

# 2011

AUSTRALIAN CATHOLIC UNIVERSITY

# ANNUAL REPORT



Australian Catholic University (ACU) was established in November 1990 through incorporation as a public company limited by guarantee, registered in the state of Victoria. It was subsequently recognised as a university under the *Australian Catholic University (Victoria) Act 1991*, and provides this report to the Victorian Minister for Higher Education and Skills.

The University was formed through the amalgamation of the Catholic College of Education (NSW), the Institute of Catholic Education (Vic), McAuley College (Qld) and Signadou College of Education (ACT). Today, ACU has six campuses nationally: Brisbane (McAuley at Banyo), North Sydney (MacKillop), Strathfield (Mount Saint Mary), Canberra (Signadou), Ballarat (Aquinas) and Melbourne (St Patrick's).

A public university, recognised and funded by the Commonwealth Government, Australian Catholic University is open to students and staff of all beliefs.

To view this report online, visit  
[www.acu.edu.au/about\\_acu/publications](http://www.acu.edu.au/about_acu/publications)

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#### **Letter of transmittal**

29 March 2012

The Hon. Peter Hall, MLC  
Minister for Higher Education and Skills  
2 Treasury Place  
EAST MELBOURNE VIC 3002

Dear Minister

In accordance with the requirements of regulations under the *Financial Management Act 1994*, I am pleased to submit for your information and presentation to Parliament the Australian Catholic University Annual Report for the year ending 31 December 2011.

The Annual Report was approved by the Australian Catholic University Senate on 29 March 2012.

Yours sincerely



**General Peter Cosgrove AC MC CNZM**  
Chancellor

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one

**INTRODUCTION**



## CHANCELLOR'S FOREWORD

I am delighted to present the 2011 Annual Report, which documents and acknowledges many of the significant achievements of Australian Catholic University (ACU) staff and students during this past year – my first as Chancellor of this university.

Many of these achievements have important implications – locally, nationally and internationally – and reflect the University's ongoing vision to be an institution defined by community engagement and a Mission to make education more accessible, particularly to those less fortunate.

Our Indigenous communities continue to play a vital role in the University's developing curricular, with more than 380 Indigenous students studying across all five faculties. Our dedication to ensuring that the needs of the nation's Indigenous communities are met through education has been recognised again, with the current edition of *The Good Universities Guide* awarding the University the maximum five stars for Indigenous participation. We received four stars in five other categories. More 2011 highlights are outlined on page 7.

ACU's policies and practices support and encourage women to reach their potential, and include some of the most generous parental leave provisions in Australia – this now includes fathers as the primary carer. This was recognised in the 2011 Equal Opportunity for Women in the Workplace Agency (EOWA) Business Achievement awards, with ACU named the Leading Organisation for the Advancement of Women (more than 800 employees). Earlier in the year, the University was listed as one of 98 organisations to achieve EOWA Employer of Choice for Women status.

Growth – in terms of students, staff and resources – continues to be a focus. Alongside this growth is an expansion of facilities and course offerings, which will continue to be a priority going forward. Imminently, we look forward to launching the Faculty of Law, and seeing the completion of the 6-Star Green Star Energy rated National Centre for Health and Wellbeing in Fitzroy in mid-2012.

One year ago, I was privileged and immensely proud to be handed the reins of a university so deeply committed to ensuring a positive future for our own communities and those of our international neighbours through learning and research. I hope that my actions and example help lead a great institution in its vital role: to provide a morals-based education of the highest calibre to men and women who will serve their communities within a set of values cherished by our great Church.

My soldier's life has shown me so very many examples of cheerful, determined people working within a close community to achieve difficult goals. Ours at ACU now is to help educate and empower people so that they may serve their brothers and sisters. At ACU, we pray and strive for that outcome.

It is with delight and gratitude that I thank Vice-Chancellor Professor Greg Craven for his inspirational leadership, and the dedicated staff and students of ACU who make this university an inspiring institution.

A handwritten signature in black ink, which appears to read 'Peter Cosgrove'. The signature is written in a cursive, flowing style.

**General Peter Cosgrove** AC MC CNZM  
Chancellor





## VICE-CHANCELLOR'S REPORT

As we embark on a new strategic plan, and we build on and re-energise the goals and achievements of the 2009–2011 strategy, we can be confident in the knowledge that Australian Catholic University (ACU) continues to grow and advance as a university of excellence and influence.

ACU remains Australia's only university with a profoundly national dimension, with six campuses across the country: four in state capitals – Sydney (two), Melbourne and Brisbane – and one each in Canberra and Ballarat.

While distance is sometimes an issue, collaboration between faculties, teaching and research, and with international colleagues, continues to play an important role as the University grows – in student numbers, as well as facilities.

Growth was a major driver of the Strategic Plan 2009–2011, with the University experiencing the biggest increase of undergraduate students in the country: more than 40 per cent growth over the life of the Strategic Plan, to take our student enrolments beyond 22,800. Student growth is forecast to continue, and will contribute significantly towards the Government's target of having 40 per cent of 25 to 34-year-olds in Australia university educated by 2025.

Aligned with this growth is a continuing focus on the provision of a high quality learning environment and student experience. This commitment is reflected in ACU's Mission-based aim to produce graduates who are ethical and spiritually aware, as well as intellectually critical. It is also reflected in the University's investment in more qualified academic staff, skilled support staff, resources and facilities. I am pleased to report the six campus Master Plans are working towards this.

In 2011, significant achievements included the purchase of the 22-storey NCR House in North Sydney and 32 Brunswick Street in Melbourne. These buildings will support the University's

rapid growth plan, with NCR House allowing for a significant increase in students to be accommodated by 2016, and helping to provide the teaching and learning space for new courses, staff offices and a new law library. Planning approval was obtained for the redevelopment of 34–36 Brunswick Street to provide additional office and teaching space. Construction commenced this year, while proposals are developed for the building at 32 Brunswick Street.

Additionally, completion of the \$70 million, 6-Star Green Star National Centre for Health and Wellbeing is expected to occur in mid-2012. The Centre will comprise lecture theatres and state-of-the-art learning facilities, as well as a gymnasium, bookshop, chapel, rooftop garden, and street-level plaza for all staff and students. The Centre will enable ACU to graduate an additional 500 students a year in nursing, paramedicine, midwifery, exercise science, occupational therapy, psychology and public health – as well as increase research capacity in those areas.

We continue to increase investment in research, and this was once again recognised by the Excellence in Research for Australia (ERA) initiative, with seven academic disciplines ranked world standard or above. The University was recognised as above world standard (four out of five) for the Religion and Religious Studies category.

Achieving the successes of 2011 would not have been possible without the leadership, dedication and talent of ACU staff. We recognise this contribution and constantly invest in, and work towards, providing the best workplace for academic and support staff.

I welcome 2012 with great optimism for the future of ACU and the continuing development of the University's capacity to secure the future of our nation through quality education.

**Professor Greg Craven**  
Vice-Chancellor

## THE UNIVERSITY

### Foundation

Australian Catholic University (ACU) represents the accumulated achievements of 150 years of Catholic tertiary education. Growing from a historic base in teacher education, it now has more than 22,800 enrolments across a variety of disciplines.

It is Australia's only university with a national dimension, with campuses in three state capitals – Sydney, Melbourne and Brisbane – as well as in Canberra, and a regional campus in Ballarat. By Australian standards it is a medium-sized university but, with six relatively small campuses, it is able to offer personalised education to its students.

The University's teaching operations are closely focused on disciplines classically falling within the Catholic intellectual tradition. These include theology, philosophy, education, health, the liberal arts and business. As a unifying theme, all are centred on human relationships and the promotion of the common good.

Correspondingly, the University's research is specialised in the areas of theology and philosophy, health (with a particular emphasis on care of the vulnerable), education and the multidisciplinary fields of social welfare and social justice.

### History

ACU opened in January 1991 following the amalgamation of four Catholic tertiary institutions in eastern Australia. It was recognised as a university under the *Australian Catholic University (Victoria) Act 1991*.

The institutions that merged to form the University had their origins in the mid-1800s, when religious orders and institutes became involved in preparing teachers for Catholic schools and, later, nurses for Catholic hospitals.

Through a series of amalgamations, relocations, transfers of responsibilities and diocesan initiatives, more than 20 historical entities contributed to the creation of ACU.

### Objectives

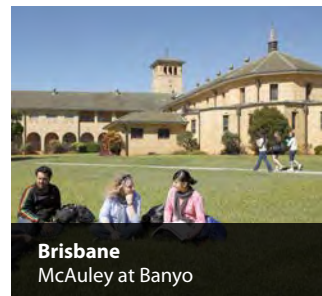
The objectives and powers of the University are provided through the constitution of Australian Catholic University Limited, which was incorporated as a public company, limited by guarantee, registered in the state of Victoria in November 1990.

For a detailed list of the University's objectives, visit [www.acu.edu.au](http://www.acu.edu.au).

ACU is a public university, recognised and funded by the Commonwealth Government and, as such, its students are eligible for the Higher Education Contribution Scheme and Higher Education Loans Program (HECS-HELP). It is open to students and staff of all beliefs.

### Campuses

The University has six campuses in Australia (see right).



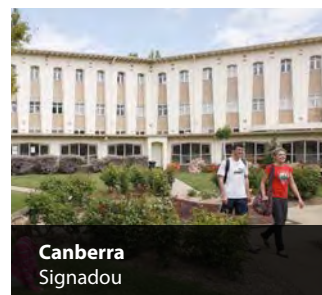
**Brisbane**  
McAuley at Banyo



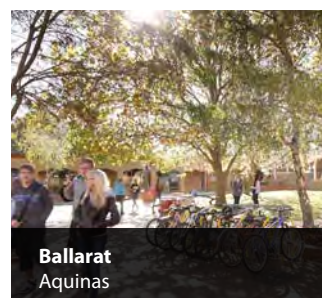
**North Sydney**  
MacKillop



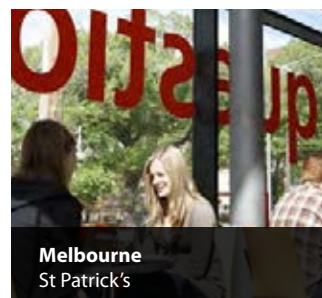
**Strathfield (Sydney)**  
Mount Saint Mary



**Canberra**  
Signadou



**Ballarat**  
Aquinas



**Melbourne**  
St Patrick's



## FACULTIES AND AREAS OF STUDY

In 2011, ACU offered courses at its Australian campuses and overseas for both undergraduate and postgraduate students in five faculties.

The curricula was university-wide but not all courses were offered at each campus.

### New courses

A range of new courses were approved/launched in 2011 – some of the highlights are listed below.

- A University-wide Core Curriculum will commence in certain undergraduate degrees in 2012. The courses will reflect two distinctive Catholic approaches: understanding the human person and the duty to promote the common good
- From 2012, undergraduate students can complete one of four new dual degrees incorporating international experience, graduating in their chosen degree (eg Bachelor of Arts, Bachelor of Commerce) and a Bachelor of Global Studies
- The Faculty of Arts and Sciences commenced offering two new courses in 2011 – Bachelor of Arts (Psychology) and Bachelor of Social Science (Psychology)
- The Faculty of Business, now in its third year, has approved six new Bachelors degrees and four Graduate Certificate, Graduate Diploma and Masters degrees
- The new School of Allied and Public Health was approved in 2011 and will introduce Occupational Therapy at the Melbourne Campus in 2012. A national School of Nursing, Midwifery and Paramedicine was approved to replace the three State-based schools of Nursing and Nursing and Midwifery from 2012, and the Bachelor of Nursing/Bachelor of Paramedicine will be introduced at the Canberra Campus in 2012. The Bachelor of Applied Public Health and the Bachelor of Nursing/Bachelor of Business Administration were approved in 2011 and will be offered from 2013

- New Faculty of Arts and Sciences courses approved by Senate in 2011 for offering from 2012 included: a Bachelor of Arts and Economics; Bachelor of Creative Arts; Bachelor of International Development Studies; Bachelor of Arts/Bachelor of Global Studies; Bachelor of Business Administration/Bachelor of Global Studies; Bachelor of Commerce/Bachelor of Global Studies; and Bachelor of Theology/Bachelor of Global Studies
- The Faculty of Theology and Philosophy is planning to introduce a Master of Theology (Research)
- Courses approved by the Faculty of Education in 2011 included: a Master of Teaching (Early Years); Graduate Certificate in Educational Studies; and Graduate Certificate in Educational Leadership (Pakistan).

### Faculty of Arts and Sciences

Asian Studies  
 Australian Studies  
 Business Studies  
 Communication  
 Counselling  
 Drama  
 Economics  
 Environmental Science  
 Geography  
 History  
 Liberal Studies  
 Literature  
 Mathematics  
 Media  
 Music  
 Politics  
 Psychology  
 Sociology  
 Social Work  
 Technology  
 Visual Arts  
 Youth Work

### Faculty of Business

Accounting  
 Business Administration  
 Business Administration (Indigenous Studies)  
 Business Information Systems

Commerce  
 Financial Services  
 Human Resource Management  
 Information Technology  
 Marketing

### Faculty of Education

Arts Education  
 Career Development  
 Early Childhood Education  
 Educational Leadership  
 Inclusive Education and Disability Studies  
 Indigenous Education  
 Information and Communication Technology Education  
 Literacy Education  
 Mathematics Education  
 Pastoral Care Leadership  
 Primary Teacher Education  
 Religious Education  
 Secondary Teacher Education  
 Science and Technology Education  
 Teaching English to Speakers of Other Languages (TESOL)  
 Wellbeing in Inclusive Schooling

### Faculty of Health Sciences

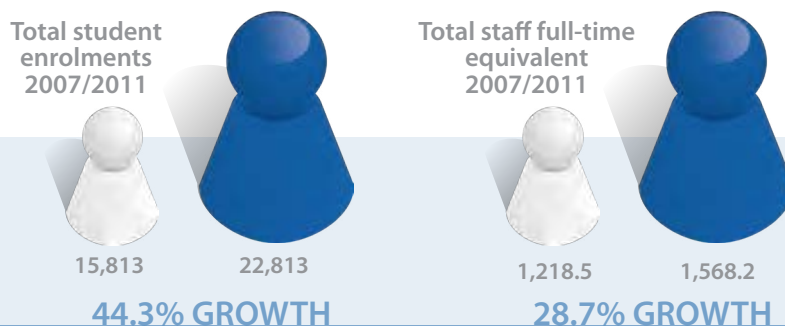
Clinical Exercise Physiology  
 Exercise and Health Science  
 Exercise and Sports Science  
 Health Science  
 Midwifery  
 Nursing  
 Nursing (Practice Inquiry)  
 Nursing (Practice Leadership)  
 Paramedicine  
 Physiotherapy

### Faculty of Theology and Philosophy

Ancient Languages  
 Applied Ethics  
 Biblical Studies  
 Interfaith Relations  
 Leadership and Catholic Culture  
 Liturgy  
 Moral Theology  
 Philosophy  
 Practical Theology  
 Spiritual and Pastoral Ministry  
 Systematic Theology



## INCREASE IN STUDENTS AND STAFF 2007–2011



## GROWTH

### Overall growth

The University was greatly encouraged by very strong growth in applications in 2011 for 2012. Steady growth over the past five years is evident from the key statistics below, and is forecast to continue following this increase in applications for 2012.

This increase was thought to be due to various factors, including:

- new and revised courses
- targeted and increasingly web-based approach to marketing
- stronger University brand profile.

The 2011 figures of more than 22,800 enrolments and more than 1,560 (full-time equivalent) staff, compared with those of 2007, represent, in round figures, growth of more than 44 per cent in student enrolments and 28 per cent in staff, with an increase of more than 20 per cent in academic staff. The corresponding growth in total income has been 10.4 per cent.

### Domestic and international enrolments

Domestic applications and enrolments have continued to increase.

International enrolments reached a high of 3,893 in 2010 from 3,652 in 2009. A reduction in international numbers was predicted for 2011, as part of an overall

decline in international student demand for Australian education. There was only a slight drop, with 3,866 international students enrolled in ACU programs in 2011.

### HIGHLIGHTS OF 2011

Significant events during the year included:

- an increase in demand for ACU places, with first preferences for Commonwealth-supported places up more than eight per cent from the previous year, and total preferences up by more than 10 per cent
- being crowned the Leading Organisation for the Advancement of Women (more than 800 employees) in the 2011 Equal Opportunity for Women in the Workplace Agency (EOWA) Business Achievement awards, and being one of 98 organisations to achieve EOWA Employer Choice for Women status
- the adoption of St Mary of the Cross MacKillop as the University patron
- the adoption of patrons for each of the ACU faculties – Arts and Sciences: St Albert the Great; Business: St Matthew; Education: St Jean-Baptiste de La Salle; Health Sciences: St Bernadette of Lourdes; Theology and Philosophy: Blessed John Henry Newman
- launching Physiotherapy at the North Sydney Campus
- preparations for the launch of the Strategic Plan 2012–2014, which refreshes the Strategic Plan 2009–2011 and adapts to the changing education environs
- outstanding results in the 2011 Excellence in Research for Australia initiative (see page 51), including a four out of five – above world standard – for the Religion and Religious Studies category
- major capital expansion across all campuses, including commencing construction of the new National Centre for Health and Wellbeing on the Melbourne Campus and purchasing the NCR building in North Sydney
- planning for the national Faculty of Law to open in 2013 on the Melbourne Campus
- continued success of the University's Early Achievers' Program and of accessACU, designed to widen entry opportunities, in line with the Bradley Review of Higher Education
- action plans implemented in response to the MyVoice staff survey
- preparations for the introduction of the Core Curriculum in 2012
- preparations for the introduction of, Bachelor of International Development Studies and Bachelor of Global Studies in 2012
- receiving the maximum five-star rating in the 2012 *Good Universities Guide* for Indigenous participation
- the launch of the ACU Voice public speaker series in October
- a three-week pilgrimage by 91 staff and students, ending in Madrid for the World Youth Day celebrations
- seven staff being awarded Australian Learning and Teaching Council citations valued at \$10,000
- experiencing the biggest increase of undergraduate students in the country – with 36 per cent growth between 2009 and 2011
- promoting gender equality through a parental leave agreement that includes fathers as the primary carer

	2007	2011	Growth
Total student enrolments	15,813	22,813	44.3%
Equivalent full-time student load	10,873.77	16,715.68	53.7%
Total staff FTE*	1,218.5	1,568.2	28.7%
Total academic staff FTE*	676.9	818	20.8%
	2007 \$'000	2011 \$'000	
Total income	176,804	257,575	45.7%
Government grants (including HECS)	121,708	184,702	51.8%
Fees and charges	33,826	46,291	36.9%
Other income	21,270	26,582	25.0%

\*FTE = full-time equivalent

# PLANNING AND PRIORITIES

## STRATEGIC PLAN 2009–2011

ACU's Strategic Plan 2009–2011 has focused the University on the achievement of a well-defined set of strategic directions. The University has also put in place an integrated reporting framework to regularly monitor the implementation of strategies and to evaluate the University's progress against the strategic plan.

### Office of Planning and Strategic Management

The Office of Planning and Strategic Management combines the expertise of Planning and Quality with Statistical Analysis and Surveys to fulfil its primary responsibility of driving a culture of planning and quality throughout the University. In so doing, in 2011 it supported staff in the development of plans, monitored and reported progress against the planning framework and developed data to inform planning and decision-making.

### Focus areas

The strategic plan included four strategic goal areas:

- student experience
- research and knowledge transfer
- Catholic identity and Mission
- service delivery and enablers.

Other areas of focus included:

- student growth, while maintaining quality of learning and teaching
- course diversification
- construction of the National Centre for Health and Wellbeing in Melbourne
- the purchase of NCR House to help concentrate administrative operations at the North Sydney Campus
- a workforce planning strategy which recognises the importance of investing in staff
- planning the implementation of the Core Curriculum to ensure students experience significant elements of the Catholic intellectual tradition.

### Key challenges

Over the period of this strategic plan the University has faced the following key challenges:

- to further embed its essential character as Australia's leading Catholic university
- to continually improve the quality of student life
- to secure a dramatic increase in its research productivity
- to successfully establish new faculties and major degree programs
- to realise major expansions of its campus operations in Melbourne and Sydney
- to establish a comprehensive planning culture.

### Thematic Plans

The planning framework consists of the three-year Strategic Plan 2009–2011 and 11 Thematic Plans with supporting goals, high-level strategies and performance targets which have in turn informed the development of annual organisational unit operational plans. Thematic Plans are organisation-wide in nature and their successful implementation is considered critical to the achievement of the University's strategic goals.

Each of the following Thematic Plans sets out goals for a particular aspect of the University's operations:

- Community Engagement
- Finance and Infrastructure
- Internationalisation
- Identity and Mission
- Indigenisation
- Information Technology
- Learning and Teaching
- Marketing
- People and Culture
- Research
- Student Life.

### Master Plans

Each campus has developed an operational plan identifying focus areas for its day-to-day operations. In addition, master planning for future

development of campuses has begun with work on a Master Plan for the two Sydney campuses (North Sydney and Strathfield).

### Progress against the Strategic Plan

The Strategic Plan 2009–2011 concluded at the end of the year and the planning and reporting culture which has been developed has provided the University community with a greater degree of clarity about its strategic directions and its progress towards the achievement of the goals included in the Strategic Plan.

As part of the reporting and evaluation framework, regular 'traffic-light' reports have been produced to monitor the University's progress against the Strategic Plan.

At the end of December 2011, the majority of goals and strategies within the planning framework had either been achieved or were on target to be achieved.

The University has also developed the new Strategic Plan 2012–2014. Rather than a wholesale change of direction, the University has carried out a 'refresh' of the current strategic plan to take into account the changing internal and external environments. This has been based on a series of University-wide consultation phases as well as focused meetings with key stakeholders, and will include further refinement of the planning and reporting framework.

### Quality model – PIRI

The University uses the 'plan, implement, review and improve' (PIRI) quality model. This is the foundation for the University's commitment to high standards, continual improvement and alignment of its planning, quality management and resourcing systems to ensure a focus on the achievement of planning goals.

The University's Planning and Quality Committee oversees the development, alignment and implementation of activity associated with the University's PIRI model and accompanying planning and quality management frameworks. The Planning and Quality Committee is a sub-committee of the ACU Executive Planning Group.



## PLANNING WITH GOVERNMENT

### Interim compact

In 2010, the University signed an interim mission-based compact with the Commonwealth Government.

Compacts are agreements between universities and government, detailing public funding commitments and reciprocal institutional commitments. They support universities in their distinctive missions and in contributing to the Australian Government's aspirations for the higher education sector as a whole.

The interim compact was in force in 2011 and was based on shared goals to improve students' educational experiences and outcomes, and to build research capacity and international competitiveness.

### Addressing of Bradley Review participation targets

In 2011, ACU focused on addressing the two major participation targets from the Bradley Review:

- 40 per cent of 25 to 34-year-olds should have a first degree by 2025
- 20 per cent of students at universities should come from low socio-economic status (SES) backgrounds by 2020.

### Growth of university enrolments

With respect to the Bradley Review's first participation target, the University monitored its enrolment figures and planned for strong growth (see page 7), particularly in domestic enrolments, considering the volatility of the international market.

### Increasing university access

ACU is the inheritor of a Catholic tradition of social inclusion in education.

ACU is committed to equitable participation, and has programs and alternative entry options specifically designed for students from low socio-economic status (SES) or Indigenous backgrounds. These programs position the University well in order to meet the Government's participation targets.

### Increasing focus on widening university intake

With 14 per cent of its domestic undergraduates from a low-SES background in 2011, ACU increased this focus through:

- encouraging student aspiration at low-SES schools prior to Year 9 through partnerships with:
  - Catholic Education Offices in Western Sydney, Wollongong and Broken Bay
  - Victorian Tertiary Aspirations Network (TAN)
  - University of Ballarat
  - Higher Education Forum in Queensland
  - Sydney Widening Participation in Higher Education Forum
- offering equity access pathways to ACU through:
  - targeting schools and groups with low-SES backgrounds
  - initiatives to increase Indigenous student enrolments (see page 36)
  - flexible entry and access ACU schemes (see page 29)
  - Clemente Australia program (see page 35)
- strategies to support enrolled students from low-SES backgrounds, including:
  - monitoring participation and achievement
  - tracking student cohorts to ensure successful interventions.

