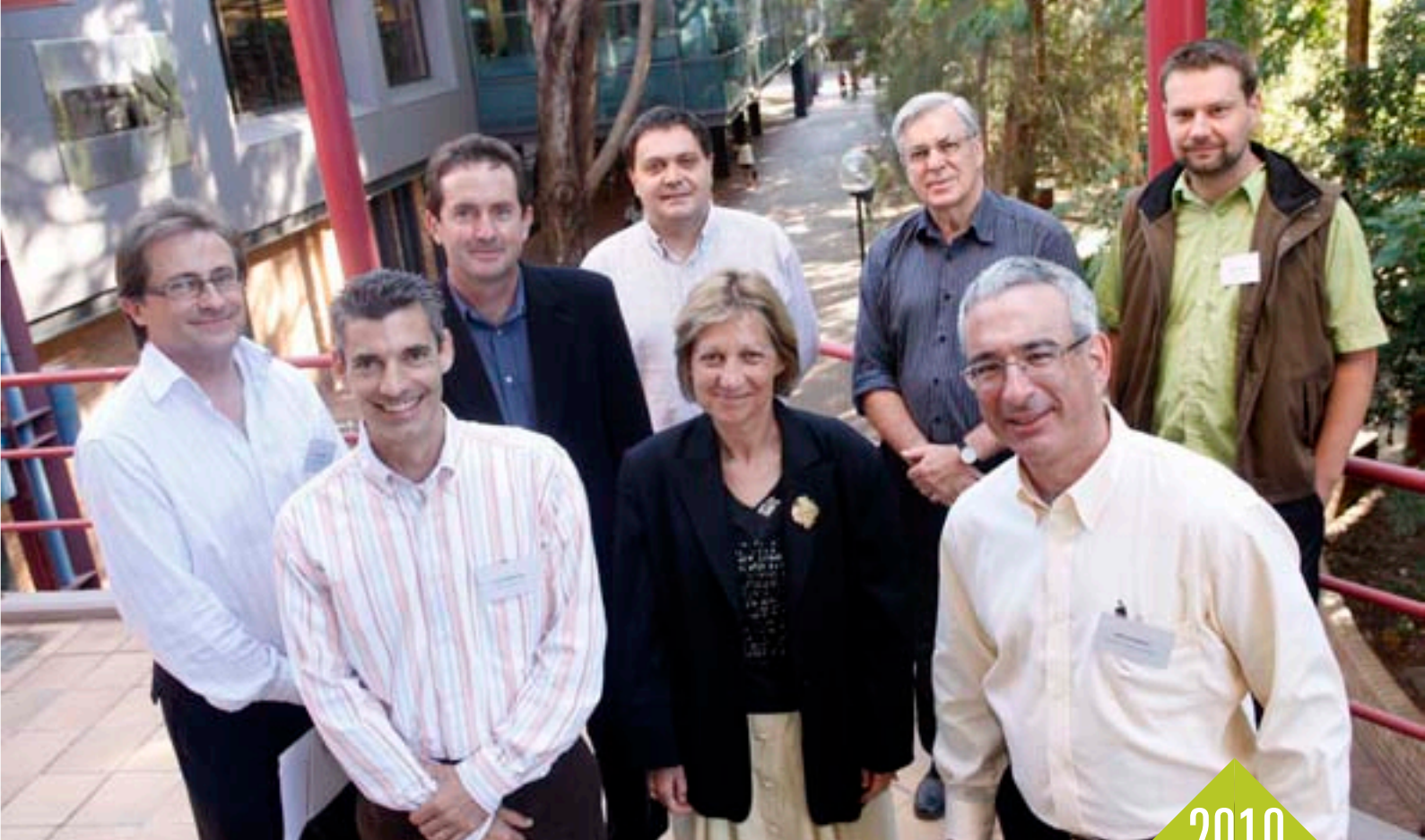
Planning Priorities 2011

Faced with increasing competition for international students, UOW is developing its capacity to monitor and improve performance through:

- > Investigation of a user-friendly web-based database of international partnerships where information can be easily shared across the wider campus
- > Building on the Performance Indicator Project's International Reporting Initiative to provide an analysis of pre-enrolment statistics and improve the flow of data to faculties with high international enrolment numbers

The *International Management Plan for 2011* identifies the following priority areas for 2011 – 2013:

- > Top quartile growth in onshore international student recruitment
- > Enhanced international partnerships in research and learning and teaching
- > Consistent Quality Assurance for all offshore programs via rigorous guidelines and annual review; staff criteria and development; student communication and support
- > Ongoing monitoring and strengthening of UOW–UOWD relationship
- > The diversity of onshore international students, for example, cultural mix and gender balance; undergraduate versus postgraduate (coursework); spread across all faculties and graduate schools
- > The ongoing internationalisation of the student learning experience through, for example, the curriculum, outbound mobility across all categories, including exchange between UOW and UOWD; funding support and iConnect (or Global Citizenship Program)
- > The expansion of English Language and international student support programs
- > Ongoing review and improvement of international student satisfaction
- > Increased incoming Study Abroad student numbers and wider spread across faculties
- > Expansion in international alumni connections.



2010

REVIEW: STAFF

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

The main catalysts for growth in staff numbers in 2010 were UOW's ongoing successful research grant performance and targeted recruitment for strategic initiatives, including the SMART Infrastructure Facility and the Illawarra Health and Medical Research Institute.

UOW performed strongly against targets for the work environment in 2010. In April/May, the second 'Your Voice' workforce survey achieved a 76 per cent response rate and indicated a strong understanding of and commitment to the University's mission. In addition to a database, which includes over 100 organisations and 300,000 employees, the survey has now been used in 30 universities in Australia and New Zealand, which allows for sector as well as all industry benchmarking.

UOW again exceeded the university sector benchmark average in every one of the 36 standard dimensions in the survey. Our results in the key dimensions of job passion and progress remained the highest of any participants in the higher education sector, as was the case with the previous results. This demonstrates that UOW continues to have among the highest levels of staff engagement in the sector.

In 2010, UOW again participated in the 'Universities HR Benchmarking Program' involving 36 universities. UOW performed above the benchmark average in the majority of key areas including low voluntary employee initiated turnover (that is, resignations), the ratio of academic to general staff, academic promotion rates, percentage of doctoral qualifications among academic staff, unscheduled absences per general staff employee, and OH&S incidents and average lost time rates.

REVIEW: STAFF

2010 Outcomes under Strategic Objectives

1. An adaptable workforce with skills aligned to strategic directions

At the end of the 2008 – 2010 planning cycle, the retention of staff specially aligned to strategic directions and across all other categories markedly exceeded targets. Voluntary employee initiated turnover actually decreased across the sector, perhaps due to the labour market impact of the Global Financial Crisis. Conversely, the competitive nature of labour markets in the sector and a lack of suitably qualified candidates in some academic disciplines made it difficult to achieve targets for the number of appointable candidates for senior general staff and academic positions. As far as quality and capacity are concerned, UOW's aggressive target in respect of the percentage of academic staff with doctoral qualifications was met. Sourcing and recruitment marketing strategies are being continually reviewed and improved.

A wide range of training programs were again conducted in 2010 with 252 programs delivered and a total of 3,964 staff attendances. In addition, new Initiatives in 2010 focused on research development. The University ran an Early Career Research Mentoring Program, which matched early career researchers with experienced senior researchers within the University, and also undertook a comprehensive training needs analysis to identify the future professional development needs of UOW researchers.

In 2010, tailored professional development solutions continued to increase when compared to 2009. Some 286 one-to-one training sessions were conducted (35 per cent increase), as were 48 internal customised consultancies for workgroups across campus (10 per cent increase) and 102 coaching sessions (120 per cent increase).

Feedback on training programs continued to be very positive with 96 per cent of all programs receiving evaluation ratings above the University's established benchmark.

2. A supportive, rewarding and equitable work environment

UOW maintained its ongoing commitment to provide a stimulating and safe work environment for staff in 2010. Evidence in relation to a supportive and rewarding work environment is demonstrated in the positive results of the 'Your Voice' workforce survey, where UOW not only markedly exceeded benchmarks but improved performance in a number of important dimensions including reward and recognition, facilities, health and safety and learning and development. OH&S performance in 2010 remained very positive with further reductions in the key indicators of Lost Time Injury and Average Lost Time Rates. In addition, the number of workers compensation claims reduced during 2010. UOW continues to be a standout performer in the sector in OH&S.

UOW continues to maintain a proactive rewards framework with strong promotion rates and career opportunities for staff.

Planning Priorities

The planning priorities for 2011 are articulated in the *Staff Management Plan*:

- > Implementing annual workforce planning across all Faculties and Divisions
- > Continuously reviewing and improving practices and systems to identify, attract and retain quality staff
- > Continuously reviewing and improving career and professional development programs, practices and outcomes
- > Providing continuity of effective leadership at all levels
- > Promoting and celebrating inclusive practices based on equity, diversity and reconciliation
- > Strengthening staff engagement and avenues for feedback and response
- > Ensuring staff recognition and reward policies and practices for staff excellence and innovation are aligned with strategic priorities
- > Providing a healthy and safe work environment
- > Promotion of interdisciplinary and inter-unit collaboration and teamwork as a distinctive UOW feature
- > Developing improved communication mechanisms based on access to a range of technologies

Table 12: Full-time and Fractional Full-time Staff 2006 – 2010

	2006	2007	2008	2009	2010
Academic Activities	1262	1356	1379	1493	1541
Academic Support	218	202	207	222	234
Institution Services	229	265	272	302	318
Other	102	98	111	110	112
Total	1811	1922	1969	2127	2215

REVIEW: STAFF

2010 Performance Report

Staff Policies and Practices

As shown in Table 12, the University's full-time equivalent staff numbers rose by a further 4 per cent in 2010. This increase in staff reflects the ongoing growth of the University and is largely driven by UOW's continued success in gaining research grants and its development and expansion of new research initiatives, such as the Illawarra Health and Medical Research Institute (IHMRI) and the SMART Infrastructure Facility. Recruitment remained a key strategic area of activity throughout 2010 in an increasingly competitive labour market.

UOW's performance in staff retention, including retention of key staff remained strong. UOW again exceeded sector benchmarks in this area. This reflects the success of the University's strategic retention planning process and is an important workforce capability indicator in light of the increasing competition for academic staff both nationally and internationally.

In April/May UOW conducted a comprehensive workforce survey as a follow up to the inaugural survey conducted in the latter part of 2007. Again the University used the 'Your Voice' survey which is used by 30 universities in Australia and NZ and therefore provides valuable benchmarking information across a broad range of organisational dimensions. A very pleasing response rate of 76 per cent was achieved with 1,464 survey completions from a base of 1,925 survey invitations. Since the survey was first conducted in 2007 staff satisfaction has largely been maintained or enhanced. Compared to other Australian universities, UOW again achieved better results across all of the workplace dimensions measured in the survey. Overall the results of the survey were very positive and show that UOW continues to be a university where staff are highly engaged. UOW staff also continue to show a strong belief in the University's mission, its values and its focus on achieving positive results. Another core strength which stands out is the talent of people at UOW who work together to deliver on goals.

Following extensive system configuration and testing work, UOW launched the performance management module of the new integrated talent management system 'CareerNet' for general staff in the latter part of 2010. The performance management module will be progressively rolled out to academic staff in the coming year along with the hiring and learning management modules. A major upgrade of the University's core payroll system was also undertaken in 2010 with the new version providing a significantly revamped and more user friendly employee interface known as 'Web Kiosk'.

Industrial Relations Policies and Practices

A new General Staff Enterprise Agreement was finalised in November and went to ballot in December. Of those staff who participated in the ballot over 83 per cent voted to approve the Agreement. The National Tertiary Education Union made application to Fair Work Australia (FWA) not to approve the Agreement claiming it did not meet the Better Off Overall Test (BOOT). After hearing submissions from parties, including the Community and Public Sector Union and UOW, Fair Work Australia was satisfied that the Agreement did meet the test and approved the Agreement. The new General Staff Agreement provides for salary increases of 20.5 per cent over the life of the Agreement. This includes administrative increases of 4 per cent paid in 2009 and 2010, which have been incorporated in the new General Staff Enterprise Agreement. In addition, the Agreement provided for a one-off bonus payment of \$1,000 (prorated) to continuing and fixed term general staff. The nominal expiry date of the Agreement is 23 January 2014, however it will continue until another Agreement is made.

Enterprise bargaining for a new academic staff agreement continued in 2010 with academic staff representatives. While considerable progress was made, a small number of issues remained outstanding. Pending the finalisation of an enterprise bargaining agreement for academic staff an administrative salary increase of 4 per cent was also paid to academic staff on 31 March 2010.

There was no industrial action in 2010. On 18 October, however, the National Tertiary Education Industry Union did apply to Fair Work Australia for a protected action ballot for their members to vote on whether industrial action should be taken in the form of a ban on the entry and transmission of examination and assessment results in support of their enterprise bargaining claims. The ballot of NTEU members conducted by the Australian Electoral Commission subsequently failed to attract participation by the required 50 per cent of membership, and hence no industrial action (lawful or otherwise) was taken.

Overseas Visits by Employees

University of Wollongong employees made 853 visits to 67 international destinations in 2010. The main purpose of these visits was to participate in academic conferences and symposiums, and undertake research and related scholarly activity while on formal study leave.

Professional and Organisational Development

Professional and Organisational Development Services delivered a wide range of scheduled training programs during 2010. In all, 252 programs had a total of 3,964 staff attendances. This is similar to the number of programs run in previous years. Requests for tailored professional development programs and interventions continued to increase when compared to recent years. These bespoke programs and interventions included 286 one-to-one training sessions, 48 internal consultancies for workgroups across campus and 102 individual coaching sessions.

REVIEW: STAFF

New programs offered in 2010 included Building Resilience in the Workplace, The Art of Fully Engaged Dialogue – A Coach Approach, The Good, the Bad and the Ugly of Managing Staff, Gold Standard Committee Service Training and Planning Your Written Communication. Feedback on training programs continues to be very positive, with 96 per cent of all programs receiving evaluation ratings above the University's established benchmark. In addition a new partnership with Origin HR provided 31 staff with the opportunity to study towards their Certificate IV in Business Administration in 2010.

Other initiatives in 2010 included the Early Career Researcher Mentoring Program, which matched early career researchers with experienced senior researchers within UOW. This program was supported with training, networking sessions and newsletters. Feedback was extremely positive, with several mentees being successful in gaining inaugural research grants. A revised 360 degree leadership survey was piloted in 2010 with a number of senior managers and supervisors participating. The process was supported with information sessions and one-to-one debriefing sessions to identify strengths and develop personal action plans with participants. This survey will continue to be rolled out across UOW in the coming year.

Comprehensive training needs analyses were conducted for the professional development needs of UOW's researchers and Level 6/7 general staff. An outcome of the 'research staff development needs analysis' was a new *Career Development Framework* for UOW Researchers. This Framework identifies a range of professional development and resource support for early, mid and senior researchers. Recommendations from both these analyses will be progressively implemented in 2011 as part of the strategic plan.

In 2010, UOW also ran a successful one day Administrative Professional Conference that was attended by over 100 staff. At the conference participants heard about a range of new initiatives being undertaken at UOW as well as having the opportunity to network with other administrative staff.

Occupational Health and Safety

UOW is committed to providing a working and learning environment which sustains the health and safety of its staff, students, contractors and visitors. Table 13 sets out the University's OH&S outcomes on key performance indicators in 2010 compared with the previous year. Overall performance was positive and well above sector benchmarks.

There was a significant decrease in the number of workers compensation claims from 100 in 2009 to 65 in 2010. The majority of work related injuries reported were associated with sub-optimal manual handling and ergonomic work practices and were minor in nature, allowing for successful early return to work in all instances.

The number of reported hazards in 2010 was 557, compared to 486 for 2009. Overall the increase in hazard and incident reporting is seen as a positive indicator as it shows an increased awareness of reporting OH&S hazards via workplace inspections and allows for the implementation of corrective actions to prevent injuries.

The University's Lost Time Injury Frequency Rate was 0.95 which met the target of less than 1. The Average Time Lost Rate (ATLR) decreased from 10.43 days for 2009 to 1.25 in 2010, which highlights UOW's reduction of significant injuries in the workplace and proactive efforts in reducing OH&S risk in the workplace.

The OH&S Unit conducted three internal OH&S Verification Audits which included the following units:

- > Bega Education Centre
- > School of Earth and Environmental Sciences, Faculty of Science
- > School of Civil, Mining and Environmental Engineering, Faculty of Engineering.
- > There were 39 OH&S training courses delivered in 2010 including the following OH&S topics:
 - > OH&S Principles and Awareness
 - > OH&S for Supervisors
 - > Applying First Aid
 - > Building Warden Training
 - > OH&S Risk Management
 - > Hazardous Substance Awareness
 - > Manual Handling and Ergonomic Practices
 - > Radiation Safety, Biosafety and Laser Safety
 - > Safe Handling of Gases

Table 13: OH&S Outcomes on Key Performance Indicators 2009 – 2010

Performance Indicator	2009	2010
Loss Time Injury Frequency Rate	1.75	0.95
Average Time Lost Rate	10.43	1.25
Number of Workers Compensation Claims Reported	100	65
Number of Work Related Medically Treated Injuries	46	26
Number of Work Related Lost Time Injuries	7	4
Number of Hazards/Near Misses Reported	486	557

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

REVIEW: STAFF

Employment Equity and Diversity

Equity for Women

UOW has once again received recognition from the Australian Government's Equal Opportunity for Women in the Workplace Agency (EOWA) for the outstanding programs and strategies that support women in the workplace and for the strategies implemented to eliminate sexual harassment. The recognition, in the form of a waiver on reporting until 2013, is testimony to UOW's achievements.

Changes to the criteria for the Employer of Choice for Women Citation provided an opportunity for UOW to submit an application. The new criteria require applicants to conduct a Pay Equity Audit and analyse the results with the view to addressing any gender pay inequity. With the exception of senior staff employed on contracts, UOW has a gender pay equity gap in the range from minus 5.3 to 8 per cent across employment levels. The gender pay equity gap for senior staff employed on contracts is 18.8 per cent. This level of gap is largely due to the predominance of male senior executives.

Five women academics were promoted to professor in recognition of their outstanding achievements and their demonstrated leadership capacity. This brings the total number of female professors to 24, 20 per cent of the total number of professors. This represents a 2 per cent improvement from 2009. UOW also saw a 3 per cent rise in the number of women associate professors, with the figure rising from 25 per cent in 2009 to 28 per cent in 2010.

Women general staff hold 50 per cent of the Directors positions and 46 per cent of the Level 10 and above positions. This demonstrates a very strong representation both in the positions held by women and their representation on key committees within the University.

Linking women events continue to be well attended and highly regarded. The Chancellor, Ms Jillian Broadbent AO, spoke to senior women at a breakfast mid-year; two senior women shared their career success stories with over 70 women and many informal celebrations on the successful recruitment and promotion of senior women were highlights of the year.

Indigenous Australians

The *Reconciliation Statement* was reviewed with the view to also developing a plan of action to address the gaps in Reconciliation within the areas of employment, teaching, learning and research. The Statement was finalised after consultation with the local Aboriginal community and UOW staff. The University Council embraced the revised statement and the development of a plan of action. Reconciliation has now been included as a Quality and Business Keystone in the *2011 – 2013 Strategic Plan*.

Joanne Damcevski became the permanent Indigenous Employment Officer in August. Joanne previously worked in Sydney and came to UOW with experience working with government agencies to secure employment for Indigenous Australians.

The number of Indigenous Australian academic staff continues to increase, growing from 0.8 per cent in 2005 to 1.25 per cent in 2010. The number of general staff fluctuated throughout 2010, with 2 per cent representation by the end of the year.

Policy Reviews

EO Online, a self-paced online equal opportunity training program for higher education employees, was made a compulsory requirement for both academic and general staff to move through probation.

Support for people with disabilities

The *Disability Action Plan 2007 – 2010* was reviewed in preparation for the development of the next three year plan. Some 75 per cent of the actions were either completed or partially completed. The most significant achievements included: the Campus Access Audit and the subsequent allocation of funding for upgrades, finalisation and implementation of the *Student Academic Consideration Policy*, and the development and implementation of the *Code of Practice – Student Professional Experience*.

The *Disability Action Plan 2011–2014* has been drafted and will be presented for approval early in 2011. A significant gap identified in the review is associated with the needs of staff and students with mental health conditions.

When staff members enter 'on duty', they are required to complete an equity data profile. The EED unit requested all staff to update their disability status, as it was evident that many staff acquire a disability during their employment and this was not reflected in the statistics. This has resulted in a significant increase in our statistics for the number of people with disabilities, with 7.51 per cent of staff reporting that they have a disability as at December 2010.

Job Access, an Australian Government initiative to support people with disabilities remaining in the workforce, has continued to provide rapid response to specific equipment needs. Staff with disabilities at UOW received equipment and workplace modification to the value of \$8,470.

Multicultural Policies and Services Plan (formerly Ethnic Affairs Priorities Statement)

The Community Relations Commission introduced a change for multicultural planning late in 2009, which resulted in UOW's *Ethnic Affairs Priorities Statement* (EAPS) being replaced by the *Multicultural Policies and Services Plan*. UOW's EAPS, however, covered the period 2007 – 2010; therefore the change in name and format will be addressed in a revision process in 2011.

As part of the Diversity Week program, the Faculty of Creative Arts hosted an exhibition of Macedonian Aprons, titled *Ties with Tradition*. The Powerhouse Museum, Macedonian Welfare Association, Illawarra Migrant Heritage Project and UOW collaborated to bring this valuable work to the University for the enjoyment of staff, students and the local community.

Macedonian women, who contributed their aprons to the exhibition, attended a launch with a fine selection of traditional Macedonian food, and guests were entertained by Macedonian folk musicians.

A total of 28 per cent of academic staff and 15 per cent of general staff were born in a country other than Australia, while 26 per cent of academic staff and 15 per cent of general staff come from families where English is not their first language.

A Social Inclusion Working Party was formed primarily to provide direction on the development and implementation of policies and strategies relating to social inclusion, which is now a Business Keystone in the *2011 – 2013 Strategic Plan*.

Priorities for 2011

- > Seek opportunities to increase the proportion of women in executive positions
- > Assess the outcomes of the Gender Pay Equity Audit
- > Finalise the *Reconciliation Plan of Action*



2010

REVIEW: BUSINESS AND ENTERPRISE

GOAL 7: BUSINESS CAPACITY TO ADVANCE THE ACHIEVEMENT OF OUR VISION

Objectives

1. Decision-making based on sound planning, governance and quality processes
2. Strategic deployment of resources and information
3. A sustainable and reliable infrastructure

Overview of Performance

The last year in a triennial planning cycle is a period for reflection and review of planning and business operations. In 2010, this process was intensified by preparations for the 2011 AUQA Quality Audit.

In the development of the new Strategic Plan, UOW recognised its achievement over 2008 – 2010, sometimes against sector trends, in domestic and international enrolments at all sites. The pace of capital developments was noteworthy and involved strong partnership networks. They included further development of the Innovation Campus (iC), the new Illawarra Health and Medical Research Institute building and the SMART Infrastructure Facility building.

UOW recognised in its new Plan the importance of a sound business and quality basis. The process of aligning planning and budgetary processes continued to improve during 2010, with faculty budgets reviewed and developed against planning priorities in a streamlined system of quarterly meetings between Senior Executives, Deans and other senior staff.

The strengths of our quality processes and areas for improvement were highlighted, especially under the scrutiny of the self-reviews conducted for the AUQA Audit. In recognition of their fundamental importance, Quality and Business reference points were translated into Keystones for the next planning cycle and linked to the aspirational, ethical and social Principles that underpin the University's operations. The Keystones are grouped under:

- > Open, responsible governance and business
- > Social inclusion and reconciliation
- > A committed, collegial culture
- > Trust and sustainability

REVIEW: BUSINESS AND ENTERPRISE

2010 Outcomes under Strategic Objectives

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

Strategic and operational planning and review was aligned with layered reporting across faculties and units against University indicators and targets. These processes identified the priorities for improvement that drive the quality cycle. A new, improved performance monitoring model has been developed and will be used for the next review cycle. The 2011 – 2013 goal areas will be supported by Management Plans that enable achievement of objectives through strategies and targets and thus provide a framework for faculty, unit and committee activities.

The UOW *Quality Improvement Plan* (QIP) was updated in 2010 with regular reporting to UOW University Planning and Quality Committee (UPAQ) and biennial reports to Academic Senate and Council. It was also augmented by a clarified and integrated *Quality Framework*. The QIP projects were adjusted to take account of issues raised by reviews of academic risk assessment and against the *National Protocols for Higher Education* at the end of 2009. The risk and the National Protocols reviews were revisited and updated in 2010.

The evidence-based self-reviews conducted in 2010 for the upcoming AUQA Audit comprehensively tracked and evaluated performance in planning and quality, undergraduate learning and internationalisation. The self-reviews helped to identify, acknowledge and share good practice, as well as identify areas for improvement to be addressed through strategies in the 2011 – 2013 Management Plans.

Benchmarking activities during the year provided insights into assessment practices, course reviews, and academic and administrative practices.

Examples included:

- > Benchmarking of assessment practices between the University of Tasmania, Deakin University, and the University of Wollongong
- > The Australian Association of Philosophy benchmarking of all Philosophy programs in Australia and New Zealand, including UOW Philosophy courses in the Faculty of Arts
- > Administration practices in the Faculty of Engineering benchmarked against the Go8 Faculty Managers
- > The Voice Project's Workforce Survey involving employees across the institution and benchmarking against 25 universities

A benchmarking website and register were developed to better guide and monitor activities.