## VICE-CHANCELLOR'S PRIORITY PROJECTS FOR 2011

- Overseeing the construction of the National Centre for Health and Wellbeing in Melbourne
- Procurement of additional campus buildings to cater for increasing student numbers, including the purchase of the 22-storey NCR House in North Sydney under the Sydney Master Plan
- Introducing career pathways for academic staff, which will allow for movement between teaching, research and leadership
- Maintaining and improving student experience through teaching and learning, including more flexible delivery and an enhanced e-learning environment
- Developing a structured approach to diversification of course offerings, including expansion of health science offerings, and preparation for the 2012 launch of Occupational Therapy and the introduction of Law in Melbourne in 2013, and Sydney in 2014
- Continuing to increase student enrolments in pursuit of the Bradley participation imperative and growing responsibly to a critical mass
- Reviewing and improving the admissions processes
- Growing alternative entry pathways, including those for students from low-SES and Indigenous backgrounds
- Maintaining international market share through initiatives such as enhanced language and entry requirements
- Approval of the Core Curriculum, and preparation for a phased introduction in 2012. This will ensure the University maintains its identity as part of the Catholic intellectual tradition
- Continued focus on increasing the University's research profile.



**two**

**GOVERNANCE**



Student Association 2011

## COMPANY STRUCTURE

The University is incorporated in Victoria as Australian Catholic University Limited, a public company limited by guarantee. His Eminence Cardinal George Pell AC is the President of Australian Catholic University Limited. The Company's members are the Catholic Archbishops of the Archdioceses of Sydney, Melbourne, Brisbane and Canberra-Goulburn, the Bishops of the Dioceses of Ballarat and Parramatta, congregational leaders of founding religious institutions and nominees of the Archbishops and the Bishop of Ballarat. Its constitution may be viewed on the University's website at [www.acu.edu.au](http://www.acu.edu.au).

The University Senate is the governing body of the University. Members of Senate are the Board of Directors of Australian Catholic University Limited. Four chapters, based in the Australian Capital Territory, New South Wales, Queensland and Victoria, provide an interface between the University and the local community. Chapters act as advisory bodies to the Senate. The local Archbishop appoints members of each chapter. While the chapters have no direct governance role in the University, the chair of each chapter advises the annual general meeting of the Company on the attainment of the objectives of the Company in each state/territory.

## SENATE MEMBERS

The 16 members of Senate – the Board of Directors – are appointed in different ways. Three are ex-officio members (Chancellor, Pro-Chancellor and Vice-Chancellor); four are elected by members of the Company from nominations by each chapter; four by members of the Company from nominations provided by members of the Company and the Senate; three by academic staff; and one each from general staff and students. The Chancellor and Pro-Chancellor are selected by the members of the Company, while the Vice-Chancellor is appointed by the Senate.

## DIRECTORS' MEMBERSHIP OF EXTERNAL BOARDS

### **Bishop James Foley**

Trust Corporation of the Roman Catholic Diocese of Cairns

### **General Peter Cosgrove**

QANTAS Airways Ltd

QANTAS Superannuation Ltd

Cardno Ltd

### **Mr Stephen Noel Elder**

Catholic Education Commission of Victoria Ltd

Catholic Capital Grant (Victoria) Ltd

## COMMITTEES

### **Senate Committees**

- Standing and Finance Committee
- Audit Committee
- Nominations Committee
- Honorary Awards Committee
- Academic Board

### **Standing Committees of Academic Board**

- Academic Administration Committee
- Academic Board Executive
- Academic Regulations Committee
- Admissions Committee
- Ceremonial and Protocols Committee
- Community Engagement Committee
- Courses and Academic Quality Committee
- Faculty Boards
- Indigenous Education Committee
- Identity and Mission Committee
- Internationalisation Committee
- Learning and Teaching Committee
- Scholarships Committee
- University Medals Committee
- University Research Committee

## MANAGEMENT STRUCTURE

The Vice-Chancellor, as the Chief Executive Officer of Australian Catholic University, is responsible for representing the University both nationally and internationally, and for providing its strategic leadership and management.

Four Deputy Vice-Chancellors have delegated responsibility for assigned areas of policy: Academic; Administration and Resources; Research; and Students, Learning and Teaching.

Associate Vice-Chancellors are based in Brisbane, Melbourne and Sydney. They act as the Vice-Chancellor's representative in their local region, as do the Campus Deans in Ballarat and Canberra.

The Vice-Chancellor is also assisted by the five Faculty Executive Deans, the Academic Registrar and Directors with national portfolios. Each faculty is headed by a Faculty Executive Dean and supported by two Associate Deans.

There are Directors for each major area of the University's activities, as shown in the management structure chart on page 15.

Each campus has a Student Association and there is a national student body, Australian Catholic University National Students' Association (ACUNSA), which looks after the welfare of students and provides a voice for them.



## PRINCIPAL OFFICERS OF THE UNIVERSITY 2011

### Chancellor

**General Peter Cosgrove** AC MC CNZM  
dip mil art psc (us) psc jssc NDC(I)

General Cosgrove was inaugurated as Chancellor of ACU in November 2010. He is the third Chancellor in the University's history, succeeding Brother Julian McDonald CFC AO.

General Cosgrove served in the Australian Army from 1965 and was Chief of the Australian Defence Force from July 2002 until his retirement in July 2005.

He was awarded the Military Cross for his service in Vietnam and, in 1974, was a major contributor to the restoration of Darwin after Cyclone Tracy.

He first leapt into the public consciousness when he headed the 9,000-strong multinational INTERFET force sent to restore order in East Timor. For his guidance, skill and sensitivity, he was appointed a Companion of the Military Division of the Order of Australia.

General Cosgrove also led missions in Afghanistan and Iraq and was involved in the rebuilding of the Indonesian province of Aceh after the 2004 tsunami.

In 2001, General Cosgrove was named Australian of the Year. He was awarded an honorary doctorate by ACU in 2009.

### Pro-Chancellor

**Edward Exell** AM  
BA (Hons) (Melb) BEc (ANU)

Mr Exell has been Pro-Chancellor of the University since November 2000 and is the previous Business Manager of the Catholic Archdiocese of Melbourne. He is Chair of the Standing and Finance Committee of the University.

Mr Exell was born in Melbourne and educated at Xavier College, Melbourne; Loyola College, Watsonia, as a Jesuit scholastic; and Australian National University.

Before joining the Catholic Archdiocese, he was Deputy Managing Director of the Australian Trade Commission. Mr Exell has served on the National Board of Employment, Education and Training, on the Mercy Health and Aged Board, and as a member of the School Council of Xavier College. He was made a Member in the General Division of the Order of Australia in 1988.

### Vice-Chancellor

**Professor Greg Craven**  
BA (Melb) LLB (Hons) (Melb) LLM (Melb)

Professor Craven, lawyer and academic, commenced as Vice-Chancellor of ACU in February 2008. An expert in public and constitutional law, he has published many journal articles and four books, including *Conversations with the Constitution* (University of New South Wales Press, 2004). A regular commentator in public debate, he is a columnist for *The Australian Financial Review* and a contributor to newspapers, journals and public forums.

Professor Craven is Deputy Chairman of the Council of Australian Governments (COAG) Reform Council. He is Vice-President of the Australian Higher Education Industrial Association (AHEIA) Executive Committee, and Chair of the Universities Australia Standing Committee on the Tertiary Education Quality and Standards Agency (TEQSA). Universities Australia is the peak body representing Australian universities.

Prior to his appointment at ACU, Professor Craven was Deputy Vice-Chancellor (Strategy and Planning) of Curtin University in Western Australia, where he also held the positions of Professor of Government and Constitutional Law and Executive Director of the John Curtin Institute of Public Policy.

Formerly Foundation Dean and Professor of Law at the University of Notre Dame (WA), Professor Craven was earlier a senior lecturer and Reader in Law at the University of Melbourne. For three years, he was Crown Counsel to the Victorian Government, where he oversaw major legal policy reforms.

Following a series of thorough reviews, a management restructure, the introduction of new courses and faculties, strong growth in enrolments and an increasing emphasis on research during his four years as Vice-Chancellor of ACU, Professor Craven looks forward to implementing the new Strategic Plan 2012–2014.



### Deputy Vice-Chancellor (Academic)

**Professor Pauline Nugent**  
BAppSc (Lincoln Institute of Health Sciences) MEd (Monash)

Professor Nugent has a background in nursing, having trained at St Vincent's Hospital in Melbourne. Her scholarly record includes publications, public lectures and conferences in nursing education, rural health, clinical research and health curriculum development as well as public funding of research development and evaluation projects worth more than \$5 million.

Professor Nugent was appointed to the inaugural Chair of Nursing Development at Deakin University in 2003, after serving as the Head of School of Nursing since 1997.

In 2007, she took up the role of Dean of Health Sciences at ACU. From 2007 to 2010, Professor Nugent helped the faculty grow in student load by 37 per cent, introduced Physiotherapy and Paramedicine, and established new research centres and domestic and international partnerships.

In 2009, Professor Nugent was named Victorian Telstra Businesswoman of the Year.

Her external engagements include a directorship on the Board of Eastern Health in Victoria, four years as the Chair of the Board of Southern Health and numerous appointments to taskforces dealing with health workforce issues and nursing education.

Professor Nugent took up the position of Deputy Vice-Chancellor (Academic) in February 2011.

### Deputy Vice-Chancellor (Research)

**Professor Thomas Martin**  
BVSc (Univ of Sydney), DipVetPath (Univ of Sydney) MBA (Univ of Sydney) PhD (Univ of Sydney) DipACLAM

Professor Martin was appointed to this position in 2009 and is the senior executive responsible for research at the University.

He has a distinguished record in biomedical research and training, and in research management. His research contributions include international publications and presentations on neurotoxicology, biomedical implants and orthopaedics, diabetes, and anaesthesia and analgesia. He has authored or co-authored applications resulting in \$5 million in grants for research infrastructure.

Professor Martin has also been a consultant to academic institutions and government on research policy and ethics, and was for many years on the editorial board of the *Journal of Comparative Medicine* and the *Journal of the American Association for Laboratory Animal Science*.

Professor Martin's previous appointments include Department Chair at the Roswell Park Cancer Institute (New York), and Professor (Pathology) at the State University of New York.

His most recent previous appointment was at Columbia University, New York, as Associate Vice-President (Research), Professor (Pathology) and Director of the Institute of Comparative Medicine.

### Deputy Vice-Chancellor (Students, Learning and Teaching)

**Professor Anne Cummins**  
BEd (Canberra CAE) MA (MQ) MEdL (ACU) GradDipEdStudies (RE) (CCAEE)

Previously Dean of Students (2008–2009), Professor Cummins was appointed in 2009 to this portfolio, which includes the Office of Student Success, University Libraries, Academic Registrar and Student Administration, Equity Pathways Program and the Learning and Teaching Centre.

Professor Cummins has had extensive experience in the governance of educational and not-for-profit organisations. Before joining ACU, she was the director of a professional services firm specialising in leadership and strategy for not-for-profit organisations and government departments.

She has held senior executive roles in Catholic education, including establishing the Human Resources and Leadership Division of the Catholic Education Office Canberra-Goulburn and as Principal of Merici College Canberra.

Professor Cummins is currently a director of Marist Youth Care and a member of the Council of St Ignatius' College, Riverview. She is an adviser to the Sandhurst School Education Board.

Her present research interests are the development of flexible delivery methods of higher education and the support of diverse pathways to tertiary study. She consults to organisations undergoing significant cultural and organisational change.



## Deputy Vice-Chancellor (Administration and Resources)

**John Cameron**

MCom (Hons) (UNSW) CPA AIMM

Mr Cameron was appointed to this position in 2009. He is responsible for non-academic administrative services in the University. He was previously Executive Director, University Services and Director of Finance at ACU.

Mr Cameron is the Company Secretary and Public Officer of Australian Catholic University Limited. In that role he is also Secretary to the governing Senate and its committees, and is responsible for all governance and legal matters, including copyright and privacy.

Before joining ACU, Mr Cameron worked at the University of Technology, Sydney, from 1987 to 1998 as Director, Financial Services, and at the University of New South Wales from 1973 to 1987 in several administrative positions. He has 38 years' experience in higher education administration.

## Associate Vice-Chancellors

Brisbane

**Dr Jim Nyland** BA(Hons) (Bangor) MIS (MMU) DEd (Derby)

Melbourne

**Mr Chris Sheargold** BA (Syd) AALIA

Sydney

**Professor Marea Nicholson** BA (MQ) DipTeach (NewcastleCAE) GradDipEdSt (NepeanCAE) MEd PhD (USyd)

## Campus Deans

Ballarat

**Associate Professor Joe Fleming** BA (Melb) BEd (LaTrobe) GradCertRE MEd PhD (ACU)

Canberra

**Associate Professor Patrick McArdle** BTheol (SydCollDiv) STB STL (CathInstSyd) GradDipEd (SAust) MEd PhD (ACU)

## Executive Deans

Faculty of Arts and Sciences

**Professor Gail Crossley** BSc (Hons) PhD (Melb) DipEd (SydCAE)

Faculty of Business

**Professor Elizabeth More** AM BA(Hons) (UNSW) GradDipMgt (CQU) MCommLaw (Deakin) PhD (UNSW)

Faculty of Education

**Professor Marie Emmitt** TITC (Toorak) BA DipEd BEd MEd (Monash) FACE

Faculty of Health Sciences

**Professor Michelle Campbell** DNurs (LaTrobe) MNursStud (LaTrobe) BAppSc (Advanced Nursing) (Lincoln Institute of Health Sciences)

Faculty of Theology and Philosophy

**Professor Anne Hunt** OAM FACE BSc (Melb) DipEd (MelbStateColl) BEd (Monash) BTheol (MCD) MSc (Ed) (Fordham) MA Theol (Catholic Theological Union Chicago) DTheol (MCD)

## Dean

Dean of Graduate Research

**Professor Carmel Seibold** DipNursEd (College of Nursing) BA (LaTrobe) MAppSc (Nursing) (LaTrobe) PhD (Sociology) (LaTrobe) RN RM

## Directors

Academic Registrar

**Ms Kathryn Blyth** BA (Canterbury) DipMgmt (HenleyMgmtColl) MBA (HenleyMgmtColl)

Director, ACUcom

**Ms Margaret Cross** BA (LaTrobe)

Director, Centre of Professional and Executive Education

**Mr Tom Ristoski** BAAAdmin&Ec (Canberra) GradDipMgmt (UNSW) MBA (MQ) DipFinPlan

Director, Centre for Indigenous Education and Research

**Professor Nereda White** DipTeach Early Childhood BEd MEd Leadership & Management (QUT) EdD (ACU)

Director, Finance

**Mr John Ryan** BBus (UTS) CPA

Director, Human Resources

**Ms Diana Chegwidan** BComm (EmpRels) MComm (HRM&IR) (UWS)

Director, Identity and Mission

**Fr Anthony Casamento** BA BSc (Psychology) (Hons) MA (UNSW) BTheol (CathInstSyd) CSMA

Director, Information Technology

**Mr Paul Campbell** MBT (UNSW)

Director, Institute for Advancing Community Engagement

**Professor Jude Butcher** CFC BA (Hons) MA (Hons) (MQ) PhD (USyd)

Director, Institute for Catholic Identity and Mission

**Associate Professor Patrick McArdle** BTheol (SydCollDiv) STB STL (CathInstSyd) GradDipEd (SAust) MEd PhD (ACU)

Executive Director, International

**Mr Christopher Riley** BA (ANU) MBA (UNE)

Director, Learning and Teaching Centre

**Professor Yoni Ryan** BA (Hons) DipEd MA PhD (Qld) MEd (Melb) ASDA Speech (AMEB)

Director, Libraries

**Ms Fides Lawton** BLibSci (University of the Philippines) MLibrarianship (UNSW) GradDipMgmt (MQ)

Director, Marketing and External Relations

**Mr David Craig** BBus (UTS) ACA

Director, Office of Planning and Strategic Management

**Ms Evelyn Picot** BSocStud (Syd) MA(Comms) (CSU)

Director, Office of the Vice-Chancellor

**Ms Fleur Edwards** BEc (UWA) GradCertBus (UNDA) MMktg (UNSW) FAMI CPM

Director, Properties

**Mr Con O'Donnell** BArch (Hons) (NSWIT) MBEnv (UNSW) MBA (UWS)

Executive Director, Public Policy Institute

**Professor Scott Prasser** BA (Hons) MPA (Qld) PhD (Griffith)

Director, Research Services

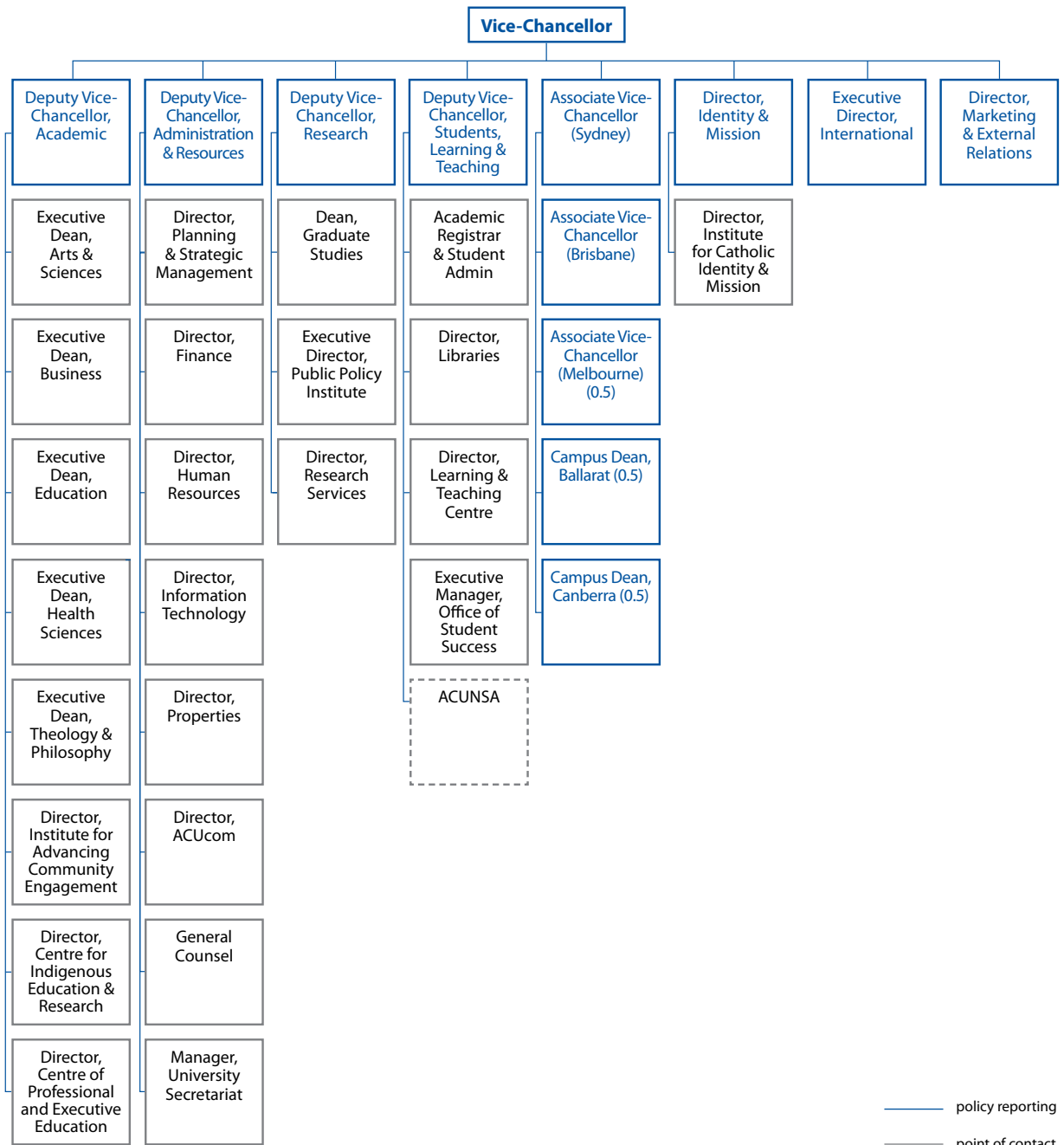
**Ms Anne Thoeming** BAppSc (Canberra) DipUrbanStudies (MQ) MEdLead (MQ)

Executive Manager, Office of Student Success

**Ms Maria Hegerty** GradDipSpecEd BEd GradDipComCounsel (Canberra) MEdLead (ACU)



# MANAGEMENT STRUCTURE UNDER THE VICE-CHANCELLOR IN 2011



three

**MISSION AND  
IDENTITY**

appropriate



## MISSION STATEMENT

Australian Catholic University shares with universities worldwide a commitment to quality in teaching, research and service. It aspires to be a community characterised by free enquiry and academic integrity.

The University's inspiration, located within 2,000 years of Catholic intellectual tradition, summons it to attend to all that is of concern to human beings. It brings a distinctive spiritual perspective to the common tasks of higher education.

Through fostering and advancing knowledge in education, health, commerce, the humanities, the sciences and technologies, and the creative arts, ACU seeks to make a specific contribution to its local, national and international communities.

The University explicitly engages the social, ethical and religious dimensions of the questions it faces in teaching, research and service. In its endeavours, it is guided by a fundamental concern for justice and equity, and for the dignity of all human beings.

ACU has a primary responsibility to provide excellent higher education for its entire diversified and dispersed student body. Its ideal graduates are highly competent in their chosen fields and ethical in their behaviour, with a developed critical habit of mind, an appreciation of the sacred in life and a commitment to serving the common good.

## DIRECTORATE AND INSTITUTES TO ENACT THE MISSION

- The Directorate of Identity and Mission, with Father Anthony Casamento CMSA as Acting Director (following the departure of Stephen Lawrence in September), has oversight of campus ministry to students and staff. The Directorate is staffed by the Acting Director, an Executive Officer and the National Student Faith Formation Coordinator who oversees the national formation of students on all of our campuses.
- Each campus has a campus minister and a priest chaplain, offering religious services, weekly newsletters, faith formation groups and a variety of programs and initiatives that enable students and staff to engage in the University's Mission.
- The Institute for Catholic Identity and Mission, under Director Associate Professor Patrick McArdle, continued to develop a Core Curriculum, to be phased in in 2012, based on two distinctive Catholic approaches: understanding the human person and the duty to promote the common good.
- The Centre for Indigenous Education and Research (CIER) enjoyed its second year of operation in 2011, coordinating campus Indigenous units and services, research partnerships and engagement with Indigenous communities (see page 36).
- The Public Policy Institute, under Executive Director Professor Scott Prasser, based in Canberra, seeks to do research to inform policy development, provide critical commentary and analysis to lead debate, and engage with the wider community to access ideas and transfer knowledge.
- The Institute for the Advancement of Community Engagement (IACE) has numerous ongoing programs including Beyond Differences, Beyond Disadvantage and Beyond Borders (see page 18).

## MISSION IN UNDERTAKINGS

The most recent Australian Government review (by Australian Universities Quality Agency in 2008) commended ACU on its 'high awareness and shared understanding of the Mission'.

In 2011, the University continued to strive to have its Mission inform all undertakings, bringing considerations of ethical and social justice issues into the core activities of research and student learning.

ACU's research centres, founded on concerns of quality of life for all communities and individuals, are detailed on page 51, and student involvement in community and social justice activities is explored on page 35. There are numerous ongoing distinctive social justice programs at the University, including:

- Thai/Burma Border refugee program (see page 43)
- Clemente Australia program (see page 35)
- Community Futures project, supporting refugees in tertiary education
- Community engagement awards for students and staff (see pages 34 and 49), and for the University in general (see page 19 and 43)
- focus on improving the education and health of Indigenous Australians
- research in areas of human concern
- numerous student initiatives for social justice
- public discussion forums (see page 18).

***“I feel like I used to float through life. I didn’t have direction, whereas now I know what I want and I now have the avenue to get there.”*** Beverley, Clemente student

## COMMUNITY ENGAGEMENT

Through learning, teaching, research and community engagement, ACU aims to empower vulnerable individuals and communities.

The Institute for Advancing Community Engagement’s (IACE) *Beyond Today agenda of hope for a better tomorrow* gives priority to the University’s commitment to work with poor and marginalised people and communities through research and advocacy. Priority themes of the *Beyond Today agenda* are:

- Beyond Disadvantage: reaching out to those most in need in our society
- Beyond Borders: action for change beyond our national boundaries
- Beyond Differences: community engagement enriched by inter-faith and inter-cultural understanding.

Key community engagement projects in 2011 are detailed below.