2. Strategic deployment of resources and information

Our marketing and forecasting capacity ensured an increase in enrolments by 1.2 per cent for international onshore students including study abroad and 8.8 per cent for domestic students in Autumn session 2010. Domestic recruitment is expected to exceed the Commonwealth funding envelope by 21 per cent and international onshore income for 2010 was estimated to be 46 per cent above original budget and above 2009 levels.

The Faculties of Arts, Commerce, Informatics, and Engineering increased their student numbers, with Arts, Commerce, and Informatics mainly doing so in the domestic market, while Engineering did so in international student recruitment. The Faculty of Informatics built on its relationship with the INTI Education Group, which is a member of the Laureate International Universities Network. The Faculties of Arts and Law have expanded the Early Entry scheme with both experiencing record applications and offers. The Faculty of Science experienced strong growth in domestic recruitment with an increasing average ATAR.

These developments were supported by the effective management of the University's financial resources and investments, which again secured a Standard and Poor's Credit rating of AA/A-1+ Stable.

A range of information system developments were also undertaken during 2010 to improve operations and services. Information Technology Services (ITS) provided the management and backbone for many of these achievements; their completed projects included:

- > Centralisation of IT support for six faculties and two schools
- > Roll-out of two new communication technologies using Voice over IP and the new student email – UOWmail
- > Support for the development of the online anti-discrimination and harassment program – 'Responsibilities, Rights and Respect Online', which will be a compulsory component for all incoming students by 2012
- > Acquisition and installation of the required IT equipment, systems and support for the new SMART Infrastructure Facility
- > Development of a new Higher Degree by Research application system
- > Improvement of systems and the development of a submission database for the Excellence in Research for Australia quality initiative

REVIEW: BUSINESS AND ENTERPRISE

3. External partnerships to promote enterprise and quality

Support and funding for UOW developments continued to be powered by external partnerships with government and business. They were instrumental in the growth of the Innovation Campus (iC). The Mike Codd Building, opened in 2010, houses the Sydney Business School and the Digital Media Centre, in a partnership between UOW and TAFE Illawarra. The new iC Enterprise 1 Building, currently under construction, will be the headquarters for Illawarra Coal and the Australian home for Mphasis, a Bangalore-based Hewlett Packard ICT company that employs 38,000 people world-wide with around 250 people employed in Australia.

In 2010, plans were announced for the development of a new \$300 million Hospital and Medical Precinct, which involves investment and partnership with the federal and NSW governments and the NSW Department of Health. An important milestone was the opening of the Illawarra Health and Medical Research Institute (IHMRI) in July 2010. IHMRI is a partnership with the South Eastern Sydney and Illawarra Health Service, and the NSW Government contributed \$15 million to its construction.

The SMART (Simulation, Modelling, Analysis, Research and Teaching) Infrastructure Facility is funded by the Commonwealth Government, the University, and the NSW Government through RailCorp to provide large scale solutions to infrastructure challenges. The Facility will be completed in early 2011 and consists of 30 laboratories connected by a national simulation and infrastructure data centre.

4. A sustainable and reliable infrastructure

UOW's Capital Management Plan was reviewed and updated in 2010 to include, for example, the expansion of accommodation services and proposed capital developments at the Innovation Campus (iC).

The newly established Environment and Sustainable Initiatives Unit raised awareness among staff and students of key environmental issues on campus. Achievements in sustainable and good environmental practice during 2010, included:

- > Development of the Environmental Management Plan in four stages – 'Connect, Collaborate, Consult and Celebrate'. A total of 1370 responses were received from staff and students via surveys, focus groups and briefing sessions
- > Recycling initiatives resulting in a 30 per cent increase in recycling rates: for example, Environmental Champions within each Division and Faculty, and National Recycling week raising awareness about print cartridge, mobile phone and spectacles recycling / reuse
- > Receipt of an energy efficiency training grant from the Commonwealth Department of Environment, Climate Change and Water in late 2010.
- > Activities related to energy consumption across the University. Building and Grounds is undertaking retrofitting works to reduce energy in buildings being refurbished
- > The installation of a 500kL underground rainwater harvesting tank in the centre of the Wollongong Campus to improve water efficiencies
- > Implementation of Gwynneville and Keiraville free shuttle bus, which averaged 420 passengers per day, and the North Wollongong Shuttle, which experienced an increase of 14 per cent of passenger trips in the first half of 2010

UOW completed the first phase of the installation of its first small-scale wind turbine at its Innovation Campus in North Wollongong. This is a collaborative project with the Australian wind turbine manufacturer, Aerogenesis, with substantial financial support provided by the Australian Government under the Asia-Pacific Partnership on Clean Development and Climate. The 5 kilowatt wind turbine, to be operational in 2011, will provide on-site renewable energy generation for iC facilities, and permit demonstration, research and educational purposes.

Planning Priorities

- > Advance the development of the Health and Medical Precinct and the UOW Southern Sydney campus
- > Finalise lease agreements for iC Enterprise by March 2011 and sustain development of Innovation Campus in accordance with the *UOW Master Plan*
- > Complete centralisation of IT support
- > Improve student diversity through recruitment practices in accordance with the *International Management Plan* and *Social Inclusion Plan*

Risk Management and Internal Audit

Risk management emphasis in 2010 centered around a major update of key risks for UOW finalised in February. A three year internal audit program based on such updated risks was approved by the Audit Management and Review Committee. UOW has adopted the main requirements of ISO Standard 13000 on Risk Management.

The UOW Internal Audit 2010 Work Program continued to be conducted with an independent, ethical and objective mindset, and access to staff members, records and documentation at all levels. The unit utilised trained and qualified personnel to provide value to risk management owners.

The UOW Internal Audit Program embraced risk mitigation evaluations for 14 completed discrete assessments/projects. These included insurance management; separate surveys on fraud and corruption prevention and on compliance with key UOW policies; financial audits on research grants; OH&S information systems; BEIMS systems processes; and management and processing of scholarships. The University of Wollongong Internal Audit (UOWIA) staff reported to the Audit Management and Review Committee three times in 2010 on the completion rate of implementation of agreed risk-significant actions from UOWIA. Reports Risk profile updates continued to be provided by three major controlled entities to the Committee.

UOWIA personnel continued to support and consult across UOW in 2010 to strengthen various aspects of business continuity risk management. Examples of such activities included disaster scenario 'walk through' exercises for both strategic and operational levels. A *Crisis Management Plan* was formalised for the Business Continuity Steering Committee, and Business Continuity Plans improved for more UOW divisions and faculties. Options were explored on SMS-communication methods and alternative recovery locations.

REVIEW: BUSINESS AND ENTERPRISE

Financial Management

2010 ANNUAL REPORT FINANCIAL MANAGEMENT COMMENTS

The University and its controlled entities recorded a surplus operating result of \$ 100.6 million for the year ended 31 December 2010.

The surplus for 2010 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 and investment in research and infrastructure.

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

Table 14 provides a comparison of 2010 results for the University to the DEEWR benchmarks for Operating Performance.

Table 14: Consolidated Operating Performance

Operating Performance	2010	2009	Risk Thresholds		
			Low	Medium	High
Revenue growth or decline for the year	13.9%	15.9%	>5%	2% to 5%	<2%
Proportion of total Australian Government Funding	56.4%	51.8%	<55%	55% to 65%	>65%
Variance in Australian Govt funding from previous period	23.9%	11.3%	<0%	0% to 3%	>3%
Proportion of overseas student fees	26.2%	27.6%	<15%	15% to 25%	>25%
Growth in revenue from overseas student fees	8.3%	17.7%	0% to 15%	15% to 25%	>25% or <0%
Consecutive deficits recorded	0	0	<1	1 to 2	>2

The proportion of revenue from Australian Government Funding (56.4 per cent) is assessed as medium and the variance of Government funding is assessed as high (23.9 per cent) and is influenced by the receipt of significant capital grants in 2010 from Education Investment Fund (\$47.8 million).

The indicators relating to international/overseas student income are assessed as falling into the low to high risk category of the DEEWR assessment. The proportion of revenue from this source grew from \$132.6 million in 2009 to \$143.6 million in 2010 (\$10.9 million). The University has appropriate mechanisms in place to manage the downside risk of this source of income.

Table 15 provides a risk assessment for the University's cash flow and capital management activities.

Table 15: Consolidated Cash Flow and Capital Management

Cash Flow and Capital Management	2010	2009	Risk Thresholds		
			Low	Medium	High
Cash flow adequacy	22.7%	15.7%	>10%	5% to 10%	<5%
Capital expenditure to depreciation ratio	4.1	2.7	>1.4	1 to 1.4	<1
Capital expenditure to income ratio	18.8%	14.2%	>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 16 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 16: Consolidated Financial Stability and Liquidity

Financial Stability and Liquidity	2010	2009	Risk Thresholds		
			Low	Medium	High
Number of weeks income cash and investments equivalent to	24.2	22.4	>8	4.0 to 8.0	<4.0
Current ratio – (current assets: current liabilities)	2.1	1.8	>1	0.75 to 1.0	<0.75
Borrowings to equity ratio	11.2	9.8	<7.0	7.0 to 10.0	>10.0
Borrowings to capital expenditure	\$102,654	\$68,021	>0.0	0	<0.0
Debt service cover ratio	30.7	16.0	>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 \$20 million bond in 2010 and 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.

The strong debt service cover ratio and low risk rating supports the University's strong capacity to service and manage existing debt levels.

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

REVIEW: BUSINESS AND ENTERPRISE

Environmental Initiatives

Major Environmental Highlights for 2010

The development of UOW's *Environmental Management Plan 2010–2013* was overseen by the Environment Advisory Committee, and involved significant staff and student engagement to ensure the plan reflected staff and student priorities and issues. This plan is a strategic document that sets objectives and targets for environmental improvement and defines the strategies required to achieve those environmental objectives.

The Vice-Chancellor signed the *Talloires Declaration* on 20 December 2010. The *Talloires Declaration* is a commitment to environmental sustainability in higher education and includes a ten-point action plan for incorporating sustainability and environmental literacy in teaching, research, operations and outreach at colleges and universities. It has been signed by over 400 university leaders in over 50 countries.

In June 2010, UOW won a \$25.1 million grant from the Federal Government to build facilities to support a new research and training program entitled 'Retrofitting for Resilient and Sustainable Buildings'. This program is designed to assist in significantly increasing the energy and water efficiency of existing buildings in Australia, in both the residential and commercial sectors. This program is now under development in partnership with TAFE NSW and a number of industries and government agencies, particularly BlueScope Steel and Housing NSW. The Federal Government grant under the Education Investment Fund (EIF) will support the building of a new Retrofitting for Resilient and Sustainable Buildings facility at the UOW Innovation Campus. The new facility will be housed in a state-of-the-art building with a 6 GreenStar rating that will include a number of unique research and teaching laboratories. Prototyping and training facilities will also be located at the TAFE NSW Illawarra Institute's Yallah Campus.

Environmental Awards

UOW was recognised at the Green Gown Awards Australia (organised by Australasian Campuses Towards Sustainability) with two highly commended awards:

- > Continuous Improvement – Specific Area category, for its collaboration between Buildings and Grounds and the Performance Indicator Project, which has resulted in a UOW Wollongong Campus-wide metering project.
- > Continuous Improvement – Institutional Change category, for its commitment through implementing a range of sustainability initiatives over a number of years.

The Green Gown Awards recognises work towards sustainability undertaken by tertiary education institutions in Australia and New Zealand.

UOW was also a finalist in the Facility Management Association Environmental Impact Excellence Award 2010 for its Wollongong Campus-wide utility metering project.

Numerous initiatives were implemented during 2010 that work towards achieving the objectives and targets outlined in the University's *Environment Management Plan 2010 – 2013*.

Energy Management Initiatives

UOW continued to implement energy savings improvements at its Wollongong Campus as part of its *Energy Savings Action Plan*. The following improvements were implemented during 2010:

- > Energy sustainability projects were implemented in four buildings' air conditioning systems with anticipated full year energy savings of approximately \$28,000 (230,000 kWh).
- > The swimming pool pumps were fitted with variable speed drives for anticipated full year operating cost savings of \$6,000 (50,000 kWh).
- > A T5 lighting retrofit to the ITC Building was completed with savings to the annual operating costs of \$17,000 (140,000 kWh).
- > A 9.2 kilowatt solar grid connect system was installed at Keiraview student accommodation. This system is expected to generate 16,800 kWh and save 18.6 tonnes of CO₂ annually.
- > To reduce UOW's reliance on the electricity grid and reduce its greenhouse gas emissions, the UOW *Renewable/Alternative Energy Action Plan* for the Wollongong Campus was developed and completed. A feasibility study for a trigeneration plant has commenced.
- > Implementation of the Wollongong Campus Utility Monitoring and Management System continued throughout the year. On completion, this system will enable more effective monitoring and improved management of the energy consumed.
- > A staff Energy Efficiency Training program for faculty and facility managers was developed and implemented. The training was supported with funding via a grant provided by the NSW Department of Environment, Climate Change and Water.
- > UOW participated in Earth Hour, an international campaign to reduce power consumption, and encouraged staff to switch off unnecessary equipment. An 'I'm off for Christmas' campaign was also launched during the 2010/11 Christmas break.
- > Under the *National Greenhouse and Energy Reporting Act 2007* (Cth) (NGER), UOW triggered the reporting requirement for the Wollongong Campus in 2008, prepared its first report in October 2009 and is now required to report to the Commonwealth Government annually in October. For the financial year 2009/2010 the Wollongong campus consumed 167 terajoules (TJ) of energy and emitted 32 kilotonnes (kt) of CO₂-e (carbon dioxide emission equivalent).
- > With the aid of partial funding from the NSW Department of Environment, Climate Change and Water, an energy audit was conducted of Campus East as well as the Innovation and Shoalhaven Campuses. This report and project recommendations are expected to be provided in early 2011.

REVIEW: BUSINESS AND ENTERPRISE

Water Management Initiatives

- > UOW continued to implement water savings improvements at Wollongong Campus as part of its *Water Savings Action Plan*. During 2010, and with the support of Sydney Water, and Wollongong Campus and Campus East revenue, water meters were fitted with automatic reading equipment which allows access to hourly consumption data via a web portal. This data, together with the automatic and manual reading programs of UOW private meters, allowed the location and rectification of several significant water leaks within the potable water reticulation system. This arrangement now provides an ongoing monitoring tool for the early detection of future water leakages.
- > At Wollongong Campus, as part of the construction of the Illawarra Health and Medical Research Facility and the SMART Infrastructure Facility, rainwater storage (30,000 litres and 140,000 litres respectively) and dual plumbing was installed to enable the rainwater captured to be used within the building for toilet flushing.
- > At Shoalhaven Campus, existing rain water tanks on Building 304 Graduate School of Medicine (15,000 litres) and Building 205 Nursing (33,500 litres) have been connected to the plumbing and rainwater is being used for toilet flushing.
- > A Self Sufficiency Water Plan for the Wollongong Campus was prepared which outlines further infrastructure changes across campus that will reduce UOW's dependence on Sydney Water supply.
- > The installation of 500,000 litres of rainwater capture within the McKinnon precinct commenced in November with harvested water to be utilised within the McKinnon Building ground floor for toilet flushing.

Waste Management Initiatives

- > UOW indoor recycling program has continued at the Wollongong Campus, with ongoing support, and the provision of resources for recycling and education of staff about recycling. Waste audits of Commerce and Arts have been conducted to monitor achievement with the indoor recycling program.
- > Wollongong Campus recycling captured an additional 7 per cent of the total waste stream between 2009 and 2010 and the waste sent to landfill decreased by 10 per cent over the same period.
- > UOW continued to encourage the switch from disposable to reusable cups via the 'one less cup' campaign.
- > UOW hosted its second e-waste collection event in April, which was led by Environmental and Sustainability Initiatives (ESI) Unit with significant support from numerous faculty and divisional staff. Over 800 items from UOW were collected and sent to a local e-waste recycler in Wollongong to have components reused or recycled. A number of items were also reused within UOW and at childcare and after-school care facilities operated by Kids Uni.
- > The UOW Mobile Phone Recycling program has continued during 2010.
- > The UOW Toner Recycling program also continued at the Wollongong Campus with approximately 608.86 kilograms being diverted from landfill as a result of the program.
- > An investigation into composting opportunities commenced in 2010 and a trial is expected to be conducted in 2011.

Campus Environment

- > During 2010, 200 hours were spent on specialist bush regeneration activities in remnant native bushland across the Wollongong Campus. In addition, more than 200 local native plants were planted in these remnant bushland areas of the campus.
- > National Tree Day 2010 activities involved about 20 staff and students planting 90 native plants on a bush regeneration site next to the Robsons Road entry of the University. In addition to the successful tree planting, the ESI Unit also arranged for a bush tucker information session where Aboriginal plant uses were discussed with interested staff and students.
- > A review and update of UOW's building design standards was conducted to improve the environmental performance of new buildings and renovated facilities.
- > Construction of the SMART Infrastructure Facility is underway at the Wollongong Campus. This building has been designed to achieve a 4.5 star rating under the GreenStar Education Rating tool program.
- > Construction is underway at the Innovation Campus on the iC Enterprise 1 building which has been designed to meet a National Australian Built Environment Rating System (NABERS) 4.5 star rating.
- > Design is underway for the Illawarra's first 6 GreenStar building – the \$25.1 million Retrofitting for Resilient and Sustainable Buildings facility at the Innovation Campus, with construction due to commence in mid 2011.

Communication and Engagement

- > In the preparation of the *Environment Management Plan* significant consultation was conducted with the UOW community. Students and staff were involved in an online survey, focus groups, a World Environment Day Forum and briefing sessions.
- > The UOW staff 'Environment Champion' program continued with 82 staff involved from across various faculties, divisions and campuses.

Research, Teaching and Learning

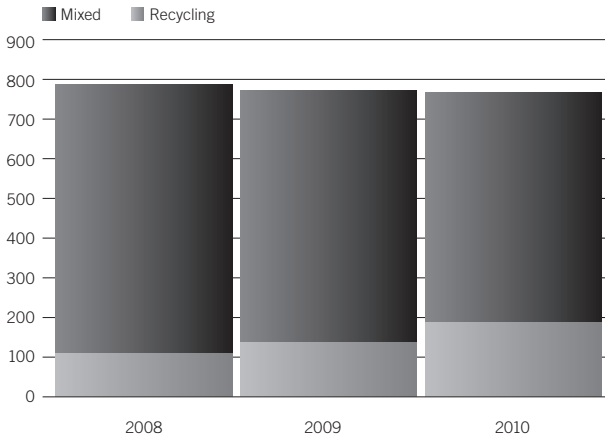
- > The first phase of the installation of a small-scale 5 kilowatt wind turbine commenced at the Innovation Campus. This turbine will enable demonstration and research and be utilised for educational purposes.
- > The Faculties of Engineering and Informatics have been successful in winning a \$600,000 grant from the NSW Department of Energy, Climate Change and Water for its Energy Efficiency Training for Engineers (EETE@UOW) program. This grant will support the development of a range of new Professional Development courses and undergraduate/postgraduate subjects designed to increase the skills and expertise of practising and new graduate engineers in regard to energy efficiency in industry and the wider community. Four key educational demand areas and skills gaps will be addressed over the two year project: a) energy efficiency in electricity generation, transmission, distribution and demand-side management; b) energy efficiency in buildings; c) energy efficiency enhancements in industry; and d) changing user perceptions and behaviours to maximise the adoption of energy efficient technologies.
- > The University Education Committee established a working group on sustainability to develop an issues paper on sustainability related teaching at UOW.

REVIEW: BUSINESS AND ENTERPRISE

ENVIRONMENTAL PERFORMANCE AT A GLANCE

Waste and Recycling

Figure 6.1: Wollongong Campus Waste and Recycling 2008 – 2010
Estimated Weight ('000 kg)



Water Usage

Figure 7.1: Wollongong Campus Water Usage 2008 – 2010
(Kilolitres)

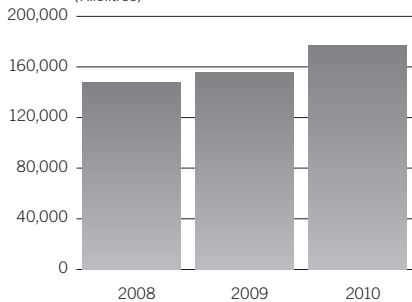


Figure 7.2: Innovation Campus Water Usage 2008 – 2010
(Kilolitres)

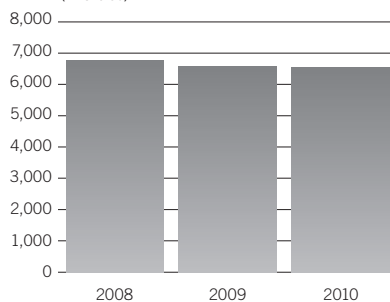
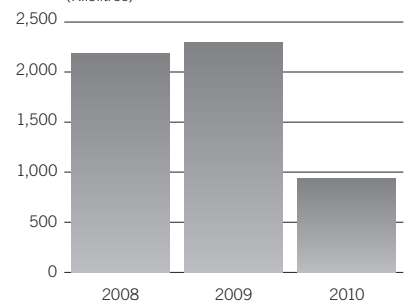


Figure 7.3: Shoalhaven Campus Water Usage 2008 – 2010
(Kilolitres)



Energy Usage

Figure 8.1: Wollongong Campus Energy Usage 2008 – 2010
(Gigajoules)

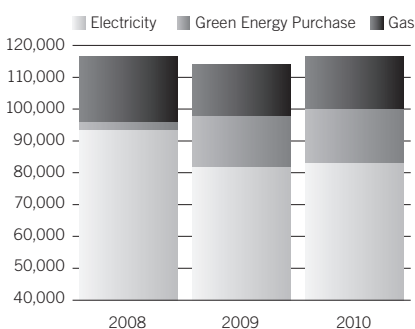


Figure 8.2: Innovation Campus Energy Usage 2008 – 2010
(Gigajoules)

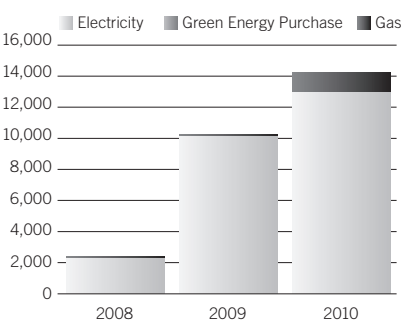
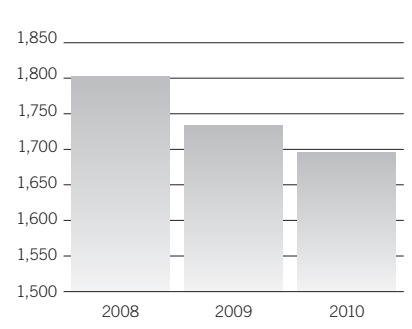


Figure 8.3: Shoalhaven Campus Energy Usage 2008 – 2010
(Gigajoules)



REVIEW: BUSINESS AND ENTERPRISE

Property and Infrastructure

Wollongong Campus

The \$30 million first stage of the Illawarra Health and Medical Research Institute (IHMRI), which provides 6,500 square metres of floor space over four levels, was completed in May 2010. Built over four levels, the facility features international standard Physical Containment Level 2 (PC2) and Level 3 (PC3) medical research laboratories, a dedicated clinical research and trials centre, and a tiered lecture theatre.

Construction of the \$40 million SMART (Simulation, Modelling and Analysis for Research and Teaching) Infrastructure Facility, which commenced in May 2009, is expected to be completed by January 2011. The building has a gross floor area of some 12,000 square metres across four levels. The SMART Infrastructure Facility will be a world-class comprehensive research and training facility with 30 integrated laboratories, connected by a national simulation and infrastructure data centre, and designed to transform the way in which infrastructure-related disciplines are taught and researched.

In response to the continued growth of the University, a 2,160 square metre Common Teaching Building (Building 24) is being constructed to accommodate 568 students within twelve teaching spaces. Located centrally on the campus and extending over three levels, the \$8 million project is expected to be completed in January 2011.

Adjacent to the new Common Teaching Building, a dedicated \$1.4 million Languages Centre was created through a conversion/extension of the ground floor of the Arts Faculty Building (Building 19). The 357 square metre facility, which provides two 24-seat language laboratories, a student study area and staff offices, was completed in December 2010.

A major \$2.5 million refurbishment of the Hope Theatre commenced in September 2009 and was completed for the commencement of the 2010 academic year. This project increased the lecture theatre's capacity from 435 to 539 seats and included the installation of an innovative translucent ceiling and the replacement of mechanical services. At the same time, the now-redundant backstage area was converted to performance and art studio spaces for the Faculty of Creative Arts, with work including the installation of a lift to provide disabled access. The \$2.5 million Backstage Hope project was completed in September 2010.

UniCentre (Building 11), which houses the majority of student leisure and retail facilities, is being refurbished to enhance the student experience of these services in the same way that Student Central has revitalised the student experience of student-related administration processes. These works are scheduled for completion in February 2011.

Innovation Campus

Construction of the fourth building at the Innovation Campus was completed in January 2010. This \$20 million building jointly accommodates the Digital Media Centre, a partnership between UOW and the TAFE NSW Illawarra Institute, and the Sydney Business School. It was opened on 11 August by Ms Thérèse Rein, wife of former Prime Minister Kevin Rudd, and named the 'Mike Codd Building' in recognition of former Chancellor Dr Michael Codd's contribution to the University during his 12 years as Chancellor.

The 10,000 square metre Enterprise 1 building will provide leading-edge office accommodation across four levels, and is presently under construction. The \$38 million construction project commenced in January 2010 and the base building (that is, prior to fit out) is scheduled for completion in mid 2011.

The \$33 million Australian Institute for Innovative Materials – Processing and Devices (AIIM P&D) Facility is also presently under construction and will provide additional research space of 5,000 square metres for the adjacent AIIM building. Construction commenced in May 2010 and the base building is scheduled for completion in mid 2011.