### Local

- Ballarat: Delacombe Homework Club – first prize for *afhn* which explored what was important to children in their community; Ballarat Learning for Life – education, and health and wellbeing programs for children from disadvantaged backgrounds
- Brisbane: ACU drama students and a regional primary school produced a play based on snapshots of kindergarten children’s view of life; *Art from Inside* – a celebration of art by people in prison (also at Strathfield Campus)
- Canberra: students designed community development projects for Northside Community Service; the Street Soccer program engaged homeless people through sport
- Melbourne: community arts project to engage children through multimodal arts; community choir and music program
- North Sydney: students engaged with communities in Vanuatu and Broken Hill; staff and students cared for the environment in partnership with Taronga Zoo

- Strathfield: students tutored and encouraged high school students in western Sydney to undertake post-secondary education; senior citizens and students collaborated to produce a book on Strathfield’s history.

### National

- Clemente Australia program, offering university-level education to disadvantaged people
- Award-winning homework clubs, in which children from disadvantaged, low socio-economic or refugee backgrounds improve literacy and numeracy through tutoring by ACU students.

### International

- University for Refugees on the Thai/Burma border, offering courses to refugees
- Future in Youth, Baucau, East Timor, building leadership skills and inclusion for local children and youth through sport.

### Research and advocacy

- *People addressing multiple disadvantage through education and engagement*: a research project on the Clemente Australia program, funded by an Australian Research Council (ARC) Linkage grant. It identified the following key indicators of benefits of the program:
  - personal learning outcomes
  - personal aspects of life
  - social connectedness
  - quality of life.
- ACU Masters student research report: *The impact of the Atherton Gardens Homework Support Program (HWSP) on primary school children’s learning* found participation in HWSP provides vulnerable children with an environment that supports learning and development.

## MAJOR PUBLIC FORUMS

Consistent with its Mission, the University hosted and took part in many forums involving staff, students and the wider community. Highlights included:

- *The Transition from Primary School to Secondary School*, hosted by the School of Psychology
- Australian Association of Catholic Bioethicists annual colloquium
- *Influencing Government*, co-hosted by ACU’s Public Policy Institute (PPI), Norton Rose Australia and Connor Court Publishing, and featuring ACU’s Associate Professor the Hon Dr Gary Johns
- Public lecture by Rt Hon John Gummer and Lord Deben, hosted by PPI
- *Learning to Cope with Worries* seminars
- ACU Competitive Research Symposiums
- *Hope-Filled Engagement and Career Crossroads* career development presentations, with ACU’s Professor Jim Bright
- Annual *Harold Wyndham Memorial Lecture* with Professor Jo-Anne Reid, hosted by ACU’s School of Education (NSW) in collaboration with the NSW Institute for Educational Research
- *Three Minute Thesis* presentations
- Prime Minister Julia Gillard’s carbon tax forum discussion at Strathfield Campus
- *Conversations with Islam* e-conference for students in Years 10, 11 and 12
- Research seminar about the lives of Aboriginal veterans of the Vietnam War, conducted by Dr Noah Riseman
- Community lecture on child protection in Australia with Dr Adam Tomison
- *Entrepreneurship in the Catholic Tradition*, hosted by PPI and Connor Court Publishing with Cardinal George Pell, the Hon Dr Gary Johns, Rev Dr Anthony Percy and Professor Scott Prasser



Award-winning journalist Geraldine Doogue leads the discussion at an ACU Voice event

- inaugural ACU Voice public speaker event, *The Ethics of War*, with Professor of Law Father Frank Brennan AO
- PPI's *Parental Contributions to Education* forum
- *Enrichment of a Socially Inclusive Society*, organised by ACU, ANU and CSU, and hosted by Bluestar Intercultural Centre
- Plunkett Lecture 2011 with Dr Paul Biegler. Sponsored by the Plunkett Centre, a joint research centre of ACU and St Vincents & Mater Health
- *Parent-School Engagement in Complicated Times* presented by Associate Professor Sue Saltmarsh
- Edmund Rice business breakfast seminar series: *Ethical Leadership*, co-sponsored by the Institute for Advancing Community Engagement (IACE)
- *Social Justice Youth Forum: Sydney, Brisbane and Canberra campuses*
- *Young Muslim Leaders Program: IACE*, in partnership with La Trobe University
- *Her Majesty's Loyal Opposition Roundtable* chaired by Adjunct Professor John Nethercote with contributions from Professor Scott Prasser
- *Managing Lobbyists and Interest Groups*, co-hosted by PPI, Norton Rose Australia and Connor Court Publishing
- The Hon Dr Gary Johns (PPI) debate on Indigenous policy with Jon Altman at the ACE 2011 Public Policy Symposium: *Hand-outs, Hand-ups or Hands off?*
- *Do We Really Need This Carbon Tax?* Debate with the Hon Dr Gary Johns
- *Euthanasia – must a wicked policy problem lead to a 'wicked' policy solution?* Presented by Professor Scott Prasser at the Catholic Healthcare National Conference.

## RECOGNITION

During 2011, ACU was recognised for its work in the wider community. This included:

- The groundbreaking ACU and Mission Australia Clemente Australia program for the homeless, mentally ill and long-term unemployed received the award for Outstanding Education Environment at the Community Action Network (CAN) awards. The program provides accredited university courses in humanities subjects as a step towards overcoming poverty and other serious challenges.
- ACU and four Sydney-based universities have been awarded a total of \$21.2 million in Federal Government funding for the Bridges to Higher Education project, which will increase the number of students from low socio-economic backgrounds in higher education.
- The quality of research at ACU has been recognised by the Federal Government's Excellence in Research for Australia (ERA) initiative, which ranks the research performance of Australian universities against a world standard. ACU was world standard or above in the disciplines identified as areas of focus and commitment in its Mission statement, and it ranked above world standard and equal-first in Australia in the Religion and Religious Studies category.
- Indigenous participation at ACU received the maximum five-star rating in the 2012 *Good Universities Guide*. More than 380 Indigenous students study at ACU, with many undertaking courses specifically developed to meet their educational and career needs. In 2010, the University was one of the first in Australia to introduce Indigenous staff research scholarships.

## EUREKA PRIZE WINNER

Every year, ACU has awarded a \$10,000 national community prize – the Eureka Prize for Research in Ethics for 'serious, intellectual investigation of theoretical or practical ethical issues contributing to the understanding and development of ethical standards'.

In 2011, the prize went to Dr Paul Biegler for his work on how clinicians should deal with the growing problem of depression.

In his book, *The ethical treatment of depression: autonomy through psychotherapy*, Dr Biegler argues that while drugs may ease depression, doctors cannot ethically prescribe them if they know there is a drug-free option available that is equally effective.



# four RESOURCES



## GENERAL INCOME AND EXPENDITURE

The full financial statements of the University's operations in 2011 are on pages 66-70.

### Federal Government funding

ACU's main sources of revenue are the Commonwealth Government Operating Grant, which is calculated from the negotiated student load; student fee revenue, generated largely from local postgraduate and international fee-paying students; profit from ACUcom (see page 39); and investment earnings. Of the total income of the University for 2011 (\$257,575), \$184,702 came from Federal Government grants, including HECS.

## AUSTRALIAN CATHOLIC UNIVERSITY FOUNDATION

### Donors and supporters

The contributions of donors and supporters are critical to the advancement of the University. ACU relies greatly on such generous contributions, which are managed by the Australian Catholic University Foundation.

Donations support the University's academic initiatives, teaching and research projects, community engagement activities, student scholarships and other awards, as well as its capital development program and facilities.

Following a number of staff changes, a new Fundraising and Development team was recruited in the course of 2011, and its efforts are expected to bear fruit in the years to come.

### Major projects involving fundraising and partnerships

- ACU Research Three Minute Thesis (3MT): the Co-op Bookshop began sponsorship of this competition in 2011, in order to help raise the profile of research at ACU. Prizes and travel will be provided for research students to attend the 3MT grand final each year.
- ACU expanded its commitment to the people of Baucau, East Timor, particularly through the support of the eMerge Foundation. eMerge has been a generous supporter of the Catholic Teachers' College in Baucau through student scholarship funding and substantial support for the college's building project which will allow for an increase in students who are able to access the teacher education program. eMerge also sponsored the Barefoot Nurses project in Baucau. Support for the people of East Timor also expanded through the Future in Youth Project (soccer) which is receiving support from Toll, Melbourne Catholic Education Office, the University and individual sponsors.
- In 2011, the Sisters of Charity Foundation signed a Memorandum of Understanding to provide Commonwealth-supported tuition, textbooks, uniforms and community engagement credits to two young women who recently left out-of-home care. They come from severely disadvantaged backgrounds, and the Sisters of Charity Foundation Scholarship will support them throughout their three-year Bachelor of Nursing, beginning 2012.
- Catholic Club, Lidcombe (Dooleys) has partnered with ACU for many years. In 2011, it funded student scholarships and supported the work of the Institute for Advancing Community Engagement. It also provided employment for ACU graduates and seeks now to provide internships for students in the School of Business, North Sydney. Dooleys has also invited ACU Campus Life (Strathfield) to participate in the Max Potential mentoring program – an initiative of Future Achievement Australia to connect community leaders with emerging youth leaders.
- The Australian Catholic Superannuation and Retirement Fund sponsored ACU's 2011 graduation ceremonies, established four scholarships and offers students valuable information through financial management seminars.
- Social Justice Youth Forums for senior secondary students were held in Brisbane, Sydney and Canberra. Among the many organisations and individuals invited to present were Caritas Australia, Catholic Mission and St Vincent de Paul Society.
- Australian Catholic Social Justice Council invited ACU to host the national launch of the Australian Catholic Bishops' Annual Social Justice Statement about the prison system in Australia: *Building Bridges Not Walls*.
- The Australian Catholic Refugee and Migrant Office invited ACU to host the Bishop Joseph Grech Memorial Colloquium on the Melbourne Campus.

## Australian Catholic University Foundation supporters

ACU is deeply grateful for the generosity of friends and benefactors who, in addition to their in-kind support, provided \$1,023,604 in financial contributions in 2011.

ACU thanks the following businesses and organisations for their generous support in 2011:

- Ashfield Catholic and Community Club Ltd
- Association of Catholic School Principals Inc
- Australian Catholic Superannuation Retirement Fund
- Australian Computer Society Inc
- Australian Taxation Office
- Bulldogs League Club Limited Trading as Canterbury
- Cabrini Health Australia
- Canberra Southern Cross Club
- CatholicCare Canberra/Goulburn
- CatholicCare, Archdiocese of Sydney
- Catholic Church Insurances Limited – Head Office
- Catholic Education Commission of NSW
- Catholic Education Office – Brisbane
- Catholic Education Office – Cairns
- Catholic Education Office – Rockhampton
- Catholic Education Office – Toowoomba
- Catholic Education Office – Townsville
- Catholic Religious Australia – Queensland
- Christian Brothers – Burwood
- Christian Brothers – Charingfield
- Christian Brothers – Gerringong
- Christian Brothers – High School Lewisham
- Christian Brothers – Marsfield Community
- Christian Brothers – Treacy Villa
- Christian Brothers – Wagga Wagga
- Christian Brothers – Young
- Co-Wyn Building Contractors PTY LTD
- Corporate Express – Staples
- CPA Australia
- Dominican Sisters of Eastern Australia
- Dooleys Lidcombe Catholic Club
- Edmund Rice Education Australia
- eMerge Foundation
- Flagship Communications
- Graduate Women Qld Inc.
- GreaterGood (Capital Region Community Foundation)
- Holy Spirit Sisters
- Horton House Nursing Home
- IRC Global Networks Pty Ltd
- Marist Brothers – Sydney
- Mercy Foundation Ltd
- Minter Ellison Lawyers
- Moore Stephens Sydney Pty Ltd
- Northern Sydney Central Coast Health, Drug & Alcohol Service
- NSW Minerals Council Ltd
- Oxley Health Care Recruitment Pty Ltd
- Presentation Sisters Queensland
- QIEC Super
- Redemptorists
- Salesians
- Siloam Korean Presbyterian Church
- Sisters of Charity
- Sisters of Charity Health Service
- Sisters of St Joseph of the Sacred Heart – Wavell Heights
- Sisters of the Good Samaritan
- St Mary's Cathedral – Sydney
- St Vincent de Paul Society – Canberra/Goulburn Central Council
- St Vincents & Mercy Private – St Vincents Campus
- Taxpayers Australia Inc
- The Co-op Bookshop
- The George Alexander Foundation
- The Sovereign Military Order of Malta – Australian Assoc VIC





ACU also wishes to thank the following individuals for their kind and generous support:

Mrs Christine Agnew  
 Mr Michael Anderson  
 Mrs Anna Arrivolo  
 Mrs Linda Attard  
 Mr Patrick Baker  
 Mr Kevin Barron  
 Ms Margaret Beck  
 Father Laurie Bent  
 Mr William Blissenden  
 Mr Jack Boorne AM  
 Ms Maree Bowden  
 Mr John Brennan  
 Mr Kenneth Campbell  
 Mr Tony Carroll AM  
 Ms Rita Cleveland  
 Mr Gregory Condon  
 Mr Alexander Coutts  
 Mr John Cowen  
 Mr Bruce Creenaune  
 Mr David Curtin  
 Mr William Dawe QC  
 Mr Victor De Pasquale  
 Mr Brendan Delahunt  
 Mr John Devereux  
 Dr Michael Dunkin  
 Mr James Dwyer  
 The Estate of Mr John Gavan Dwyer  
 Mr Dennis Farrar

Mr M Flannery  
 Mr William Fleming  
 The Jeremy Flynn Trust  
 Dr Robert Frater AO  
 Dame Monica Gallagher  
 Mr John Garner  
 Mr Anthony Garnett  
 Dr Gideon Goosen  
 Ms Judy Gould  
 Mr Martin Graham  
 Mr James Hanlon  
 Mr Anthony Harris  
 Mrs Marie Hill  
 Mr Greg Hughes  
 Mr Anthony Kane  
 Mr David Kaye  
 Mr Patrick Keegan  
 Mr Alex Kees  
 Mr Frank Kelaher  
 Mr John Keneally  
 Mr Raphael Kenna  
 Mr Gary Krelle  
 Mr Michel Lam  
 Mr Peter Lubrano  
 Mr Paul MacDermott  
 Mr Shane Madden  
 Mr Ian MaGuire  
 Mr Philip Mahony  
 Mr John Malone  
 Mr Steven Maniaci

Mr Mark McCall  
 Mr Kevin McCarthy  
 Mr Richard McEvoy  
 Mr Jack McGee  
 Miss K McGuinness  
 Mr Edward McKinley  
 Mr Eric McKinnon  
 Mr David McLucas  
 Mr Paul McLucas  
 Mr John Mitchell  
 Mr Lawrence Mousley  
 Mr Ronald Mulock  
 Mr John Murray  
 Mr Allan Myers AO  
 Mr Michael O'Dea  
 Mr Michael O'Neill  
 Ms Heather Pearsall  
 Mr Gerard Phillips  
 Ms Nadine Saacks  
 Mr Lance Scrivener  
 Mr Paul Shea  
 Mrs Pat Smith  
 Mr Paul Stenhouse  
 Brother Dan Stewart CFC  
 Mr Tony Tenney  
 Mr Peter Tilbrook  
 Mr Roger Wescombe  
 Mr Basil Worner  
 Those whose generosity continues to provide scholarships and awards to the University are listed on page 24.



Yonita Marie Younan, recipient of a James Carroll Scholarship from the Catholic Education Office (CEO), presented by Kathy Campbell from the CEO

## SCHOLARSHIPS AND AWARDS

While various merit scholarships encourage and acknowledge academic excellence, other scholarships enable ACU to increase access to tertiary education for deserving students across Australia. In turn, these students carry the values of ACU into the wider world by serving the common good. It is through these students and their contributions that the true impact of our donors' gifts and contributions are realised.

### New scholarships and awards

ACU is grateful for the following awards, established in 2011:

- The Co-op Bookshop will fund the Co-op Bookshop Scholarship for the next three years. The scholarship is available to undergraduate students on all campuses. The Co-op Bookshop also sponsors the ACU Research Three Minute Thesis competition.
- Dr Bob and Mrs Margaret Frater renewed their commitment to Catholic primary education by continuing their support for The Bob & Margaret Frater Travel Scholarship into 2013.
- The Sophia Scholarship was initiated in 2011 by the Deputy Vice-Chancellor (Students, Learning and Teaching) to reward students who are participating in extraordinary activities for the common good.
- St Joseph's Gregory Terrace Physiotherapy Scholarship is funded by ACU to recognise the important relationship it shares with St Joseph's College, Gregory Terrace, Brisbane.
- The Centre for Academic Programs Abroad (CAPA), an international education non-profit organisation that provides academic courses and credit-bearing internships for study abroad students, initiated a three-year undergraduate scholarship to begin in 2012.

These are in addition to the scholarships and bursaries previously established for ACU students.

### Continuing scholarships and bursaries

ACU is grateful to the following individuals and organisations for their continued support funding scholarships, prizes, bursaries and awards in 2011:

Alexander family  
 Allan Myers AO  
 Association of Catholic School Principals  
 Australian and New Zealand College of Mental Health Nurses  
 Australian Association of Sovereign Order of Malta  
 Australian Catholic Historical Society  
 Australian College of Educators (NSW Chapter – Parramatta/Hills Regional Group)  
 Australian College of Midwifery  
 Australian Computer Society (NSW)  
 Australian Confederation of Pediatric and Child Health Nurses  
 Australian Council for Educational Leaders  
 Australian Council of Health, Physical Education and Recreation (NSW)  
 Australian Federation of University Women  
 Australian Human Resources Institute  
 Australian Literacy Educators' Association (Vic)  
 Australian Nursing Federation  
 Australian Psychological Society  
 Ballarat Diocesan Schools Board  
 Bob and Margaret Frater  
 Brother Athanasius McGlade's former students and friends  
 Burke family trust  
 Callinan family  
 Calvary John James Hospital  
 Canon Australia  
 Catholic Care  
 Catholic Diocese of Sandhurst  
 Catholic Education Office – Canberra/Goulburn  
 Catholic Education Office – Parramatta  
 Catholic Education Office – Sale  
 Catholic Education Office – Sydney  
 Catholic Schools Office – Broken Bay  
 Centaur Memorial Fund for Nurses

Certified Public Accountants Australia (Vic)

Council of Catholic School Parents (NSW)  
 Country Education Foundation of Australia

Dominican Sisters of Eastern Australia and the Solomon Islands

Elsevier Australia

George Alexander Foundation

Gleeson family

Healthcare Australia

Institute of Industrial Arts and Technology Education

John Wiley & Sons Australia

Johnson & Johnson Pacific

Loreto Sisters Australia

Mathematical Association of New South Wales

McGraw-Hill Australia

Moore Stephens

NSW Minerals Council

Oxley Group

Queensland Community Foundation

Queensland Orthopaedic Nurses Association

Pratt Foundation

Presentation Sisters (QLD)

Reid Family

Rotary Club of Ballarat South

Royal College of Nursing, Australia

Royal Life Saving Society Australia (NSW)

Sisters of Charity Foundation

Sports Medicine Australia (NSW)

St John of God Health Care – Ballarat

St Joseph's Gregory Terrace (QLD)

St Vincent de Paul Society – Broken Bay

St Vincent de Paul Society – Canberra and Goulburn

St Vincent's Hospital – Sydney

St Vincents & Mercy Private Hospital – Melbourne

Wexford Senate, Australia

Yass Valley Aged Care Ltd

Zonta Club of Sydney North

ACU also thanks those who have supported the University but chosen to remain anonymous.

## INFRASTRUCTURE

- Construction continued on the National Centre for Health and Wellbeing (NCHW), which is the centrepiece of the development of ACU's Fitzroy precinct in Melbourne. The nine-storey building is scheduled for completion in 2012. It will accommodate teaching and research facilities for Exercise Science, Nursing and Midwifery, Psychology, Paramedicine, Occupational Therapy and Public Health, as well as student amenities, a chapel and public clinics.
- Planning approval was obtained for the redevelopment of 34-36 Brunswick Street, Fitzroy, which will provide additional office and teaching space. Construction of this project will commence in 2012. ACU also acquired an adjoining property at 32 Brunswick Street as a key strategic acquisition. Proposals for this building are being developed but it is expected that in the short-term, a modest refurbishment will be undertaken.
- ACU purchased 8-20 Napier Street, North Sydney, a 22-storey office building as part of the implementation of its approved Sydney Campus Master Plan. The acquisition of this building allowed the relocation of corporate services units from the Strathfield Campus. Those vacated spaces will be refurbished and adapted to meet the needs of growing student numbers on that campus. ACU now occupies the equivalent of six floors of 8-20 Napier Street, with the remainder fully tenanted. As tenancies expire, ACU will expand its occupation of the building.

## LIBRARIES

The Library's mission is to enable and enrich the teaching, learning and research endeavours of the University. In 2011, Library staff were responsible for key achievements in support of the University's strategic goals in four primary areas:

### Enhancing student experience

- Information literacy skills education for all first year and ACUcom students. Web-based training supported off-campus students, and the online Library Research Skills module remained compulsory for higher degree research students
- Online information literacy modules were embedded into the undergraduate curriculum as a trial
- The North Sydney, Strathfield and Melbourne libraries were identified as priority areas in the Campus Master Plans
- Campus libraries received new furniture, study rooms and discussion rooms; more seating and computers; and the MyPC booking system
- The Library Print Disability Service converted a record number of required texts and course readings into alternative formats (843 compared to 724 in 2010).

### Research and knowledge transfer

- The new Library Research Standing Committee will enhance services in line with the University's research goals through tools and databases for impact factors and scholarly publishing, a blog and support for a grants and funding database
- A Research Skills Survey indicated overall satisfaction with library services, and will inform the Library Plan and service enhancements
- Applications for access to Library resources from honorary staff increased
- Several Library staff shared their knowledge and expertise by presenting at national conferences.

## Catholic identity and Mission

- ACU is now the library service provider for all Catholic Education Office schools in the Archdiocese of Canberra and Goulburn
- Sarah Howard was on the organising committee of the Australian and New Zealand Theological Library Association conference; Rachael Bahl presented on theological research information; Leticia Medwell was invited to act as ACU Coordinator for the Clemente Australia program at Aquinas Campus, Ballarat.

## Service delivery and enablers

- Almost 90 staff across six campus libraries supported students, staff and the broader community
- The \$3.6 million resources budget facilitated the purchase of print and online information resources
- IT staff now offer individual support to students in Campus Libraries; the loan of laptops was extended; and the loan of iPads will be rolled out
- A more user-centred online experience was launched with the new Library website
- A new interface will facilitate the federated search and retrieval of information
- A new monthly Innovations Forum will allow Library staff to share ideas, experience and knowledge
- As part of ongoing innovation in service, Quick Response (QR) Codes were incorporated into various Campus Libraries to assist with locating online resources and information about Library services.





## IT AND FLEXIBLE DELIVERY

- With campuses in three states and the ACT, the University makes extensive use of video and phone conferencing and online materials for administrative, faculty and University relations purposes, and for wider discussions and forums. Professional development for staff and e-learning also use these facilities extensively
- Some courses are taught entirely online. All courses have access to the Learning Environment Online (LEO) to supplement face-to-face teaching. This adds flexibility and interactivity, as materials can be accessed at any time, from any location.
- LEO was implemented in 2011; it is based on Moodle, Mahara and Equella Learning/Content Management System
- Virtual classroom technology (Adobe Connect) was implemented to break down distance barriers
- A customer relationship management program was implemented for prospective student campaigns, event management and donor management.

## ENVIRONMENTAL SUSTAINABILITY

ACU is committed to reducing the environmental impact of its operations and to integrating sustainability with its teaching, research and community engagement.

The University's fundamental concern for justice, equity and the dignity of all human beings aligns ACU with the concerns that underlie the concept of sustainability: that environmental degradation impacts most heavily on the poor and vulnerable, and that current generations must ensure future generations have sufficient resources to meet their needs.

In 2011, ACU took steps to formalise its sustainability program, with innovations and commitments to measure, manage and reduce environmental impact. This includes:

**Sustainability as a strategic initiative:** ACU's Strategic Plan 2012–2014 includes sustainability as a key result area with distinct targets to reduce energy and water consumption and waste generation.

**ResourceSmart:** ACU is committed to the Victorian Government's ResourceSmart initiative and has produced a ResourceSmart strategy and plan for the period 2012–2013. The strategy and plan provide operational direction for ACU's sustainability program.

### **Sustainability appointments:**

In 2011, the University appointed a Sustainability Coordinator and a Project Officer (Sustainability) to its Properties Directorate. These are the first dedicated sustainability appointments, and will enhance the University's capacity to design, implement and measure a sustainability program.

**Auditing:** The University has engaged an external project manager to review energy consumption and opportunities for conservation.

**National Centre for Health and Wellbeing (NCHW):** The 6-Star Green Star building is under construction in Fitzroy, Melbourne, and due for completion in mid-2012. It will provide offices, laboratories and medical suites for the Faculty of Health Sciences, a roof garden and a street-level plaza for all University staff and students.

**Staff and student sustainability network:** An initiative to involve staff and students in campus sustainability. The network facilitates peer-to-peer knowledge-sharing and mentoring, formal sustainability training and staff and student influence on the sustainability program.

**Australasian Campuses Towards Sustainability (ACTS):** ACU is a member of ACTS, the leading tertiary-sector sustainability forum. ACU is an active participant in a range of ACTS activities, including the ACTS annual conference.

A man wearing a dark blue academic cap with a gold tassel, a white shirt, a blue patterned tie, and a red and yellow stole is speaking at a red podium. The podium features a large blue diamond-shaped logo with a gold cross. In the background, another person in academic regalia is visible. The scene is set against a dark blue backdrop.

**five**

**ACADEMIC  
REVIEW**



## AUQA AUDIT FOLLOW-UP

### AUQA Good Practices Database

In 2011, ACU's Community Engagement framework was acknowledged by AUQA as a high-quality practice within the Australian higher education sector, and was included in AUQA's Good Practices Database. Key aspects of the framework included empowerment, engagement, reciprocity, mutual benefit and promotion of the common good.

### Continuing to implement AUQA recommendations

Following the University's 2008 institutional audit and submission of the progress report in December 2009, ACU is continuing to implement recommendations and to improve upon the affirmations outlined in the 2008 audit report.

#### Staff surveys

As part of the suggestions made in the 2008 AUQA audit, ACU conducted a myVoice staff survey in 2011. The results were presented to all ACU staff and the data is being used to inform operational planning and strategic initiatives.

#### Academic Board

A new governance structure and increased role of the Academic Board will assist in addressing some of the AUQA recommendations as well as ensuring ACU's compliance with the new Tertiary Education Quality and Standards Agency (TEQSA) standards.

## INTRODUCTION OF TEQSA

### TEQSA Mapping Project

In preparation for the commencement of the Tertiary Education Quality and Standards Agency (TEQSA), which is due to start its regulatory role of the Australian higher education sector in 2012, a TEQSA Mapping Project was initiated in 2011 to examine ACU's performance against the standards expected to be set for all higher education providers. This project will continue in 2012 and form part of ACU's quality processes.

## ORGANISATIONAL UNIT REVIEWS

ACU's organisational units participate in a continual review cycle, developed as part of the University's revised and enhanced quality management framework.

### 2011 organisational unit reviews

Organisational unit reviews are conducted by external review panels. Reviews completed in 2011 include the Information Technology Directorate, Faculty of Arts and Sciences, Faculty of Education and the Human Resources Directorate. These organisational units are working through response plans that will be linked to their organisational unit planning, to implement actions arising from affirmations and recommendations of the review reports.

Reviews commencing in 2011 and expected to be completed in early 2012 include the Human Resources Unit, Faculty of Health Sciences and Student Administration Unit.

## THE GOOD UNIVERSITIES GUIDE 2012

In the 2012 edition of *The Good Universities Guide* (released August 2011), ACU was pleased to receive the maximum five stars for Indigenous participation. More than 380 Indigenous students study at ACU across all five faculties, and in 2010 the University was one of the first in Australia to introduce Indigenous staff research scholarships.

ACU received four stars for:

- student demand
- domestic teaching quality
- getting a full-time job
- student-staff ratio
- cultural diversity.

"In light of our recent growth in student numbers, I am especially pleased that our significant investment has paid off, and the student-staff ratio has actually improved compared to last year's rating," said Vice-Chancellor Professor Greg Craven.

## ALTERNATIVE ENTRY PROGRAMS

The University has developed flexible entry programs to offer the benefits of tertiary education more broadly. The objectives of the Bradley Review underpin our enrolment aims. This is discussed further on page 9.

### accessACU

The University has a number of flexible entry schemes designed to help achieve the government's target of 40 per cent of 25 to 34-year-olds in Australia to be university-educated by 2025.

accessACU adds bonus points to current Year 12 students' ATARs for their application to ACU, based on a number of factors, including:

- completion of subjects relevant to the course to be studied
- geographic proximity to one of our campuses
- educational, socio-economic or rural disadvantage experienced in Year 11 or 12
- schools which have been designated as being disadvantaged.

### ACUgate Equity Pathways

In 2011, the University developed ACUgate, a suite of programs funded by the Australian Government under its Higher Education Participation and Partnerships Program (HEPPP) agenda. This HEPPP agenda requires all Australian universities to increase enrolments of groups traditionally under-represented in higher education, such as those from low socio-economic status (SES) backgrounds, regional and rural backgrounds, Indigenous students and early school leavers.

ACUgate programs are grouped under three broad themes: Awareness, Aspirations and Access. In order to deliver these programs, ACU formalised partnerships with schools in Queensland, Victoria, the ACT, NSW and Tasmania. The number of partner schools increased from five to 40 nationwide in 2011, with at least two ACUgate programs operating in each school.



## Other ACU pathways

- The Early Achievers' Program (EAP) for school leavers recognises the achievements of applicants, including their community involvement, by making an early provisional offer to successful applicants. Prospective students who apply under the EAP are assessed on demonstrated capacity and potential for tertiary study before completion of Year 12.
- The Aboriginal and Torres Strait Islander Access Scheme provides assistance through the Australian Catholic University Indigenous Support Units.
- The Elite Athletes' Program gives consideration to applicants whose high-level competition in sport has had an impact on their academic results, but who are regarded as having the ability to combine sporting ambitions with successful academic study.
- Mid-year entry is a popular option for undergraduate and postgraduate students, both local and international, and is available in an increasing number of courses.
- The University is investing in mutually beneficial pathway partnerships with the Vocational Education and Training (VET) sector and TAFE, and is working to strengthen its relationships with schools and workforce groups.
- The Regional School Bonus allows applicants from rural and regional schools to automatically receive bonus ATAR points.
- Principal's Recommendation Scheme allows school principals in partner schools to recommend students who have talent but have experienced dislocation in their schooling.

## NEW MEMORANDA OF UNDERSTANDING AND PARTNERSHIPS

Highlights in 2011 included:

- In an MOU between ACU and the Sisters of Charity Foundation, support will go to marginalised and disadvantaged women in New South Wales. It will provide at least two full-time nursing scholarships, including textbook and uniform allowance, and will run as a pilot program for three years.
- Numerous partnerships and MOUs were arranged by the Institute for Advancing Community Engagement (see page 18).
- An agreement with TAFE NSW to introduce a Tertiary Sector Pathway Degree to Accounting is the first of its kind for TAFE NSW. The three-year program targets disadvantaged students, allowing them to complete the first two years of an Associate Degree of Accounting at TAFE, and then progress to the third year of a university bachelor degree.
- An agreement with TAFE NSW recognises a wide range of diplomas undertaken in Community Services and provides credit into six undergraduate courses offered by the Faculty of Arts and Sciences.
- A five-year agreement was signed with the Ministry of Health of the Republic of Vanuatu to enable educational field visits by nursing and midwifery students.
- ACU and St Joseph's College Gregory Terrace Timor Network, Comunidade Edmund Rice in East Timor and Christian Brothers Oceania Province will embark on a collaborative venture for professional experience and community engagement.
- MOUs were signed with the Australian & New Zealand Institute of Insurance and Finance, and Sydney Institute of Technology to establish linkages such as articulation pathways and conjoint academic pathways/recognition of academic staff for teaching and research, and development of international programs with ACU Faculty of Business.
- An agreement was signed with Cengage Education (CE), which was acquired by another business, to transfer all higher education students undertaking accounting and business degrees at CE to ACU. In addition, the transfer of CE contractors and course materials was accepted by the Faculty of Business.
- A collaboration agreement was reached with the Australian Scholarships Foundation to offer five places to members of charitable organisations to study postgraduate business courses.
- An agreement was signed with the Australian Institute of Higher Education (AIHE) to offer a Bachelor of Commerce (Accounting) in Manila, Philippines.
- An MOU was signed with Open University Australia (OUA) to offer OUA undergraduate students a major in Occupational Health, Safety and the Environment. OUA will also offer the ACU Master of Occupational Health, Safety and Environmental Management.
- The School of Psychology at the Brisbane Campus has partnered with Brisbane Catholic Education for the Brisbane Psychology and Counselling Clinic to supply psychological services to the students and families of Catholic schools in Brisbane's northern suburbs.
- The Faculty of Arts and Sciences welcomed the Institute of Counselling, based at the Strathfield Campus, into the ACU School of Psychology. The partnership will advance the well-regarded suite of postgraduate programs specialising in counselling education.





- The School of Nursing, Midwifery and Paramedicine at the North Sydney Campus signed an exchange agreement with Georgetown University in Washington DC in November 2011 to enable Nursing students from ACU's North Sydney Campus to undertake a semester at Georgetown and for Georgetown students to spend a semester at North Sydney Campus.

## NEW COURSES

During the year, the following courses were approved by Senate and their curriculum plans by Academic Board:

- Advanced Diploma of Occupational Health and Safety/Bachelor of Commerce
- Bachelor of Applied Public Health (Brisbane, Melbourne, North Sydney)
- Bachelor of Arts/Bachelor of Global Studies
- Bachelor of Arts and Economics
- Bachelor of Business Administration/Bachelor of Global Studies
- Bachelor of Commerce/Bachelor of Business Administration
- Bachelor of Commerce/Bachelor of Global Studies
- Bachelor of Commerce (Accounting) – Manila (in association with AIHE)
- Bachelor of Commerce majors: Commercial Law; Accounting and Commercial Law combined; Management; International Business; Occupational Health, Safety and Environment; Supply Chain Management
- Bachelor of Creative Arts
- Bachelor of International Development Studies
- Bachelor of Laws
- Bachelor of Nursing/Bachelor of Business Administration (Brisbane, Melbourne, North Sydney)

- Bachelor of Occupational Therapy (Melbourne)
- Bachelor of Psychological Science
- Bachelor of Theology/Bachelor of Global Studies
- Graduate Certificate, Graduate Diploma and Master of Business Administration (Executive)
- Graduate Certificate, Graduate Diploma and Master of Business Administration (Health)
- Graduate Certificate, Graduate Diploma and Master of Occupational Health, Safety and Environmental Management
- Graduate Certificate, Graduate Diploma and Master of Supply Chain Management
- Graduate Certificate in Educational Leadership (Pakistan)
- Graduate Certificate in Educational Studies
- Master of Teaching (Early Years)
- Master of Theology (Research).

## COURSE REVIEWS

- Associate Degree in Early Childhood Education
- Associate Degree in Inclusive Education and Disability Studies
- Associate Degree in Indigenous Education
- Bachelor of Education (Early Childhood and Primary)
- Bachelor of Education (Primary) (Indigenous Studies)
- Bachelor of Environmental Science
- Bachelor of Inclusive Education and Disability Studies
- Bachelor of Midwifery
- Bachelor of Teaching (Early Childhood)
- Bachelor of Teaching/Bachelor of Arts (Indigenous Studies)

- Doctor of Education
- Graduate Diploma in Midwifery
- Master of Midwifery
- Philosophy offerings, with a view to positioning philosophy for growth at ACU.

## NEW SCHOOLS

- The School of Nursing, Midwifery and Paramedicine, combining the three former Nursing and Midwifery Schools, opened in October 2011
- The School of Allied and Public Health within the Faculty of Health Sciences commences in 2012.



# six

## STUDENTS



## STUDENT STATISTICS

	2007	2008	2009	2010	2011
<b>Total students (enrolments)</b>	<b>15,813</b>	<b>17,034</b>	<b>18,507</b>	<b>20,534</b>	<b>22,813</b>
Equivalent full-time students	10,873.77	11,547.14	12,977.97	14,739.05	<b>16,715.68</b>
<b>Enrolments by state/territory</b>					
NSW	6,272	6,602	6,982	7,652	<b>8,534</b>
Victoria	5,152	5,515	5,992	6,661	<b>7,577</b>
Queensland	2,716	2,849	2,984	3,518	<b>4,090</b>
ACT	699	743	810	789	<b>777</b>
Virtual (off campus)	974	1,325	1,739	1,914	<b>1,835</b>
<b>Enrolments by faculty</b>					
Arts and Sciences	4,409	4,738	4,739	2,966	<b>3,444</b>
Business	–	–	–	2,407	<b>2,836</b>
Education	5,789	6,108	6,827	7,585	<b>8,212</b>
Health Sciences	4,002	5,379	5,531	6,097	<b>6,805</b>
Theology and Philosophy	–	–	514	510	<b>516</b>
Combined schools	1,275	452	288	303	<b>327</b>
Research Services	338	357	355	383	<b>424</b>
ACUcom	–	–	253	283	<b>249</b>
<b>Enrolments by course level</b>					
Higher-degree research	338	357	355	383	<b>424</b>
Higher-degree coursework	1,925	2,037	2,124	2,400	<b>2,678</b>
Other postgraduate	1,909	1,901	2,069	2,051	<b>1,974</b>
Bachelor	10,317	11,068	12,586	14,298	<b>16,417</b>
Other undergraduate	287	825	829	818	<b>768</b>
Non-award	1,037	846	544	584	<b>552</b>
<b>Total enrolments</b>					
Female	11,231	12,315	13,414	14,865	<b>16,481</b>
Indigenous	349	360	342	337	<b>383</b>
Postgraduate	4,172	4,295	4,548	4,834	<b>5,076</b>
Full-time	8,794	9,494	10,888	12,643	<b>14,311</b>
International	3,264	3,775	3,652	3,893	<b>3,866</b>

# STUDENT SUCCESS

## STUDENT ACHIEVEMENTS

There were many student achievements throughout the year. Some of the highlights are detailed below.

- In addition to the University's own scholarship awards (see page 24), in 2011 ACU students held 79 Commonwealth Education Costs Scholarships, 23 Commonwealth Accommodation Scholarships, two Indigenous Access Scholarships and 20 Institution Equity Scholarships.
- The Vice-Chancellor's Student Award for Outstanding Community Engagement was won by Ms Irene Mayo. The award recognises Ms Mayo's community engagement as a volunteer and leader with Gawad Kalinga projects, which been highly successful in lifting communities out of extreme poverty in the Philippines and other parts of Asia through integrated, holistic and sustainable engagements.
- PhD student Steven Stolz received the \$10,000 Philosophy of Education Society of Australasia (PESA) doctoral scholarship. A chapter of his thesis – *Does sport and physical education have an important role to play in educational institutions?* – was submitted for review in the international journal *Education Philosophy and Theory*.
- The Students in Free Enterprise (SIFE) team from the Melbourne Campus came second at the national championship for projects which will directly impact the lives of 21,000 people in Australia and overseas. The projects included The Business Entrepreneurship Program, Evolve @ Typo, Culture Shock and the International Life Saving Redevelopment Program at Kuta Beach, Bali.
- Bachelor of Business student Katie McLaren was selected to represent ACU at the 2nd University Scholars Leadership Symposium in Thailand.
- Dr Meredith Secomb was awarded the Faculty of Theology and Philosophy Award for Excellence in PhD Thesis for her research: *Hearing the call of God: toward a theological phenomenology of vocation*.
- ACU's 2011 Three Minute Thesis (3MT) champion Bianca Share received an honourable mention at the Australia and New Zealand 3MT Competition at The University of Western Australia. The Melbourne Campus PhD student impressed judges with an engaging three-minute delivery of her thesis on cardiovascular health in young women.
- Bachelor of Nursing student Kurtis Bellemore travelled to Israel and World Youth Day in Madrid as a carer on The Young Order Of Malta trip. He was responsible for the care of a 22-year-old man with disabilities.
- A total of 91 ACU staff and students walked in the footsteps of Pope John Paul II on a three-week pilgrimage through Poland, Italy, Spain and Portugal, finishing in Madrid, as part of the World Youth Day celebrations.
- Final-year Primary Education student Brendan Davey was named City of Yarra Young Citizen of the Year for his volunteer work with the Homework Support Program at Atherton Gardens, where more than 100 primary school children meet each week for help with their homework. Danielle Shaw, who commenced at ACU in 2011, was also honoured, with the Murrindindi Junior Citizen of the Year Award.
- Student representative committees, clubs, sporting teams, choirs, dramatic and musical groups
- ACU Alive, a national showcase of students' music and theatre
- ACU Wired campus radio
- Gold Duke of Edinburgh Award program
- World Youth Day pilgrimage
- Student Ambassador program, helping at recruitment and public relations events
- Participation in community engagement programs, a hallmark of ACU's Mission and identity
- Overseas teaching and the Summer School program
- Study Abroad program.

## Intersarsity activities

As well as having a vigorous extracurricular life on campus and with other ACU campuses, the University encourages participation in activities with other Australian universities.

This year, more than 150 competitors, from all six campuses, took part in the Australian University Games on the Gold Coast. Teams also competed in the Australian University Championship Snow Sports, the Melbourne versus Ballarat Cup and Australian University regional sporting championships.

Similarly, some of the ACU choirs took part in intersarsity choral festivals and also hosted their own concerts, such as the Variety of Voices Concert in the Brisbane Campus' Holy Spirit Chapel.

## STUDENT EXPERIENCE

Student extracurricular life includes:

- Campus Ministry programs
- ACU Games, in which six campuses compete across sporting competitions

## STUDENT ENROLMENTS BY AGE

	2009	2010	2011
19 and under	4,764	5,596	<b>6,605</b>
20 to 24	6,395	7,137	<b>8,011</b>
25 to 29	2,474	2,686	<b>2,917</b>
30 to 39	2,367	2,463	<b>2,573</b>
40 to 49	1,578	1,647	<b>1,702</b>
50 to 59	782	839	<b>836</b>
60 and above	147	166	<b>169</b>
<b>Total</b>	<b>18,507</b>	<b>20,534</b>	<b>22,813</b>



ACU World Youth Day 2011 pilgrims

## STUDENTS IN THE COMMUNITY

Student community engagement projects in 2011 included a strong focus on 'moving beyond disadvantage'. These included:

**Education and learning:** Improving the education of disadvantaged children in Melbourne and Ballarat; improving the education of Down syndrome children in Australia and Singapore; and helping Sudanese students with English fluency – while preparing pre-service teachers for a wider range of student needs.

**Health and wellbeing:** Nursing study tours to Vanuatu, China and the Philippines; paramedicine work with East Timor's ambulance service; and lifesaver training in Bali.

**Sport for inclusion:** Improving health, wellbeing and life skills through sport for 600 youth in East Timor; training soccer teams of young homeless people for the Street Soccer program and Homeless World Cup; and after-school sport for refugee children in Atherton Gardens (with Victoria Police).

**Arts and culture:** Community music, choir and arts programs; intergenerational program with senior citizens; and Adult, Recreation and Training Services (ARTS) Factory community programs.

**Environment:** ACU, Taronga Zoo and locals working on native bush regeneration in Fiji; and bush regeneration in western NSW.

## STUDENT SUCCESS

The Office of Student Success offers support through: academic skills advisers and publications; advice about campus life; support for student associations; counselling, including the new Ask A Counsellor e-service; equity and disability support; and career development, including the new online CareerHub service. Other programs provide pre-enrolment courses to prepare students for tertiary study, and specific support units at each campus for Indigenous students.

### 2011 ATTENDANCE FIGURES – STUDENT SUPPORT SERVICES

Counselling	1,247 students
Academic Skills	3,444 students
Career Development Service – consultations and workshops	5,000 students

## ONLINE SERVICES

As well as online help with careers and counselling, the University has developed: creative, interactive online resources to help students in their academic and personal lives; an online service for making appointments with Careers, Counselling, Equity and Disability, and Academic Skills staff; and Student Connect for enrolments, fees and results.

## ENHANCING LEARNING AND TEACHING

### Online learning

ACU has provided courses online since 2000, the majority being postgraduate. Other courses have a web-enhanced presence.

In 2011, ACU implemented the dynamic Learning Environment Online (LEO), which will replace Blackboard, and encompass Moodle Learning Management System, Equella Learning Content Management System and Mahara (ePortfolio), as well as lecture recording and virtual classroom software.

Other initiatives included: Student Feedback on Units (SFU) to replace paper-based surveys; participating in the Promoting Excellence Initiative (PEI); and about 60 participants commencing or completing units in ACU's nationally accredited teaching qualification, the Graduate Certificate in Higher Education (GCHE).

## EQUITY AND DIVERSITY

Equity and diversity programs include those for students with disabilities, students from low socio-economic backgrounds, regional and remote students, and specific provisions for Indigenous students (see page 36).

### Students with disabilities

There were 904 students registered with the Equity and Disability Unit's disability service in 2011, an increase of 17 per cent from 2010. Of these, 397 (44 per cent) registered for the first time in 2011. Services include provision by the Library of study materials for students with print disabilities. The unit also supports academic staff through education adjustments for students with disabilities.

### Aspiration-raising

ACU, in partnership with other Australian universities, and supported by Commonwealth Higher Education Participation and Partnerships Program (HEPPP) funds, is committed to aspiration-raising for school students about higher education opportunities. ACU also runs programs such as ACU Smart to support students' transition from school to university.

### Clemente Australia program

The Clemente Australia program aims to break the cycle of poverty and social injustice among disadvantaged people through university-level education delivered by ACU in partnership with community agencies. More than 450 people have participated since the program began in 2003.



Lennie Frail, ACU Bachelor of Education (Primary) student

## EDUCATION FOR INDIGENOUS STUDENTS

### Participation

ACU received the maximum five stars for Indigenous participation in *The Good Universities Guide 2012*. More than 380 Indigenous students study at ACU across all five faculties, and in 2010 the University was one of the first in Australia to introduce Indigenous staff research scholarships.

### Centre for Indigenous Education and Research (CIER)

This was the second year of operation for CIER. The Centre coordinates four Indigenous Higher Education Units across the six campuses, and aims for high achievement in education, research, leadership and community engagement.

### Support

Indigenous people are encouraged to enrol at ACU through pathway and access programs. Support is provided by CIER and the Indigenous Higher Education Units – Weemala, Qld; Yalbalinga, NSW; Jim-baa-yer, Vic; Dhara Darramoolen, ACT – through Indigenous Academic Coordinators, Student Support Officers, Residential Officers and support staff. This support includes:

**Academic:** Helping Indigenous students develop academic writing and research skills; coordinating the Indigenous Tutorial Assistance Scheme, including matching students with tutors; and assisting students with scholarship applications and administrative procedures.

**Personal:** Staff encourage positive self-esteem by building rapport and keeping in regular contact with students; and the Office of Student Success provides counselling services.

**Social:** In 2011, the Indigenous Higher Education Units provided support for students to attend the Indigenous University Games and World Youth Day.

**Cultural:** The Indigenous Higher Education Units provide space for students to study, gather their thoughts, rest and reflect; staff provide a cultural and supportive environment to help students excel; CIER and ACU celebrate significant dates on the Indigenous calendar; and staff provide Indigenous knowledge to all ACU staff and students, and act as a resource centre for both.

### Specific courses

Indigenous students are enrolled in many of ACU's mainstream courses, and specific undergraduate courses designed to meet the needs of Indigenous students and their communities:

- Associate Degree in Business Administration (Indigenous)
- Associate Degree in Early Childhood Education (Indigenous residential program)
- Associate Degree in Indigenous Education
- Bachelor of Education (Primary) (Indigenous Studies)
- Bachelor of Midwifery (Indigenous)
- Bachelor of Teaching/Bachelor of Arts (Indigenous Studies).

### Community involvement

In 2011, this included:

- The Parental and Community Engagement (PaCE) project, including information and networking workshops for parents and community members; and supporting community-school partnerships
- ACT Indigenous Writers' Group monthly meeting facilitation
- Social justice group with Mount St Michael's College
- Smoking ceremony for ACU international guests and Closing the Gap events by Wiradjuri Nation Elder Minmia
- Big Day Out (Victoria) and NAIDOC week celebrations to promote the Indigenous Higher Education Units
- Mentoring project with Nudgee Boys College.

### Scholarships

A number of undergraduate and postgraduate scholarships specifically for Indigenous students are available at ACU, including: Council for Catholic Parents of NSW Scholarship; Nano Nagle Scholarship; Pratt Foundation Bursary; St Vincent de Paul Society (Broken Bay) Indigenous Student Scholarship (from 2012); and St Vincent de Paul Society Dhara Darramoolen Indigenous Student Scholarship (ACT).