Design of the new Retrofitting for Resilient and Sustainable Buildings has commenced. The new facility will be housed in a state-of-the-art building with a 6 GreenStar rating, and will include a number of unique research and teaching laboratories. Prototyping and training facilities will also be located at the TAFE NSW Illawarra Institute's Yallah Campus.

Satellite Sites: Batemans Bay Education Centre

Design and documentation is nearing completion for a \$2.3 million expansion of the Batemans Bay Education Centre, which commenced operations in 2000. This expansion is being carried out, and jointly funded, with partners TAFE NSW Illawarra Institute and Eurobodalla Shire Council. The project will provide further teaching spaces, offices, facilities and an expansion of the library. Construction is scheduled to commence in April 2011.

Heritage Management

UOW has three former Commonwealth Migrant Hostel 'Nissen' and 'Quonset' Huts at the Innovation Campus. In 2006, these huts were refurbished for adaptive reuse as a childcare facility in accordance with Heritage Council requirements. The huts were listed on the State Heritage Register (Listing No 01767) in 2009.

A Heritage Asset Management Strategy (HAMS) for the three listed huts was submitted to the Heritage Branch, NSW Department of Planning, in June 2010, as required under Section 170 of the NSW *Heritage Act 1977*.

REVIEW: BUSINESS AND ENTERPRISE

Information Technology Services

UOW's IT infrastructure upgrade program continued during 2010, guided by the *IT Strategic Plan*. At the corporate level, progress was monitored by the IT Policy Advisory Committee (ITPAC), while the IT Forum review group continued to facilitate consultation with Faculties and Units on IT related issues.

Activities were completed largely as planned, with significant focus on the IT projects preparing for the opening of the SMART Infrastructure Facility in 2011, and the continued network refresh project – now 90 per cent complete. Also of particular note were a major upgrade of the Data Centre's air conditioning and electrical systems, and the migration of all students to the new 'UOWMail' email system, hosted by Microsoft's Live@Edu.

The centralisation of IT support continued, with the IT management responsibilities for the Library's student computers, and those of the Engineering faculty office and Faculty of Commerce being successfully transferred to ITS, as well as 799 end of lease computers being replaced. The Shared Services print management system was expanded for both students and staff, and Shared Services were expanded to include the Digital Media Centre (iC), IHMRI, Wollongong Hospital (GSM) and SMART administration.

Over 20 applications undertook major upgrades, including core Human Relations (HR) and Finance systems. 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 upgrades were completed successfully, within budget, and with minimum disruption to staff and students. New applications were also implemented including Oracle Universal Records Management (Oracle URM), Parking Guidance and Digital Signage. Average 'uptime' for core applications was above 99 per cent for the year.

A renewed focus on the IT needs of researchers at UOW saw the appointment of a full-time High Performance Computer (HPC) architect, the formation of a HPC Reference Group, and the expansion of the HPC User Group. The UOW membership of Intersect (NSW's peak e-research body) also provided for increased access to ad-hoc development for Researchers in partnership with ITS.

A Program Management Office (PMO) was established to enhance the management and tracking of IT related projects for UOW, and a new IT project selection and approval governance process was implemented.

The IT Disaster Recovery facilities continued to be maintained in line with the main computer room upgrades and expansion. A second fibre link to UOW's internet provider, AARNET, was also commissioned providing dual, redundant pathways to ensure UOW stays online.

Privacy

UOW is committed to protecting the privacy of each individual's personal and health information. Information on the University's privacy framework can be found on the UOW website.

In 2010, comprehensive privacy training sessions continued for staff of UOW and its subsidiaries. Privacy training is part of the University's staff induction program and is also conducted on request.

The University now has five Privacy Officers within Legal Services who provide privacy advice and training.

No privacy complaints were received by UOW in 2010.

No privacy complaints were referred to the UOW by the Privacy Commissioner or Privacy NSW in 2010.

Many requests for privacy advice were received from UOW staff in relation to documents, procedures or specific requests for information, and the Privacy Officers satisfied these requests.

REVIEW: BUSINESS AND ENTERPRISE

Access to Information and Freedom of Information

In mid 2010, the legislative regime for freedom of information in New South Wales changed, with the commencement of the *Government Information (Public Access) Act 2010* (NSW) on 1 July 2010, which repealed the *Freedom of Information Act 1989* (NSW). Each regime requires different annual reporting content.

Freedom of Information Act – January to June 2010

In the first half of 2010, UOW continued to comply with the requirements of the *Freedom of Information Act 1989* (NSW) and maintained access rights to University information, via its website at www.uow.edu.au.

UOW's *Summary of Affairs* was prepared in June 2010, which identifies policy documents and the contact details for requesting access to the University's documents. This document is published in the *Government Gazette*.

UOW did not receive any new Freedom of Information applications during 2010. This was a decline to the number received in 2009. See Appendix D for the FOI statistical report.

In 2010, UOW was a party consulted on two Freedom of Information (FOI) applications lodged with other agencies that concerned UOW material.

Government Information Public Access Act – July to December 2010

From 1 July 2010, the *Government Information (Public Access) Act 2009* (NSW) (*GIPA Act*) replaced the *Freedom of Information Act 1989* (NSW). The object of the *GIPA Act* is to encourage proactive disclosure of government information to the public.

Access to a wide range of information, including UOW's key publications, policy documents and organisational information can be found on the University's website, free of charge, at www.uow.edu.au. Other information, including personal information, can be obtained by submitting an informal request, or a formal application.

Arising from the introduction of the *GIPA Act*, UOW has reviewed the information it makes publicly available, and now provides to the public:

- > The *University Publication Guide 2010*, which contains details of the University's structures and functions, access to and availability of UOW information, and contact details for accessing information;
- > The *University Register of Contracts*, which is required to list certain details for current UOW contracts valued over \$150,000.

The Register of Contracts does not yet contain all contracts from 1 January 2007, as is required under the *GIPA Act*. UOW has appointed an Information Compliance Officer, who is collecting and uploading historic contractual data in phases.

In 2010, UOW received one GIPA application, which was granted in full and provided within the statutory timeframe. See Appendix D for the GIPA statistical report.

Legislative Changes

During 2010 there were no amendments to the *University of Wollongong Act (1989)* (NSW) or the *University of Wollongong By-law (2005)*.

During 2010, changes were made to the *Commonwealth Scholarships Guidelines (Education) 2010* (Department of Education, Employment and Workplace Relations (Cth) (DEEWR)) as provided by s 238.10 of the *Higher Education Support Act 2003* (Cth). These Guidelines are used by universities when administering the Commonwealth Scholarships Program provided for in that Act. Prior to the finalisation of these changes, the University fielded a great many inquiries from applicants and their families about admission options. The changes require that Commonwealth Scholarship payments are made to current eligible students by UOW, while the Relocation and Student Start-up Scholarships are paid through Centrelink.

The *Education Services for Overseas Students Amendment (Re-registration of Providers and Other Measures) Act 2010* (Cth) required UOW to re-register on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS). Changes were also made to the Migration Occupations in Demand List by the Department of Immigration and Citizenship, as provided by the *Migration Act 1958* (Cth), which affected the level of international student demand.

There were no significant judicial decisions affecting the University.

REVIEW: BUSINESS AND ENTERPRISE

CONTROLLED ENTITIES

ITC Ltd

ITC Ltd (ITC) is the largest subsidiary of the University of Wollongong and is recognised as one of the most successful university controlled entities in Australia.

ITC offers a global education service and is committed to providing the benefits of a high quality education to more people, in more places, in more ways. As a team, ITC is united by a shared purpose of 'Unlocking potential through learning'.

The ITC portfolio includes:

- > University of Wollongong in Dubai (UOWD)
- > Wollongong College Australia (WCA)
- > International Film School Sydney (IFSS)
- > International School of Aviation Australia (ISAA)
- > International Training and Careers College (ITCC)
- > Management of UOW's Departments of External Relations (Public Affairs and Office of Community and Partnerships) and UniAdvice (marketing and recruitment)

The year in review

ITC enjoyed its third successive year of strong financial performance. A dividend of \$4 million was paid to the University in May and the 2010 profit result again comfortably exceeded budget. Record numbers of students were enrolled across all business units, despite continued challenging market conditions for recruitment of students, particularly international students coming into ITC's Australian schools and colleges, and the competition for students within the United Arab Emirates (UAE).

ITC continues to add significant value to the University including the following areas:

- > Provision of dividends to the University (\$10 million over 2 years, 2009, 2010)
- > Provision of university pathways for domestic and international students who do not meet UOW's direct entry requirements (annual fee revenue from WCA pathway students in their first year at UOW exceeds \$20 million)
- > Enhancement of UOW's International footprint and reputation through its significant teaching and research presence in the UAE
- > Delivery of strategic services to UOW, including student recruitment (international student fee revenue in 2010 exceeded \$90 million)

In 2010, this was supported through:

- > Implementation of robust systems for management of quality, compliance and risk across the business
- > Implementation of a comprehensive system for developing, monitoring and improving operational objectives and results
- > Placing a high value on staff diversity – achieved EOWA, Employer of Choice for Women, status for the 9th consecutive year
- > Significant investment and improvement in HR and IT systems across the organisation
- > Launch of new Intranet and Internet sites and the establishment of an *IT Disaster Recovery Plan*

Our investment in the future

The year 2010 was one of investment in new activities that will build into significant sources of new business throughout 2011 and beyond. This includes: acquisition of the balance of shares in IFSS (International Film School Sydney), acquisition of ISAA (International School of Aviation Australia), launch of ITCC (International Training and Careers College) and the development of over 16 new qualifications (Diplomas, Bachelors degrees and Masters degrees).

UOWD

Bachelors Degree Programs:

- > Opened new international markets for undergraduate programs both onshore and offshore
- > Developed a degree in Engineering (introduction 2011, pending local accreditation)

Masters Degree Programs:

- > Developed Masters in International Business and Masters in Communication (introduction 2011, pending local accreditation)
- > Won over 40 per cent of the UAE market for accredited Masters degrees in business and finance related subjects
- > Increased participation from Emirati students from both Dubai and Abu Dhabi

Research, Higher Degrees and other activities:

UOWD consistently ranks as one of the top research active Universities in the UAE.

- > Achieved the third highest number of successful applications to the Emirates Foundation for research grants
- > Became the first private university in the UAE to launch DBA and PhD programs in December 2010
- > Introduced a broadening range of professional development courses offered in Dubai and Abu Dhabi
- > Hosted two international conferences: Institute of Electrical and Electronics Engineers (IEEE) Conference on Digital Ecosystems and Technologies and Academy of International Business (Middle East and North Africa) Conference on Reigniting Growth.
- > Established UOWD Case Centre and published first book of business cases based in UAE
- > Recognised at the Supply Chain and Transport Awards (SCATA), peak ME logistics awards, as 'Education and Training Provider of the Year' in Logistics

REVIEW: BUSINESS AND ENTERPRISE

Wollongong College Australia (WCA)

ELICOS and IELTS:

- > Reaccreditation of all English Language Intensive Courses for Overseas Students (ELICOS) courses
- > Record level of enrolments, 9 per cent above target

HE Diplomas and UOW Pathways Programs:

- > Enrolments 22 per cent above target
- > Broadened enabling courses to encourage participation from under-represented age ranges, including 18–21 and students returning to study later in life
- > Refocused domestic marketing strategy to attract students who have considered university only an outside possibility, with the slogan 'Stop dreaming, start learning'
- > Re-accreditation audit took place for status as Higher Education Provider (awaiting the formal result)

International Film School Sydney (IFSS)

- > The remaining shares in IFSS were acquired from the minority shareholder
- > Focused marketing efforts drove enrolments to record levels, with the school producing its first cash positive result
- > Launched 'Future Film Maker' scholarship program targeting talented, financially disadvantaged students

International School of Australian Aviation (ISAA)

- > Successful acquisition and transition of ISAA (International School of Australian Aviation) from Avondale College August 2010

International Training and Careers College (ITCC)

- > Launched in March 2010
- > Built seven corporate training partnerships in first six months, including a collaboration with the Sydney Business School for promotion of their Executive Series
- > At the VETAB audit conducted in August 2010, the school was fully compliant with the Australian Quality Teaching Framework and National Code standards

Services to UOW

UniAdvice and Marketing:

- > Provided a high level of service to UOW in the areas of domestic and international student recruitment and marketing
- > Minimised the impact of the decline in international students at UOW by a three pronged strategy: building undergraduate numbers (3 per cent increase); focusing on direct marketing to schools (300 per cent improvement from a small base); and diversifying marketing efforts into Vietnam, Iran, Malaysia and Libya. The result is the decline in numbers has been held at approximately 9 per cent for Autumn 2011 against 2010 figures
- > Delivered record numbers of first preferences and enrolments to UOW across the domestic market. Some 76 per cent of offers were to students with an Academic Tertiary Admission Rank (ATAR) over 70

External Relations:

- > Provided strong and positive domestic profiling of the University
- > Education Investment Fund success: Retrofitting for Resilient and Sustainable Buildings Facility (\$25.1 million)
- > Exceptional fundraising efforts (approximately \$1.8 million)
- > Delivered a program of successful community events including the Chancellor's Awards and 'Stumping Serious Diseases' charity cricket match
- > Expansion of International Alumni Ambassadors Program

University Recreation and Aquatic Centre Ltd (URAC)

URAC's 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 the wider community through access to quality programs, services and facilities.

In 2010, URAC was able to extend further the first class services and facilities provided to the campus and community, after completion of all capital works surrounding the Sports Hub recreation centre early in the year. Despite these restrictions, and the late conclusion of the major works, URAC had an excellent operational year, and this has created a solid base from which to grow new programs.

REVIEW: BUSINESS AND ENTERPRISE

Key initiatives in 2010 included:

- > The URAC Sports Hub completed its first full year of operation with a positive impact on the region, hosting numerous state and national competitions and sports events. URAC customer parking has been a major benefit, and has resurrected many existing programs that relied on parents and other external users finding parking near URAC during daylight hours. The swim school particularly benefitted.
- > The final stage of the \$2 million Commonwealth Government-funded Ovals Renovation Project was completed in late 2009. A major test was provided in 2010 by the second annual 'Stumping Serious Diseases' 20–20 cricket fundraiser, when almost 1,500 spectators braved the wet weather to help raise funds for medical research. It was a challenge and the renovated fields with their new drainage system passed with flying colours.
- > A number of regional sports development and/or coaching staff continue to have offices within URAC: 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, many extending their programs with on campus and community users. St George-Illawarra Dragons, NSW Football Junior Academy, NRG Dance Studio, and Ron McKeon Swim Schools, are all regular hirers. There is also intermittent use from elite sporting teams and groups from the NRL, NBL, and Super 14.
- > URAC undertook some long-overdue preventative maintenance on the swimming pool. This work is carried out very systematically, and investigation found the 20 year old structure was still sound, and after replacing the original boiler and filter medium, the pool has returned to sparkling operational (and energy) efficiency.
- > iC Health (on the Innovation Campus) successfully grew well beyond the original business plan, 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*.
- > The URAC Board, as individual members, undertook a number of governance and financial education programs during the year.

Wollongong UniCentre Ltd

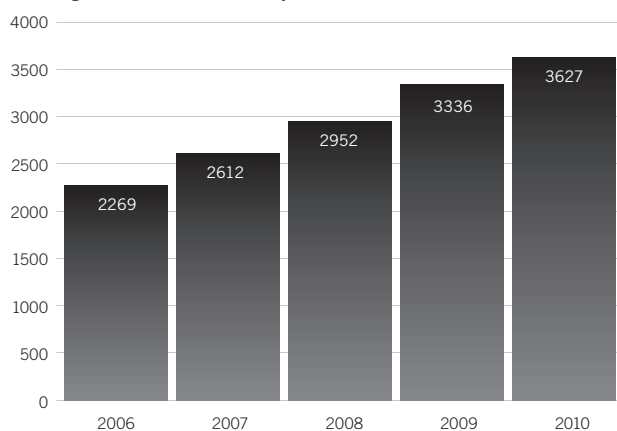
Through 2010 UniCentre continued to provide high levels of services and support to the Campus Community through its services and offerings.

UniCentre's core mission is: To create services, spaces and activities that enhance the university experience

Key UniCentre initiatives in 2010 included:

- > The *UniCentre Customer Service Index Survey* of customers was conducted on all UniCentre service outlets and tenants on the Wollongong Campus and results reported to each trading operator (UniCentre and tenants). The overall result from this annual survey was a pleasing 80 per cent satisfaction rating. Outstanding satisfaction results were achieved by UniCentre's Rush Coffee, the externally operated Café Picasso and UniBar. Two externally operated food providers did not meet the 75 per cent satisfaction benchmark.
- > The retail and services section of Building 11 (UniCentre Building) commenced its major refurbishment (budgeted costs \$6.8 million) for completion by the beginning of the 2011 academic year.
- > UniCentre's Centre for Student Engagement continued to exceed campus expectations in delivering co-curricular activities to a greater number of students, particularly in delivering increased free activity on the campus grounds.
- > UniCentre increased its Social Networking reach through Facebook and Twitter.
- > UniCentre facilitated a new hairdressing operation on campus in the Building 17 Arcade.
- > The iC Kiosk food service operation moved from a UniCentre operation to an external operator during mid year.
- > Kids Uni South achieved high quality accreditation standard, and utilisation of all services increased against prior years.
- > UniCentre's financial performance exceeded budget expectations by more than 25 per cent.

Figure 9: URAC Memberships 2006 – 2010



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

Graduate School of Medicine

Sydney Business School

APPENDICES

APPENDIX B: SENIOR UNIVERSITY OFFICERS

Chancellor	Ms Jillian Broadbent AO BA <i>Syd</i> , Hon DLitt <i>UWS</i> (from 1 October 2009)
Deputy Chancellor	Dr Stephen Andersen MB BS <i>Syd</i> , BSc MBA <i>UOW</i>
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>
Senior Deputy Vice-Chancellor	Professor John Patterson DipPhysEd STC, MSc <i>Oregon</i> , MEd <i>Syd</i> , EdD N <i>Colorado</i> , FAICD
Deputy Vice-Chancellor (Academic)	Professor Rob Castle BEc MEc <i>Syd</i>
Deputy Vice-Chancellor (Research)	Professor Judy Raper BE Chem(Hons) PhD ChemEng <i>UNSW</i>
Deputy Vice-Chancellor (International)	Professor Joe Chicharo BEng(Hons) PhD <i>UOW</i> , FIEAust, SMIEEE
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>
Dean of Research	Professor Tim Marchant BSc(Hons) PhD <i>Adel</i>
Dean of Students	Ms Yvonne Kerr DipPhysEd CertHealthEd MSc <i>Oregon</i> , MEd <i>Syd</i> , FACHPER
Dean of Faculty of Arts	Professor Wenche Ommundsen BA(Hons) DipEd <i>Lausanne</i> , MA <i>Lond</i> , PhD <i>Melb</i>
Executive Dean of Business and Dean of the Sydney Business School	Professor John J Glynn MA PhD <i>Kent</i> , MPhil <i>Exeter</i> , FCCA, FCPA
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 to 17 January 2010) Professor Trevor Spedding BSc(Hons) PhD CStat <i>Coventry</i> (from 18 January 2010)
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>
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 (to 8 October 2010) Professor Don Iverson BSc <i>N Dakota</i> , MSc PhD <i>Oregon</i> (from 11 October 2010)
Dean of Faculty of Informatics	Professor Philip Ogunbona BSc(Hons) <i>OAU Ife</i> , DIC, PhD <i>ImpCollLond</i> , SMIEEE
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>
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
Academic Registrar	Dr David Christie BSc(Hons) PhD <i>Syd</i> (to 24 May 2010) Mr John Steele BSocStud <i>Syd</i> , GradDipHRM <i>CSU</i> (Acting from 25 May 2010 to 23 July 2010) Ms Megan Huisman GradCertMgt <i>CSU</i> (from 26 July 2010)
Chief Technology Officer, Information Technology Services	Mr Joe McLver BInfo MBA <i>UOW</i>
Director, Buildings and Grounds	Mr Bruce Flint BBuild(Hons) <i>UNSW</i> , MBA <i>UOW</i>
Director, Human Resources	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 (to 30 July 2010) Ms Elizabeth Eastland BA (Hons) <i>Concordia</i> , BFA NAS, Executive MBA <i>UNSW</i> (from 2 August 2010)
Executive Director, Learning and Teaching	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 WIE, DipLib <i>RMIE</i> , MHumResMgmt <i>CSU</i>

APPENDICES

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> , FAICD, FAIMM
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, MIIA

APPENDICES

APPENDIX C: SENIOR EXECUTIVE PERFORMANCE

Name	Position and Level	Total Remuneration Package	Performance Pay	Period In Position	Results
Professor Gerard Sutton	Vice-Chancellor	\$675,207	Nil	Whole year	Met all performance objectives
Professor John Patterson	Senior Deputy Vice-Chancellor	\$382,057	Nil	Senior Deputy Vice-Chancellor 16 April 2010 – 31 December 2010	Met all performance objectives
				Deputy Vice-Chancellor (Operations) 1 January 2010 – 15 April 2010	
Professor Joe Chicharo	Deputy Vice-Chancellor (International)	\$406,401	Nil	Deputy Vice-Chancellor (International) 16 April 2010 – 31 December 2010	Met all performance objectives
				Pro Vice-Chancellor (International) 1 January 2010 – 15 April 2010	
Professor Rob Castle	Deputy Vice-Chancellor (Academic)	\$382,284	Nil	Whole Year	Met all performance objectives
Professor Judy Raper	Deputy Vice-Chancellor (Research)	\$406,159	Nil	Whole Year	Met all performance objectives
Mr Chris Grange	Vice-Principal (Administration)	\$406,904	Nil	Whole Year	Met all performance objectives
Mr Damien Israel	Deputy Vice-Principal (Finance and IT)	\$306,997	Nil	Whole Year	Met all performance objectives
Professor Don Iverson	Pro Vice-Chancellor (Health)	\$357,644	Nil	Whole Year	Met all performance objectives

APPENDIX D: 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.

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.

APPENDICES

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 2010	Term of Office	Meeting Attendance	
		Attended	Possible
EX OFFICIO			
Chancellor - Ms Jillian Broadbent AO, BA <i>Syd</i> , HonDLitt <i>UWS</i>	n/a	6	6
Vice-Chancellor and Principal - Professor Gerard Sutton AO, BE MEngSc <i>UNSW</i> , PhD <i>CUA</i>	n/a	6	6
Chair of Academic Senate - Associate Professor Diana Kelly, BA <i>Macq</i> , MCom(Hons) PhD <i>UOW</i>	n/a	5	6
NSW MINISTERIAL NOMINEES			
Mr Robert Ryan BEc <i>Syd</i> , MCommLaw <i>Macq</i> , FCIS, FCIM, ACA, FTIA	2010-2013	6	6
The Hon David Campbell MLA	2010-2013	5	6
Mr Noel Cornish, BSc(Metallurgy) ME EngSc <i>UoN</i>	2010-2011	5	6
Mr Dom Figliomeni, BBus GDipBus <i>ECU</i> , DipPubAdmin <i>Curtin TAFE</i>	2010-2013	5	6
Dr Elizabeth Magassy, MBBS <i>Syd</i> , Dip. RACOG	2010-2011	6	6
Mr Geoff O'Donnell, DipBus <i>UQ</i>	2010-2011	5	6
APPOINTED BY COUNCIL			
Deputy Chancellor – Dr Steven Andersen, MBBS <i>Syd</i> , BSC MBA <i>UOW</i>	2010-2013	5	6
Mr Peter Fitzgerald, BCom <i>UOWFCA</i>	2009-2013	6	6
Ms Rosemary Sinclair, BA LLB <i>Syd</i> , BBA <i>C Sturt</i> , MCom <i>UNSW</i>	2008-2011	5	6
ELECTED BY THE STUDENTS OF THE UNIVERSITY			
Mr Christopher Whittaker	2010-2011	4	6
Mr Siaf AlSulami	2010-2011	3	6
ELECTED BY GRADUATES			
Mr Gareth Ward, BA BComm <i>UOW</i>	2010-2013	4	6
Ms Kelly Knowles, BA <i>UOW</i>	2008-2011	3	6
ELECTED BY THE FULL TIME ACADEMIC STAFF OF THE UNIVERSITY			
Professor Song-Ping Zhu, PhD MSE <i>University of Michigan</i> , BE <i>Huazhong University of Science and Technology</i>	2010-2012	4	6
Ms Penney McFarlane, BSc(Ed) <i>Ohio</i> , GDipSchoolAdmin <i>WA CAE</i> , MICT <i>UOW</i>	2008-2010	5	6
ELECTED BY THE FULL TIME GENERAL STAFF OF THE UNIVERSITY			
Ms Kim Callaway, BCom MBA <i>UOW</i>	2010-2013	6	6

APPENDICES

Academic Senate Membership

Ex-Officio Members

- > The Vice-Chancellor
- > The Senior Deputy Vice-Chancellor (Operations)
- > The Deputy Vice-Chancellor (Academic)
- > 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
- > 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. There are now 11 faculties at the University of Wollongong.

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 Educational Development and Interactive 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 2012.