### INDIGENOUS GRADUATES IN 2011

In FT study	12.20%
Available for FT employment	73.17%
Seeking PT employment	0.00%
In PT employment, not available for FT employment	7.32%
Not available for employment or study	7.32%

#### Of those available for FT employment, percentage:

In FT employment	90.00%
Seeking FT employment, working PT	6.67%
Seeking FT employment, not working	3.33%

FT= full-time PT= part-time



Exercise Science student Emil Josef, who participated in the Study Abroad and Exchange program in 2011

## INTERNATIONAL PROGRAMS

ACU is committed to three areas of international engagement designed to enhance internationalisation of the curriculum, provide international opportunities for students and staff and develop positive relationships with the international community:

- international student recruitment and admission
- partnerships
- student mobility.

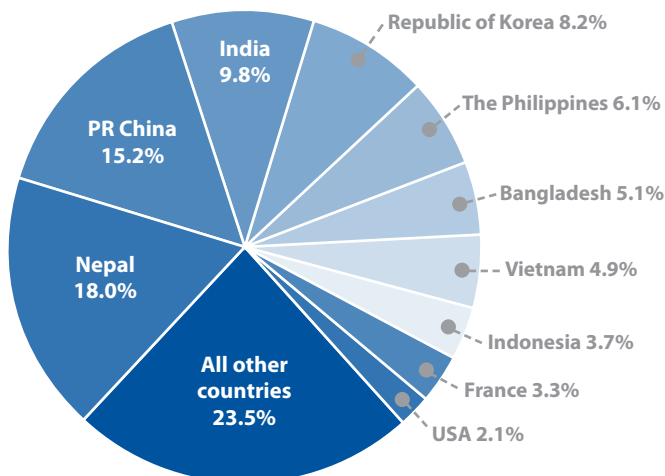
### International student recruitment and admission

The University has students from more than 85 countries, with courses in the Faculty of Health Sciences the most popular fields of study.

### Major source countries

The chart shows the top 10 nationalities currently represented in degree programs at the University. In 2011, Nepal was again the top of this group, but with a drop of 11 per cent from 2010. China and India were second and third, again with a proportional decline.

### TOP 10 SOURCE COUNTRIES – ONSHORE ENROLMENTS 2011



## ONSHORE AND OFFSHORE ENROLMENTS

	2008	2009	2010	2011
<b>Onshore students</b>				
Higher-degree research	14	14	19	23
Higher-degree coursework	420	421	373	375
Other postgraduate	76	80	86	77
Bachelor	1,841	2,072	2,292	2,261
Other undergraduate	499	478	398	373
Non-award	585	171	208	219
<b>Onshore students total</b>	<b>3,435</b>	<b>3,236</b>	<b>3,376</b>	<b>3,328</b>
<b>Offshore students</b>				
Higher-degree research	2	3	2	–
Higher-degree coursework	28	45	44	53
Other postgraduate	57	88	104	68
Bachelor	232	202	216	189
Other undergraduate	1	25	111	152
Non-award	20	53	40	76
<b>Offshore students total</b>	<b>340</b>	<b>416</b>	<b>517</b>	<b>538</b>
<b>Grand total</b>	<b>3,775</b>	<b>3,652</b>	<b>3,893</b>	<b>3,866</b>

## INTERNATIONAL EXCHANGES 2011

### Inbound students

Inbound overseas exchange students at ACU	89
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### Outbound students

ACU students studying overseas	73
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## Australian position

2011 was another challenging year for the international education sector in Australia. The continued strength of the Australian dollar combined with issues in international perceptions of Australia's brand as an education destination and increased competition from other countries such as the USA, Canada and the UK saw higher education enrolments grow by a marginal 0.8 per cent and commencements decline by 3.1 per cent<sup>1</sup> in the national context.

ACU continued to remain competitive overall in 2011 with a 0.7 per cent decline in enrolments and 15 per cent decline in commencements of new students due to enrolment caps being implemented in key programs. Positive growth has, however, come from a diverse number of markets with an enrolment growth of 52 per cent from Bangladesh, 50 per cent from Ireland, 34 per cent from Indonesia, 45 per cent from Brazil and 17 per cent from the USA. ACU continues to adapt to the challenging market conditions with increased investment in student recruitment marketing and partnership development to provide a sustainable international market presence.

2011 has been a year of action by the Australian Federal Government with the acceptance of recommendations made by the Hon Michael Knight AO, who was appointed in 2010 to conduct the first strategic review of the international student visa program – specifically to address issues of quality, integrity and competitiveness of the program. The outcome of the report will change the way in which international student visas are administered. ACU International will work through the impact of these recommendations in 2012.

This, and increased branding and support for international education by Austrade through the Future Unlimited campaign, will help support the international education sector increase its presence globally.

Implementation of the changes outlined in the review of International Education and Internationalisation has continued

through 2011 with the appointment of three Associate Directors to support the new position of Executive Director International, established in 2010. This will result in further developments in international strategy and operations into 2012.

## Partnerships

ACU has developed active partnerships with educational organisations in a diverse range of offshore locations to provide students with access to new higher education opportunities in their home countries, and support research collaboration, staff and student exchange, capacity-building and international community engagement. Offshore program partners include:

- Baucau Catholic Teachers' College (ICFP), East Timor
- Caritas Francis Hsu College, Hong Kong
- Catholic Institute of Theology, New Zealand
- De La Salle University Health Sciences Campus, Dasmarias Cavite, Philippines
- Institut Catholique de L'île Maurice, Mauritius
- Manila Doctors' College, Philippines
- Notre Dame Institute of Education, Pakistan
- Online courses for Karen refugees on the Thai/Burma border
- Shanghai Institute of Health Sciences, Shanghai Jiao Tong University, China
- Wellington Catholic Education Centre, New Zealand
- Yun Yang Medical University, China.

## Student mobility

- ACU has a growing international student mobility program, giving students the opportunity to undertake study, work placements and community engagement around the world.
- ACU students are able to spend a year, semester or short-term period of study overseas at one of more than 70 institutions with which the University

has a reciprocal student exchange program. Students may also work with less-privileged communities through the University's international community engagement program.

- Exchange partner universities are located in Europe, Asia and North and South America. To participate, a student must have completed at least one year of study at ACU with a good academic record and have their credit arrangements approved by their course coordinator.
- In 2011, ACU supported an increase of 120 per cent in the number of ACU students participating in the University's exchange program. There was also a significant increase in the number of ACU students who undertook other forms of international experience. New exchange agreements were formalised with a number of universities, including Georgetown University in Washington DC, the University of Verona in Italy and Pontificia Universidade Catolica do Parana in Brazil.

## Exchange partner institutions

### Canada

Nipissing University, Ontario  
St Thomas University, New Brunswick  
Wilfrid Laurier University, Ontario

### United States of America

Catholic University of America, Washington DC  
Fairfield University, Connecticut  
Georgetown University, Washington DC  
Georgia College, Georgia  
Nazareth College of Rochester, New York  
Notre Dame of Maryland University, Maryland  
Regis University, Colorado  
St John's University, New York  
St Norbert College, Wisconsin  
Santa Clara University, California  
State University of New York – Oswego, New York  
University of Massachusetts, Massachusetts  
University of North Carolina, North Carolina  
University of St Thomas, Minnesota  
West Virginia University, West Virginia

### Mexico

Universidad Anahuac del Sur  
Universidad de Monterrey  
Universidad Iberoamericana, Puebla  
Universidad Panamericana Guadalajara  
Universidad Marista de Mérida

### Brazil

Pontifical Catholic University of Parana





**Chile**

Universidad Santo Tomas

**UK**

University of Bradford  
 University of Cumbria  
 St Mary's University College  
 University of Wales Institute, Cardiff

**Ireland**

Mary Immaculate College, University of Limerick  
 Waterford Institute of Technology

**Italy**

University of Verona

**Finland**

Rovaniemi University of Applied Sciences

**Sweden**

Lund University College of Health Science  
 Malmo University  
 University of Gavle

**Germany**

University of Applied Sciences, Konstanz  
 University of Freiburg  
 University of Heidelberg  
 University of Mannheim  
 State of Hessen partnerships with the Brisbane Campus:  
 Fachhochschule Frankfurt am Main  
 Fachhochschule Giessen-Friedberg  
 Fachhochschule Wiesbaden  
 Hochschule Darmstadt  
 Hochschule Fulda  
 Johan Wolfgang Goethe Universitat Frankfurt am Main  
 Justus-Liebig-Universitat Giessen  
 Philipps-Universitat Marburg  
 Technische Universitat Darmstadt  
 University of Kassel

**The Netherlands**

The Hague University  
 VU Amsterdam

**France**

Blaise Pascal University  
 ESC Chambéry  
 ESDES (Ecole de Management a Lyon)  
 ESPEME School of Business (campuses in Lille and Nice)  
 INSEEC Business and Communication Schools, Paris  
 Pôle ESG  
 Université Catholique de Lille  
 Université Catholique de Lyon  
 Université Catholique de L'Ouest/ESSCA Ecole de Management

**Austria**

FH Kufstein-Tirol University of Applied Sciences  
 FH Wiener Neustadt

**Poland**

John Paul II Catholic University of Lublin

**Turkey**

Fatih University

**Spain**

Universidad Pontificia Comillas

**China**

Capital Medical University  
 Shanghai Institute of Health Sciences

**Japan**

Hijiyama University  
 Kagoshima Immaculate Heart University  
 Nagoya University of Foreign Studies  
 Sophia University  
 University of the Sacred Heart, Tokyo

**South Korea**

Catholic University of Daegu  
 Catholic University of Korea

**ACUCOM**

ACU offers vocational education, training and business courses to the community through ACUcom, based at the Melbourne Campus.

**Present responsibilities**

ACUcom is responsible for the operation of the University's Registered Training Organisation (RTO), onshore Vocational Education and Training (VET) courses and TAFE initiatives, and onshore corporate non-award training.

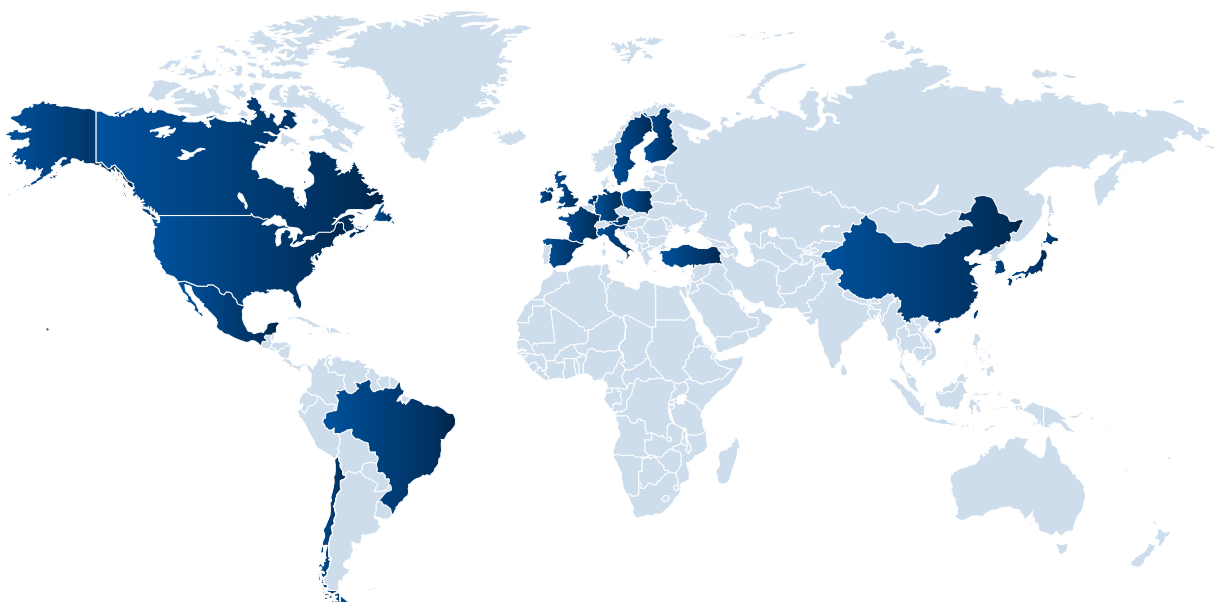
**2011 courses**

More than 400 students were enrolled in courses with ACUcom. Courses included:

- Certificate IV in Nursing
- Certificate III in Education Support
- Certificate in Exercise Science
- Certificate III in Fitness Instruction
- Certificate IV in Frontline Management.

The Frontline Management course was conducted for the middle managers of St Vincents & Mercy Private Hospital. This is the fourth year ACUcom has conducted this part-time course for the hospital.

There was an increase in ACUcom graduates proceeding to Bachelor's degree programs in higher education in 2012.





**seven**

**GRADUATES**





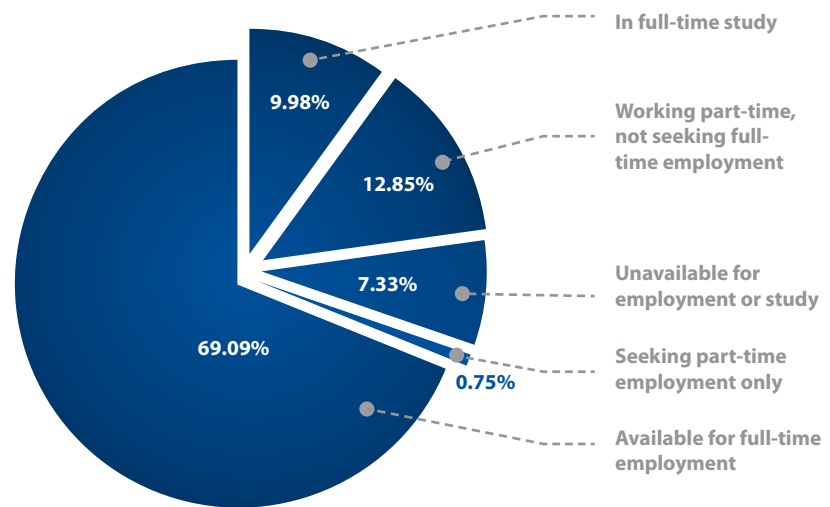
## GRADUATE STATISTICS

	2007	2008	2009	2010	2011
<b>Total graduates</b>	<b>3,881</b>	<b>3,936</b>	<b>3,925</b>	<b>4,194</b>	<b>4,304</b>
<b>Graduates by state or territory</b>					
NSW	1,613	1,595	1,444	1,619	1,600
Victoria	1,229	1,359	1,311	1,389	1,328
Queensland	845	676	582	605	653
ACT	194	176	180	162	148
Online	–	130	408	419	575
<b>Graduates by faculty</b>					
Arts and Sciences	1,159	1,122	976	489	512
Business				559	529
Education	1,701	1,548	1,615	1,525	1,739
Health Sciences	974	1,231	1,302	1,449	1,327
Research Services	47	35	32	41	37
Theology and Philosophy				120	159
ACUcom				11	1
<b>Graduates by course level</b>					
Higher-degree research	47	35	32	41	37
Higher-degree coursework	553	524	568	585	618
Other postgraduate	952	912	999	901	1,055
Bachelor	2,329	2,403	2,257	2,575	2,487
Other undergraduate		62	69	92	107
<b>Graduate satisfaction with their student experience</b>					
Good teaching	84%	84%	83%	83%	78%
Clear goals and standards	80%	80%	80%	76%	72%
Appropriate workload	74%	71%	71%	73%	58%
Appropriate assessment	79%	77%	76%	53%	62%
Generic skills	87%	86%	86%	86%	81%
Overall satisfaction	88%	86%	87%	86%	83%
<b>Graduate outcomes</b>					
Of those available for FT employment:					
In FT employment	86%	85%	83%	79%	77%
Seeking FT employment, working PT	11%	11%	13%	17%	18%
Seeking FT employment, not working	3%	4%	4%	5%	5%

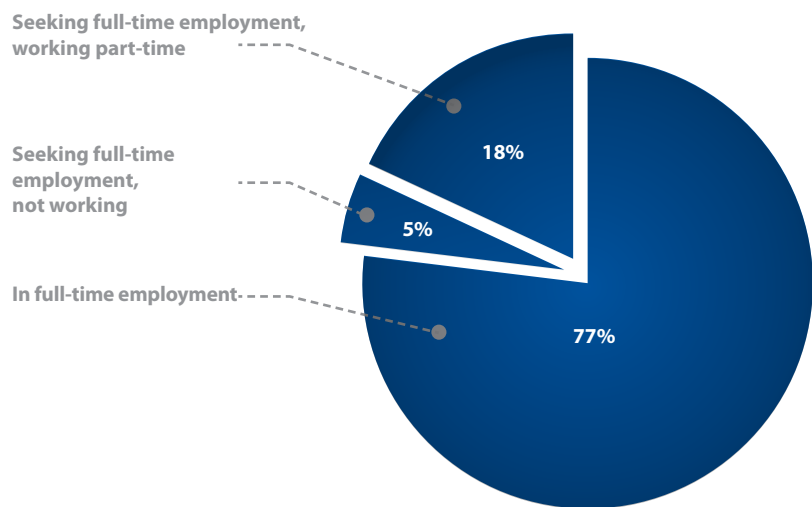
FT = full-time PT = part-time



### 2011 GRADUATE OUTCOMES



### 2011 GRADUATE OUTCOMES – THOSE AVAILABLE FOR FULL-TIME EMPLOYMENT





ACU Honorary Doctorate (2011) Professor Tim Flannery

## HONORARY DOCTORATES

The 2011 recipients of the University's highest honour, the award of Doctor of the University (*honoris causa*), were:

- Professor Tim Flannery in recognition of his contributions to environmental science, and his advocacy for peace
- Rev Prof James Haire AM KSJ in recognition of his service to the community, particularly through his contributions to interfaith dialogue
- Sr Anne Derwin RSJ in recognition of her contributions to education and leadership
- Alan Druery OAM in recognition of his contributions to education and to the establishment and governance of ACU
- Emeritus Professor Peter Sheehan AO in recognition of his contributions to tertiary education, particularly in his role as second Vice-Chancellor of ACU
- Geoffrey Torney AM in recognition of his community service, particularly to the Ballarat community and the Catholic Diocese of Ballarat
- Dr He Qi in recognition of his contributions to Chinese religious art
- Rev Emeritus Prof Francis Moloney SDB AM in recognition of his service to the Church through scholarship and publications in the field of biblical matters
- Fr Peter Steele SJ in recognition of his eminence and contributions as a Catholic scholar, priest and poet
- The late James 'Jim' Stynes OAM in recognition of his service to the community, particularly in the area of youth depression, homelessness and suicide.

## GRADUATES BEYOND CAMPUS

ACU, in partnership with three Jesuit universities from the US and a Canadian university, offers tertiary education courses in Thai refugee camps.

Twenty-seven students are enrolled at the ACU Study Centre near Mae Sot on the Thai/Burma border, and nine in Ranong in southern Thailand, in partnership with the Marist Fathers. The program is coordinated by Duncan MacLaren, winner of the ACU Vice-Chancellor's Award for Outstanding Community Engagement in 2010.

In 2011, students completed six of the eight units through online and face-to-face learning, and will graduate in August 2012.

Providing tertiary education to a group of people who have access only to primary and secondary education in refugee camps illustrates how the University fulfils its Mission to be 'guided by a fundamental concern for justice and equity and for the dignity of all human beings'.

Other overseas students also graduated from ACU partner programs in 2011 at Caritas Francis Hsu College in Hong Kong and from the Master of Educational Leadership in Mauritius.

## ALUMNI RELATIONS

The University's Alumni Office is a point of contact for the extensive ACU alumni network, enabling members to maintain relationships with their fellow graduates and the University.

With a global span of more than 70,000 graduates, the ACU alumni network includes political leaders, award-winning teachers, inspiring nurses and health professionals, renowned artists, and directors in the business and community sectors.

Notable ACU graduates include: Martin Dixon MP, Victorian Education Minister; Peter Maher, CEO, St Vincent de Paul Society Queensland, and 2011 Order of Australia recipient; Melina Marchetta, bestselling author (*Looking for Alibrandi*); and James Ajaka, CEO, Nudie juices.

The focus of the 2011 Alumni Strategy was to develop the foundation of the University's alumni program. The main goals were to build alumni awareness, reconnect with graduates and establish communication channels. Key achievements include:

- establishing the *ACU Alumni e-News Bulletin*, distributed bi-monthly to around 15,000 alumni
- cleaning and moving data to a new customer relationship management (CRM) system
- launching the University's alumni magazine – *ACU alum* – in September
- the overhaul of the alumni website and social media channels which has enabled two-way online communication between the University and alumni
- using incentive-based marketing campaigns throughout the year to encourage thousands of alumni to update their details with ACU.



# eight

## STAFF





## STAFF STATISTICS

	2007	2008	2009	2010	2011
<b>Total staff FTE</b>	<b>1,218.5</b>	<b>1,305.6</b>	<b>1,375.5</b>	<b>1,463.5</b>	<b>1,568.2</b>
<b>Total academic staff FTE</b>	<b>676.9</b>	<b>718.9</b>	<b>728.0</b>	<b>783.7</b>	<b>818.0</b>

### Academic staff FTE by level

Vice-Chancellor, Deputy Vice-Chancellors	4.0	4.0	3.0	4.0	4.0
Professor (Level E)	26.7	35.3	37.8	49.3	65.5
Associate Professor (Level D)	50.0	49.2	51.4	60.1	66.4
Senior Lecturer (Level C)	101.7	105.1	113.0	122.4	130.7
Lecturer (Level B)	269.9	287.8	281.3	306.7	317.0
Associate Lecturer (Level A)	224.6	237.6	241.5	241.1	234.4

### Staff FTE by state/territory

NSW	535.4	573.0	563.2	592.0	641.6
Victoria	396.3	418.4	463.9	499.0	523.8
Queensland	227.8	244.1	271.9	293.3	319.3
ACT	59.0	70.1	75.5	77.6	80.8

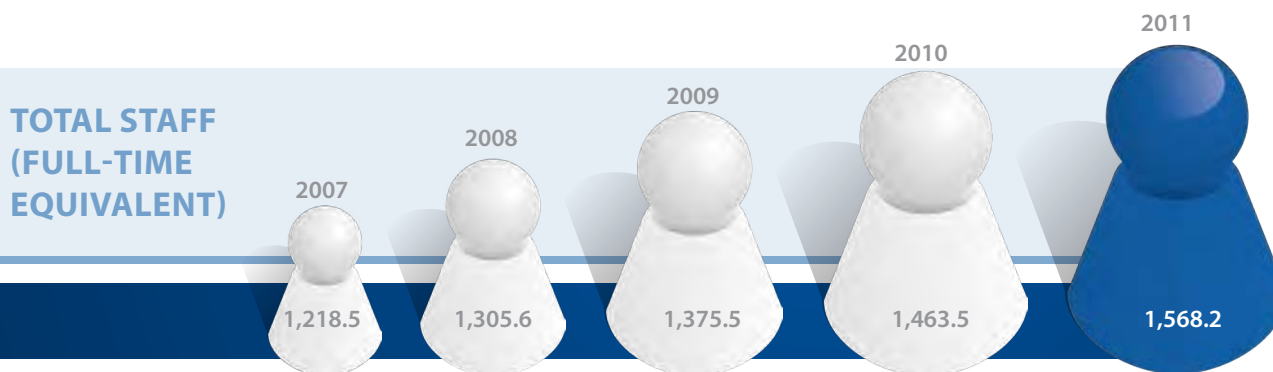
### Staff FTE by appointment term

Full-time	780.0	828.0	883.0	958.0	1,057.0
Full-time fractional	147.8	165.3	185.9	196.0	201.6
Casual	290.7	312.3	306.6	309.6	309.6

### Staff FTE by overall function

Teaching and research	386.6	402.1	416.2	452.5	467.2
Teaching only	257.9	277.2	269.4	269.3	269.3
Research only	13.3	20.9	20.3	36.3	57.5
Other function	560.7	605.5	669.6	705.4	774.2

FTE = full-time equivalent



## STAFF (FULL-TIME) EQUIVALENT BY ORGANISATIONAL UNIT

	Academic	General	Total
Vice-Chancellery	1.0	3.0	4.0
Deputy Vice-Chancellor (Academic)	8.6	7.0	15.6
Deputy Vice-Chancellor (Administration and Resources)		6.2	6.2
Deputy Vice-Chancellor (Research)	4.5	20.8	25.3
Deputy Vice-Chancellor (Students, Learning and Teaching)	8.1	13.1	21.3
Associate Vice-Chancellors		5.6	5.6
Campus Deans	0.5	3.0	3.5
Faculty of Arts and Sciences	178.9	39.6	218.4
Faculty of Business	65.9	13.9	79.8
Faculty of Education	189.7	54.3	244.0
Faculty of Health Sciences	283.2	65.7	348.8
Faculty of Theology and Philosophy	55.9	11.4	67.3
Indigenous Education	12.2	12.2	24.5
International Education	9.0	34.2	43.2
ACUcom		5.9	5.9
Other units	0.5	454.2	454.7
<b>Total</b>	<b>818.0</b>	<b>750.2</b>	<b>1,568.2</b>

## STAFF POLICIES

### Internal revision

The University has several consultation procedures for human resources management and related policies that have been adopted in accordance with the Australian Catholic University Staff Enterprise Agreement, 2010–2013. In addition to consultation through the Australian Catholic University Staff Consultative Committee (the ACUSCC), staff members are invited to provide feedback about the operation of any HR policy or procedure at any time through advice to the Director Human Resources.