APPENDICES

APPENDIX E: FREEDOM OF INFORMATION STATISTICS

Section A – New FOI Applications		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
A1	New	1	0	1	0	2	0
A2	Brought forward	0	0	0	0	0	0
A3	Total to be processed	1	0	1	0	2	0
A4	Completed	0	0	1	0	1	0
A5	Discontinued	1	0	0	0	1	0
A6	Total processed	1	0	1	0	2	0
A7	Unfinished (carried forward)	0	0	0	0	0	0

Section B – Discontinued Applications		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
B1	Request transferred out to another agency (section 20)	0	0	0	0	0	0
B2	Applicant withdrew request	1	0	0	0	1	0
B3	Applicant failed to pay advance deposit (section 22)	0	0	0	0	0	0
B4	Applicant failed to amend a request that would have been an unreasonable diversion of resources to complete (section 25(1) (a1))	0	0	0	0	0	0
B5	Total discontinued	1	0	0	0	1	0

Section C – What Happened to Completed Requests		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
C1	Granted or otherwise available in full	0	0	0	0	0	0
C2	Granted or otherwise available in part	0	0	0	0	6	0
C3	Refused	0	0	0	0	0	0
C4	No documents held	0	0	1	0	1	0
C5	Completed	0	0	1	0	1	0

Section D – Applications Granted or Otherwise Available in Full		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
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	
		2009	2010	2009	2010	2009	2010
Documents made available were:							
E1	Provided to the applicant	0	0	0	0	0	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
E8	Total granted or otherwise available in part	0	0	0	0	0	0

APPENDICES

Section F – Refused Applications		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
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

Section G – Exempt Documents		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
G1	Documents affecting personal affairs (Clause 6)	0	0	0	0	0	0
G2	Documents affecting law enforcement and public safety (Clause 4)	0	0	0	0	0	0
G3	Documents affecting business affairs (Clause 7)	0	0	1	0	0	0
G4	Total applications including exempt documents	0	0	0	0	0	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		2009	2010
H1	Ministerial Certificates issued	0	0

Section I – Formal Consultations		2009	2010
I1	Number of requests requiring formal consultations	1	0
I2	Number of persons formally consulted	2	0

Section J – Amendment of Personal Records		2009	2010
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		2009	2010
K1	Applications for notation	0	0

Section L – Fees and Costs		Assessed Costs		Fees Received			
		2009	2010	2009	2010		
L1	All completed applications	\$0	\$0	\$60	\$0		

Section M – Fee Discounts		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
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

Section N – Fee Refunds		2009	2010				
N1	Number of fee refunds granted as a result of significant correction of personal records	0	0				

APPENDICES

Section O – Days taken to Complete Request		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
O1	0–21 days – statutory determination period	0	0	1	0	1	0
O2	22–35 days – extended statutory determination period for consultation or retrieval of archived records	0	0	0	0	0	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	0	0	1	0	1	0

Section P – Processing Time: Hours		Personal		Other		Total	
		2009	2010	2009	2010	2009	2010
P1	0–10 hours	0	0	1	0	1	0
P2	11–20 hours	0	0	0	0	0	0
P3	21–40 hours	0	0	0	0	0	0
P4	Over 40 hours	0	0	0	0	0	0
K4	Total	0	0	1	0	1	0

Section Q – Number of Reviews		2009	2010
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

Government Information (Public Access) Application Statistics 2010

	Access granted in Full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not for profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	1	0	0	0	0	0	0	0

	Access granted in Full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Personal information applications*	1	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual)

Reason for invalidity	No of applications
Application does not comply with formal requirements (section 41 of the Act)	0
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

	No of times consideration used
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

APPENDICES

	No of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	1
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	1

	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by ADT	0	0	0
Total	0	0	0

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

APPENDICES

APPENDIX F: EMPLOYMENT, EQUITY AND DIVERSITY STATISTICS

Trends in the Representation of EEO Target Groups as a Percentage as at 31 March of particular year

Table F1: General Staff – Representation of EEO Target Groups as a Percentage at 31 March in the Years 2007 – 2010

General Staff		% of General Staff			
EEO Target Group	Benchmark or target	2007	2008	2009	2010
Women	50	62	65	63.9	64.1
Aboriginal people and Torres Strait Islanders	2	2.6	2.2	1.8	1.4
People whose first language was not English	19	24	13.8	14	15.4
People with a disability	12	6	4.8	4.8	6.9
People with a disability requiring work-related adjustment	7	1.6	1.5	1.5	2

Table F2: Academic Staff – Representation of EEO Target Groups as a Percentage at 31 March in the Years 2007 – 2010

Academic Staff		% of Academic Staff			
EEO Target Group	Benchmark or target	2007	2008	2009	2010
Women	50	39	40	39.7	40.3
Aboriginal people and Torres Strait Islanders	2	1.4	1.2	1.1	1.3
People whose first language was not English	19	34	22.5	22.8	26.3
People with a disability	12	10	7.3	7.5	8.2
People with a disability requiring work-related adjustment	7	3.5	2.6	2.6	3.1

Table F3: General Staff – Trends in Distribution of EEO Target Groups at 31 March in the Years 2007 – 2010

General Staff		% of General Staff			
EEO Target Group	Benchmark or target	2007	2008	2009	2010
Women	100	85	86	85	84
Aboriginal people and Torres Strait Islanders	100	66	79	64	81
People whose first language was not English	100	95	96	93	88
People with a disability	100	107	106	139	121
People with a disability requiring work-related adjustment	100	n/a	n/a	156	130

Table F4: Academic Staff – Trends in Distribution of EEO Target Groups at 31 March in the Years 2007 – 2010

Academic Staff		% of Academic Staff			
EEO Target Group	Benchmark or target	2007	2008	2009	2010
Women	100	80	79	64	63
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	134	109
People whose first language was not English	100	95	90	91	85
People with a disability	100	112	105	124	100
People with a disability requiring work-related adjustment	100	127	125	154	139

APPENDICES

APPENDIX G: ACADEMIC PROMOTIONS 2010

Promoted to Professor	
Gregory Rose	Faculty of Law
Peter McLennan	Graduate School of Medicine
Lori Lockyer	Faculty of Education
Wilma Vialle	Faculty of Education
Gursel Alici	Faculty of Engineering
Paul Cooper	Faculty of Engineering
Zhengyi Jiang	Faculty of Engineering
Brin Grenyer	Faculty of Health and Behavioural Sciences
Kristine French	Faculty of Science
Sharon Robinson	Faculty of Science
Chris Gibson	Faculty of Science
Rodney Nillsen	Faculty of Informatics
Jacqui Ramagge	Faculty of Informatics
Graham Williams	Faculty of Informatics
Jiangtao Xi	Faculty of Informatics
Warwick Gullett	Faculty of Law
Tim Coltman	Faculty of Informatics
Promoted to Principal Fellow	
Robin Warner	Faculty of Law
Zhenxiang Cheng	Faculty of Engineering
Promoted to Associate Professor	
Christine Brown	Academic Service Division
Louise D'Arcens	Faculty of Arts
Jakkrit Kuanpoth	Faculty of Law
Andrew Kelly	Faculty of Law
Marc in het Panhuis	Faculty of Science
Zaiping Guo	Faculty of Engineering
Kwan-Wu Chin	Faculty of Informatics
Robert Clark	Faculty of Informatics

Promoted to Senior Fellow	
Joselito Razal	Faculty of Science
Jiazhao Wang	Faculty of Engineering
Yasmine Probst	Faculty of Health and Behavioural Sciences
Promoted to Senior Lecturer	
Clare Murphy	Faculty of Science
Heath Ecroyd	Faculty of Science
Cheng Lu	Faculty of Engineering
Yue Zhao	Faculty of Engineering
Amy Chan	Faculty of Health and Behavioural Sciences
Karen Walton	Faculty of Health and Behavioural Sciences
Venkata Yanamandram	Faculty of Commerce
Barbra McKenzie	Faculty of Education
Peter McLean	Faculty of Commerce
Anne Ngoc Vo	Faculty of Commerce
ZhiQuan Zhou	Faculty of Informatics
Grant Cox	Faculty of Informatics
James McCoy	Faculty of Informatics
Son Lam Phung	Faculty of Informatics
Yanguang Yu	Faculty of Informatics
Promoted to Lecturer	
Lidia Bilbatua	Faculty of Arts

APPENDICES

APPENDIX H: LAND DISPOSAL AND ACQUISITION

There was no land disposed of during 2010.

Land Acquisitions

- > 21 Madoline Street, Keiraville – \$430,000.
 - This house is to be used temporarily as Student Accommodation, but the land will be used later for future UOW development.

Major Works

Innovation Campus

- > Digital Media Centre and Sydney Business School – \$16,750,000 (completed January 2010)
- > Australian Institute of Innovative Materials – Processing and Devices (AIIM P&D) – \$33,000,000 (due for completion mid-2011)
- > iC Enterprise 1 – \$38,000,000 (due for completion mid-2011)
- > Retrofitting for Resilient and Sustainable Buildings facility – \$25,100,000 (due for completion 2012).

Wollongong Campus

- > Hope Theatre Refurbishment – \$2,475,000 (completed February 2010)
- > Illawarra Health and Medical Research Institute (IHMRI) – \$30,000,000 (completed May 2010).
- > Backstage Hope Project – \$2,475,000 (completed September 2010).
- > Languages Centre (Arts Building) – \$1,400,000 (completed December 2010).
- > SMART Infrastructure Facility – \$40,000,000 (due for completion January 2011).
- > Common Teaching Building – \$8,000,000 (due for completion January 2011).
- > UniCentre Refurbishment – \$6,400,000 (due for completion March 2011).

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REVIEW OF OPERATIONS - 2010 UNIVERSITY AND SUBSIDIARIES (CONSOLIDATED) FINANCIAL PERFORMANCE

Introduction and Consolidated Operating Result Overview

The financial statements for the University of Wollongong consolidated group for the year ended 31 December 2010 follow. These represent the consolidated accounts for the University of Wollongong (UOW) and its controlled entities:

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

The operating result for the year for the UOW and its subsidiaries was a surplus of \$100.6 million. This consisted of surpluses recorded by the UOW: \$100.40 million, the ITC: \$3.56 million and the UniCentre: \$0.39 million offset by a deficit for the URAC: \$0.98 million.

The surplus for the consolidated University group for the year represented 18 per cent of total revenue. Operating Revenue increased \$66.9 million (13.9 per cent), whilst Operating Expenditure increased \$22.9 million (5.4 per cent).

Significant Operating Revenue items impacting on the result included:

- > Strong growth in domestic student revenue (24.5 per cent) and international student revenue (8.3 per cent).
- > Education Investment Fund (EIF) capital grant funds of \$47.8 million received in relation SMART Infrastructure Facility (\$20.0 million) and AIIM Processing and Devices (\$27.8 million)
- > Contributions from the NSW Government towards the Illawarra Health and Medical Research Institute building (\$5.0 million) and Sydney Business School/Digital Media Centre (\$5.3 million).
- > Recognition of \$6.2 million revenue for unrealised distributions and gains on trust movements within the MLC Investment portfolio.
- > Recognition of developer contributions towards infrastructure at Innovation Campus (\$1.8 million)

Within Operating Expenditure, employee related expenses were the key factor driving growth, increasing \$21.9 million (9.2 per cent).

Taking these factors into consideration the consolidated headline and underlying results compared to the previous year is summarised in Table 17.

Table 17: Consolidated Headline and Underlying Results

	Consolidated	
	2009 \$'000	2010 \$'000
Headline Operating Result	55,994	100,596
Less:		
Capital Grants		
EIF - SMART Infrastructure Facility	14,000	20,000
EIF - AIIM Processing & Devices		27,800
	14,000	47,800
NSW Govt - IHMRI	5,000	5,000
NSW Govt - TAFE/Dig Media		5,225
NSW Govt - SMART Rail	10,000	
Learning & Teaching Capital Fund	10,070	
	39,070	58,025
MLC dividends and distribution	10,285	6,232
Innovation Campus developer contribution	488	1,786
	49,843	66,043
Add back:		
Depreciation	25,458	25,102
Underlying Operating Result	31,609	59,655

The underlying result contributed to the ongoing capital program of the University and significant investment in research activities.

Further analysis of the result is provided below.

Figure 10: Consolidated Operating Income 2001 – 2010
(\$ Million)

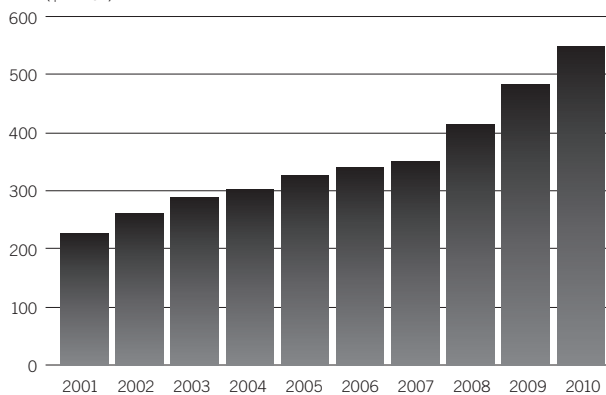
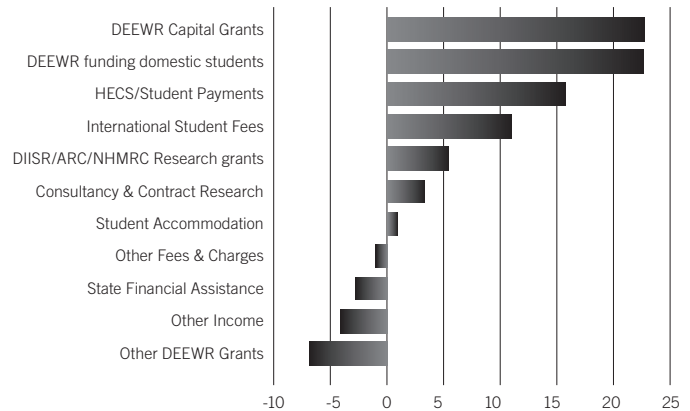


Figure 11: Change in Operating Income 2009 – 2010
(\$ Million)



ANALYSIS OF CONSOLIDATED FINANCIAL STATEMENTS

Consolidated Income Analysis

Income for 2010 totalled \$548.1 million, an increase of \$66.9 million (13.9 per cent) in comparison to the 2009 year. The pattern of income growth since 2001 is illustrated in Figure 10.

The changes in key income sources from 2009 to 2010 are shown in Figure 11.

The largest changes in income and the contributing factors are:

- > DEEWR Capital grants for major infrastructure projects. From the EIF the University received \$27.8 million funding for the AIIM Processing and Devices Facility (of a total \$43.8 million grant), and \$20.0 million for the SMART Infrastructure Facility (of a total \$35 million grant).
- > Revenue for domestic students (DEEWR Commonwealth Grant Scheme + HECS HELP/Student Payments + FEE-HELP) increased by \$38.4 million (24.5 per cent) compared to 2009. A key factor in this increase was the advance in CGS funding for over enrolment (funding capped at 10 per cent). Over enrolment funding has previously been received in the year following enrolment (and capped at 5 per cent), but under transitional arrangements towards no cap funding, the Commonwealth has paid the over enrolment funding in the current year (\$9.8 million). Other factors contributing to the increase were greater student numbers (UOW had 11,200 undergraduate EFTSL in 2010 compared to 10,200 in 2009), changes in base funding rates for various disciplines of study (approximately 2.2 per cent increase), and HECS reconciliation payments for previous years enrolments (\$5.5 million).

- > Fee-paying overseas student income increased by \$10.9 million (8.3 per cent). International students studying onshore grew by approximately 11.3 per cent, whilst offshore increased by approximately 3.1 per cent.
- > Other DEEWR grants decreased compared to 2009. The key grants received in 2009 and not in 2010 included the Learning and Teaching Performance Fund (\$3.3 million 2009), Workplace Reform Program (\$1.1 million 2009) and Collaboration and Structural Reform (\$1.9 million 2009).

Figure 12 highlights income sources as a percentage of total revenue for 2010 in comparison to 2009.

Figure 12: Operating Income Sources 2009/2010

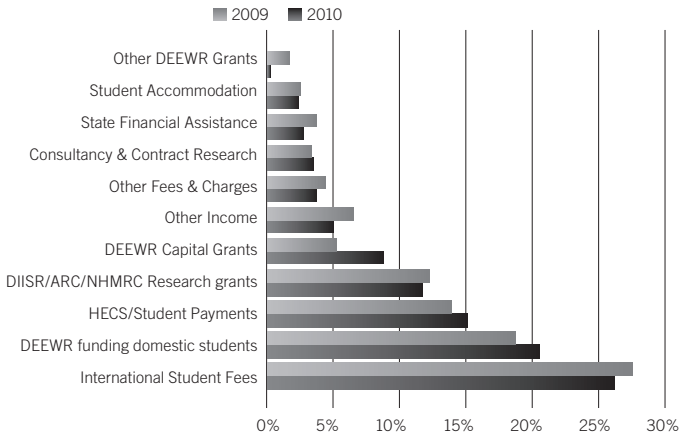
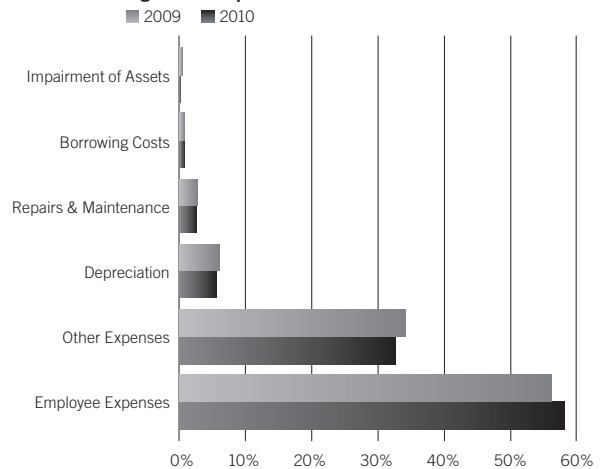


Figure 13: Expenses 2009/2010



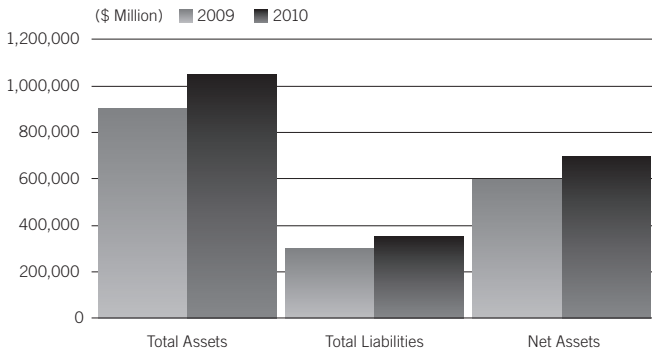
Consolidated Expense Analysis

Expenses (excluding income tax expense and discontinued operations) for 2010 totalled \$446.6 million, an increase of 5.4 per cent in comparison to the 2009 year.

A breakdown of expenses for 2010 compared to 2009 as a percentage of overall expenditure is shown in Figure 13.

- > Employee related expenses increased by \$21.9 million or 9.2 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 2010 (4 per cent), along with additional teaching and research costs in response to student load increases and continued success in research activities.
- > Repairs & Maintenance expenses at \$11.7 million increased 5 per cent from 2009. 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 increased from \$3.1 million to \$3.7 million, reflecting increased servicing costs for existing borrowings.
- > Other expenses increased by \$1.9 million (1.3 per cent). Significant movements within this category include:
 - Scholarships, Grants and Prizes - Stipends provided by Faculties and UniAdvice increased by \$2.9 million (17.2 per cent). This increase reflects increased scholarship revenue and initiatives to attract international students.
 - Audit fees, bank charges, legal costs, and insurance expenses have increased \$1.2 million (31.9 per cent). Within this category bank charges increased 10 per cent due to increased turnover for student revenue collections and costs associated with the bond issue, insurance costs rose 24 per cent primarily as a result of additional buildings coming on line in 2010 and increases in valuations, and legal costs increased 51 per cent mainly driven by new projects and initiatives.
 - Computer maintenance and software increased \$0.9 million (18.9 per cent) as a result of expanding activities and related increase in IT infrastructure.
 - Utility expenses grew by \$0.9 million (14.9 per cent) as a result of increased electricity prices and new facilities coming on line in 2010, including those on the Wollongong Campus (IHMRI) and at the Innovation Campus (Sydney Business School and Digital Media Centre).
 - Subscriptions increased \$0.9 million (13 per cent) reflecting greater use of on-line materials and resources, particularly within the library.

Figure 14: Consolidated Financial Position 2009/2010



Consolidated Balance Sheet

Net Assets for the consolidated University group grew by \$99.4 million. Total Assets grew by \$148.3 million (16.5 per cent), whilst Total Liabilities grew by \$48.9 million (16.2 per cent)

The total assets, total liabilities, and net assets for the Consolidated Group for 2010 compared to 2009 is shown in Figure 14.

The University Consolidated Balance Sheet includes over \$1 billion of Assets, including \$255 million in cash and investments, and \$610 million in Property, Plant, and Equipment, offset by \$350 million in Liabilities which include \$78 million in borrowings and \$187 million in employee provisions (including deferred superannuation liabilities).

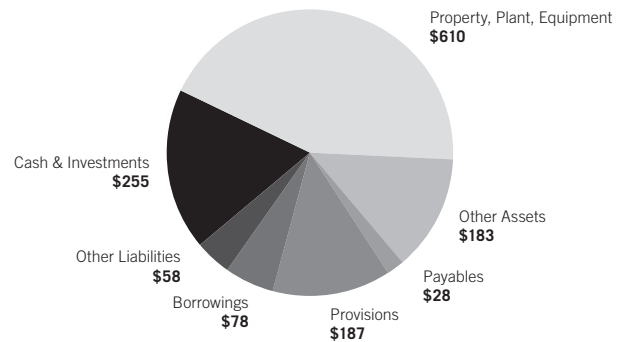
A breakdown of the University's assets and liabilities for 2010 is shown in Figure 15.

The key changes during 2010 within Assets include:

- > Increased value of Cash and Investments. The working cash and short term bank deposit balances have increased \$43.3 million during the period. This primarily 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 6.05 per cent during 2010, bringing the balance of the portfolio (\$109.2 million) approximately back to that prior to the global financial crisis.
- > Non-Current Receivables have increased \$16.0 million, with the driving factor of the change an increased Deferred Government Superannuation Contribution liability assessment – a receivable is recognised to offset a similar increase in the provision included within Non-Current liabilities.

Figure 15: University Balance Sheet 2010

(\$ Million)



- > The net increase for Property, Plant, and Equipment of \$78.1 million during 2010 consisted of capital expenditure of \$105.5 million, offset by Depreciation and Amortisation expense (\$24.7 million) and disposals of assets (\$2.6 million). The increase reflects the construction of several large projects including the SMART Infrastructure Facility, Common Teaching Space expansion, and Student Facilities upgrade on the Wollongong Campus, as well as continuing construction of the AIIM Processing and Devices and Enterprise 1 buildings on the Innovation Campus.

The key changes within Liabilities are:

- > Trade and Other Payables have increased \$5.1 million (22.7 per cent), reflecting increased business activity and large on-going capital projects.
- > Provisions have increased \$20.4 million (12.2 per cent) primarily due to an increase of \$15.2 million (12.8 per cent) in deferred superannuation obligations for defined benefit superannuation schemes. A Non-Current Receivable offsets this increase.
- > Borrowings have increased reflecting the issue by the University of a \$20.0 million CPI linked bond in December 2010.

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, have been included in the UOW's Institution Assessment Portfolio each year.

Table 18 provides a comparison of 2010 results for the University to the DEEWR benchmarks for Operating Performance.

Table 18: Consolidated Operating Performance

Operating Performance	2010	2009	Risk Thresholds		
			Low	Medium	High
Revenue growth or decline for the year	13.9%	15.9%	>5%	2% to 5%	<2%
Proportion of total Australian Government Funding	56.4%	51.8%	<55%	55% to 65%	>65%
Variance in Australian Govt funding from previous period	23.9%	11.3%	<0%	0% to 3%	>3%
Proportion of overseas student fees	26.2%	27.6%	<15%	15% to 25%	>25%
Growth in revenue from overseas student fees	8.3%	17.7%	0% to 15%	15% to 25%	>25% or <0%
Consecutive deficits recorded	0	0	<1	1 to 2	>2

The proportion of revenue from Australian Government Funding (56.4 per cent) is assessed as medium and the variance of Government funding is assessed as high (23.9 per cent) and is influenced by the receipt of significant capital grants in 2010 from Education Investment Fund (\$47.8 million).

The indicators relating to international/overseas student income are assessed as falling into the low to high risk category of the DEEWR assessment. The proportion of revenue from this source grew from \$132.6 million in 2009 to \$143.6 million in 2010 (\$10.9 million). The University has appropriate mechanisms in place to manage the downside risk of this source of income.

Table 19 provides a risk assessment for the University's cash flow and capital management activities.

Table 19: Consolidated Cash Flow and Capital Management

Cash Flow and Capital Management	2010	2009	Risk Thresholds		
			Low	Medium	High
Cash flow adequacy	22.7%	15.7%	>10%	5% to 10%	<5%
Capital expenditure to depreciation ratio	4.1	2.7	>1.4	1 to 1.4	<1
Capital expenditure to income ratio	18.8%	14.2%	>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 20 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 20: Consolidated Financial Stability and Liquidity

Financial Stability and Liquidity	2010	2009	Risk Thresholds		
			Low	Medium	High
Number of weeks income cash and investments equivalent to	24.2	22.4	>8	4.0 to 8.0	<4.0
Current ratio – (current assets: current liabilities)	2.1	1.8	>1	0.75 to 1.0	<0.75
Borrowings to equity ratio	11.2	9.8	<7.0	7.0 to 10.0	>10.0
Borrowings to capital expenditure	\$102,654	\$68,021	>0.0	0	<0.0
Debt service cover ratio	30.7	16.0	>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 \$20 million bond in 2010 and 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.

The strong debt service cover ratio and low risk rating supports the University's strong capacity to service and manage existing debt levels.

2010 UNIVERSITY (PARENT ENTITY) FINANCIAL PERFORMANCE

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

Performance compared to strategic objectives

The University's Strategic Plan 2011 – 2013 includes financial management targets. A comparison of results to those targets is provided in Table 21 below.