### Enterprise bargaining

Enterprise bargaining negotiations concluded in 2010, with drafting for the proposed Enterprise Agreement finalised early in 2011. In February 2011, the University lodged its application with Fair Work Australia for approval

of the proposed agreement. After providing an undertaking on the operation of one sub-clause viewed to potentially be discriminatory, the Australian Catholic University Staff Enterprise Agreement, 2010–2013 was formally approved, and the new agreement took effect on 24 June 2011.

Approximately 45 HR and related policies and guidelines are now in the process of being revised and updated. The Australian Catholic University Staff Enterprise Agreement, 2010–2013 introduces an Academic Workload Framework with a supporting Workloads Advisory Committee (WAC). The WAC is responsible for the implementation of the Academic Workload Framework and provides advice on associated matters, including the new academic workloads system.

Since approval of the agreement, the ACUSCC has approved the following policies and procedures:

- Academic Workloads Model for 2012
- Change Management Policy
- Childcare Support for Women Academic Staff Policy
- Employment of Fixed-Term Staff Policy
- Employment of Sessional Academic Staff Policy
- Overtime for General Staff Policy
- Participation of Staff in Employment Related Committees Policy
- Position Classification for General Staff Policy (and related documents)
- Redeployment, Redundancy and Voluntary Retirement Policy.

The new enterprise agreement will continue to be implemented throughout 2012, including a major revision of the salary structures and the formation of a new ACUSCC. HR and related policies and procedures will be progressively updated and revised.





### Staff survey

In May 2011, the University conducted the second staff opinion survey. The University achieved a high participation rate of 85 per cent, the second-highest in the sector.

The survey results were generally higher than the results from three years earlier. A rollout of information sessions to staff commenced in July 2011, starting with the Executive Planning Group then campus and organisational units.

Action planning is underway with reporting due in 2012. The next staff opinion survey will be conducted in 2014.

### Professional learning

The Learning and Teaching Centre promotes excellence in learning and teaching through:

- The Graduate Certificate in Higher Education (GCHE)
- Seminars and workshops
- Learning and teaching projects, for example, Assessment and Feedback on Units
- Support for faculties in course review and development
- Support for Academic Board in policy development and review
- Leadership in eLearning and management of the LEO Learning Management System.

### SIGNIFICANT APPOINTMENTS IN 2011

- Diane Barker – University Solicitor
- Kathryn Blyth – Academic Registrar
- Professor Andrew Buck – Associate Dean (Strategic Development), Faculty of Arts and Social Sciences
- Professor Michelle Campbell – Dean, Faculty of Health Sciences
- Professor Sheryl Hemphill – Senior Proven Researcher, School of Psychology
- Professor Margot Hillel OAM – Chair of Academic Board
- Associate Professor Cathy Jenkins – Head, School of Arts and Sciences (Qld)
- Fides Lawton – Director, Libraries
- Dr Elaine Lindsay – Research Development Coordinator, Faculty of Arts and Sciences
- Professor Pauline Nugent – Deputy Vice-Chancellor (Academic)
- Dr Jim Nyland – Associate Vice-Chancellor (Brisbane)
- Tom Ristoski – Director, Centre of Professional and Executive Education
- Professor Barbara Rugendyke – Head, School of Arts and Sciences (Vic)
- Professor Carmel Seibold – Dean, Graduate Studies
- Professor Peter Wilson – Head, School of Psychology in the Faculty of Arts and Sciences.

### HONOURS TO STAFF IN 2011

These included:

- Lecturer Dr David Greene who was awarded the FE Johnson Memorial Fellowship in the NSW Sports Safety Awards in recognition of outstanding research contribution to injury prevention in sport
- Associate Professor Lindsay Farrell, Head of the School of Arts and Sciences (Qld), who was awarded a Smithsonian Scholar position at the American Art Museum and National Portrait Gallery in Washington DC
- Professor Sandy Middleton, Director of the Nursing Research Institute at ACU and St Vincents & Mater Health Sydney, who received \$2.25 million in funding as the Chief Investigator for her landmark study on stroke patient outcomes
- Professor Sue Kildea who was awarded \$456,760 for her study of whether sterile water injections can decrease caesarean section rates without increasing morbidity for the woman or her baby
- Professor Fran McInerney who was announced as the inaugural Chair in Aged Care – a joint initiative between Mercy Health and ACU
- Dr Catherine Bell who spent 2011 completing a prestigious studio residency in New York – awarded to her by the Australia Council for the Arts, the Australian Government's arts funding and advisory body.

### Business achievement awards

In November, ACU was announced a winner in the 2011 Equal Opportunity for Women in the Workplace Agency (EOWA) Business Achievement awards.

ACU won the Leading Organisation for the Advancement of Women (more than 800 employees) category.

Women constitute 68.4 per cent of ACU's workforce, and there is high female representation at all levels. In addition, a female Executive Dean leads each of ACU's five faculties.



The University has embedded practices that encourage women to reach their potential, including some of the most generous parental leave provisions in Australia. ACU was the first employer in the country to offer such an entitlement. Since the implementation of these maternity leave provisions, staff retention has been at 91 per cent.

“Supporting women in the workforce is something that the University takes very seriously, and something that is integral to our Mission,” said Vice-Chancellor Professor Greg Craven.

#### **Government awards**

##### **Medical research awarded**

A \$2,258,198 project grant has been awarded by the National Health and Medical Research Council to Professor Sandy Middleton and her team to investigate stroke patient outcomes in emergency departments.

Professor Middleton was named Chief Investigator for the collaborative project commencing in 2012.

The award is the seventh-highest of more than 700 grants announced, and will be administered by ACU.

##### **Australian Learning and Teaching Council (ALTC) citations**

The following staff members were honoured with citations for Outstanding Contributions to Student Learning in the ALTC awards (valued at \$10,000 each):

- Sandra Allen-Craig, for sustained commitment to excellence in the development and teaching of innovative curricula which utilise outdoor environments as a powerful medium for student learning
- Judith Fromyhr, for sustained commitment to making high-quality music education accessible to all tertiary students regardless of their background and music experience
- Rachael Jacobs, for the promotion of student learning in creative arts through innovative approaches to assessment, evaluation and feedback
- Dr Mellita Jones, for ongoing development and implementation of transformational learning experiences in primary science teacher education

# HONOURS TO STAFF IN 2011

- Dr Madeleine Laming, for sustained commitment to developing innovative and effective approaches to engaging first-year students in learning that has assisted their transition to university
- Dr Karen Maras, for an outstanding contribution to visual arts teacher education through development of curricula, resources and services that reflect a command of the field
- Associate Professor Joseph Zajda, for an innovative, influential and sustained contribution to teacher education through scholarship and publication
- Dr Joanna Zubrzycki, School of Social Work, Canberra was awarded an Innovation and Teaching Grant of \$220,000 for her project, *Indigenising Australian social work education*. The focus of the project is long-term change and capacity-building in social work education. The purpose is to make a substantial contribution to the process of Indigenising Australian social work education
- An ALTC grant of \$25,000 was awarded to Professor Nereda White and Dr Jack Frawley to develop a *Good Practice Report on Innovative Indigenous Learning and Teaching*.

## University's own awards to staff

### ACU's Teaching Development Grants

- Dr Vanessa Hughes, Lecturer, Applied Science, School of Arts & Sciences, North Sydney: *Using collaborative approaches to peer review to enhance quality, reflective teaching practices that meet the needs of students* \$13,945
  - Carolyn Harkness, Lecturer, Education, School of Education, Canberra: *Cross-campus collaboration through digital approaches* \$9,000
  - Dr Lisl Fenwick, Senior Lecturer, Rural Primary Literacy, School of Education, Ballarat: *Supporting the transference and application of deep knowledge within undergraduate programs* \$10,710
  - Professor Sally Borbasi, Associate Dean of Health Sciences (Learning & Teaching), Faculty of Health Sciences, Brisbane: *Internal moderation of assessment: developing and implementing a cross-campus quality control process* \$19,560
  - Alison Blair, Senior Lecturer, Faculty of Arts & Sciences, Brisbane: *If you can't beat them – join them: using the power of the second screen in lectures* \$8,560.
- "These diverse projects display significant quality of endeavour and innovation, and their proposed outcomes will contribute markedly to strengthening and enhancing teaching and learning across ACU," said Professor Anne Cummins, Deputy Vice-Chancellor (Students, Learning and Teaching).

### ACU citations by the Learning and Teaching Committee

- Dr Sarah Wright, economics, Faculty of Arts & Sciences, for developing teaching approaches and resources that engage students and enhance their learning by catering for their individual learning styles in economics
- Associate Professor Simon Ryan, literature, Faculty of Arts & Sciences, for the development of self-reflective exercises that improve student learning. Students find e-resources more meaningful when used within a reflective framework
- Dr Tim McKenry, visual and performance arts, Faculty of Arts & Sciences, for innovative and inspiring teaching that empowers student creativity in the area of music composition on the Melbourne Campus
- Dr Delyse Ryan, Faculty of Arts & Sciences, for creating positive and challenging experiences for first-year drama students that cater for diversity and inspire them as theatre performers
- Elizabeth Hayward, Senior Librarian (Disability Services), for assisting students with print disabilities to achieve their full academic potential through the provision of required texts and course readings in alternative formats.

### Outstanding Community Engagement Award to a staff member

Australian Catholic University's Staff Award for Outstanding Community Engagement was won by Susie Davies-Splitter for the Hearts in Harmony program. An ACU initiative, the program partners with Atherton Gardens, Independence Australia (a not-for-profit organisation that works with people with disabilities) and Abigroup Limited. Since 2010, Susie has worked tirelessly to develop and produce Hearts in Harmony community events and the Hearts in Harmony community choir. This award recognises her outstanding community engagement based on her love and sharing of music.

### Vice-Chancellor's Award for Outstanding Community Engagement

The Award went to the National Church Life Survey (NCLS), a research-based community engagement that has, since its inception in 1991, developed and enhanced connections between the Church and the community. The National Church Life Survey, the primary project of NCLS Research, is a survey instrument completed nationally by thousands of local churches across 23 denominations every five years. Australian churches and their communities use the NCLS research for capacity building that strengthens local church communities across the nation so they can more effectively engage and make a difference in their own, and the wider, community.

### Faculty of Arts and Sciences Awards

Three Faculty Excellence in Teaching Awards were made in 2011 to faculty staff: Dr Catherine Bell, Senior Lecturer, visual and performance arts (Melbourne); Dr Vanessa Hughes, lecturer, applied science (North Sydney); and Dr Noah Riseman, History Lecturer (Melbourne).



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RESEARCH

## AREAS OF RESEARCH

Australian Catholic University has created a specialised, growing and respected research environment focusing on four areas of central importance to the community:

- Theology and philosophy
- Health
- Education
- Common good and social justice.

The University has built research capacity to align with its unique identity and Mission. Elite researchers are concentrated into six University Priority Research Centres and emerging research strengths to create research synergy and optimise productivity.

### University Priority Research Centres

- Centre for Creative and Authentic Leadership
- Centre for Early Christian Studies
- Institute of Child Protection Studies
- Mathematics Teaching and Learning Research Centre
- National Centre for Clinical Outcomes Research
- Quality of Life and Social Justice Research Centre.

## RESEARCH STRATEGY

As part of ACU's commitment to increasing research productivity, quality and output, the overarching Research Support Strategy has been implemented to generate research activity at all academic levels. This holistic strategy includes:

- Recruiting a nucleus of Senior Proven Researchers in each faculty. In 2011, one book, one book chapter and 26 journal publications were published by the Senior Proven Research Teams
- Developing Research Support Teams. To date, 24 have been approved and have achieved: three books; 34 book chapters; 73 journal articles; and 10 conference publications
- Increasing targeted recruitment of emerging researchers
- Providing training to current staff to increase research understanding, skill and capacity. Since April 2011, Research Services has facilitated 12 workshops (three were open to HDR students)
- Upgrading Research Services to provide enhanced research support
- A review of, and changes to, the research capacity of the University Priority Research Centres
- Developing a Research Advisory Committee to advise on strategy, scholarship and process
- Funding for staff to complete PhD study – four recipients submitted their thesis in 2010
- Developing the Distinguished Visiting Research Fellowships Program
- Early career researcher support
- Scholarship programs for women
- Increased scholarships for PhDs – 29 scholarships awarded in 2011.

Other key programs included participation in the national Three Minute Thesis competition, development of the ACU Voice speaker series, and the ACU Competitive Research Symposium. ACU is now an emerging research strength (2010 data), and demonstrated a 30 per cent increase in publications and a 117 per cent increase in research outcomes in 2010 over 2009.

## RESEARCH STATISTICS

### Research income\*

Australian competitive grants	\$777,314
Other public sector funding	\$2,127,406
Industry and other funding	\$3,727,938
<b>Total</b>	<b>†\$6,632,658</b>

### Research output\*

Books	15
Book chapters	83
Refereed journal articles	213
Refereed conference papers	83
<b>Total</b>	<b>†† 394</b>

\*2010 figures. Research publication and income data for 2011 is being collected during the first quarter of 2012 for submission to the Department of Innovation, Industry, Science and Research.

† An increase in total income of 117% on the previous year.

†† An increase in total output of 31.3% on the previous year.

### Excellence in Research Australia

The quality of research at ACU has been recognised by the Federal Government's Excellence in Research for Australia (ERA) initiative, which ranks the research performance of Australian universities against a world standard.

ACU was world standard or above in the disciplines identified as areas of focus and commitment in its Mission statement.

It ranked above world standard and equal first in Australia in the Religion and Religious Studies category. Academic disciplines at or above world standard are:

- Medical and health sciences (level 1)
- Law and legal studies (level 1)
- Philosophy and religious studies (level 1)
- Nursing (level 2)
- Curriculum and pedagogy (level 2)
- Law (level 2)
- Religion and religious studies (level 2).



Professor Sandy Middleton, winner of the 2011 ACU Competitive Research Symposium

## RESEARCH EVENTS

### ACU Voice

The free quarterly ACU Voice public speaker series examines topical issues through a guest lecture and expert panel discussion. The series, launched in 2011, is designed to encourage public debate, with audience members invited to engage with the panel through a question and answer session. The topics are in line with the Mission and Vision of ACU, particularly ethical considerations of contentious issues.

### Competitive Research Symposium

ACU's inaugural Competitive Research Symposium allowed researchers to showcase their projects and outcomes. Each finalist was given five minutes and three PowerPoint slides to persuade the judges of the merit of their research.

Professor Sandy Middleton won the symposium for her presentation on her research into acute stroke care. Associate Professor Karen Page (heart disease and depression) and Professor Elizabeth Warren (teaching mathematics in Indigenous communities) were runners-up.

## RESEARCH SERVICES

### Research growth and ODVCR capacity

The success of programs to generate research activity and outcomes has increased the need for additional infrastructure to support researchers. New roles have been created, and new technology employed to meet this need, including Research Business Manager, Research Development Manager, Manager of Graduate Research and Executive Officer for Research Services.

### Communications Officer (Research)

Since early 2011, the position of Communications Officer (Research) has provided marketing and communications support to ensure ACU stakeholders are informed of research projects and outcomes.

## RESEARCH GRANTS AND FUNDING

### Australian Research Council Discovery grants

- Professor Sheryl Hemphill *Antisocial behaviour in young Australian adults: social and economic influences*. Collaborative project with Deakin University and University of Melbourne; entire project: \$671,575, ACU portion to be finalised
- Dr Noah Riseman *Defending Australia, defending Indigenous rights: Aboriginal and Torres Strait Islander military service and Australian identity, 1946-2003* \$120,000
- Associate Professor Peter G Rendell *Imagining and realising the future: limits and potentials in older adulthood* \$246,610
- Dr Uros Cvorovic *Turbo-folk and the development of nationalist cultures in the age of globalisation* \$45,500
- Professor Kristina Love *Grammar and praxis: investigating a grammatics for twenty-first century school English* \$173,362 via University of New England
- Dr Steven Matthews *Addiction, moral identity and moral agency: integrating theoretical and empirical approaches*. Collaborative project with Macquarie University; entire project: \$313,000, ACU will receive \$71,000
- Professor Doug Clarke *People educational policy: realising the new Australian English and mathematics curriculum* \$158,959 via Monash University
- Associate Professor Joseph Zajda *Globalising studies of the politics of history education: a comparative analysis of national curriculum implementation in Russia and Australia* \$36,290 via Monash University
- Professor Timothy Scrase *Contingent development in regional India: ethnographies of neoliberal globalisation in Gujarat and West Bengal* \$128,000.

### Australian Research Council Linkage grants

- Professor John Rodwell *Investigating the impact of work design on productive wellbeing in Mercy Health: the modernising third sector*. Collaborative project with Deakin University; \$101,756
- Dr John Rosenberg *Caring at end of life: understanding the nature and effect of informal community care networks for people dying at home*. Collaborative project with University of Western Sydney; \$151,043, ACU portion under negotiation
- Professor Anne Gardner, Professor Sandy Middleton *A prospective evaluation of the impact of the nurse practitioner role on emergency department service and outcome*. Collaborative project with Queensland University of Technology; entire project: \$507,178, ACU will receive \$192,224
- Professor Doug Clarke *Investigating the relationship between teacher expectations, student persistence and the learning of mathematics* \$79,274 via Monash University.

### Australian Research Council Future Fellowship

- Associate Professor Anandwardhan Hardikar *RNA-based analysis for prediction of islet death in diabetes* \$816,756.

### Other research awards

- **Aboriginal Health, Department of Health** Professor Linda Worrall-Carter *Strengthening cardiac care for Aboriginal and Torres Strait Islander people with acute coronary syndrome*; entire project: \$98,747, ACU will receive \$72,079
- **Academy of Social Sciences (Australia)** Dr Jonathon Sargeant *Exploring pre-adolescent perspectives in Australia and Sweden* \$7,500
- **Australian and New Zealand Student Services Association** Judy Wright *Student stories of resilience – a resource booklet* \$1,500

- **Australian Capital Territory**  
Professor Morag McArthur  
*Sponsorship of Institute of Child Protection Studies* \$513,750
- **Australian Football League**  
Associate Professor John Saunders  
*The impact of non-football engagement on AFL player outcomes* \$90,000
- **Australian Government AusAid Program – Australian Leadership Awards (ALA)** Dr Sue Webster  
*Delivering a leadership capacity-building program for mental health in nursing in Vanuatu* \$49,115
- **Beyondblue** Professor Linda-Worall-Carter, Professor David Thompson, Associate Professor Chantal Ski  
*Managing depression and anxiety risk in those with cardiovascular disease: a nurse-led intervention* \$120,760
- **Catholic Schools Office Diocese of Broken Bay** Associate Professor Michael Bezzina, Associate Professor Charles Burford  
*Review of the operations of Edmund Rice Education Australia from 2008–2010* \$102,500
- **Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs (sub-contract with the University of Melbourne Commercial Limited)**  
Professor Shurlee Swain  
*Find and Connect Database* \$2,891,336, ACU portion under negotiation
- **Department of Education, Employment and Workplace Relations** Professor Elizabeth Warren, Mrs Eva De Vries, Dr Janelle Young  
*Counting on you – a Parental and Community Engagement (PaCE) program* \$415,176
- **Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA)**  
Professor Morag McArthur, Kate Butler  
*Evaluation of the Supporting Children After Separation program* \$172,287
- **FaHCSIA** Professor Morag McArthur, Lorraine Thomson, Dr Justin Barker  
*The effects of changes to Family Tax Benefits A on young people and their parents* \$167,844
- **FaHCSIA** Professor Morag McArthur, PhD scholarship: *Exploring children's experience of separation and divorce* \$90,000
- **Douglas Institute of Medical Research – Canada** Professor Sue Kildea, Dr Helen Stapleton  
*QF2011: the effects of the Qld floods on pregnant women, their pregnancies and their children's early development* \$95,472
- **Edmund Rice Education Australia**  
Associate Professor Michael Bezzina, Professor Anne Cummins  
*Review of the operations of Edmund Rice Education Australia from 2008–2010* \$102,500
- **Foreign Affairs and International Trade – Canada** Dr Joanna Zubrzycki  
*Canadian Indigenous social work education: lessons for Australia* C\$5300
- **John Templeton Foundation (former Metanexus Institute Grant)** Professor Paul Oslington  
*The transdisciplinary vision of Bernard Lonergan: theology, economics, and finance* US\$20,000
- **Knox City Council** Associate Professor Joce Nuttall  
*Children's centre coordinator pedagogical mentoring and coaching program development project* \$11,780
- **Medtronic** Professor Linda-Worall-Carter, Dr John Rolley  
*2011 Postdoctoral fellowship – Delivering best practice nursing in the cardiac catheterisation laboratory setting* \$40,000
- **National Health and Medical Research Council (NHMRC) Partnership Project Grant**  
Professor Sandy Middleton  
*Diabetes case detection through emergency department admissions*. Collaborative project with University of Sydney; entire project: \$160,016, ACU: \$136,016
- **NHMRC Program Grant** Professor David Thompson  
*Integration of risk evaluation in cardiovascular disease management programs*; entire project: \$4,568,853; 2011 ACU portion: \$150,000 – more funds will be transferred to ACU in 2012 and 2013
- **NHMRC Project Grant** Professor Sandy Middleton  
*T3 trial: triage, treatment and transfer of patients with stroke in emergency departments* \$2,258,198
- **NHMRC Project Grant** Professor Sue Kildea  
*Impact on caesarean rates following injections of sterile water (ICARIS): a randomised controlled trial* \$456,760
- **NHMRC Project Grant** Professor David Thompson  
*The Central Australian heart protection study: a randomised trial of nurse-led, family-based secondary prevention of acute coronary syndromes*; entire project: \$1,830,401, ACU portion under negotiation
- **NHMRC Project Grant** Professor Sheryl Hemphill  
*Longitudinal study of modifiable influences for the development of harmful young adult alcohol use and related problems (2010–2014)*. Collaborative project with Deakin University; entire project: \$1,411,075, ACU portion under negotiation
- **NHMRC Training Fellowship**  
Dr Micheal Cole  
*How does the trunk influence intersegmental coordination during functional tasks in Parkinson's disease: a risk factor for falls* \$290,032
- **NHMRC via Sydney Uni** Professor Sue Kildea  
*M@NGO: a randomised control trial of caseload midwifery care* \$63,636
- **Nurses Board of Victoria Legacy Limited – Mona Menzies** Dr Jan Cameron  
*Postdoctoral Nursing Research Grant – Evaluation of an assessment tool to guide heart failure support* \$49,105



- **State of Victoria via Department of Business and Innovation** Professor Janet Hiller, Associate Professor Karen Page, Dr John Rolley, Verena Schadewaldt (student – State of Victoria Scholarship) *Close the gap: implementing nurse-led clinics for preventive health* \$60,000
- **St Vincent's Hospital – Research Endowment Fund** Dr John Rolley *Exploring Aboriginal patients' experience of acute cardiac care at St Vincent's* \$15,000
- **St Vincent's Hospital – Research Endowment Fund** Dr Jan Cameron *Development of a patient risk assessment tool for self-managing heart failure symptoms* \$15,000
- **The Smith Family** Dr Ann Gervasoni *Let's count – a project to support the early numeracy education of disadvantaged children* \$60,060
- **Victoria Bishops Committee** Dr Brendan Hyde *Learning stories and Godly play: tracking students' progress in early years' religious education* \$22,124
- **Victoria Bishops Committee** Professor Graham Rossiter *Retreats in Catholic schools* \$16,730
- **WorkSafe Victoria** Associate Professor Darcy McCormack *Apprentice/trainee bullying and harassment* \$36,324.