Table 21: University Strategic Targets

Financial Target	Target Measure	2010 Result	2009 Result
Underlying result per annum	3% of operating income (i.e. net of capital grants)	9.6%	4.7%
Current Ratio	Greater than or equal to 1.8	2.25	1.92
Debt to Equity Ratio	No greater than 15%	11%	10%
Debt Service Coverage Ratio	Greater than or equal to 8	33.8	23.5
Standard and Poor's Credit rating	AA/A-1 + Stable Rating	AA/A-1+Stable	AA/A-1+Stable

All Financial Targets in the University Strategic Plan have been achieved for 2010.

Income Statement

Table 22 compares the University's actual revenues, expenses, and operating result for 2010 to budget.

Table 22: Income Statement 2010

	Initial Budget 2010 \$ '000	Actual result 2010 \$ '000	Variation \$ '000
Income from continuing operations			
Australian Government Grants			
Operating	152,484	178,532	26,048
Capital	43,800	47,800	4,000
HECS-HELP (Australian government payments)	52,568	65,275	12,707
FEE-HELP	2,621	4,069	1,448
HECS-HELP (student payments)	12,826	13,234	408
State and Local Government financial assistance	13,237	15,309	2,072
Fees and Charges	90,228	129,751	39,523
Investment revenue	3,536	16,302	12,766
Consultancy and contracts	19,044	19,583	539
Other Revenue	11,694	8,726	(2,968)
	402,038	498,581	96,543
Gain on disposal of assets held for sale	0	149	149
Total income from continuing operations	402,038	498,730	96,692
Expenses from continuing operations			
Employee related expenses	194,729	219,926	25,197
Depreciation and amortisation	24,000	23,059	(941)
Repairs and maintenance	6,328	10,844	4,516
Borrowing costs	4,795	3,600	(1,195)
Impairment of assets	0	75	75
Other expense	122,282	140,826	18,544
Total expenses from continuing operations	352,134	398,330	46,196
Operating result	49,904	100,400	50,496

Income

Income exceeded initial budget by \$96.7 million for 2010. The key factors driving this variation were:

- > Australian Government Grants – Operating - in excess of original estimates by \$26 million due to growth in student enrolments and adjustments for prior year enrolments. In addition the University received an over enrolment advance of \$9.8 million (equivalent to 10 per cent over the University's base EFTSL funding agreement).
- > Australian Government Grants – Capital – the variation to initial budget reflects the timing of receipt of grants from the Education Investment Fund for the SMART Infrastructure Facility and AIIM P & D Facility.
- > HECS-HELP – exceeded budget by \$12.7 million due to strong domestic student enrolment in 2010 and 2009.
- > Fees and Charges – income from international enrolments was \$32 million greater than initially forecast.
- > Investment revenue includes \$1.2 million dividend revenue from the ITC to the University and \$6.1 million unrealised distributions from the MLC investment portfolio. These items were not included in original forecasts. In addition interest earned on short term bank deposits were higher than expected as a result of strong cash balances during the year.

Expenditure

Expenses exceeded budget by \$46.2 million. The major contributing factors included:

- > Higher than forecast Employee Expenses – the factors surrounding this variation include staff growth, 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 such as IHMRI and SMART, 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 2010 was in accordance with the University's capital plan.

FINANCE

- > The key variations for 'Other Expenses' include Scholarships and Stipends and higher than forecast contributions for agency costs associated with attracting international students (both offset by International student fee revenue), expenses associated with research activity, increasing computing and communication costs, and utility expenses.

Balance Sheet

Table 23 provides a comparison of the University's budgeted balance sheet to the actual results for 2010.

Table 23: Balance Sheet 2010

	Initial Budget 2010 \$ '000	Actual result 2010 \$ '000	Variation \$ '000
Assets			
Current Assets			
Cash & Cash Equivalents	15,000	11,122	(3,878)
Receivables	28,855	39,912	11,057
Inventories	334	573	239
Held to maturity investments	31,790	110,604	78,814
Non-current assets classified as held for sale	49,132	55,408	6,276
Other non-financial assets	5,598	5,515	(83)
	130,709	223,134	92,425
Non-Current Assets			
Receivables	155,602	123,506	(32,096)
Available-for-sale financial assets	45,801	54,009	8,208
Property, plant & equipment	628,163	602,722	(25,441)
Intangible assets	1,558	382	(1,176)
Other non-financial assets	3,214	6,046	2,832
	834,338	786,665	(47,673)
	965,047	1,009,799	44,752
Liabilities			
Current liabilities			
Trade and other payables	18,729	23,360	4,631
Provisions	32,671	38,879	6,208
Other liabilities	28,868	36,809	7,941
	80,268	99,048	18,780
Non-Current liabilities			
Borrowings	85,195	76,946	(8,249)
Provisions	171,067	141,617	(29,450)
Other financial liabilities			0
Other liabilities	17,375	19,078	1,703
	273,637	237,641	(35,996)
	353,905	336,689	(17,216)
Net Assets	611,142	673,110	61,968
Equity			
Reserves	466	(1,193)	(1,659)
Retained Surplus	610,676	674,303	63,627
	611,142	673,110	61,968

'Cash' and 'Held to maturity investments' (short term bank deposits) were \$74.9 million higher than originally anticipated mainly as a result of capital grants received which were not fully expended by year end. The grant funds relate to capital projects implemented over the 2009-11 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' (long term 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 reflected in 'Other liabilities'.

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

The University had originally expected to issue the remaining bond program in full in 2010 (\$28.4 million), however due to strong cash balances and the timing of expenditure on major capital projects, the full program was not required with only \$20 million being issued in 2010.

Payment of Accounts

Table 24 has been prepared in accordance with New South Wales Treasury guidelines and provides details of the University's account payment performance for 2010.

Table 24: Payment of Accounts 2010

Quarter Ended	31-Mar 2010 \$' 000	30-Jun 2010 \$' 000	30-Sep 2010 \$' 000	31-Dec 2010 \$' 000
Interest due to late payment	0	0	0	0
Value of accounts payable at month end				
Current	1,102	1,261	2,405	1,529
Between 30-60 days	0	(1)	0	0
Between 60-90 days	0	0	0	
Between 90-120 days	0	0	(0)	(0)
Over 120 days	(19)	(18)	(20)	(12)
	1,083	1,241	2,385	1,517
<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	60%	56%	63%	66%
Number of accounts paid on time	4,175	3,763	5,306	5,747
Total number of accounts paid	6,920	6,687	8,415	8,674

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

Risk Management and Insurance

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

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

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

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

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

The majority of these policies are arranged through Unimutual Limited. Unimutual was formed for the purpose of offering its members a commercially feasible alternative to insurance. Membership is available to universities, other educational or research institutions or entities associated with 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.

Management of Investments

The University continued to utilise the services of MLC Implemented Consulting as its investment manager throughout 2010. The University's MLC investments are split into a medium term portfolio and a long term portfolio. Table 25 summarises performance for each portfolio for the 2010 year, whilst Table 26 provides performance for the trusts within each portfolio. The benchmarks used in this analysis are in Table 27.

Table 25: Portfolio Performance

	10 Yrs %pa	5 Yrs % pa	3 Yrs %pa	2 Yrs %pa	1 Yr %	Qtr %	Mth %
Medium Term Portfolio (MTP)	5.9	4.3	1.9	11.0	6.2	2.3	1.2
Index	5.8	4.6	2.2	10.2	6.2	2.5	1.5
Long Term Portfolio	6.1	3.2	-1.6	14.0	5.9	3.4	2.0
Index	5.6	3.6	-1.4	13.6	6.3	3.8	2.5

Table 26: Portfolio/Trust Performance

	Medium Term Portfolio Weighting %	Long Term Portfolio Weighting %	10 Yrs %pa	5 Yrs % pa	3 Yrs %pa	2 Yrs %pa	1 Yr %	Qtr %	Mth %
MLC (NCIT) Australian Share Trust	15.5	32.0	9.0	4.5	-3.8	17.2	0.6	3.7	3.0
Index			8.4	4.4	-5.0	18.4	1.9	4.7	3.8
MLC (NCIT) Global Share Trust	12.0	17.0	-2.4	-3.5	-9.4	4.1	-0.4	2.2	-0.4
Index			-2.7	-2.8	-8.6	2.1	-0.7	2.8	0.4
MLC (NCIT) Global Share Trust with Currency Hedged	10.0	17.0	2.8	1.2	-6.0	24.3	14.3	8.4	5.0
Index			3.5	3.3	-3.4	22.9	14.1	9.1	5.8
MLC (NCIT) Property Securities Trust	2.5	4.0	8.7	1.1	-1.7	29.4	24.0	7.0	5.3
Index			7.1	-0.8	-4.2	26.4	23.8	7.0	5.4
MTP Diversified Debt *	55.8		6.8	5.8	6.5	7.7	6.9	0.7	0.3
Index			6.8	5.9	7.0	6.8	6.5	0.6	0.3
Long Term Portfolio Diversified Debt		30.0	6.8	5.7	6.5	8.5	8.0	0.3	0.2
Index			6.8	5.9	6.9	7.8	7.6	0.0	0.2
Antares Enhanced Cash Trust**	4.2		5.7	6.0	5.8	5.1	5.2	1.4	0.5
Index			5.5	5.7	5.2	4.1	4.7	1.2	0.4

Table 27: Benchmarks used in Tables 25 – 26

Asset Class	Market Index
Australian Equity	S&P/ASX 300 Accumulation Index
Global Equity (Unhedged)	MSCI All Country World Index in \$A
Global Equity (Hedged)	MSCI All Country World Index hedged into \$A
Global Listed Property	UBS Global Real Estate Investors Index (including Australia)
Diversified Debt	Calculated using the portfolio's strategic asset allocations 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 2010:

Organisation	Grant	Purpose
Conservatorium of Music	\$128,000	Contribution towards operating expense
Illawarra Regional Information Service	\$139,050	Contribution towards operating expense

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 20th April 2011 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 statements have been prepared in accordance with the provisions of the Public Finance and Audit Act 1983, the Public Finance and Audit Regulation 2010 and the Financial Statement Guidelines for Australian Higher Education Providers for 2010 Reporting Period issued by the Australian Government Department of Education, Employment and Workplace Relations.
2. The financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements in Australia.
3. We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

In addition, in accordance with a resolution of the Council of University of Wollongong dated 20th April 2011 we state that to the best of our knowledge and belief:

1. There are reasonable grounds to believe that the Group will be able to pay its debts as and when they fall due.
2. 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.
3. The financial statements exhibit a true and fair view of the financial position and financial performance of the group.



G.F. Sutton
Vice-Chancellor



S. Andersen
Deputy Chancellor

University of Wollongong
20th April 2011



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

University of Wollongong

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the University of Wollongong (the University), which comprises the statement of financial position as at 31 December 2010, the income statement, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies, and other explanatory information, and the consolidated entity. 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.

Opinion

In my opinion, the financial statements:

- give a true and fair view of the financial position of the University and the consolidated entity, as at 31 December 2010, and of the financial performance for the year then ended in accordance with Australian Accounting Standards
- 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 2010
- comply with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2010 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 of the University is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the PF&A Act, and for such internal control as the Council determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

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. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about 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 control 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 control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Council, as well as evaluating the overall presentation of the financial 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
- about the effectiveness of their internal control
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards and other relevant ethical pronouncements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- 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 of New South Wales are not compromised in their role by the possibility of losing clients or income.



Peter Coulogeorgiou
Director, Financial Audit Services

21 April 2011
SYDNEY



FINANCIAL STATEMENTS BEGINNING OF AUDITED FINANCIAL STATEMENTS

INCOME STATEMENT For the year ended 31 December 2010

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Income from continuing operations					
Australian Government financial assistance					
Australian Government grants	3	226,357	182,472	226,332	182,472
HECS-HELP - Australian Government payments	3	65,275	52,434	65,275	52,434
FEE-HELP	3	4,069	2,873	4,069	2,873
State and Local Government financial assistance	4	15,309	18,093	15,309	18,093
HECS-HELP - Student payments		13,234	11,512	13,234	11,512
Fees and charges	5	176,987	166,169	129,751	113,033
Investment revenue	6	14,722	10,228	16,302	13,251
Consultancy and contracts	7	19,527	16,195	19,583	16,181
Other revenue	8	12,487	14,643	8,726	5,405
Total revenue from continuing operations		547,967	474,619	498,581	415,254
Gains on disposal of assets		149	6,604	149	6,604
Total income from continuing operations		548,116	481,223	498,730	421,858
Expenses from continuing operations					
Employee related expenses	9	260,224	238,362	219,434	200,067
Depreciation and amortisation	10	25,102	25,458	23,059	22,310
Repairs and maintenance	11	11,734	11,172	10,844	10,376
Finance costs	12	3,680	3,070	3,600	2,970
Impairment of assets	13	75	1,665	75	1,265
Deferred employment benefits for superannuation	9/43	492	558	492	558
Other expenses	14	145,272	143,343	140,826	127,134
Total expenses from continuing operations		446,579	423,628	398,330	364,680
Operating result before income tax		101,537	57,595	100,400	57,178
Income tax expense	15	(1,018)	(1,509)	-	-
Operating result from continuing operations		100,519	56,086	100,400	57,178
Operating result from discontinued operations	16	77	(92)	-	-
Operating result after income tax for the period		100,596	55,994	100,400	57,178
Operating result attributable to non-controlling interest		(106)	400	-	-
Operating result attributable to members of University of Wollongong	32(b)	100,490	56,394	100,400	57,178
Operating result attributable to members from:					
Continuing Operations		100,413	56,486	100,400	57,178
Discontinued Operations		77	(92)	-	-
Total	32(b)	100,490	56,394	100,400	57,178

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

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2010

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Operating result after income tax for the period		100,490	56,394	100,400	57,178
Gain/(loss) on value of available for sale financial assets		(1,170)	6,609	(569)	6,072
Transfer of reserve to retained earnings	32	(549)	-	-	-
Acquisition of non controlling interest in subsidiary	32	549	(85)	-	-
Exchange differences on translation of foreign operations	32	667	883	-	-
Income tax on items of other comprehensive income	32	-	(161)	-	-
Net Actuarial losses (gains) recognised in respect of Defined Benefit Plans		(686)	1,351	(686)	1,351
Total comprehensive income		(1,189)	8,597	(1,255)	7,423
Total comprehensive income attributable to non controlling interests		106	(179)	-	-
Total comprehensive income attributable to members of University of Wollongong		99,407	64,812	99,145	64,601

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

FINANCIAL STATEMENTS

STATEMENTS OF FINANCIAL POSITION As at year ended 31 December 2010

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
ASSETS					
Current assets					
Cash and cash equivalents	17	33,870	30,945	11,122	10,209
Receivables	18	39,601	32,204	39,912	34,017
Inventories	19	3,059	3,096	573	455
Other financial assets at fair value through profit or loss	20	-	30	-	-
Held to maturity investments	23	110,604	70,223	110,604	70,223
Non-current assets classified as held for sale	21	55,408	52,424	55,408	52,424
Other non-financial assets	26	7,512	8,284	5,515	5,014
Total current assets		250,054	197,206	223,134	172,342
Non-current assets					
Receivables	18	123,410	107,362	123,506	107,476
Other financial assets		-	100	-	-
Property, plant and equipment	24	609,886	531,819	602,722	524,974
Deferred tax assets		1,544	796	-	-
Intangible assets	25	2,008	2,005	382	640
Other non-financial assets	26	6,046	7,112	6,046	7,112
Available-for-sale financial assets	22	55,141	53,364	54,009	51,373
Total non-current assets		798,035	702,558	786,665	691,575
Total assets		1,048,089	899,764	1,009,799	863,917
LIABILITIES					
Current liabilities					
Trade and other payables	27	27,704	22,581	23,360	20,257
Borrowings	28	237	157	-	-
Provisions	29	43,814	38,669	38,879	34,313
Current tax liabilities	30	176	536	-	-
Other liabilities	31	46,958	44,788	36,809	35,029
Total current liabilities		118,889	106,731	99,048	89,599
Non-current liabilities					
Borrowings	28	77,811	58,460	76,946	56,629
Provisions	29	142,844	127,621	141,617	126,298
Other liabilities	31	10,437	8,251	19,078	17,426
Total non-current liabilities		231,092	194,332	237,641	200,353
Total liabilities		349,981	301,063	336,689	289,952
Net assets		698,108	598,701	673,110	573,965
EQUITY					
Parent entity interest					
Reserves	32(a)	825	1,328	(1,193)	(624)
Retained earnings	32(b)	697,285	598,030	674,303	574,589
Parent entity interest		698,110	599,358	673,110	573,965
Non-controlling interest	33	(2)	(657)	-	-
Total equity		698,108	598,701	673,110	573,965

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

FINANCIAL STATEMENTS

STATEMENTS OF CHANGES IN EQUITY As at year ended 31 December 2010

	Consolidated					Parent		
	Reserves \$'000	Non controlling interest \$'000	Retained earnings \$'000	Total: Owners of the parent \$'000	Total \$'000	Reserves \$'000	Retained earnings \$'000	Total \$'000
Balance at 1 January 2009	(6,003)	-	539,892	533,889	533,889	(6,696)	516,060	509,364
Balance as restated	(6,003)	-	539,892	533,889	533,889	(6,696)	516,060	509,364
Profit or (loss)	-	(657)	56,394	55,737	55,737	-	57,178	57,178
Actuarial gains (losses) recognised directly in retained earnings	-	-	1,351	1,351	1,351	-	1,351	1,351
Gain on available for sale financial assets	376	-	-	376	376	-	-	-
Non current assets held for sale revaluation reserve	6,072	-	-	6,072	6,072	6,072	-	6,072
Gain on foreign exchange	883	-	-	883	883	-	-	-
Acquisition of non controlling interest	-	-	(85)	(85)	(85)	-	-	-
Other movement	-	-	478	478	478	-	-	-
Total comprehensive income	7,331	(657)	58,138	64,812	64,812	6,072	58,529	64,601
Balance at 31 December 2009	1,328	(657)	598,030	598,701	598,701	(624)	574,589	573,965
Balance at 1 January 2010	1,328	(657)	598,030	598,701	598,701	(624)	574,589	573,965
Balance as restated	1,328	(657)	598,030	598,701	598,701	(624)	574,589	573,965
Profit or (loss)	-	106	100,490	100,596	100,596	-	100,400	100,400
Actuarial gains (losses) recognised directly in retained earnings	-	-	(686)	(686)	(686)	-	(686)	(686)
Transfer of reserve to retained earnings	-	-	(549)	(549)	(549)	-	-	-
Loss on available for sale financial assets	(601)	-	-	(601)	(601)	-	-	-
Non current assets held for sale revaluation reserve	(569)	-	-	(569)	(569)	(569)	-	(569)
Gain on foreign exchange	667	-	-	667	667	-	-	-
Acquisition of non controlling interest	-	549	-	549	549	-	-	-
Total comprehensive income	(503)	655	99,255	99,407	99,407	(569)	99,714	99,145
Balance at 31 December 2010	825	(2)	697,285	698,108	698,108	(1,193)	674,303	673,110

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

FINANCIAL STATEMENTS

CASH FLOW STATEMENTS For the year ended 31 December 2010

	Notes	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Cash flows from operating activities					
CGS and Other DEST Grants	44.1	114,113	99,383	114,113	99,383
Higher Education Loan Programmes	44.2	69,344	55,307	69,344	55,307
Scholarships	44.3	5,535	5,113	5,535	5,113
DIISR Research	44.4	22,239	21,586	22,239	21,586
Voluntary Student Unionism	44.5	-	25	-	25
Other Capital Funding		47,800	24,070	47,800	24,070
Australian Research Council Grants	44.7				
Discovery	44.7(a)	10,722	10,019	10,722	10,019
Linkages	44.7(b)	4,926	5,106	4,926	5,106
Networks and Centres	44.7(c)	2,499	2,651	2,499	2,651
Other Australian Government Grants	3(i)	18,523	14,519	18,498	14,519
State Government Grants	4	15,309	18,093	15,309	18,093
HECS-HELP - Student Payments		13,234	11,512	13,234	11,512
Receipts from student fees and other customers		180,447	197,050	133,789	117,727
Interest received	6	6,407	3,695	6,219	3,570
Other Revenue		47,214	34,055	43,528	38,955
Payments to suppliers and employees (inclusive of GST)		(428,542)	(421,459)	(385,556)	(353,929)
Interest and other costs of finance		(3,680)	(4,568)	(3,600)	(2,970)
Income taxes paid		(1,018)	(114)	-	-
Net cash provided by / (used in) operating activities	41	125,072	76,043	118,599	70,737
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment		51	133	32	62
Proceeds from sale of financial assets		1,205	53,619	1,205	53,520
Repayment of loans		50	50	50	50
Dividends received		-	1,132	2,800	4,900
Payments for property, plant and equipment		(103,172)	(68,489)	(100,549)	(65,688)
Payments for financial assets		(1,205)	(53,520)	(1,205)	(53,520)
Interest received		1,032	621	-	-
Net cash provided by / (used in) investing activities		(102,039)	(66,454)	(97,667)	(60,676)
Cash flows from financing activities					
Proceeds from secured loans		18	18	18	18
Proceeds from borrowings		20,317	53	20,317	-
Repayment of borrowings		(518)	(468)	(18)	(165)
Net cash provided by / (used in) financing activities		19,817	(397)	20,317	(147)
Net increase / (decrease) in cash and cash equivalents					
Cash and cash equivalents at the beginning of the financial year		101,168	90,893	80,432	70,365
Effects of exchange rate changes on cash and cash equivalents		456	1,083	45	153
Cash and cash equivalents at the end of the financial year	17	144,474	101,168	121,726	80,432
Financing arrangements	28				

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

FINANCIAL STATEMENTS

INDEX OF NOTES TO THE FINANCIAL STATEMENTS

Note	Page	Note	Page
1	Summary of significant accounting policies	90	
2	Critical accounting estimates and judgements	99	
Revenue			
3	Australian Government financial assistance including HECS-HELP and FEE-HELP	100	
4	State and Local Government financial assistance	102	
5	Fees and charges	102	
6	Investment revenue and income	102	
7	Consultancy and contracts	102	
8	Other revenue and income	103	
Expenses			
9	Employee related expenses	103	
10	Depreciation and amortisation	104	
11	Repairs and maintenance	104	
12	Borrowing costs	104	
13	Impairment of assets	104	
14	Other expenses	105	
15	Income tax expense	106	
16	Discontinued operation	106	
Assets			
17	Cash and cash equivalents	107	
18	Receivables	108	
19	Inventories	110	
20	Other financial assets at fair value through profit or loss	110	
21	Assets held for sale	110	
22	Available-for-sale financial assets	111	
23	Held to maturity investments	111	
24	Property, plant and equipment	112	
25	Intangible assets	114	
26	Other non-financial assets	116	
27	Trade and other payables	116	
28	Borrowings	116	
29	Provisions	119	
30	Current tax liabilities	119	
31	Other liabilities	120	
Equity			
32	Reserves and retained surplus	120	
33	Minority interest	121	
Disclosure Notes			
34	Key management personnel disclosures	122	
35	Remuneration of auditors	124	
36	Contingencies	124	
37	Commitments	124	
38	Subsidiaries	125	
39	Contributions to controlled entities and financial arrangements	126	
40	Events occurring after the statement of financial position date	126	
41	Reconciliation of operating result after income tax to net cash flows from operating activities	127	
42	Financial risk management	128	
43	Defined Benefit Plans	133	
44	Acquittal of Australian Government financial assistance	136	

FINANCIAL STATEMENTS

1 Summary of significant accounting policies

The principal accounting policies adopted in the preparation of these financial statements is set out below. These policies have been consistently applied for all years reported unless otherwise stated. The financial statements include separate statements for University of Wollongong as the parent entity and the consolidated entity consisting of University of Wollongong and its subsidiaries.

The principal address of the University of Wollongong is:

Northfields Avenue
Wollongong
NSW 2522

(a) Basis of preparation

The annual financial statements represent the audited general purpose financial statements which have 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.

Date of authorisation for issue

The financial statements were authorised for issue by the members of University of Wollongong on 20th April 2011.

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 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 estimates and underlying assumptions are reviewed on an ongoing basis. 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) Basis of consolidation

(i) Subsidiaries

The consolidated entity incorporate the assets and liabilities of all subsidiaries of University of Wollongong ("parent entity") as at 31 December 2010 and the results of all subsidiaries for the year then ended. The University of Wollongong and its subsidiaries together are referred to in this financial statement 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 acquisition 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)).

(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 statement of comprehensive income and the statement of changes in equity.

(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 operations ('the functional currency'). The consolidated financial statements presented in Australian dollars, which is University of Wollongong's functional and presentation currency.

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement. Qualifying cash flow hedges and qualifying net investment hedges in a foreign operation shall be accounted for by recognising the portion of the gain or loss determined to be an effective hedge in other comprehensive income and the ineffective portion in profit or loss.

FINANCIAL STATEMENTS

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 statement of financial position presented are translated at the closing rate at the date of that statement of financial position;
- > 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 accounted for by recognising the effective portion in other comprehensive income and the ineffective portion in the income statement. When a foreign operation is sold or any borrowings forming part of the net investment are repaid, the gain or loss relating to the effective portion of the hedge that has been recognised in other comprehensive income is reclassified from equity to the income statement as a reclassification adjustment.

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) Income recognition

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

The Group recognises income when the amount of income 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 income 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.

Income 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.

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.

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

(iv) Fees and charges for services

Income 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 income 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. They are ITC Ltd and Unicentre Conferences and Functions Pty Ltd.

The income tax expense or income 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 statements of financial position 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.

FINANCIAL STATEMENTS

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 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 outside profit and loss are also recognised outside profit and loss.

(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 acquisition method shall be applied to account for each business combination; this does not include a combination of entities or businesses under common control, the formation of a joint venture, or the acquisition of an asset or a group of assets. The acquisition method requires identification of the acquirer, determining the acquisition date and recognising and measuring the identifiable assets acquired, liabilities assumed, goodwill gained, a gain from a bargain purchase and any in the acquiree. Identifiable assets acquired, liabilities assumed and any in the acquiree shall be recognised separately from goodwill as of the acquisition date. Intangible assets acquired in a business combination are recognised separately from goodwill if they are separable, but only together with a related contract, identifiable asset or liability. Acquisition related costs are expensed in the periods in which they are incurred with the exception of costs to issue debt or equity securities, which are recognised in accordance with AASB132 and AASB139.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Measurement of any non-controlling interest in the acquiree is at fair value or at the non controlling interest's proportionate share of the acquiree's identifiable net assets. Contingent liabilities assumed are recognised as part of the acquisition if there is a present obligation arising from past events and the fair value can be reliably measured. The excess at the acquisition date of the aggregate of the consideration transferred, the amount of any and any previously held equity interest in the acquiree, over the net amounts of identifiable assets acquired and liabilities assumed is recognised 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 of the acquirer, but only after a reassessment of the identification and measurement of the net assets acquired.

Consideration transferred in a business combination shall be measured at fair value. Where the business combination is achieved in stages, the acquirer shall remeasure previously held equity interest in the acquiree at its acquisition date fair value and recognise the resulting gain or loss in profit or loss.

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 statement of cash flows 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 statement of financial position.

(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 for related parties, and no more than 30 days for other debtors.

FINANCIAL STATEMENTS

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 statement of financial position. The liabilities of a disposal group classified as held for sale are presented separately from other liabilities in the statement of financial position.

A discontinued operation is a component of the Group that has been disposed of or is classified as held for sale and that represents a separate major line of business or geographical area of operations, is part of a single co-ordinated plan to dispose of such a line of business or area of operations, or is a subsidiary acquired exclusively with a view to resale. The results of discontinued operations are presented separately on the face of the income statement.

(m) Investments and other financial assets

Classification

The Group classifies its investments in the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments, and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and, in the case of assets classified as held-to-maturity, re-evaluates this designation at each reporting date.

(i) Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets held for trading. A financial asset is classified in this category if it is 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.

(ii) 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 statement of financial position date which are classified as non-current assets. Loans and receivables are included in receivables in the statement of financial position. (note 18).

(iii) 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.

(iv) 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 statement of financial position date.

FINANCIAL STATEMENTS

Regular purchases and sales of financial assets are recognised on trade-date - the date on which the Group commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets carried at fair value through profit or loss are initially recognised at fair value and transaction costs are expensed in the income statement. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred substantially all the risks and rewards of ownership.

When securities classified as available-for-sale are sold, the accumulated fair value adjustments recognised in equity are included in the Income Statement as gains and losses from investment securities.

Subsequent measurement

Available-for-sale financial assets and financial assets at fair value through profit and loss are subsequently carried at fair value. Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method. Gains or losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' category are included in the income statement within other income or other expenses in the period in which they arise.

Changes in the fair value of monetary security denominated in a foreign currency and classified as available-for-sale are analysed between translation differences resulting from changes in amortised cost of the security and other changes in the carrying amount of the security. The translation differences related to changes in the amortised cost are recognised in profit or loss, and other changes in carrying amount are recognised in equity. Changes in the fair value of other monetary and non-monetary securities classified as available-for-sale are recognised in equity.

Fair value

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the Group establishes fair value by using valuation techniques. These include reference to the fair values of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same, discounted cash flow analysis, and option pricing models refined to reflect the issuer's specific circumstances.

Impairment

The Group assesses at each balance date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered as in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss - is removed from equity and recognised in the income statements. Impairment losses recognised in the income statements on equity instruments are not reversed through the income statement.

(n) Fair value estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

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 statements of financial position 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 statements of financial position 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

FINANCIAL STATEMENTS

The Group has assessed the differences in the accounting treatment and consider any differences to be immaterial.

Depreciation on other assets is calculated using the straight line method except for library assets which applies the written down value method. The cost allocated over their estimated useful lives is as follows:

Asset	Life
Buildings and improvements	1 to 40 years
Computer Equipment	3 to 5 years
Other Equipment	25 to 40 years
Vehicles	5 years
Library holdings	1 to 10 years
Infrastructure	3 to 26 years

The library holdings are reviewed every year to account for the additions and disposals. The result is the library holdings are depreciated between 1 and 10 years.

The assets' useful lives and residual values are reviewed, and adjusted if appropriate, at each statement of financial position date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

(p) Intangible assets

(i) Research and development

Expenditure on research activities is recognised in the income statement as an expense, when it is incurred.

Expenditure on development activities, relating to the design and testing of new or improved products, are recognised as intangible assets when it is probable that the project will, after considering its commercial and technical feasibility, be completed and generate future economic benefits and its costs can be measure 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 between 20% and 33% per annum.

(ii) Goodwill

Goodwill represents the excess of the fair value measurement of consideration transferred in an acquisition over the fair value of the Group's share of the net identifiable assets of the acquiree at the date of acquisition. Goodwill on acquisitions of subsidiaries is included in intangible assets. Goodwill on acquisitions of associates is included in investments in associates. Goodwill is not amortised, instead it is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

(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 University of Wollongong and its controlled entities were recorded in the Income Statement and the statement of financial position 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 statement of financial position 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 and State Authorities 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 statement of financial position 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.

FINANCIAL STATEMENTS

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 statement of financial position 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 statement of financial position date and does not expect to settle the liability for at least 12 months after the statement of financial position date.

(t) Borrowing costs

Borrowing costs incurred for the construction of any qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed.

(u) Provisions

Provisions for legal claims and service warranties are recognised when: the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated.

Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the statements of financial position 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

Liabilities for short-term employee benefits including wages and salaries, non-monetary benefits and profit-sharing bonuses due to be settled within 12 months after the end of the period are measured at the amount expected to be paid when the liability is settled and recognised in other payables.

Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

(ii) Annual leave and sick leave

The liability for long-term employee benefits such as annual leave and accumulating sick leave is recognised in current provisions for employee benefits as it is not due to be settled within 12 months after the end of the reporting period. It is measured at the amount expected to be paid when the liability is settled. 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.

(iii) 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%
- > Discount rate 5.1%
- > Proportion of leave taken in service 45%

(iv) 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 statements of financial position, 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.

FINANCIAL STATEMENTS

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 statement of financial position 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.

(v) 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 7 January 2011. Key assumptions made in the report are:

- > Underlying risk premium rate for future periods is 0.30% (in current values);
- > Claims escalation is estimated at 4% for future years;
- > Payroll for the 12 months ending 31st December 2011 was taken to be \$211.647m.

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.

(vi) 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)

Income, 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 statement of financial position.

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 statements is amended, comparable amounts shall be reclassified unless reclassification is impracticable. When comparable amounts are reclassified, the University of Wollongong will 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 will 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) Changes in accounting policy

In 2010, the University changed its accounting policy with respect to the recognition of defined benefit superannuation actuarial gains and losses. The impact of this change is explained in Note 43 "Change in accounting policy".

FINANCIAL STATEMENTS

(ac) New Accounting Standards and Interpretations

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2010 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.

Compiled Standards

Standard	Name	Application Date
AASB 1	First-time Adoption of Australian Accounting Standards	1 January 2011
AASB 3	Business Combinations	1 January 2011
AASB 4	Insurance Contracts	1 January 2011
AASB 5	Non-current Assets Held for Sale and Discontinued Operations	1 January 2011
AASB 7	Financial Instruments: Disclosures	1 January 2011
AASB 8	Operating Segments	1 January 2011
AASB 9	Financial Instruments	1 January 2013
AASB 101	Presentation of Financial Statements	1 January 2011
AASB 107	Statement of Cash Flows	1 January 2011
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 118	Revenue	1 January 2011
AASB 119	Employee Benefits	1 January 2011
AASB 121	The Effects of Changes in Foreign Exchange Rates	1 January 2011
AASB 124	Related Party Disclosures	1 January 2011
AASB 132	Financial Instruments: Presentation	1 January 2011
AASB 133	Earnings per Share	1 January 2011
AASB 134	Interim Financial Reporting	1 January 2011
AASB 137	Provisions, Contingent Liabilities and Contingent Assets	1 January 2011
AASB 139	Financial Instruments: Recognition and Measurement	1 January 2011
AASB 140	Investment Property	1 January 2011
AASB 1023	General Insurance Contracts	1 January 2011
AASB 1031	Materiality	1 January 2011
AASB 1038	Life Insurance Contracts	1 January 2011
AASB 1053	Application of Tiers of Australian Accounting Standards	1 July 2013

Amending Standards and Errata affecting Standards and Interpretations

Standard	Name	Application Date
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
2009-14	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
2010-02	Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements [AASB 1, 2, 3, 5, 7, 8, 101, 102, 107, 108, 110, 111, 112, 116, 117, 119, 121, 123, 124, 127, 128, 131, 133, 134, 136, 137, 138, 140, 141, 1050 & 1052 and Interpretations 2, 4, 5, 15, 17, 127, 129 & 1052]	1 January 2013
2010-04	Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project [AASB 1, AASB 7, AASB 101 & AASB 134 and Interpretation 13]	1 January 2011
2010-05	Amendments to Australian Accounting Standards [AASB 1, 3, 4, 5, 101, 107, 112, 118, 119, 121, 132, 133, 134, 137, 139, 140, 1023 & 1038 and Interpretations 112, 115, 127, 132 & 1042]	1 January 2011
2010-06	Amendments to Australian Accounting Standards – Disclosures on Transfers of Financial Assets [AASB 1 & AASB 7]	1 July 2011

FINANCIAL STATEMENTS

Interpretations

Interpretation	Name	Application Date
Interpretation 2	Members' Shares in Co-operative Entities and Similar Instruments	1 January 2011
Interpretation 4	Determining whether an Arrangement contains a Lease	1 January 2011
Interpretation 13	Customer Loyalty Programmes	1 January 2011
Interpretation 14	AASB 119 – The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction	1 January 2011
Interpretation 16	Hedges of a Net Investment in a Foreign Operation	1 January 2011
Interpretation 112	Consolidation – Special Purpose Entities	1 January 2011
Interpretation 115	Operating Leases – Incentives	1 January 2011
Interpretation 127	Evaluating the Substance of Transactions Involving the Legal Form of a Lease	1 January 2011
Interpretation 132	Intangible Assets – Web Site Costs	1 January 2011
Interpretation 1039	Substantive Enactment of Major Tax Bills in Australia	1 January 2011
Interpretation 1042	Subscriber Acquisition Costs in the Telecommunications Industry	1 January 2011
Interpretation 1052	Tax Consolidation Accounting	1 January 2011

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

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.

FINANCIAL STATEMENTS

3 Australian Government financial assistance including HECS-HELP and FEE-HELP

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
(a) Commonwealth Grants Scheme and Other Grants				
Commonwealth grants scheme ¹	112,664	90,048	112,664	90,048
Indigenous support fund	763	758	763	758
Equity support program	-	302	-	302
Disability support program	140	133	140	133
Workplace reform program	41	1,106	41	1,106
Workplace productivity program	505	505	505	505
Learning & teaching performance fund	-	3,276	-	3,276
Capital development pool	-	1,021	-	1,021
Improving the Practical Component of Teacher Education Initiative	-	343	-	343
Collaboration & structural reform program ²	-	1,891	-	1,891
Total Commonwealth Grants Scheme and Other Grants	114,113	99,383	114,113	99,383
(b) Higher Education Loan Programs				
HECS-HELP	65,275	52,434	65,275	52,434
FEE-HELP ³	4,069	2,873	4,069	2,873
Total Higher Education Loan Programs	69,344	55,307	69,344	55,307
(c) Scholarships				
Australian postgraduate awards	3,144	2,325	3,144	2,325
International postgraduate research scholarship	365	360	365	360
Commonwealth education cost scholarships ⁴	1,917	1,139	1,917	1,139
Commonwealth accommodation scholarships ⁴	45	1,289	45	1,289
Indigenous Access Scholarships	64	-	64	-
Total Scholarships	5,535	5,113	5,535	5,113
(d) DIISR-Research				
Joint Research Engagement Programme	5,526	5,697	5,526	5,697
Research training scheme	11,534	11,761	11,534	11,761
Research infrastructure block grants	3,376	3,621	3,376	3,621
Implementation assistance program	70	151	70	151
Australian scheme for higher education repositories	-	255	-	255
Commercialisation training scheme	106	101	106	101
Sustainable Research Excellence in Universities	1,627	-	1,627	-
Total DIISR-Research Grants	22,239	21,586	22,239	21,586
(e) Voluntary Student Unionism				
VSU project	-	25	-	25
Total VSU	-	25	-	25
(f) Other Capital Funding				
Teaching and Learning Capital Fund	-	10,070	-	10,070
Education Investment Fund	47,800	14,000	47,800	14,000
Total Other Capital Funding	47,800	24,070	47,800	24,070

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

FINANCIAL STATEMENTS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
(g) Australian Research Council				
(i) Discovery				
Project	8,220	8,838	8,220	8,838
Fellowships	2,409	1,181	2,409	1,181
Super Science Fellowships	93	-	93	-
Total Discovery	10,722	10,019	10,722	10,019
(ii) Linkages				
Infrastructure	1,050	1,126	1,050	1,126
International	85	513	85	513
Projects	3,791	3,467	3,791	3,467
Total Linkages	4,926	5,106	4,926	5,106
(iii) Networks and Centres				
Centres	2,499	2,651	2,499	2,651
Total Networks and Centres	2,499	2,651	2,499	2,651
Total Australian Research Council	18,147	17,776	18,147	17,776
(h) Other Australian Government financial assistance				
Other Australian Government - other				
National Health & Medical Research Council (NHMRC)	2,282	2,506	2,282	2,506
Higher Education Participation Programme	1,263	-	1,263	-
Subtotal Other Australian Government - other	3,545	2,506	3,545	2,506
Other Australian Government - research				
Other Australian Research Grants	14,978	12,013	14,953	12,013
Total Other Australian Government financial assistance	18,523	14,519	18,498	14,519
Total Australian Government financial assistance	295,701	237,779	295,676	237,779
1 Includes the basic CGS grant amount, CGS - Regional Loading, CGS - Enabling Loading, Maths and Science Transition Loading and Full Fee Places Transition Loading.				
2 Includes Collaboration & Structural Adjustment Program				
3 Program in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP.				
4 Includes National Priority and National Accommodation Priority Scholarships respectively.				
Reconciliation				
Australian Government grants [(a) + (c) + (d) + (e) + (f) + (g) + (h)]	226,357	182,472	226,332	182,472
HECS-HELP payments	65,275	52,434	65,275	52,434
FEE-HELP payments	4,069	2,873	4,069	2,873
Total Australian Government financial assistance	295,701	237,779	295,676	237,779
(i) Australian Government Grants received - cash basis				
CGS and Other DEEWR Grants	114,113	99,383	114,113	99,383
Higher Education Loan Programmes	69,344	55,307	69,344	55,307
Scholarships	5,535	5,113	5,535	5,113
DIISR Research	22,239	21,586	22,239	21,586
Voluntary Student Unionism	-	25	-	25
Other Capital Funding	47,800	29,070	47,800	29,070
ARC grants - Discovery	10,722	10,019	10,722	10,019
ARC grants - Linkages	4,926	5,106	4,926	5,106
ARC grants - Networks and Centres	2,499	2,651	2,499	2,651
Other Australian Government Grants	18,523	14,519	18,498	14,519
Total Australian Government funding received - cash basis	295,701	242,779	295,676	242,779

FINANCIAL STATEMENTS

4 State and Local Government financial assistance

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
State financial assistance				
Research Grants	4,809	13,001	4,809	13,001
Other	10,500	5,092	10,500	5,092
Total state financial assistance	15,309	18,093	15,309	18,093

5 Fees and charges

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Course fees and charges				
Fee-paying overseas students	143,570	132,601	97,414	82,518
Continuing education	511	542	511	551
Fee-paying domestic postgraduate students	3,230	3,263	3,230	3,263
Total course fees and charges	147,311	136,406	101,155	86,332
Other non-course fees and charges				
Amenities and service fees	40	50	40	50
Late fees	144	106	144	106
Library charges	426	439	426	439
Parking fees	2,012	1,768	2,123	1,848
Rental charges	2,642	3,376	2,949	3,037
Student accommodation	13,047	12,169	13,047	12,169
Other fees and charges	7,013	7,363	5,515	4,558
Compulsory service charge	-	5	-	3
Conference fees	1,727	1,598	1,727	1,602
Student Administration Fees	1,254	1,513	1,254	1,513
Visitor entry fees	1,371	1,376	1,371	1,376
Total other fees and charges	29,676	29,763	28,596	26,701
Total fees and charges	176,987	166,169	129,751	113,033

6 Investment revenue and income

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Term Deposits and Bank Interest	7,439	4,315	6,219	3,570
Distribution from assets held for sale	6,083	3,681	6,083	3,681
Dividend Income	1,200	2,232	4,000	6,000
Total investment revenue	14,722	10,228	16,302	13,251

7 Consultancy and contracts

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Consultancy	2,497	2,597	2,503	2,600
Consultancy fees - related orgs	-	-	15	17
Other contract research	17,030	13,598	17,065	13,564
Total consultancy and contracts	19,527	16,195	19,583	16,181

FINANCIAL STATEMENTS

8 Other revenue and income

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Donations and bequests	1,464	393	1,497	394
Scholarships and prizes	1,627	1,361	1,648	1,382
Non-government grants	462	439	462	439
Other revenue	1,045	279	538	224
Trading Income	3,749	9,592	-	-
Printery revenue	1,653	1,417	2,096	1,803
Publications and merchandise	701	674	699	675
Developer contributions received	1,786	488	1,786	488
Total other revenue and income	12,487	14,643	8,726	5,405

9 Employee related expenses

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Academic¹				
Salaries	100,793	93,134	100,794	93,134
Contribution to superannuation and pension schemes:				
Funded	14,426	13,695	14,402	13,674
Payroll tax	6,442	6,395	6,442	6,395
Worker's compensation	498	313	498	313
Long service leave expense	3,542	3,172	3,542	3,172
Other	1,365	701	1,365	701
Total academic	127,066	117,410	127,043	117,389
Non-academic²				
Salaries	107,015	98,154	72,512	65,501
Contribution to superannuation and pension schemes:				
Funded	12,441	11,073	10,346	9,168
Payroll tax	5,594	5,404	4,570	4,436
Worker's compensation	609	413	337	218
Long service leave expense	3,181	2,973	2,486	2,186
Annual leave	3,446	2,382	1,321	677
Other	872	553	819	492
Total non-academic	133,158	120,952	92,391	82,678
Total employee related expenses	260,224	238,362	219,434	200,067
Deferred superannuation expense	492	558	492	558
Total employee related expenses, including deferred government employee benefits for superannuation	260,716	238,920	219,926	200,625

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.

FINANCIAL STATEMENTS

10 Depreciation and amortisation

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Depreciation				
Buildings	15,748	14,907	15,460	14,549
Plant and equipment	3,247	4,133	1,976	1,922
Plant and equipment under finance leases	150	150	-	-
Other	4,707	4,595	4,437	4,357
Library	857	931	857	931
Total depreciation	24,709	24,716	22,730	21,759
Amortisation				
Other	50	54	-	-
Software	343	688	329	551
Total amortisation	393	742	329	551
Total depreciation and amortisation	25,102	25,458	23,059	22,310

11 Repairs and maintenance

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Buildings	9,751	9,782	8,954	9,067
Equipment	857	821	764	740
Infrastructure	1,126	569	1,126	569
Total repairs and maintenance	11,734	11,172	10,844	10,376

12 Borrowing costs

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Interest	3,680	3,070	3,600	2,970
Total borrowing costs expensed	3,680	3,070	3,600	2,970

13 Impairment of assets

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Sciventures Investment	78	123	78	123
AC3 Supercomputing Investment	(3)	253	(3)	253
Goodwill	-	1,289	-	889
Total impairment of assets	75	1,665	75	1,265

FINANCIAL STATEMENTS

14 Other expenses

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Scholarships, grants and prizes	20,206	17,238	20,677	17,558
Non-capitalised equipment	4,707	4,145	4,458	3,869
Advertising, marketing and promotional expenses	4,425	4,601	1,047	1,106
Audit fees, bank charges, legal costs and insurance expenses	4,952	3,755	3,399	2,540
General consumables	5,656	5,671	4,624	4,746
Printing and stationery	2,985	3,208	1,298	1,297
Minimum lease payments on operating leases	7,394	9,603	923	894
Rental, hire and other leasing fees	8,088	8,574	8,275	8,786
Telecommunications	2,990	2,456	2,571	1,932
Travel and related staff development and training	12,071	11,737	10,662	9,841
Net gain on disposal of assets	1,920	751	1,938	650
Agency staff	2,615	2,250	1,736	1,490
Agent fees	2,537	7,620	-	-
Catering	3,002	2,663	3,138	2,704
Computer maintenance and software	5,817	4,894	5,345	4,328
Consultant fees	11,184	9,720	10,420	8,719
Copyright	653	645	653	645
Staff appointment expense	1,351	945	1,070	706
Trading expenses	6,859	7,043	-	-
Contracts	7,875	7,480	7,828	7,413
Contributions	3,456	4,601	25,096	24,334
Fees	3,967	3,896	3,476	3,573
Motor vehicle expenses	626	677	407	383
Subscriptions	5,255	4,649	5,008	4,398
Net foreign currency loss (gain)	301	494	286	489
Utilities	7,244	6,303	6,629	5,432
Visitor expenses	687	706	663	681
Other	6,449	7,018	9,199	8,620
Total other expenses	145,272	143,343	140,826	127,134

FINANCIAL STATEMENTS

15 Income tax expense

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
(a) Income tax expense				
Current tax	1,543	1,157	-	-
Deferred tax	(557)	391	-	-
Adjustments for current tax of prior periods	65	(31)	-	-
	1,051	1,517	-	-
Income tax expense is attributable to:				
Operating result from continuing operations	1,018	1,509	-	-
Operating result from discontinued operations	33	8	-	-
Aggregate income tax expense	1,051	1,517	-	-
(b) Numerical reconciliation of income tax expense to prima facie tax payable				
Operating result from continuing operations before income tax expense	101,537	57,595	100,400	57,178
Operating result from discontinuing operations before income tax expense	77	(93)	-	-
	101,614	57,502	100,400	57,178
Tax at the Australian tax rate of 30% (2009 - 30%)	30,484	17,251	30,120	17,558
Tax effect of amounts which are not deductible / (taxable) in calculating taxable income:				
Franked dividend gross up	-	17	-	-
Deferred tax asset not brought to account	78	462	-	-
Other	127	475	-	-
Franked dividend rebate	(1,200)	(1,156)	(1,200)	(1,100)
Tax Exempt Income	(28,431)	(15,499)	(28,920)	(16,458)
	1,058	1,550	-	-
Adjustment for current tax of prior periods	(7)	(33)	-	-
Total income tax expense	1,051	1,517	-	-

16 Discontinued operation

Wollongong Unicentre Limited

The subsidiary Wollongong Unicentre Limited guaranteed the financial support of its subsidiary for the year 2009, UniCentre Conferences and Functions Pty Limited, being owed \$895k. The subsidiary is commencing liquidation on 1 January 2011, all assets and liabilities have been transferred to the Wollongong Unicentre Limited. As at December 2010, the subsidiary had a debt of \$253k owing to the parent, this debt has been forgiven. The forgiveness of this debt was approved by the board of Wollongong Unicentre Limited. The operations and activities of UniCentre Conferences and Functions Pty Limited are being undertaken by the parent Wollongong Unicentre Limited.

ITC Limited

(a) 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:

FINANCIAL STATEMENTS

(b) Financial performance and cash flow information

The financial performance and cash flow information presented are for the year ended 31 December 2010

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Revenue	-	407	-	-
Net bad and doubtful debts expense	142	(142)	-	-
Net foreign exchange	(32)	-	-	-
Operating lease rental expense	-	(357)	-	-
Other expenses	-	8	-	-
Operating result before income tax	110	(84)	-	-
Income tax expense	(33)	(8)	-	-
Operating result after income tax of discontinued operations	77	(92)	-	-
Operating result from discontinued operation	77	(92)	-	-
Net cash inflow from operating activities	110	(91)	-	-
Net cash inflow (outflow) from investing activities	-	-	-	-
Net cash (outflow) from financing activities	-	-	-	-
	110	(91)	-	-

(c) Carrying amounts of assets and liabilities

The carrying amounts of assets and liabilities are:

Trade creditors	-	(6)	-	-
Total liabilities	-	(6)	-	-
Net assets	-	(6)	-	-

17 Cash and cash equivalents

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Cash at bank and on hand	31,762	28,947	10,189	9,315
NAB professional funds	2,108	1,998	933	894
Total cash and cash equivalents	33,870	30,945	11,122	10,209

(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	33,870	30,945	11,122	10,209
Bank term deposits	110,604	70,223	110,604	70,223
Balances per cash flow statement	144,474	101,168	121,726	80,432

Restricted cash and cash equivalents

The following cash and cash equivalents are restricted in their use: Prizes and donations \$9,096k (2009: \$7,029k) economic and parent entity. These funds are restricted for purposes of providing student scholarships and research activities.