## VISITING RESEARCHERS

The University supports visits by internationally recognised scholars who, in 2011, included:

- Professor Mattias Kliegel, Director, Institute of Educational & Developmental Psychology/ Department of Psychology, The Dresden University of Technology, Germany
- Professor Peter Pecora, School of Social Work, University of Washington, Seattle, USA
- Professor Andrew Kakabadse and Professor Nada Korac-Kakabadse, Cranfield School of Management, UK and Northampton Business School, UK
- Professor Geert Kelchtermans, Centre for Educational Policy, Innovation and Teacher Education, University of Leuven, Belgium
- Professor Solveig Hagglund, Faculty of Arts and Education, Karlstad University, Sweden
- Dr Alexander Clark, Faculty of Nursing, University of Alberta, Canada
- Associate Professor Niels Ortenblad, Institute of Sports Science and Clinical Biomechanics, University of Southern Denmark.

## GRADUATE RESEARCH

Higher degree research enrolments have increased by 15 per cent compared to 2010. The increase was solely in doctoral candidates (100 new doctoral students). Part-time enrolments continue to exceed full-time enrolments, with 146 full-time and 240 part-time students enrolled in 2011.

### RESEARCH STUDENTS HEADCOUNT 2011

	Doctoral	Masters	Total
Arts and Sciences	124	24	148
Business	3	1	4
Education	148	29	177
Health Sciences	29	29	58
Theology and Philosophy	27	10	37
<b>Total</b>	<b>331</b>	<b>93</b>	<b>424</b>


### COMPLETIONS 2011

	Doctoral	Masters	Total
Arts and sciences	12	3	15
Education	14	1	15
Health sciences	2	2	4
Theology and philosophy	2	1	3
<b>Total</b>	<b>30</b>	<b>7</b>	<b>37</b>

### Three Minute Thesis

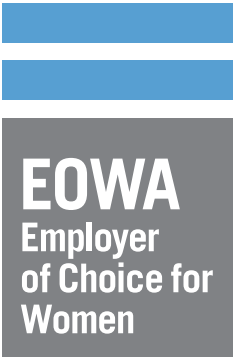
In 2011, ACU participated in the national higher degree research competition Three Minute Thesis (3MT), which develops academic presentation and research communication skills.

First place in the ACU heat went to Bianca Share, a PhD student from the Melbourne Campus, who then competed in the 3MT National Finals against institutions from Australia, New Zealand and the South Pacific. Her presentation was acknowledged with an honourable mention.



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**EXTERNAL  
RELATIONS**



## EOWA Employer of Choice for Women

### RELATIONS WITH GOVERNMENT

Key relations with government in 2011 included (but were not limited to):

- The Vice-Chancellor Professor Greg Craven is Vice-President of the Australian Higher Education Industrial Association (AHEIA) Executive Committee and Chair of the Universities Australia Standing Committee on the Tertiary Education Quality and Standards Agency (TEQSA). He was also a key negotiator in TEQSA's creation in mid-2011, which has the regulatory power to register or deregister an education provider.
- On 9 November, ACU was announced a winner in the 2011 Equal Opportunity for Women in the Workplace Agency (EOWA) Business Achievement awards: the University won the Leading Organisation for the Advancement of Women (more than 800 employees) category.
- ACU was successful in competitive application for HEPPP funds with three university consortia. These were the Widening Participation Group in Western Sydney; Victorian universities; and Queensland universities.
- Students and staff who received awards from the Government in 2011 included:
  - Dr David Greene from the School of Exercise Science at the Strathfield Campus, who was awarded the FE Johnson Memorial Fellowship in the NSW Sports Safety Awards. Valued at \$20,000, the prize is for outstanding research contribution to injury prevention in sport.

- Researchers Professor Sandy Middleton and Professor Sue Kildea, who were among the ACU academics who received substantial National Health and Medical Research Council (NHMRC) Project Grants in 2011. Professor Middleton, Director of the Nursing Research Institute at ACU and St Vincents & Mater Health Sydney, received \$2.25 million in funding as the Chief Investigator for her landmark study on stroke patient outcomes. The funding is the seventh-highest award of more than 700 grants announced. Professor Kildea was awarded \$456,760 for her study into whether sterile water injections can decrease caesarean section rates without increasing morbidity for the woman or her baby.
- Brendan Davey, a Primary Education student, was named City of Yarra Young Citizen of the Year, while commencing student Danielle Shaw was honoured with the Murrindindi Junior Citizen of the Year Award.
- NHMRC Project Grant: Professor David Thompson *The Central Australian heart protection study: a randomised trial of nurse-led, family based secondary prevention of acute coronary syndromes*; entire project: \$1,830,401, ACU portion under negotiation.
- NHMRC Project Grant: Professor Sheryl Hemphill *Longitudinal study of modifiable influences for the development of harmful young adult alcohol use and related-problems (2010–2014)*. Collaborative project with Deakin University; entire project: \$1,411,075, ACU portion under negotiation.

### RELATIONS WITH STAKEHOLDERS

#### With founding institutions

A number of founding institutions, particularly those that formerly trained teachers and nurses for Catholic schools and hospitals, are involved in the University's activities. Their representatives are invited to various functions such as book launches, concerts, art exhibitions, forums and special lectures.

#### With the wider Catholic Church

- ACU is a member of the International Federation of Catholic Universities (200 institutions worldwide).
- Since its inception, ACU has developed significant partnerships with the Catholic Church in Australia and overseas, as well as partnerships focusing on teaching, learning and research with Catholic education, healthcare and welfare agencies. These partnerships enable ACU staff and students to further develop their skills and experience in schools, hospitals and welfare and social justice groups. Information about these activities is detailed throughout this report.
- Every campus at ACU continues to offer opportunities for Catholic students to confirm and practise their faith. Students have access to various liturgical celebrations including the participation in masses, retreats and other activities. At the same time, students from other faiths and beliefs are offered the opportunity to participate in the various University forums on religion and general interfaith relations.



PM Julia Gillard hosted a forum on carbon tax on Strathfield Campus



- In 2011, ACU hosted and supported a number of events associated with the Catholic Church, including the launch of the Australian Catholic Bishops Conference Annual Social Justice Statement (Sydney); the Inaugural Bishop Joseph Grech Memorial Colloquium on Ethics and Migration; the National Catholic Stewardship Network Conference (Brisbane) and Stewardship Network Institutes (Rockhampton and Ballarat); Catholic Social Services Australia Annual Conference (Sydney); Catholic Social Services Victoria Annual Dinner (Melbourne); Australian Catholic Women's Association Annual Conference (Melbourne); The On Sacred Ground Conference (Sydney); Social Justice Youth Forums (Brisbane, Sydney and Melbourne); The Australian Catholics Young Journalist Award; and the Australian Catholic Council for Employment Relations Annual Conference.
- Three students from the Faculty of Arts and Sciences – Jacqueline Chan, Larissa Layanto and Phung Mai – designed the artwork and layout for the poster and Education Resource Kit for the Australian Catholic Migration and Refugee Office Annual Migrant Week program.
- Each campus regularly welcomes its local bishop or archbishop to say mass on campus; local bishops and archbishops conduct our graduation masses for all campuses.
- The Vice-Chancellor regularly hosts networking events for priests and others working in the Catholic Church to join with relevant ACU staff for a meal and a chance to exchange ideas.
- ACU sends a delegation to World Youth Day. In 2011, more than 90 students and staff made the pilgrimage 'in the steps of John Paul II' to Madrid. Other events are also attended by ACU delegates, such as Mary MacKillop's canonisation in Rome in 2010.
- ACU is developing a national Catholic Art and Literature prize which will be open to the public. It is due to be launched in 2012.

Photo: Phil Blatch/Inner West Courier



ACU's *Insight* magazine was launched in May 2011

### With alumni

Details of the University's Alumni program are on page 43.

### With benefactors

Information on the Australian Catholic University Foundation and donors can be found on pages 21-24.

### With prospective students

Each ACU campus offers University Experience events, such as 'Be an Environmental Scientist for a Day', as well as open days/nights, HSC enrichment days and information sessions.

An easy-to-use website and dedicated phone number are advertised widely.

Marketing and External Relations staff, with current students acting as student ambassadors, visited many schools and major educational expos along the east coast in 2011. See the below tables for more details.

## PUBLIC RELATIONS

Marketing and External Relations (MER) is the University department in charge of publications, media, communications, marketing, social media, student recruitment, alumni relations, fundraising and development.

MER's Director, David Craig, is involved in strategic thinking and planning within the University, and staff on each of the six campuses have regular meetings to ensure a coordinated approach.

Marketing materials published in 2011 include:

- Course guide and promotional materials for undergraduate and postgraduate students
- Promotional materials for various initiatives, including orientation week, scholarships, Early Achievers' and pathways programs
- A monthly e-newsletter, *ACU Update*; quarterly magazine, *Insight*; and bi-annual alumni magazine, *ACU alum*
- Regular media releases
- Annual reports.

### Community engagement

This report includes many references to ACU's community engagement programs, particularly in chapters 3, 6, 8 and 10. It provides a strong demonstration of the University's Mission and identity during 2011.

### Cultural contacts

During 2011, staff right across ACU worked to strengthen links with schools, community groups and the Church.

The University's art galleries work with a range of Indigenous, rural, local and overseas artists, current Art and Design students and school students. Exhibitions in 2011 included the annual Clancy Prize; an exhibition in April reflecting on the meaning of Easter; and photography for the Pixel Prize.

Choirs in Brisbane and Melbourne performed with community and cathedral choirs and in Royal School of Church Music services. The Brisbane Campus choir hosted community performers through its Variety of Voices concert held in the campus's Holy Spirit Chapel. Melbourne, meanwhile, held a successful Performing Arts production in September, *Into the Woods*.

### SCHOOLS VISITED BY RECRUITMENT TEAM

	2009	2010	2011
QLD	151	146	150
NSW	121	118	120
ACT	51	50	49
VIC	163	163	187
<b>Total</b>	<b>486</b>	<b>477</b>	<b>506</b>

### ACU'S PARTICIPATION AT MAJOR CAREERS EXPOS

	2009	2010	2011
QLD	18	17	16
NSW	43	25	27
ACT	10	9	7
VIC	19	24	18
<b>Total</b>	<b>90</b>	<b>75</b>	<b>68</b>

The background of the cover is a photograph of an ornate metal railing on a balcony. The railing has intricate scrollwork and circular patterns. The sun is shining from the upper left, creating long, dark shadows of the railing onto the light-colored concrete floor. The overall tone is warm and golden.

**ACU**

**FINANCIAL  
REPORTS 2011**

## DIRECTORS' REPORT CONTINUED

The senior executive of Australian Catholic University Limited at the date of this report are:

### Vice-Chancellor

**Professor GJ Craven**

BA (Melb) LLB (Hons) (Melb) LLM (Melb)  
Appointed 1 February 2008

### Deputy Vice-Chancellor Academic

**Professor P Nugent**

BAppSc (Lincoln Institute of Health Sciences) MEd (Monash)  
Appointed 14 February 2011

### Deputy Vice-Chancellor Research

**Professor T Martin**

BVSc (Univ of Sydney), DipVetPath (Univ of Sydney) MBA (Univ of Sydney) PhD (Univ of Sydney) DipACLAM  
Appointed 5 October 2009

### Deputy Vice-Chancellor Students, Learning and Teaching

**Professor A Cummins**

BEd (Canberra CAE) MA (MQ) MEdL (ACU) GradDipEdStudies (RE) (CCA)  
Appointed 1 July 2009

### Deputy Vice-Chancellor Administration and Resources and Company Secretary (10 yrs)

**Mr JM Cameron**

MCom (Hons) (UNSW) CPA AIMM  
Appointed 1 January 2009

### Executive Dean Faculty of Arts and Sciences

**Professor G Crossley**

BSc (Hons) PhD (Melb) DipEd (SydCAE)  
Appointed 1 January 2005

### Executive Dean Faculty of Business

**Professor E More**

BA(Hons) (UNSW) GradDipMgt (CQU) MCommLaw (Deakin) PhD (UNSW)  
Appointed 29 March 2010

### Executive Dean Faculty of Education

**Professor M Emmitt**

BA DipEd BEd MEd (Monash) FACE  
Appointed 19 January 2004

### Executive Dean Faculty of Health Sciences

**Professor MT Campbell**

DNurs (LaTrobe) MNursStud (LaTrobe) BAppSc (Advanced Nursing) (Lincoln Institute of Health Sciences)  
Appointed 13 June 2011

### Executive Dean Faculty of Theology and Philosophy

**Professor A Hunt OAM**

B Sc (Melb) DipEd (MelbStateColl) BEd (Monash) BTheol (MCD) MSc (Ed) (Fordham) MA Theol (Catholic Theological Union Chicago) DTheol (MCD)  
Appointed 1 July 2009

## DIRECTORS' MEETINGS

The number of directors' meetings (including meetings of committees of directors) and the number of meetings attended by each of the directors of the Company during the financial year are:

	Senate Meetings		Standing and Finance Committee Meetings		Honorary Awards Committee Meetings		Audit Committee Meetings	
	A	B	A	B	A	B	A	B
Associate Professor M Bezzina	2	4	-	-	-	-	-	-
Mr JJ Carroll	6	6	7	7	-	-	3	3
General P Cosgrove	6	6	-	-	0	1	-	-
Professor GJ Craven	5	6	7	7	1	1	-	-
Mr SN Elder	4	6	6	7	-	-	1	3
Mr EW Exell	6	6	7	7	-	-	-	-
Most Reverend Bishop J Foley	4	6	-	-	-	-	-	-
Ms J Frawley	2	2	-	-	-	-	-	-
Professor P Goldberg	2	2	2	2	-	-	-	-
Ms M Hegerty	4	4	-	-	-	-	-	-
Professor ML Hillel	3	6	-	-	1	1	-	-
Associate Professor JS McLaren	6	6	4	4	-	-	-	-
Mr D Montesin	5	6	-	-	-	-	-	-
Ms MT Najdecki	3	6	6	7	-	-	3	3
Mr DB O'Connor	5	6	4	7	1	1	2	3
Br AP Robinson	1	2	-	-	-	-	-	-
Ms BMT Steele	5	6	-	-	1	1	-	-
Ms MM Vider	5	6	5	7	-	-	-	-
Dr DJ White	3	3	-	-	-	-	-	-

**A** Number of meetings attended **B** Reflects the number of meetings held during the time the director held office throughout the year

## DIRECTORS' REPORT CONTINUED

The senior executive of Australian Catholic University Limited at the date of this report are:

### Vice-Chancellor

**Professor GJ Craven**

BA (Melb) LLB (Hons) (Melb) LLM (Melb)  
Appointed 1 February 2008

### Deputy Vice-Chancellor Academic

**Professor P Nugent**

BAppSc (Lincoln Institute of Health Sciences) MEd (Monash)  
Appointed 14 February 2011

### Deputy Vice-Chancellor Research

**Professor T Martin**

BVSc DipVetPath MBA PhD (Syd)  
DipACLAM (UnivSA)  
Appointed 5 October 2009

### Deputy Vice-Chancellor Students, Learning and Teaching

**Professor A Cummins**

BEd (Canberra CAE) MA (MQ) MEdL  
(ACU) GradDipEdStudies (RE) (CCA)  
Appointed 1 July 2009

### Deputy Vice-Chancellor Administration and Resources and Company Secretary (10 yrs)

**Mr JM Cameron**

MCom (Hons) (UNSW) CPA AIMM  
Appointed 1 January 2009

### Executive Dean Faculty of Arts and Sciences

**Professor G Crossley**

BSc (Hons) PhD (Melb) DipEd (SydCAE)  
Appointed 1 January 2005

### Executive Dean Faculty of Business

**Professor E More**

BA(Hons) (UNSW) GradDipMgt (CQU)  
MCommLaw (Deakin) PhD (UNSW)  
Appointed 29 March 2010

### Executive Dean Faculty of Education

**Professor M Emmitt**

BA DipEd BEd MEd (Monash) FACE  
Appointed 19 January 2004

### Executive Dean Faculty of Health Sciences

**Professor MT Campbell**

DNurs (LaTrobe) MNursStud (LaTrobe) BAppSc  
(Advanced Nursing) (Lincoln Institute of Health Sciences)  
Appointed 13 June 2011

### Executive Dean Faculty of Theology and Philosophy

**Professor A Hunt OAM**

B Sc (Melb) DipEd (MelbStateColl) BEd (Monash)  
BTheol (MCD) MSc (Ed) (Fordham) MA Theol  
(Catholic Theological Union Chicago) DTheol (MCD)  
Appointed 1 July 2009

## DIRECTORS' MEETINGS

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	Senate Meetings		Standing and Finance Committee Meetings		Honorary Awards Committee Meetings		Audit Committee Meetings	
	A	B	A	B	A	B	A	B
Associate Professor M Bezzina	2	4	-	-	-	-	-	-
Mr JJ Carroll	6	6	7	7	-	-	3	3
General P Cosgrove	6	6	-	-	0	1	-	-
Professor GJ Craven	5	6	7	7	1	1	-	-
Mr SN Elder	4	6	6	7	-	-	1	3
Mr EW Exell	6	6	7	7	-	-	-	-
Most Reverend Bishop J Foley	4	6	-	-	-	-	-	-
Ms J Frawley	2	2	-	-	-	-	-	-
Professor P Goldberg	2	2	2	2	-	-	-	-
Ms M Hegerty	4	4	-	-	-	-	-	-
Professor ML Hillel	3	6	-	-	1	1	-	-
Associate Professor JS McLaren	6	6	4	4	-	-	-	-
Mr D Montesin	5	6	-	-	-	-	-	-
Ms MT Najdecki	3	6	6	7	-	-	3	3
Mr DB O'Connor	5	6	4	7	1	1	2	3
Br AP Robinson	1	2	-	-	-	-	-	-
Ms BMT Steele	5	6	-	-	1	1	-	-
Ms MM Vider	5	6	5	7	-	-	-	-
Dr DJ White	3	3	-	-	-	-	-	-

**A** Number of meetings attended **B** Reflects the number of meetings held during the time the director held office throughout the year



## Principal activities

The principal activities of Australian Catholic University during the course of the financial year were those of a university operating at both an undergraduate and postgraduate level on six campuses across the states of Queensland, New South Wales, Victoria and the Australian Capital Territory. The University also undertook formal entrepreneurial activities through the conduct of special non-award and fee-paying courses including offshore program in Hong Kong. The University has links in a number of other countries including the United States, Indonesia, Pakistan and East Timor.

## Review and result of operations

There was a positive result for the year ended 31 December 2011 of \$11.09m (2010: \$22.15m). Significant increases in revenue include Commonwealth Government Grants of \$17.95m, largely comprising Commonwealth Grants Scheme, \$15.12m and Student HECS HELP \$4.96m. The increase in Student HECS reflects the University's decision to grow Government-funded student enrolments following the Federal Government's decision to lift the cap on the number of student places for which public funding is provided. (For 2011, the University received the student contribution for all enrolled students but the Government contribution was limited to over enrolment of up to 10% above agreed funded student load. Full funding for all places applies from 2012.)

Other Operating Revenue excluding Finance Income increased by \$7.37m including an increase in Fees and Charges of \$3.86m. There was a decrease in Other Capital Funding of \$3.26m as a result of a reduction in Grant revenue bought to account in relation to the Better University's Renewal Fund and Teaching and Learning Capital Scheme.

Expenditure on cash-related salaries increased by \$24.19m (17.9%). Non-salary cash expenses increased by \$10.14m (17.4%).

The Supplementary Income Statement provided on page 103 separately identifies revenue and expenditure for both operating activities and capital activities. The overall positive result of \$11.09m comprised operating activities of \$1.97m and capital activities of \$9.12m.

There was a decrease in investment earnings for the year of \$0.98m from \$5.26m in 2010 to \$4.28m in 2011 largely due to a reduction in cash reserves utilised to purchase the Tenison Woods House (formerly NCR building) in Sydney and construction costs to date on the National Centre for Health and Wellbeing (NCHW) building in Melbourne. Investments at balance date were held in bank deposits.

The significant cash outlays on capital works also impacted on working capital with a deficit of \$25.32m, following a surplus of \$42.93m in 2010.

## Significant changes in the state of affairs

A capital expansion program is in place to accommodate current and planned growth in student and staff numbers over the coming years. The program includes the recent \$57.3m purchase of Tenison Woods House in North Sydney and \$70m construction of the NCHW building in Melbourne, planned for completion in mid-2012. A major expansion of the Strathfield Campus is also planned to get underway during 2012 while capital expansion requirements of the remaining campuses, including Brisbane, are in the planning stage.

The expansion of University facilities will be partly funded by external loan finance. A loan facility of \$70m with NAB has been approved by Senate and is expected to be utilised in the first half of 2012. The loan facility is for a five-year period and consists of two tranches. An amount of \$70m is available for the first three years which reduces to \$30m for the remaining two years. The facility is a revolving credit type facility that allows funds to be drawn and repaid as required.

## FINANCIAL HIGHLIGHTS

	2011 (\$'000)	2010 (\$'000)
Commonwealth Government Grants	182,506	163,493
Deferred Superannuation Contribution	2,172	3,234
Other Operating Revenue	68,616	61,245
Finance Income	4,281	5,255
Salary Cash Expenses	(159,264)	(135,071)
Non-Salary Cash Expenses	(68,327)	(58,192)
Non-Cash Expenses (Depreciation, Amortisation and Provisions)	(18,895)	(17,814)
Net Operating Profit	11,089	22,150
Working Capital Surplus/Shortfall	(25,319)	42,925

## DIRECTORS' REPORT CONTINUED

### Environmental regulation

The Company's operations are not subject to any significant environmental regulations under either Commonwealth or State legislation. However, the directors believe that the Company has adequate systems in place for the management of its environmental requirements and is not aware of any breach of these environmental requirements.

### Matters subsequent to the end of the financial year

The University has settled on the purchase of two properties subsequent to the end of the financial year. The first property, at 8-10 Berry Street, North Sydney, NSW, was purchased for \$6.15m and the second property, at 32 Brunswick Street, Fitzroy, Victoria, was purchased for \$3.2m.

There are no other items, transactions or events of a material or unusual nature that have arisen in the interval between the end of the financial year and the date of this report which are likely, in the opinion of the directors, to affect significantly the operations of the Company, the results of these operations or the state of the Company in subsequent financial years.

### Directors' interests and benefits

Directors' interests and benefits are set out in notes 19 and 20.

### Indemnification of directors and officers

During the year the Company renewed an agreement with its insurers to provide indemnification for all the directors and officers of the Company (as listed in this report), against all liabilities to another person (other than the Company) that may arise from their position as directors or officers.

### Directors' and officers' liability cover

During the year, the Company paid insurance premiums of \$57,680 (2010: \$53,122) in respect of directors' and officers' liability insurance contracts for directors and officers of the Company. The insurance provides cover against claims made by reason of any wrongful act committed or alleged to have been committed by a director or officer of the Company during the year. The Company has not entered into an agreement indemnifying the current auditors, KPMG, against any claims by third parties.

### Proceedings on behalf of the Company

There are no proceedings being pursued on behalf of the Company.

### Lead auditor's independence declaration

The lead auditor's independence declaration is set out on page 65 and forms part of the directors' report for the financial year ended 31 December 2011.

### Non-audit services

Amounts paid to the Company's auditors for non-audit services are outlined in Note 5 on page 81.

### Rounding off

The Company is of a kind referred to in ASIC Class Order 98/100 dated 10 July 1998 and, in accordance with that class order, amounts in the financial report and directors' report have been rounded off to the nearest thousand dollars, unless otherwise stated.

Signed in accordance with a resolution of the directors:



**Professor G Craven**  
Director  
29 March 2012  
Sydney



**General P Cosgrove**  
Director  
29 March 2012  
Sydney

# LEAD AUDITOR'S INDEPENDENCE DECLARATION

## Lead auditor's independence declaration under *Section 307C* of the *Corporations Act 2001*

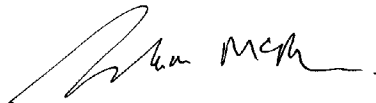
To: the directors of Australian Catholic  
University Limited

I declare that, to the best of my  
knowledge and belief, in relation to  
the audit for the financial year ended  
31 December 2011, there have been:

- (i) no contraventions of the auditor  
independence requirements, as set  
out in the *Corporations Act 2001* in  
relation to the audit; and
- (ii) no contraventions of any applicable  
code of professional conduct in  
relation to the audit.