(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 4.43% (2009: 3.26%). Cash on hand of \$49k (2009: \$44k) for the parent entity and \$95k (2009: \$96k) 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	33,326	30,720	10,578	9,984
United States Dollars	544	225	544	225
	33,870	30,945	11,122	10,209

FINANCIAL STATEMENTS

18 Receivables

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Current				
Receivables				
Student fees	27,061	18,388	25,091	18,388
Less: Provision for impaired receivables	(270)	(135)	(191)	(135)
	26,791	18,253	24,900	18,253
Trade receivables	12,251	13,239	12,361	10,411
Provision for impaired receivables	(484)	(671)	(472)	(435)
	11,767	12,568	11,889	9,976
Total receivables	38,558	30,821	36,789	28,229
Other receivables				
Accrued income	743	1,017	252	1,258
Current Loans	-	-	18	18
Other loans and receivables	300	366	2,853	4,512
Total other receivables	1,043	1,383	3,123	5,788
Total current receivables	39,601	32,204	39,912	34,017
Non-current				
Receivables				
Deferred government contribution for superannuation	123,310	107,212	123,310	107,212
Total receivables	123,310	107,212	123,310	107,212
Other non-current receivables				
Loans to Unicentre	-	-	96	114
Other loans and receivables	100	150	100	150
Total other receivables	100	150	196	264
Total non-current receivables	123,410	107,362	123,506	107,476
Total receivables	163,011	139,566	163,418	141,493

(a) Impaired receivables

As at 31 December 2010 current receivables of the group with a nominal value of \$382k (2009: \$465k) were impaired. For the parent entity, current receivables of \$266k (2009: \$222k) were impaired. The amount of the provision was \$661k (2009: \$570k) for the parent entity and \$754k (2009: \$806k) for the consolidated entity.

The ageing analysis of these receivables is as follows:

3 to 6 months	-	-	-	-
Over 6 months	382	465	266	222
	382	465	266	222

As of 31 December 2010, for the parent entity trade receivables of \$1,628k (2009: \$1,085k) and the consolidated entity \$2,168k (2009: \$1,719k) 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	884	964	816	539
Over 6 months	1,284	755	812	546
	2,168	1,719	1,628	1,085

FINANCIAL STATEMENTS

Movements in the provision for impaired receivables are as follows:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
At 1 January	806	765	570	585
Provision for impairment recognised during the year	200	456	135	244
Receivables written off during the year as uncollectible	(252)	(415)	(42)	(259)
At 31 December 2010	754	806	663	570

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.

(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.

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
AUD	161,844	138,880	162,295	140,949
USD	264	450	220	308
SGD	680	140	680	140
GBP	55	4	55	4
EUR	166	21	166	21
NZD	2	61	2	61
Other	-	10	-	10
	163,011	139,566	163,418	141,493
Current receivables	39,601	32,204	39,912	34,017
Non-current receivables	123,410	107,362	123,506	107,476
	163,011	139,566	163,418	141,493

(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.

	2010		2009	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Trade and other receivables	39,601	39,601	32,204	32,204
	39,601	39,601	32,204	32,204

FINANCIAL STATEMENTS

19 Inventories

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Current				
Catering stock at cost	84	90	20	22
Newsagency and book store stock at cost	2,261	2,288	-	-
Print and paper stock at cost	553	433	553	433
Other at cost	161	285	-	-
Total current Inventories	3,059	3,096	573	455

20 Other financial assets at fair value through profit or loss

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Investments	-	30	-	-
Total Other financial assets at fair value through profit	-	30	-	-

21 Assets held for sale

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Medium term portfolio - managed funds	55,408	52,424	55,408	52,424

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.

	2010		2009	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Assets held for sale	55,408	55,408	52,424	52,424
	55,408	55,408	52,424	52,424

FINANCIAL STATEMENTS

22 Available-for-sale financial assets

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
IDP Education Australia Ltd - at fair value	1,132	1,991	-	-
Sciventures investments	186	232	186	232
AC3 Supercomputing	50	47	50	47
Reserve portfolio - managed funds	53,773	51,094	53,773	51,094
Total non-current available-for-sale financial assets	55,141	53,364	54,009	51,373

(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.

	2010		2009	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Available-for-sale financial assets	55,141	55,141	53,364	53,364
	55,141	55,141	53,364	53,364

23 Held to maturity investments

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Unlisted Securities				
Term Deposits	110,604	70,223	110,604	70,223
Total held to maturity investments	110,604	70,223	110,604	70,223

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.

	2010		2009	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
Held to maturity investments	110,604	110,604	70,223	70,223
	110,604	110,604	70,223	70,223

FINANCIAL STATEMENTS

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 2009								
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
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 included in a disposal group classified as held for sale and other disposals	-	-	(2)	(168)	-	(151)	(581)	(902)
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
Year ended 31 December 2010								
Opening net book amount	53,892	61,120	345,662	36,339	537	25,746	8,523	531,819
Exchange differences	-	-	-	(111)	-	-	-	(111)
Additions	87,846	-	49,217	13,098	-	7,775	857	158,793
Assets classified as held for sale and other disposals	-	-	(1,315)	(188)	-	(458)	(661)	(2,622)
Impairment charge recognised in profit and loss	-	-	-	-	-	-	-	-
Depreciation charge	-	-	(15,755)	(3,156)	(235)	(4,699)	(857)	(24,702)
Capitalised	(51,397)	-	-	(1,894)	-	-	-	(53,291)
Closing net book amount	90,341	61,120	377,809	44,088	302	28,364	7,862	609,886
At 31 December 2010								
Cost	90,341	61,120	458,488	69,119	915	76,982	11,937	768,902
Accumulated depreciation	-	-	(80,679)	(25,031)	(613)	(48,618)	(4,075)	(159,016)
Net book amount	90,341	61,120	377,809	44,088	302	28,364	7,862	609,886

FINANCIAL STATEMENTS

(Parent Entity)	Construction	Freehold land	Freehold buildings	Plant and equipment ¹	Other property,	Library	Total
	in progress				plant and equipment ²		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At 1 January 2009							
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
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)
Construction in progress 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
Year ended 31 December 2010							
Opening net book amount	53,892	61,120	343,802	33,195	24,442	8,523	524,974
Additions	87,623	-	48,818	11,503	7,464	857	156,265
Disposals	-	-	(1,315)	(63)	(458)	(661)	(2,497)
Depreciation charge	-	-	(15,459)	(1,976)	(4,437)	(857)	(22,729)
Capitalised	(51,397)	-	-	(1,894)	-	-	(53,291)
Closing net book amount	90,118	61,120	375,846	40,765	27,011	7,862	602,722
At 31 December 2010							
Cost	90,118	61,120	453,791	58,705	74,174	11,937	749,845
Accumulated depreciation	-	-	(77,945)	(17,940)	(47,163)	(4,075)	(147,123)
Net book amount	90,118	61,120	375,846	40,765	27,011	7,862	602,722

¹Property, plant & equipment includes all operational assets and artworks.

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

(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

FINANCIAL STATEMENTS

25 Intangible assets

(Economic Entity)

At 1 January 2009

	Goodwill \$'000	Computer software \$'000	Other intangible assets \$'000	Total \$'000
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

Year ended 31 December 2009

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

(Economic Entity)

Year ended 31 December 2010

Opening net book amount	940	973	92	2,005
Exchange differences	-	-	(6)	(6)
Additions	-	243	54	297
Acquisition of subsidiary	-	-	105	105
Amortisation charge	-	(343)	(50)	(393)
Closing net book amount	940	873	195	2,008

At 31 December 2010

Cost	1,043	5,235	340	6,618
Accumulated amortisation	(103)	(4,362)	(145)	(4,610)
Net book amount	940	873	195	2,008

FINANCIAL STATEMENTS

(Parent Entity)	Goodwill \$'000	Computer software \$'000	Total \$'000
At 1 January 2009			
Cost	1,000	3,500	4,500
Accumulated amortisation	(111)	(2,831)	(2,942)
Net book amount	889	669	1,558
Year ended 31 December 2009			
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
(Parent Entity)			
Year ended 31 December 2010			
Opening net book amount		640	640
Additions		71	71
Amortisation charge		(329)	(329)
Closing net book amount		382	382
At 31 December 2010			
Cost		3,902	3,902
Accumulated amortisation		(3,520)	(3,520)
Net book amount		382	382

FINANCIAL STATEMENTS

26 Other non-financial assets

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Current				
Prepayments	7,512	8,284	5,515	5,014
Total current other non-financial assets	7,512	8,284	5,515	5,014
Non-current				
Defined benefit fund net surplus of plan assets	6,046	7,112	6,046	7,112
Total non-current Other non-financial assets	6,046	7,112	6,046	7,112
Total Other non-financial assets	13,558	15,396	11,561	12,126

27 Trade and other payables

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Payables	27,531	22,581	23,187	20,257
OS-HELP liability to Australian Government	173	-	173	-
Total current trade and other payables	27,704	22,581	23,360	20,257

(a) Foreign currency risk

The carrying amounts of the Group's and parent entity's trade and other payables are denominated in the following currencies:

Australian Dollars	27,703	22,468	23,359	20,144
US Dollar	-	79	-	79
British pound	1	34	1	34
	27,704	22,581	23,360	20,257

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)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Current				
Secured				
Lease liabilities	80	-	-	-
Other loans	18	18	-	-
Total current secured borrowings	98	18	-	-
Interest bearing loan	139	139	-	-
Total current borrowings	237	157	-	-
Non-current				
Secured				
Short term bill facility	14,100	14,100	14,100	14,100
Lease liabilities	33	352	-	-
Other loans	98	118	-	-
Interest annuity bond	62,846	42,529	62,846	42,529
Total non-current secured borrowings	77,077	57,099	76,946	56,629
Unsecured				
Bank Loan	734	1,361	-	-
Total non-current unsecured borrowings	734	1,361	-	-
Total non-current borrowings	77,811	58,460	76,946	56,629
Total borrowings	78,048	58,617	76,946	56,629

FINANCIAL STATEMENTS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
(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
(b) Financing arrangements				
Unrestricted access was available at balance date to the following lines of credit:				
Credit standby arrangements				
Total facilities				
Bank overdrafts	750	750	-	-
Credit card facilities	2,350	2,450	2,000	2,000
Flexible Rate Facility	14,100	14,100	14,100	14,100
Lease Facility	2,570	3,070	1,500	1,500
International Facility	1,325	1,350	325	350
Bills	-	2,000	-	-
Margin on guarantee	76	112	-	-
Bank guarantee	1,979	250	1,729	-
	23,150	24,082	19,654	17,950
Used at balance date				
Bank overdrafts	-	-	-	-
Credit card facilities	72	58	4	9
Flexible Rate Facility	14,100	14,100	14,100	14,100
Lease Facility	801	661	-	-
International Facility	-	-	-	-
Bills	-	-	-	-
Margin on guarantee	76	-	-	-
Bank guarantee	1,729	-	1,729	-
	16,778	14,819	15,833	14,109
Unused at balance date				
Bank overdrafts	750	750	-	-
Credit card facilities	2,278	2,392	1,996	1,991
Flexible Rate Facility	-	-	-	-
Lease Facility	1,769	2,409	1,500	1,500
International Facility	1,325	1,350	325	350
Bills	-	2,000	-	-
Margin on guarantee	-	112	-	-
Bank guarantee	250	250	1	-
	6,372	9,263	3,822	3,841

(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 represents two bonds issued to fund capital works on the University Main and Innovation Campuses. The first bond of \$42.5m was issued in August 2008 for a term of 30 years. The second bond of \$20m was issued in December 2010 for a term of 25 years. Both bonds are instruments where the periodic interest rate applicable to the loan is indexed to the CPI.

FINANCIAL STATEMENTS

(d) Fair value

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

	(Economic Entity)			
	2010		2009	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
On-statement of financial position				
Bank loans	654	654	1,361	1,361
Bills payable	14,100	14,100	14,100	14,100
Interest bearing loan	139	139	139	139
Interest Annuity Bond	62,183	62,183	42,529	42,529
Other loans	116	116	211	211
Lease liabilities	113	193	277	277
	77,305	77,385	58,617	58,617

	(Parent Entity)			
	2010		2009	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
On-statement of financial position				
Non-traded financial liabilities				
Short term bill facility	14,100	14,100	14,100	14,100
Interest annuity bond	62,183	62,183	42,529	42,529
	76,283	76,283	56,629	56,629

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)	
	2010	2009	2010	2009
	\$'000	\$'000	\$'000	\$'000
Australian Dollars	78,048	58,617	76,946	56,629
	78,048	58,617	76,946	56,629

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

FINANCIAL STATEMENTS

29 Provisions

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Current provisions expected to be settled within 12 months				
Employee benefits				
Annual leave	6,570	5,517	4,102	3,386
Long service leave	5,167	4,996	2,698	2,771
Provision for self funded workers compensation	316	350	318	350
Provision for voluntary redundancy schemes	305	-	305	-
Subtotal	12,358	10,863	7,423	6,507
Current provisions expected to be settled after more than 12 months				
Employee benefits				
Annual leave	4,064	3,460	4,064	3,460
Long service leave	27,392	24,346	27,392	24,346
Subtotal	31,456	27,806	31,456	27,806
Total current provisions	43,814	38,669	38,879	34,313
Non-current				
Employee benefits				
Long service leave	7,141	6,634	6,052	5,468
Deferred Government benefits for superannuation	134,035	118,852	134,035	118,852
Provision for self funded workers compensation	1,530	1,978	1,530	1,978
Provision for restoration	138	157	-	-
Total non-current provisions	142,844	127,621	141,617	126,298
Total provisions	186,658	166,290	180,496	160,611

(a) Movements in provisions

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

(Economic Entity) - 2010	Provision for	Provision for self	Total
	restoration	funded workers	
	\$'000	compensation	\$'000
Carrying amount at start of year	157	2,328	2,485
Additional provisions recognised	-	844	844
Amounts used	-	(1,324)	(1,324)
Effect of movement in foreign exchange	(19)	-	(19)
Carrying amount at end of year	138	1,848	1,986

30 Current tax liabilities

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Current tax liabilities				
Income tax	176	536	-	-
Total current tax liabilities	176	536	-	-

FINANCIAL STATEMENTS

31 Other liabilities

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Current				
Income in Advance	46,178	44,679	36,091	35,011
Department of Family & Community Services (DFCS)	18	18	18	18
Other	762	91	700	-
Total current other current liabilities	46,958	44,788	36,809	35,029
Non-current				
Contribution to occupancy	-	-	8,641	9,175
Department of Family & Community Services (DFCS)	96	114	96	114
Developer contributions in advance	9,661	7,253	9,661	7,253
Other	680	884	680	884
Total non-current other current liabilities	10,437	8,251	19,078	17,426
Total other liabilities	57,395	53,039	55,887	52,455

The non-current contribution to occupancy represents the contribution to occupancy from subsidiaries for infrastructure and building improvements and the subsequent right of use of the same. Subsidiaries record a corresponding fixed asset which is eliminated on consolidation.

32 Reserves and retained surplus

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
(a) Reserves				
Available-for-sale investments reserve	969	1,570	-	-
Foreign currency translation reserve	1,049	382	-	-
Non current assets held for sale revaluation reserve	(1,193)	(624)	(1,193)	(624)
	825	1,328	(1,193)	(624)
Movements:				
Available-for-sale investments revaluation reserve				
Balance 1 January	1,570	1,194	-	-
Revaluation - gross	(859)	537	-	-
Deferred tax	258	(161)	-	-
Balance 31 December	969	1,570	-	-
Movements:				
Foreign currency translation reserve				
Balance 1 January	382	(501)	-	-
Currency translation differences arising during the year :	667	883	-	-
Balance 31 December	1,049	382	-	-
Movements:				
Non current assets held for sale revaluation reserve				
Balance 1 January	(624)	(6,696)	(624)	(6,696)
Increase in non current assets held for sale	5,663	16,357	5,663	16,357
(Gain) / loss recognised in the income statement	(149)	(6,604)	(149)	(6,604)
Dividend recognised in the income statement	(6,083)	(3,681)	(6,083)	(3,681)
Balance 31 December	(1,193)	(624)	(1,193)	(624)

FINANCIAL STATEMENTS

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
(b) Retained surplus				
Movements in retained surplus were as follows:				
Retained surplus at 1 January	598,030	539,892	574,589	516,060
Operating result for the period	100,490	56,394	100,400	57,178
Actuarial gains(losses) on defined benefit plans recognised directly in retained earnings	(686)	1,351	(686)	1,351
Acquisition of non controlling interest in subsidiary	-	(85)	-	-
Transfer of reserve to retained earnings	(549)	-	-	-
Other movement	-	478	-	-
Retained surplus at 31 December	697,285	598,030	674,303	574,589

(i) Non current assets held for sale revaluation reserve

The Non current assets held for sale revaluation reserve is used to record increments and decrements on the revaluation of non-current assets, as described in note 1(m).

(ii) Available-for-sale investments revaluation reserve

Changes in the fair value and exchange differences arising on translation of investments, such as equities, classified as available-for-sale financial assets, are taken to the available-for-sale investments revaluation reserve, as described in note 1(m). Amounts are recognised in profit and loss when the associated assets are sold or impaired.

(iii) Foreign currency translation reserve

Exchange differences arising on translation of the foreign controlled entity are taken to the foreign currency translation reserve, as described in note 1(c). The reserve is recognised in profit and loss when the net investment is disposed of.

33 Minority interest

Interest in:

Retained surplus	(2)	(657)	-	-
Total minority interest	(2)	(657)	-	-

FINANCIAL STATEMENTS

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:

Ms J Broadbent, AO (Chancellor)
Professor G Sutton (Vice-Chancellor)
Dr S Andersen (Deputy Chancellor)
Mr S AlSalumi
Ms K Callaway
The Hon D Campbell MLA
Mr N Cornish
Mr D Figliomeni
Mr P Fitzgerald
Professor D Kelly
Professor S Zhu
Ms K Knowles
Dr E Magassey
Ms P Macfarlane (until December 2010)
Mr G O'Donnell
Mr R Ryan
Ms R Sinclair
Mr G Ward
Mr C Whittaker
Professor R Castle
Professor J Patterson
Professor J Raper
Professor J Chicharo
Professor D Iverson
Mr C Grange
Mr D Israel

FINANCIAL STATEMENTS

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2010	2009	2010	2009
\$'000	\$'000	\$'000	\$'000

(b) Remuneration of Council Members and Executives

Income paid or payable, or otherwise made available, to Council and 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:

	1,346	1,269	1,346	1,269
	1,346	1,269	1,346	1,269

Remuneration of Council Members

Nil to \$9,999
 \$10,000 to \$19,999
 \$40,000 to \$49,999
 \$50,000 to \$59,999
 \$90,000 to \$99,999
 \$100,000 to \$109,999
 \$120,000 to \$129,999
 \$150,000 to \$159,999
 \$160,000 to \$169,999
 \$170,000 to \$179,999
 \$720,000 to \$729,999
 \$760,000 to \$769,999

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)		
2010	2009	2010	2009	
	13	13	13	13
	-	1	-	1
	1	1	1	1
	-	1	-	1
	-	1	-	1
	1	-	1	-
	1	1	1	1
	-	1	-	1
	1	-	1	-
	1	-	1	-
	-	1	-	1
	19	20	19	20

Income paid or payable, or otherwise made available, to executive officers by entities in the consolidated entity and related parties:

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)		
2010	2009	2010	2009	
\$'000	\$'000	\$'000	\$'000	
	2,429	2,911	2,429	2,911
	2,429	2,911	2,429	2,911

Remuneration of executive officers

\$170,000 to \$179,999
 \$230,000 to \$239,999
 \$250,000 to \$259,999
 \$280,000 to \$289,999
 \$290,000 to \$299,999
 \$300,000 to \$309,999
 \$310,000 to \$319,999
 \$330,000 to \$339,999
 \$340,000 to \$349,999
 \$360,000 to \$369,999
 \$370,000 to \$379,999
 \$680,000 to \$689,999

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)		
2010	2009	2010	2009	
	-	1	-	1
	-	1	-	1
	-	1	-	1
	1	-	1	-
	-	2	-	2
	-	1	-	1
	-	1	-	1
	-	1	-	1
	3	-	3	-
	1	-	1	-
	2	-	2	-
	-	1	-	1
	7	9	7	9

(c) Key management personnel compensation

Short-term employee benefits
 Post-employment benefits
 Termination benefits

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)		
2010	2009	2010	2009	
\$'000	\$'000	\$'000	\$'000	
	3,228	3,125	3,228	3,125
	547	333	547	333
	-	722	-	722
	3,775	4,180	3,775	4,180

FINANCIAL STATEMENTS

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:

Assurance services

(a) Audit services

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Fees paid to the Audit Office of NSW for the audit of financial statements	458	442	208	191
Fees paid to non-Audit Office of NSW audit firms for the audit or review of financial statements of any entity in the consolidated entity	6	6	-	-
Total remuneration for audit services	464	448	208	191

36 Contingencies

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

37 Commitments

(a) Capital commitments

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

Property, plant and equipment

Payable:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Within one year	36,647	41,892	36,588	41,849
	36,647	41,892	36,588	41,849

Input tax credits expected to be recovered from the Australian Taxation Office for capital lease commitments is \$3.33m.

(b) Lease commitments

(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	12,506	11,408	7,949	6,641
Later than one year but not later than five years	8,933	10,335	7,761	10,031
	21,439	21,743	15,710	16,672

The weighted average interest rate implicit in the non-cancellable operating leases is 11.0% (2009 - 9.5%).

Input tax credits expected to be recovered from the Australian Taxation Office for operating lease commitments is \$1.95m.

(ii) Finance leases

The consolidated entity leases plant and equipment under non-cancellable financial leases expiring from one to five years. The leases generally provide the consolidated entity with a right of renewal at which time all terms are renegotiated.

Commitments in relation to finance leases are payable as follows:

Within one year	249	293	-	-
Later than one year but not later than five years	68	317	-	-
Minimum lease payments	317	610	-	-
Future finance charges	(40)	(85)	-	-
Recognised as a liability	277	525	-	-
Representing lease liabilities:				
Current	219	248	-	-
Non-current (note 28)	58	277	-	-
	277	525	-	-

The weighted average interest rate implicit in the leases is 9.33% (2009 - 8.95%).

FINANCIAL STATEMENTS

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2010	2009	2010	2009
\$'000	\$'000	\$'000	\$'000

(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	1,466	1,215	1,325	1,044
Later than one year and not later than five years	1,664	2,057	1,575	2,050
Later than five years	-	-	-	-
	3,130	3,272	2,900	3,094

Input tax credits expected to be paid to the Australian Taxation Office for lease commitments where the member is the lessor is \$0.285m.

(d) Other expenditure commitments

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

Within one year	3,974	11,367	3,974	11,367
	3,974	11,367	3,974	11,367

Input tax credits expected to be recovered from the Australian Taxation Office for other expenditure commitments is \$0.361m.

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	
			2010	2009
ITC Ltd	Australia	Ordinary	100	100
ITC Education Ltd	Australia	Ordinary	100	100
ITC (Middle East) Ltd	Australia	Ordinary	-	100
University of Wollongong Emirates Limited	Hong Kong	Ordinary	-	100
Sydney International Film School Pty Limited	Australia	Ordinary	100	67
ITC Aviation Pty Ltd	Australia	Ordinary	100	-
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
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:

ITC Ltd

- > 100% equity in 2 (two) fully paid shares of \$1.00.
- > University Council appoints the Board of Directors of the Company.
- > ITC Education Ltd the ITC Ltd is the sole member of the company.
- > On 20 August 2010 ITC Limited acquired a 100% shareholding in ITC Aviation Pty Ltd.
- > On 4 February 2009 ITC Limited was issued with 296,969 additional shares in International Film School Sydney Pty Ltd, increasing the shareholding from 60% to 67%. On 1 October 2010 ITC Limited acquired the remaining issued shares in International Film School Sydney Pty Ltd, increasing its shareholding from 67% to 100%.
- > On 26 May 2010 ITC (Middle East) Ltd was deregistered.
- > On 10 December 2010 ITC Emirates Ltd was deregistered.

FINANCIAL STATEMENTS

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.

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
- > Free use of buildings
Contribution towards Conference Manager's salary & car
- > Operating Grant to Kids Uni of \$0.180m.

University of Wollongong Recreation and Aquatic Centre Limited

- > 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 statement of financial position date

On 1 January 2011 the subsidiary of Wollongong Unicentre Limited, UniCentre Conferences and Functions commenced the liquidation process.

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.

FINANCIAL STATEMENTS

41 Reconciliation of operating result after income tax to net cash flows from operating activities

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Operating result for the period	100,596	55,994	100,400	57,178
Depreciation and amortisation	25,102	25,456	23,059	22,309
Impairment of goodwill	-	889	-	889
Unrealised impairment of investment assets	968	732	43	332
Non-cash retirement benefits expense	(686)	1,351	(686)	1,351
Dividend and interest income	(7,115)	(5,434)	(8,883)	(8,581)
Net (gain) / loss on sale of non-current assets	(200)	(6,564)	(181)	(6,666)
Fair value gains on loans	(466)	-	-	-
Net exchange differences	(456)	(153)	(45)	(153)
Subtotal	117,743	72,271	113,707	66,659
(Increase) / decrease in trade debtors	(22,487)	23,816	(20,967)	23,325
(Increase) / decrease in inventories	37	(382)	(118)	(122)
Decrease / (increase) in accrued income	(1,008)	(1,055)	(1,008)	(1,055)
Increase / (decrease) in student fees received in advance	2,170	6,160	1,780	6,160
(Increase) / decrease in other operating assets	1,950	(3,376)	547	(3,333)
(Increase) / decrease in deferred tax assets	(748)	-	-	-
Increase / (decrease) in trade creditors	5,141	3,662	3,121	3,239
Net foreign exchange movements in assets and liabilities	-	1,127	-	-
Increase / (decrease) in current tax payable	(357)	(449)	-	-
Increase / (decrease) increase in other operating liabilities	2,767	(1,339)	2,153	592
(Increase) / decrease in prepayments	(501)	(553)	(501)	(541)
Increase / (decrease) in provision for deferred tax liabilities	-	433	-	-
Increase / (decrease) in other provisions	20,365	(24,272)	19,885	(24,187)
Subtotal	7,329	3,772	4,892	4,078
Net cash provided by / (used in) operating activities	125,072	76,043	118,599	70,737

FINANCIAL STATEMENTS

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:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Financial assets				
Cash and cash equivalents	33,870	30,945	11,122	10,209
Trade and other receivables	159,689	137,701	160,096	139,628
Financial assets at fair value through profit or loss	-	30	-	-
Available-for-sale financial assets	55,141	53,364	54,009	51,373
Held-to-maturity investments	110,604	70,223	110,604	70,223
Assets held for sale	55,408	52,424	55,408	52,424
	414,712	344,687	391,239	323,857
Financial liabilities				
Trade and other payable	27,704	22,581	23,360	20,257
Borrowings	161,388	109,893	160,286	107,905
Other financial liabilities	876	223	814	132
	189,968	132,697	184,460	128,294

Trade and other receivables excludes GST receivables from the ATO of \$3.322m (2009: \$1.865m)

Borrowings include the undiscounted future interest liability of the interest annuity bonds at an estimated CPI rate of 3%. The principal as at December 2010 was \$62.846m (2009: \$42.529m), The future interest liability as at December 2010 was \$83.340m (2009: \$51.276m).

Other financial liabilities does not include income in advance disclosed in note 31.

(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 statement of financial position 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.

FINANCIAL STATEMENTS

(iii) Cash flow and fair value interest rate risk

Group

For the groups assets, the groups exposure to market interest rates relates primarily to the groups cash and cash equivalents, held to maturity investments and borrowings. The group's trade and other receivables are non interest bearing and all related party loans and receivable are interest free.

For the group's liabilities, the interest rate risk arises from long-term borrowings. Borrowings issued at variable rates expose the Group to cash flow interest rate risk. Borrowings issued at fixed rates expose the Group to fair value interest rate risk.

The group does not currently use any hedging instruments when dealing with interest rates.

(iv) Summarised sensitivity analysis

The following tables 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	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
31 December 2010		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets													
Cash and cash equivalents	33,870	(339)	(339)	339	339	(54)	(54)	54	54	-	-	-	-
Accounts receivable	159,689	-	-	-	-	(117)	(117)	117	117	-	-	-	-
Available for sale financial assets	55,141	-	-	-	-	-	-	-	-	-	(5,514)	-	5,514
Held to maturity investments	110,604	(1,106)	(1,106)	1,106	1,106	-	-	-	-	-	-	-	-
Non current assets classified as held for sale	55,408	-	-	-	-	-	-	-	-	-	(5,541)	-	5,541
Sub Total		(1,445)	(1,445)	1,445	1,445	(171)	(171)	171	171	-	(11,055)	-	11,055
Financial liabilities													
Trade payables	27,704	-	-	-	-	-	-	-	-	-	-	-	-
Borrowings	161,388	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	876	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	-	-	-	-	-	-	-	-
Total increase/ (decrease)		(1,374)	(1,374)	1,374	1,374	(171)	(171)	171	171	-	(11,055)	-	11,055
(Economic Entity)	Carrying amount	Interest rate risk				Foreign exchange risk				Other price risk			
31 December 2009		-1%		+1%		-10%		+10%		-10%		+10%	
	\$'000	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets													
Cash and cash equivalents	30,945	(309)	(309)	309	309	(23)	(23)	23	23	-	-	-	-
Accounts receivable	137,701	-	-	-	-	(69)	(69)	69	69	-	-	-	-
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	(92)	(92)	92	92	-	(10,578)	-	10,578
Financial liabilities													
Trade payables	22,581	-	-	-	-	11	11	(11)	(11)	-	-	-	-
Borrowings	109,893	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	223	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	11	11	(11)	(11)	-	-	-	-
Total increase/ (decrease)		(940)	(940)	940	940	(81)	(81)	81	81	-	(10,578)	-	10,578

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 2010, the following outlines the expected movements in these financial instruments through 2011.

FINANCIAL STATEMENTS

Interest Rates

The forecast at the end of 2010 is an increase in the current RBA cash rate of 4.75% to 5.25%, an increase of 0.5%. With this increase, the financial instruments are forecast to increase by \$0.687m.

Foreign Exchange

The exposure to foreign exchange is predominately in the AUD / USD rates. The AUD / USD rate is forecast to be 0.98 at the end of 2011 a decrease of 2% on 2010. The impact will be an increase in the financial instruments of \$(0.054m).

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 5.9% (CPI expected in 2011 of 3.9% + 2%). The available-for-sale assets are expected to return 7.9% (CPI of 3.9% + 4%). The expected returns will increase the financial instruments by \$7.536m (held for sale assets - \$3.269m, available for sale assets - \$4.267m).

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

(Parent Entity)	Carrying amount	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
31 December 2010		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets													
Cash and cash equivalents	11,122	(111)	(111)	111	111	(54)	(54)	54	54	-	-	-	-
Accounts receivable	160,096	-	-	-	-	(112)	(112)	112	112	-	-	-	-
Available for sale financial assets	54,009	-	-	-	-	-	-	-	-	-	(5,401)	-	5,401
Held to maturity investments	110,604	(1,106)	(1,106)	1,106	1,106	-	-	-	-	-	-	-	-
Non current assets classified as held for sale	55,408	-	-	-	-	-	-	-	-	-	(5,541)	-	5,541
Sub Total		(1,217)	(1,217)	1,217	1,217	(166)	(166)	166	166	-	(10,942)	-	10,942
Financial liabilities													
Trade payables	23,360	-	-	-	-	-	-	-	-	-	-	-	-
Borrowings	160,286	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	814	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	-	-	-	-	-	-	-	-
Total increase/ (decrease)		(1,146)	(1,146)	1,146	1,146	(166)	(166)	166	166	-	(10,942)	-	10,942
(Parent Entity)	Carrying amount	Interest rate risk				Foreign exchange risk				Other price risk			
31 December 2009		-1%		+1%		-10%		+10%		-10%		+10%	
	\$'000	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$'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	139,628	-	-	-	-	(54)	(54)	54	54	-	-	-	-
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	(77)	(77)	77	77	-	(10,379)	-	10,379
Financial liabilities													
Trade payables	20,257	-	-	-	-	11	11	(11)	(11)	-	-	-	-
Borrowings	107,905	71	71	(71)	(71)	-	-	-	-	-	-	-	-
Other liabilities	132	-	-	-	-	-	-	-	-	-	-	-	-
Sub Total		71	71	(71)	(71)	11	11	(11)	(11)	-	(10,379)	-	-
Total increase/ (decrease)		(733)	(733)	733	733	(66)	(66)	66	66	-	(10,379)	-	10,379

FINANCIAL STATEMENTS

(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 group's approach to managing the liquidity is to ensure, as far as possible, it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions. Management monitors rolling forecasts of the Group's liquidity reserve on the basis of expected cash flow.

Maturities of financial assets and liabilities

The following tables summarise the maturity of the Group's financial assets and financial liabilities:

Group - 31 December 2010	Average Interest Rate	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ Years	Non Interest	Total
	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	4.43	33,775	-	-	-	95	33,870
Receivables	-	-	-	-	-	159,689	159,689
Available for sale financial assets	5.10	54,008	1,133	-	-	-	55,141
Held to maturity investments	5.53	110,604	-	-	-	-	110,604
Non current assets classified as held for sale	5.70	55,408	-	-	-	-	55,408
Total financial assets		253,795	1,133	-	-	159,784	414,712
Financial liabilities							
Payables	-	-	-	-	-	27,704	27,704
Borrowings	5.14	8,152	-	7,050	146,186	-	161,388
Other financial liabilities	-	-	-	-	-	876	876
Total financial liabilities		8,152	-	7,050	146,186	28,580	189,968

Group - 31 December 2009	Average Interest Rate	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ Years	Non Interest	Total
	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	3.26	30,849	-	-	-	96	30,945
Receivables	-	-	-	-	-	137,701	137,701
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	-	-	-	243,585	344,687
Financial liabilities							
Payables	-	-	-	-	-	22,581	22,581
Borrowings	4.89	9,038	-	7,050	93,805	-	109,893
Other financial liabilities	-	-	-	-	-	223	223
Total financial liabilities		9,038	-	7,050	93,805	22,804	132,697

FINANCIAL STATEMENTS

Parent - 31 December 2010	Average Interest Rate	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ Years	Non Interest	Total
	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	4.43	11,073	-	-	-	49	11,122
Receivables	-	-	-	-	-	160,096	160,096
Available for sale financial assets	5.10	54,008	-	-	-	-	54,008
Held to maturity investments	5.53	110,604	-	-	-	-	110,604
Non current assets classified as held for sale	5.70	55,408	-	-	-	-	55,408
Total financial assets		231,093	-	-	-	160,145	391,238
Financial liabilities							
Payables	-	-	-	-	-	20,646	20,646
Borrowings	5.14	7,050	-	7,050	146,186	-	160,286
Other financial liabilities	-	-	-	-	-	814	814
Total financial liabilities		7,050	-	7,050	146,186	21,460	181,746

Parent - 31 December 2009	Average Interest Rate	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ Years	Non Interest	Total
	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	3.26	10,165	-	-	-	44	10,209
Receivables	-	-	-	-	-	139,628	139,628
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	-	-	-	243,469	323,857
Financial liabilities							
Payables	-	-	-	-	-	20,257	20,257
Borrowings	4.89	7,050	-	7,050	93,805	-	107,905
Other financial liabilities	-	-	-	-	-	132	132
Total financial liabilities		7,050	-	7,050	93,805	20,389	128,294

FINANCIAL STATEMENTS

43 Defined Benefit Plans

(a) Fund specific disclosure

The Group expects to make a contribution of \$3.037 million (2009: \$3.106 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):

	2010 (%)	2009 (%)
Discount rate(s)	5.59	5.81
Expected return on plan assets	8.60	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 statements of financial position date is as follows:

	2010 (%)	2009 (%)
Australian equity	2.90	2.80
Overseas equity	2.50	2.20
Australian fixed interest	0.50	0.50
Overseas fixed interest	0.30	0.40
Australian property	0.80	0.80
Cash	0.50	0.60
Other	1.10	1.10
Weighted average expected return	8.60	8.40

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:

	2010 \$'000	2009 \$'000	2008 \$'000	2007 \$'000	2006 \$'000
Fair value of plan assets	(133,430)	(136,544)	(131,805)	(171,681)	(161,223)
Present value of defined benefit obligation	261,419	248,284	274,605	212,923	215,413
(Surplus)/Deficit in Fund	127,989	111,740	142,800	41,242	54,190
Experience adjustments on plan liabilities	9,848	(24,768)	61,742	(8,621)	(13,350)
Experience adjustments on plan assets	4,096	(5,475)	40,111	(4,594)	(13,189)

(b) Financial impact for defined benefit plans

	SASS \$'000	SANCS \$'000	SSS \$'000	PSF \$'000	Total \$'000
Present value obligations - 2010					
Opening defined benefit obligation	33,799	7,794	202,308	4,383	248,284
Current service cost	1,316	356	586	189	2,447
Interest cost	1,886	421	11,426	198	13,931
Contributions from plan participants	614	-	1,040	-	1,654
Actuarial losses/(gains)	1,330	51	8,332	213	9,926
Benefits paid	(2,603)	(950)	(10,739)	(531)	(14,823)
Closing defined benefit obligation	36,342	7,672	212,953	4,452	261,419
Present value of plan assets - 2010					
Opening fair value of plan assets	40,849	3,203	88,046	4,446	136,544
Expected return on plan assets	3,397	340	7,082	332	11,151
Actuarial gains/(losses)	(1,098)	(193)	(2,576)	(228)	(4,095)
Contributions from the employer	1,229	634	744	393	3,000
Contributions from plan participants	614	-	1,040	-	1,654
Benefits paid	(2,603)	(951)	(10,739)	(531)	(14,824)
Closing fair value of plans assets	42,388	3,033	83,597	4,412	133,430
Reimbursement rights - 2010					
Opening value of reimbursement right	(7,050)	-	114,262	-	107,212
Change in value	1,004	-	15,094	-	16,098
Closing value of reimbursement right	(6,046)	-	129,356	-	123,310

FINANCIAL STATEMENTS

	SASS \$'000	SANCS \$'000	SSS \$'000	PSF \$'000	Total \$'000
Net liability - 2010					
Defined benefit obligation	36,342	7,672	212,953	4,452	261,419
Fair value of plan assets	(42,388)	(3,033)	(83,597)	(4,412)	(133,430)
Total liability/(asset) in statement of financial position	(6,046)	4,639	129,356	40	127,989
Expense recognised 2010					
Current service cost	1,316	356	586	189	2,447
Interest on obligation	1,886	421	11,426	198	13,931
Expected return on plan assets	(3,397)	(340)	(7,082)	(332)	(11,151)
Expense/(income)	(195)	437	4,930	55	5,227
Actual returns - 2010					
Actual return on plan assets	1,846	147	3,864	104	5,961
Actual return on reimbursement right	-	-	-	-	-
	1,846	147	3,864	104	5,961
Other comprehensive income - 2010					
Actuarial losses/(gains) on defined benefit	-	245	-	441	686
Recognised in other comprehensive income	-	245	-	441	686
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
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
Reimbursement rights - 2009					
Opening value of reimbursement right	(3,214)	-	139,543	-	136,329
Change in value	(3,836)	-	(25,281)	-	(29,117)
Closing value of reimbursement right	(7,050)	-	114,262	-	107,212
Net liability - 2009					
Defined benefit obligation	33,799	7,794	202,308	4,383	248,284
Fair value of plan assets	(40,849)	(3,203)	(88,046)	(4,446)	(136,544)
Total liability/(asset) in statement of financial position	(7,050)	4,591	114,262	(63)	111,740
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)
Expense/(income)	(210)	387	3,171	171	3,519
Actual returns - 2009					
Actual return on plan assets	4,084	416	8,566	721	13,787
Actual return on reimbursement right	-	-	-	-	-
Closing defined benefit obligation	4,084	416	8,566	721	13,787
Other comprehensive income - 2009					
Actuarial losses/(gains) on defined benefit	-	(556)	-	(795)	(1,351)
Recognised in other comprehensive income	-	(556)	-	(795)	(1,351)

FINANCIAL STATEMENTS

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 2010, the total assets of UniSuper Defined Benefit Division were estimated to be \$1,217,000,000 (2009: \$1,396,000,000 deficit) 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.

As at 30 June 2010, the total assets of UniSuper Defined Benefit Division were estimated to be \$312,000,000 (2009: \$39,000,000 deficit) in excess of accrued benefits. The accrued benefits have been calculated as the present value of expected future benefits payments to members and CPI indexed pensioners which arise from membership of UniSuper up to the reporting date.

The Defined Benefit Division as at 30 June 2010 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 2010, 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.

Change in accounting policy

During the year, the University changed its accounting policy with respect to the recognition of defined benefit superannuation actuarial gains and losses. Superannuation actuarial gains and losses are now recognised, outside of the income statement, in other comprehensive income as permitted by AASB 119 Employee benefits. Previously these gains and losses were recognised in the income statement. The comparative figures for 2009 have been restated to reflect the change in policy.

This change in accounting policy is consistent with the preference expressed by DEEWR in the Financial Statement Guidelines for Australian Higher Education Providers.

This change in policy has been adopted on the basis that the recognition outside the income statement provides reliable and more relevant information as it better reflects the nature of superannuation actuarial gains and losses. This is because actuarial gains and losses are re-measurements, based on assumptions that do not necessarily reflect the ultimate cost of providing superannuation.

On a consolidation basis, the change in accounting policy increased the 2010 operating profit from \$99,804k to \$100,490k (2009: decreased operating profit from \$58,528k to \$57,178k) by excluding from profit superannuation actuarial gains/losses (2010: losses of \$686k, 2009: gains of \$1351k).

On a parent basis, the change in accounting policy increased the 2010 operating profit from \$99,714k to \$100,400k (2009: decreased operating profit from \$58,528k to \$57,178k) by excluding from profit superannuation actuarial gains/losses (2010: losses of \$686k, 2009: gains of \$1351k).

The notes in the financial statements affected by the change are employee related expenses (Note 9), reserve and retained earnings (Note 32) and defined benefit plan (Note 43). As the overall changes to retained earnings position has a NIL effect for 1 January 2009 accounts, the University did not provide the relevant comparative columns except for the retained earnings note (Note 32).

FINANCIAL STATEMENTS

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	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	89,054	89,054	763	758	-	302	140	133	41	1,106	505	505	-	3,276
Revenue for the period	89,054	89,054	763	758	-	302	140	133	41	1,106	505	505	-	3,276
Surplus / (deficit) from the previous year	-	-	-	-	-	-	-	-	-	-	986	95	4,441	1,990
Total revenue including accrued revenue	89,054	89,054	763	758	-	302	140	133	41	1,106	1,491	600	4,441	5,266
Less expenses including accrued expenses	(89,054)	(89,054)	(763)	(758)	-	(302)	(140)	(133)	(41)	(1,106)	(662)	386	(4,441)	(825)
Surplus / (deficit) for reporting period	-	-	-	-	-	-	-	-	-	-	829	986	-	4,441

(Parent Entity) entity (HEP) ONLY

	Capital development pool		Improving the Practical Component of Teacher Education Initiative		Transitional Cost Program		Collaboration & structural reform programme		Total	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	-	1,021	-	343	386	994	-	1,891	114,113	99,383
Revenue for the period	-	1,021	-	343	386	994	-	1,891	114,113	99,383
Surplus / (deficit) from the previous year	-	115	-	(343)	-	-	4,029	2,637	9,456	4,494
Total revenue including accrued revenue	-	1,136	-	-	386	994	4,029	4,528	123,569	103,877
Less expenses including accrued expenses	-	(1,136)	-	-	(386)	(994)	(975)	(499)	(119,686)	(94,421)
Surplus / (deficit) for reporting period	-	-	-	-	-	-	3,054	4,029	3,883	9,456

¹Includes the basic CGS grant amount, CGS-Regional Loading, CGS-Enabled Loading, Maths and Science Transition Loading and Full Fee Places Transition Loading.

FINANCIAL STATEMENTS

44.2 Higher Education Loan Programmes (excl OS-HELP)

HECS-HELP - Australian Government payments (Australian Government payments only)

(Parent Entity) entity (HEP) ONLY	FEE-HELP		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	65,275	52,434	69,344	55,307
Revenue for the period	65,275	52,434	69,344	55,307
Surplus / (deficit) from the previous year	-	-	-	-
Total revenue including accrued revenue	65,275	52,434	69,344	55,307
Less expenses including accrued expenses	(65,275)	(52,434)	(69,344)	(55,307)
Surplus / (deficit) for reporting period	-	-	-	-

44.3 Scholarships

(Parent Entity) entity (HEP) ONLY

(Parent Entity) entity (HEP) ONLY	Australian postgraduate awards		International postgraduate research scholarship		Commonwealth education cost scholarships		Commonwealth accommodation scholarships		Indigenous access scholarships		National priority scholarships		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	3,144	2,325	365	360	50	967	1,913	1,461	64	-	-	-	5,536	5,113
Revenue for the period	3,144	2,325	365	360	50	967	1,913	1,461	64	-	-	-	5,536	5,113
Surplus / (deficit) from the previous year	266	89	132	(66)	369	350	564	435	-	-	20	-	1,351	808
Total revenue including accrued revenue	3,410	2,414	497	294	419	1,317	2,477	1,896	64	-	20	-	6,887	5,921
Less expenses including accrued expenses	(3,063)	(2,148)	(282)	(162)	(419)	(948)	(842)	(1,332)	(63)	-	-	-	(4,669)	(4,590)
Surplus / (deficit) for reporting period	347	266	215	132	-	369	1,635	564	1	-	20	-	2,218	1,331

FINANCIAL STATEMENTS

44.4 DIISR-Research

(Parent Entity) entity (HEP) ONLY

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

	Joint research engagement programme		Research training scheme		Research infrastructure block grants		Implementation assistance programme		Australian scheme for higher education repositories		Sustainable Research Excellence in Universities		Total
	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
	5,697	11,534	11,761	3,376	3,621	70	151	-	255	101	1,627	-	22,239
	5,526	11,534	11,761	3,376	3,621	70	151	-	255	101	1,627	-	22,239
	-	-	-	954	1,321	66	52	107	102	36	-	-	1,264
	5,526	11,534	11,761	4,330	4,942	136	203	107	357	243	1,627	-	23,503
	(5,526)	(11,534)	(11,761)	(3,670)	(3,988)	(136)	(137)	(107)	(250)	(135)	(1,627)	-	(22,735)
	-	-	-	660	954	-	66	-	107	108	137	-	768
	-	-	-	-	-	-	-	-	-	-	-	-	1,264

Surplus / (deficit) from the previous year
Total revenue including accrued revenue
Less expenses including accrued expenses
Surplus / (deficit) for reporting period

44.5 Voluntary Student Unionism and Better Universities Renewal Funding

(Parent Entity) entity (HEP) ONLY

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

	VSU transition fund		VSU project		Total	
	2009	2010	2009	2010	2009	2010
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
	-	-	-	25	-	25
	-	-	-	25	-	25
	-	1,234	-	309	-	1,543
	-	1,234	-	334	-	1,568
	-	(1,234)	-	(334)	-	(1,568)
	-	-	-	-	-	-

Surplus / (deficit) from the previous year
Total revenue including accrued revenue
Less expenses including accrued expenses
Surplus / (deficit) for reporting period

FINANCIAL STATEMENTS

44.6 Other Capital Funding

(Parent Entity) entity (HEP) ONLY

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

	Teaching and Learning Capital Fund		Education Investment Fund		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Net accrual adjustments	-	10,070	-	19,000	47,800	29,070
Revenue for the period	-	10,070	47,800	19,000	47,800	29,070
Surplus / (deficit) from the previous year	9,431	-	7,852	-	17,283	-
Total revenue including accrued revenue	9,431	10,070	55,652	19,000	65,083	29,070
Less expenses including accrued expenses	(6,965)	(639)	(45,089)	(11,148)	(52,054)	(11,787)
Surplus / (deficit) for reporting period	2,466	9,431	10,563	7,852	13,029	17,283

44.7 Australian Research Council Grants

(a) Discovery

(Parent Entity) entity (HEP) ONLY

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

	Project		Fellowships		Federation fellowships		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Net accrual adjustments	-	8,838	2,160	845	343	336	10,723	10,019
Revenue for the period	8,220	8,838	2,160	845	343	336	10,723	10,019
Surplus / (deficit) from the previous year	4,257	4,658	891	68	18	-	5,166	4,726
Total revenue including accrued revenue	12,477	13,496	3,051	913	361	336	15,889	14,745
Less expenses including accrued expenses	(8,755)	(9,239)	(1,870)	(22)	(346)	(318)	(10,971)	(9,579)
Surplus / (deficit) for reporting period	3,722	4,257	1,181	891	15	18	4,918	5,166

FINANCIAL STATEMENTS

(b) Linkages

(Parent Entity) entity (HEP) ONLY

	Infrastructure		International		Projects		Total	
	2010	2009	2010	2009	2010	2009	2010	2009
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue for the period	1,050	1,126	85	513	3,791	3,467	4,926	5,106
	1,050	1,126	85	513	3,791	3,467	4,926	5,106
Surplus / (deficit) from the previous year	521	638	282	230	2,395	2,071	3,198	2,939
Total revenue including accrued revenue	1,571	1,764	367	743	6,186	5,538	8,124	8,045
Less expenses including accrued expenses	(1,571)	(1,243)	(282)	(461)	(4,578)	(3,143)	(6,431)	(4,847)
Surplus / (deficit) for reporting period	-	521	85	282	1,608	2,395	1,693	3,198

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

(c) Networks and Centres

(Parent Entity) entity (HEP) ONLY

	Centres		Total	
	2010	2009	2010	2009
	\$'000	\$'000	\$'000	\$'000
Revenue for the period	2,499	2,651	2,499	2,651
	2,499	2,651	2,499	2,651
Surplus / (deficit) from the previous year	790	872	790	872
Total revenue including accrued revenue	3,289	3,523	3,289	3,523
Less expenses including accrued expenses	(1,301)	(2,733)	(1,301)	(2,733)
Surplus / (deficit) for reporting period	1,988	790	1,988	790

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

END OF AUDITED FINANCIAL STATEMENTS

INDEX

INDEX

Academic promotions	68	Higher Degree Research	9,26,29,31,35
Academic Senate	6,7,9,10,11,14,25,29,43,56,59,60,61	Innovation Campus	6,8,9,19,21,23,30,42,44,46,47,48,49,54,57,59,69
Accommodation services	6,29,31,44,57	Information Technology Services	43,50,56
Address of Principle Office	back cover	Library	6,12,29,30,33,49,50,61,62
Alumni	20,21,36,53	Major Works	53,69
Complaints management	29	Occupational Health and Safety	7,9,40
Contact details	back cover	Privacy	29,50
Controlled Entities	9,44,45,52,59	Senior University Officers	56
Council membership	60	Student numbers	17,25,27,28,36,43
Council role and function	59	UniAdvice	6,52,53
Disability	32,33,41,67	UniCentre	9,26,29,49,54,69
Freedom of Information	51,62-66	University Recreation and Aquatic Centre	9,53,54
Illawarra Technology Corporation	52-53	Wollongong College Australia	22,52,53,61

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Cover image shows external view of the SMART Infrastructure Facility on the main UOW Campus. Construction took place throughout 2010. It is the SMART Infrastructure Facility's vision to be a world class intellectual leader and educator in 'integrated' infrastructure planning and management and a research and development powerhouse with an unprecedented level of impact within the broader infrastructure sector nationally and overseas.

The 2010 Annual Report is available on the University's website:
www.uow.edu.au/about/annualreport