## KPMG

KPMG  
Sydney



**Julian McPherson**  
Partner  
Sydney  
29 March 2012

## AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2011

	Notes	2011 \$'000	2010 \$'000
<b>Revenue from Continuing Operations</b>			
Commonwealth Government Financial Assistance Excluding HECS-HELP	2.1	108,291	95,029
Higher Education Contribution Scheme (HECS-HELP)			
Student Contributions	24.2	9,189	8,217
Commonwealth Payments	2.1	60,848	56,858
FEE-HELP	2.1	4,178	3,389
State and Local Government Financial Assistance	2.2	24	24
Fees and Charges	2.3	46,291	42,429
Superannuation – Deferred Government Contributions		2,172	3,234
Consultancy and Contract Research	2.5	5,057	4,549
Other Revenue	2.6	17,244	14,243
<b>Total Revenue from Continuing Operations</b>		<b>253,294</b>	<b>227,972</b>
<b>Expenses from Continuing Operations</b>			
Employee Benefits	3.1	166,921	142,795
Depreciation and Amortisation	3.2	11,238	10,090
Buildings and Grounds Maintenance	3.3	5,661	4,700
Other	3.4	62,314	53,386
<b>Total Expenses from Continuing Operations</b>		<b>246,134</b>	<b>210,971</b>
<b>Operating Result from Continuing Operations</b>		<b>7,160</b>	<b>17,001</b>
<b>Finance Income and Expense</b>			
Finance Income	2.4	4,281	5,255
Finance Expense	4	(352)	(106)
<b>Total Finance Income and Expense</b>		<b>3,929</b>	<b>5,149</b>
<b>Operating Result Before Income Tax</b>		<b>11,089</b>	<b>22,150</b>
Income Tax	1(c)	–	–
<b>Operating Result for the Period</b>	<b>17</b>	<b>11,089</b>	<b>22,150</b>

The income statement is to be read in conjunction with the notes to, and forming part of, the financial statements set out on pages 71-97.

**STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2011**

	Notes	2011 \$'000	2010 \$'000
<b>Operating Result for the Period</b>		<b>11,089</b>	<b>22,150</b>
<b>Other Comprehensive Income</b>			
Gain/(loss) on revaluation of land and buildings		–	7,379
Gain/(loss) on value of available for sale financial assets	16	(49)	(40)
<b>Other Comprehensive Income for the Period</b>		<b>(49)</b>	<b>7,339</b>
<b>Total Comprehensive Income</b>		<b>11,040</b>	<b>29,489</b>
<b>Attributable to:</b>			
Members		11,040	29,489
		<b>11,040</b>	<b>29,489</b>

The statement of comprehensive income is to be read in conjunction with the notes to, and forming part of, the financial statements set out on pages 71 to 99.

# three

## AUDITED FINANCIAL STATEMENTS CONTINUED

### BALANCE SHEET AS AT 31 DECEMBER 2011

	Notes	2011 \$'000	2010 \$'000
<b>Current Assets</b>			
Cash and Cash Equivalents	6	11,188	–
Trade and Other Receivables	7	4,832	6,051
Other Financial Assets	8	1,589	74,959
Other Assets	10	4,880	4,366
<b>Total Current Assets</b>		<b>22,489</b>	<b>85,376</b>
<b>Non-Current Assets</b>			
Other Investments	9	1,162	1,211
Property, Plant and Equipment	11	222,861	141,274
Intangible Assets	12	46,094	46,910
Other Assets	10	26,262	24,067
<b>Total Non-Current Assets</b>		<b>296,379</b>	<b>213,462</b>
<b>Total Assets</b>		<b>318,868</b>	<b>298,838</b>
<b>Current Liabilities</b>			
Trade and Other Payables	13	6,327	4,881
Employee Benefits	14	21,811	19,489
Other	15	19,670	18,081
<b>Total Current Liabilities</b>		<b>47,808</b>	<b>42,451</b>
<b>Non-Current Liabilities</b>			
Employee Benefits	14	26,237	23,066
Other	15	5,313	4,851
<b>Total Non-Current Liabilities</b>		<b>31,550</b>	<b>27,917</b>
<b>Total Liabilities</b>		<b>79,358</b>	<b>70,368</b>
<b>Net Assets</b>		<b>239,510</b>	<b>228,470</b>
<b>Equity</b>			
Reserves	16	239,510	228,470
Retained Earnings	17	–	–
<b>Total Equity</b>		<b>239,510</b>	<b>228,470</b>

The balance sheet is to be read in conjunction with the notes to, and forming part of, the financial statements set out on pages 71 to 99.

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2011**

	Notes	General Reserve \$'000	Asset Revaluation Reserve \$'000	Available for Sale Financial Assets Revaluation Reserve \$'000	Contribution from Members \$'000	Total Equity \$'000
<b>2011</b>						
<b>Balance at 1 January 2011</b>		<b>156,214</b>	<b>14,816</b>	<b>482</b>	<b>56,958</b>	<b>228,470</b>
<b>Comprehensive Income for the Period</b>						
Profit or Loss	17	11,089	–	–	–	11,089
Total Other Comprehensive Income for the Period		–	–	(49)	–	(49)
<b>Total Comprehensive Income for the Period</b>		<b>11,089</b>	<b>–</b>	<b>(49)</b>	<b>–</b>	<b>11,040</b>
Contribution from Members	16	–	–	–	–	–
<b>Balance at 31 December 2011</b>		<b>167,303</b>	<b>14,816</b>	<b>433</b>	<b>56,958</b>	<b>239,570</b>
<b>2010</b>						
<b>Balance at 1 January 2010</b>		<b>134,064</b>	<b>7,437</b>	<b>522</b>	<b>56,958</b>	<b>198,981</b>
<b>Comprehensive Income for the Period</b>						
Profit or Loss	17	22,150	–	–	–	22,150
Total Other Comprehensive Income for the Period		–	7,379	(40)	–	7,339
Total Comprehensive Income for the Period		22,150	7,379	(40)	–	29,489
Contribution from Members	16	–	–	–	–	–
<b>Balance at 31 December 2010</b>		<b>156,214</b>	<b>14,816</b>	<b>482</b>	<b>56,958</b>	<b>228,470</b>

The statement of changes in equity is to be read in conjunction with the notes to, and forming part of, the financial statements set out on pages 71 to 99.

# three

## AUDITED FINANCIAL STATEMENTS CONTINUED

### STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2011

	Notes	2011 \$'000	2010 \$'000
<b>Cash Flows from Operating Activities</b>			
Grant Revenue			
Commonwealth Government		115,928	104,578
Higher Education Contribution Scheme			
Student Payments		9,189	8,217
Commonwealth Payments		61,406	55,355
Other Inflows		72,016	63,036
Cash Receipts in the Course of Operations		258,539	231,186
Cash Payments in the Course of Operations		(232,545)	(206,169)
Interest Received		4,113	2,921
<b>Net Cash from Operating Activities</b>	<b>23(ii)</b>	<b>30,107</b>	<b>27,938</b>
<b>Cash Flows from Investing Activities</b>			
Payments for Property, Plant and Equipment		(92,029)	(20,852)
Proceeds from Sale of Non-Current Assets		16	23
Proceeds from/Payments for Investments		73,371	(7,640)
<b>Net Cash Used in Investing Activities</b>		<b>(18,642)</b>	<b>(28,469)</b>
<b>Cash Flows from Financing Activities</b>			
Repayment of Loans and Borrowings		(100)	(100)
<b>Net Cash (Used in)/Provided by Financing Activities</b>		<b>(100)</b>	<b>(100)</b>
<b>Net (Decrease)/Increase in Cash Held</b>		<b>11,365</b>	<b>(631)</b>
<b>Cash and Cash Equivalents at the Beginning of the Financial Year</b>		<b>(177)</b>	<b>454</b>
<b>Cash and Cash Equivalents at the End of the Financial Year</b>	<b>23(i)</b>	<b>11,188</b>	<b>(177)</b>

The statement of cash flows is to be read in conjunction with the notes to, and forming part of, the financial statements set out on pages 71 to 99.



# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31 DECEMBER 2011

### 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The directors of the Company comprise the Senate of the University, and the terms senator and director are interchangeable. Australian Catholic University Ltd (the Company) is domiciled in Australia. The financial report was authorised for issue by the directors on 29 March 2012.

The significant policies which have been adopted in the preparation of this financial report are:

#### (a) Basis of preparation

##### Statement of compliance

The financial report of the Company is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards adopted by the Australian Accounting Standards Board (AASB), the *Corporations Act 2001*, and the disclosure requirements within the Guidelines for the Preparation of Annual Financial Statements for the 2011 Reporting Period by Australian Higher Education Institutions issued pursuant to the *Higher Education Support Act 2003*.

The financial report of the Company complies with International Financial Reporting Standards (IFRS) and interpretations adopted by the International Accounting Standards Board (IASB).

#### Use of estimates and judgement

The preparation of a financial report in conformity with Australian Accounting Standards requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and future periods if the revision affects both current and future periods.

Information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant impact on the amount recognised in the financial statements are described in Note 14 Measurement of defined superannuation obligations and Note 1(g) Measurement of make good/rectification costs.

#### Functional and presentation currency

The financial statements are prepared in Australian dollars, which is the Company's functional currency.

The Company is the kind referred to in ASIC Class Order 98/100 dated 10 July 1998 and in accordance with that class order, all financial information has been rounded to the nearest thousand, unless otherwise stated.

#### Historical cost convention

The financial statements have been prepared on the basis of historical costs, except for freehold land and buildings and financial instruments classified as available for sale. These have been stated at fair value.

Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year amounts and other disclosures.

The accounting policies below have been applied consistently to all periods presented in these financial statements except where stated.

#### (b) Revenue recognition

##### Commonwealth Government financial assistance

Commonwealth Grant Scheme and HECS-HELP income is recognised on an accrual basis whereby it is credited to the University's income statement in the financial year in which the goods and services are provided in exchange for the grant received.

##### Higher Education Loan Program

In 2005 the Commonwealth Government introduced the Higher Education Loan Program (HELP), which is made up of three schemes:

- The Higher Education Contribution Scheme (HECS-HELP);
- FEE-HELP for local postgraduate and undergraduate students studying in full-fee courses;
- OS-HELP for students completing a component of their course overseas.

Revenue from HECS-HELP and FEE-HELP is recognised in the period to which the payment relates. Cash inflows and outflows for OS-HELP are recognised as a payable or receivable to/from government.

# four

## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### Other tuition fee income

Other tuition fee income is generated from fee-paying courses for local and overseas students. Revenue is recognised in the same period as the courses for which the fee income is derived. Prepayments for courses being held in the next teaching year are treated as deferred income and recorded as revenue in the following financial year when the course is provided.

### Donations and bequests

Donations and bequests received, which are not subject to conditions under a specific trust deed, are recognised as revenue when they are received.

### Interest income

Interest income is recognised as it accrues using the effective interest method.

### Asset sales

The net gain on asset sales is included as other income and the net loss as an expense. The profit or loss on disposal of assets is brought to account at the date the unconditional contract is signed.

### Emerging-Cost Superannuation supplementation from government

Funding from government for Emerging-Cost Superannuation supplementation is no longer reported under Australian Government revenue, nor are the related contributions recorded as an expense as this is in effect an agency arrangement. In accordance with AASB119 this amount and off-setting expenditure are disclosed in the notes to the Financial Statements (see Note 14).

### (c) Taxation

The Company is a University and the Commissioner of Taxation has granted it an exemption under section 50-5 of the *Income Tax Assessment Act 1997*.

The Company is not subject to income tax or capital gains tax but is liable for other taxes in accordance with Federal and State legislation.

### (d) Cash and cash equivalents

Cash at bank is carried at face value of the amounts deposited or drawn and net of un-presented cheques. The carrying amount of cash at bank approximates net fair value.

Short-term deposits of less than a term of 90 days are classified as cash.

### (e) Trade and other receivables

#### Student assistance program

Student loans are generally settled within a 12-month period and are carried at amounts due. The collectability of debts is assessed at balance date and bad debts are written off directly to the income statement. Specific provision is made for any doubtful accounts. The carrying amount of student loans approximates net fair value.

#### Sundry receivables

Sundry receivables are recognised when expenditure is incurred by the Company and requires reimbursement by a third party. The carrying amount of sundry receivables approximates net fair value.

### (f) Investments

#### Interest-bearing deposits, debentures and bank bonds

Interest bearing deposits, debentures, bank bonds and bank bills are measured at amortised cost using the effective interest method.

#### Other companies

Investments in shares are classified as 'available for sale' securities and are carried at fair value (see Note 1(p)). Changes in fair value are recorded in the share revaluation reserve except for impairment losses which are recorded directly through the income statement.

When shares governed by a trust deed are sold, the profit or loss on disposal is recognised against a trust fund liability. All other share profits and losses on disposal are recognised in the income statement.

### (g) Property, plant and equipment

Freehold land and buildings are shown at fair value, based on periodic valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Increases in the carrying amounts arising on revaluation of freehold land and buildings are credited to the asset revaluation reserve in equity. To the extent that the increase reverses a decrease previously recognised in the income statement, the increase is first recognised in the income statement. Decreases that reverse previous increases of the same asset class are first charged against revaluation reserves directly in equity to the extent of the remaining reserve attributable to the asset class; all other decreases are charged to the income statement.

All other property, plant and equipment is stated at historical cost less accumulated depreciation and impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the asset. Cost also includes those costs directly attributable to bringing the asset to its working condition and an estimate of the cost of dismantling and removing the asset. The estimate of dismantling costs is based on prior experience in exiting similar sites or locations.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

## Depreciation

Depreciation is recognised in the income statement on a straight line basis over the estimated useful lives of each part of an item of property, plant and equipment. The depreciation rates used for each class of asset in the current and comparative year are as follows:

Freehold Buildings	3%
Improvement to Intangible Rights to Occupy Buildings	3%
Furniture and Fittings	20%
Computer Equipment	33%
Plant and Equipment	20%
Motor Vehicles	10%

The asset's residual value and useful life is reviewed and adjusted, if appropriate, at each balance sheet date.

An asset's carrying amount is impaired to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount (see Note 1(h)).

Gains and losses on disposal are determined by comparing proceeds with the carrying amount. These are included in the income statement. When revalued assets are sold, it is Company policy to transfer the amounts included in the asset revaluation reserve in respect of those assets to retained earnings.

Land is not depreciated. Depreciation on other assets is calculated using the straight-line method to allocate the cost or revalued amount, net of residual value, over the estimated useful life.

## Works of art

Acquisitions are carried at cost and no depreciation is charged in respect of these assets.

## Leased plant and equipment

Leases of plant and equipment under which the Company assumes substantially all the risks and benefits of ownership are classified as finance leases. Other leases are classified as operating leases.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Operating lease expenses are charged against profits in equal instalments over the accounting periods covered by the lease term, except where an alternative basis is more representative of the pattern of benefits to be derived from the leased property.

## (h) Impairment of assets

Impairment arises when an asset's carrying amount exceeds its recoverable amount. Recoverable amount is defined as the higher of an asset's (or cash-generating unit's) fair value less costs to sell and value in use. Value in use is:

- (i) the present value of the future cash flows expected to be derived from an asset or cash generating unit; or
- (ii) the depreciated replacement cost of the asset when the future economic benefits of an asset of a not-for-profit entity are not primarily dependent on the asset's ability to generate net cash inflows and where the entity would, if deprived of the asset, replace its remaining future economic benefits.

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. Impairment losses are recognised in the income statement unless an asset has previously been revalued in which case the impairment loss is recognised as a reversal of the revaluation with any excess recognised through the income statement. For assets with an indefinite useful life the recoverable amount is estimated at each balance date.

## (i) Intangible assets

Intangible assets consist of the rights to occupy land and buildings that have been granted at nominal rates for a determined period or in perpetuity. The intangible rights are initially recorded at their fair value. Rights to occupy buildings are amortised at the lesser of 3% or the period of the term of the agreement. Where a right of occupancy agreement exists and stipulates the time period, the asset including rights to occupy land is amortised over the period of the right. Indefinite life intangibles are tested annually for impairment.

## (j) Trade and other payables

Liabilities are recognised for amounts to be paid in the future for goods or services received, whether or not billed to the Company. Trade accounts payable are normally settled within 30 days. The carrying amount of accounts payable approximates net fair value.

## (k) Borrowings

### Other loans

Other loans are carried on the balance sheet at amortised cost. Interest expense is recognised on an effective interest basis.

## (l) Employee benefits

### Wages, salaries, annual leave and sick leave

The provisions for employee entitlements to wages, salaries and annual leave represent the amount which the Company has a present obligation to pay resulting from employees' services provided up to the balance date.

The provisions have been calculated based on wage and salary rates at which they are expected to be paid and includes related on-costs. The carrying amount of the provisions approximates net fair value.

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### Long-service leave

The liability for employee entitlements to long-service leave represents the present value of the estimated future cash outflows to be made by the employer resulting from employees' services provided up to the balance date. The liability is calculated from a staff member's commencement date allowing for the probability that the member will complete seven years of service. Staff members with seven years of service or more are included as current liabilities; those with less than seven years of service are included as non-current liabilities.

Liabilities for employee entitlements for members with less than seven years of service are discounted using the rates attaching to national government securities at balance date, which most closely match the terms of maturity of the related liabilities. The carrying amount of the provision approximates net fair value.

In determining the liability for employee entitlements, consideration has been given to the Company's experience with staff departures. Related on-costs have also been included in the liability.

### Superannuation funds

The Company contributes to a range of employee superannuation funds. Company contributions are recognised within employee expenses in the Income statement. See also Note 14.

### Unfunded superannuation

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the beneficiaries of the Emergency Services and State Superannuation Scheme on an emerging-cost basis. This arrangement is evidenced by the *State Grants (General Revenue) Amendment Act 1987*, *Higher Education Support Act 2003* and subsequent amending legislation. By letter dated 15 December 2005, DEST (now DEEWR) confirmed the Australian Government considers the current arrangements have established a pattern of past practice and future intent that has created a valid expectation on the part

of universities that the Department on behalf of the Australian Government will discharge the superannuation liability.

Accordingly the unfunded liabilities have been recognised in the Balance Sheet under Provisions with a corresponding asset recognised under Non-Current Assets. The recognition of both the asset and the liability consequently does not affect the year end net asset position.

### (m) Funds held in trust

Donations and bequests received which are subject to conditions under a specific trust deed, are held in trust on behalf of that specific donor and are not recognised as revenue by the Company. Unless specified in the trust deed, any net earnings on these funds are recognised as revenue by the Company.

### (n) Going concern

The financial statements have been prepared on a going concern basis, which contemplates continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

There is a deficit in working capital at balance date of \$24.34m (2010: \$42.92m surplus). The change is largely due to significant cash outlays on the purchase of property in North Sydney and capital works in Brisbane and Melbourne. A loan facility has been entered into subsequent to 31 December 2011 with the University's bankers to assist with the financing of anticipated cash outlays. Refer to Note 21 for further details in relation to the facility.

Forecast surplus cash flows in the 2012 financial year will be managed to ensure funds are available to meet commitments as they fall due. Where necessary, cash surpluses will be supplemented by funds drawn against the existing loan facility.

In addition to this, current employee entitlements include amounts of long-service leave for which there is not an unconditional right to defer settlement although the majority is not expected to be settled within one year of reporting date.

### (o) Goods and services tax

Revenues and expenses are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of the acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of the GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the balance sheet.

Cash flows are included in the Statement of Cash Flows on a gross basis. The GST component of cash flow arising from investing and financing activities, which is recoverable from, or payable to, the ATO is classified as an operating cash flow.

### (p) Fair value

Fair value of an asset is the amount for which that asset could be exchanged between knowledgeable, willing parties in an arm's length transaction.

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

The fair value of financial instruments traded in active markets (such as publicly-traded derivatives, and trading and available-for-sale securities) is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held is the current bid price; the appropriate quoted market price for financial liabilities is the current ask price.

The fair value of financial instruments that are not traded in an active market (for example, unlisted shares) is determined using valuation techniques with assumptions that are based on market conditions existing at each balance date.

The market value of property is the estimated amount for which a property could be exchanged on the date of valuation between a willing buyer and a willing seller in an arm's length transaction after proper marketing wherein the parties had each acted knowledgeably, prudently and without compulsion.

### **(q) New standards and interpretations not yet adopted**

The following standards, amendments to standards and interpretations have been identified as those which may impact the entity in the period of initial application. They were available for early adoption at 31 December 2011, but have not been applied in preparing this financial report.

*AASB 9 Financial Instruments (2010)* – *AASB 9 Financial Instruments* (December 2010) becomes mandatory for the Company's 2015 financial statements and could change the classification and measurement of financial assets as well as the classification and measurement of certain financial liabilities. The Company does not plan to adopt this standard early and the extent of the impact of adopting the standard has not been determined.

*AASB 10 Consolidated Financial Statements*, *AASB 11 Joint Arrangements*, *AASB 12 Disclosure of Interests in Other Entities*, *AASB 127 Separate Financial Statements (2011)*, *AASB 128 Investments in Associates and Joint Ventures (2011)* and *AASB 2011-7 Amendments to Australian Accounting Standards*. In August 2011, the AASB released a suite of six related standards: *AASB 10 Consolidated Financial Statements*, *AASB 11 Joint Arrangements*, *AASB 12 Disclosure of Interests in Other Entities*, *AASB 127 Separate Financial Statements (2011)* and *AASB 128 Investments in Associates and Joint Ventures (2011)* and *AASB 2011-7 Amendments to Australian Accounting Standards*. These new and revised standards aim to improve the accounting requirements for consolidated financial statements, joint arrangements and off balance sheet activities. These standards will become mandatory for the Company's 31 December 2013 financial statements. The Company does not expect these standards to have a significant impact.

*AASB 13 Fair Value Measurement* – becomes effective on 1 January 2013 and more clearly defines how to measure fair value when required to by other AASBs and details further disclosure requirements. The Company does not plan to early adopt this standard and does not expect the standard to have a significant impact on the financial statements.

*AASB 119 Employee Benefits* – becomes effective on 1 January 2013 and details changes to the accounting methodology for some defined benefit schemes. The Company does not plan to early adopt this standard and has not as yet determined the effect of this standard on the financial statements.

### **(r) Related party disclosures**

The revised *AASB 124 Related Party Disclosures* became mandatory in the year ending 31 December 2011. The changes relate mainly to disclosure requirements for government-related entities and the definition of a related party. There were no significant additional disclosures required as a result of adoption of this standard. Refer to Note 20 for related party disclosures.



## 2. REVENUE

	Notes	2011 \$'000	2010 \$'000
<b>2.1 Commonwealth Government Financial Assistance</b>			
<b>Commonwealth Grants Scheme and Other Grants</b>			
Commonwealth Grants Scheme	24.1	98,469	83,349
Indigenous Support Fund	24.1	1,176	1,127
Equity Support Programs	24.1	1,917	1,210
Transitional Cost Program	24.1	39	28
Capital Development Pool	24.1	1,148	1,017
<b>Total Commonwealth Grants Scheme &amp; Other Grants</b>		<b>102,749</b>	<b>86,731</b>
<b>DEEWR-Scholarships</b>			
Australian Postgraduate Awards	24.3	464	599
International Postgraduate Research Scholarships	24.3	62	56
Commonwealth Education Costs Scholarships	24.3	(350)	5
Commonwealth Accommodation Scholarships	24.3	(80)	(666)
Indigenous Access Scholarships	24.3	(30)	(108)
National Priority Scholarships	24.3	33	(165)
National Accommodation Scholarships	24.3	-	(44)
<b>Total DEEWR-Scholarships</b>		<b>99</b>	<b>(323)</b>
<b>DIISR Research</b>			
Joint Research Engagement Program	24.4	699	654
Research Training Scheme	24.4	1,774	1,684
Infrastructure	24.4	82	123
Implementation Assistance Program	24.4	-	32
Commercialisation Training Scheme	24.4	4	(20)
Sustainable Research Excellence in Universities	24.4	93	283
<b>Total DIISR Research</b>		<b>2,652</b>	<b>2,756</b>

	Notes	2011 \$'000	2010 \$'000
<b>Other Capital Funding</b>			
Better Universities Renewal Fund	24.5	196	1,152
Teaching and Learning Capital Fund	24.5	705	3,010
<b>Total Other Capital Funding</b>		<b>901</b>	<b>4,162</b>
<b>Total DEEWR and DIISR Excluding HELP (a)</b>		<b>106,401</b>	<b>93,326</b>
<b>Higher Education Loan Program (HELP)</b>			
HECS-HELP Commonwealth Payments	24.2	60,848	56,858
FEE-HELP	24.2	4,178	3,389
<b>Total Higher Education Loan Program</b>		<b>65,026</b>	<b>60,247</b>
<b>Total DEEWR and DIISR Including HELP</b>		<b>171,427</b>	<b>153,573</b>
<b>Australian Research Council</b>			
Discovery – Projects (Large Grants)	24.6	571	282
Linkage – Projects	24.6	204	286
<b>Total Australian Research Council (b)</b>		<b>775</b>	<b>568</b>
<b>Other Commonwealth Government Financial Assistance</b>			
DEEWR		1,115	1,135
<b>Total Other Commonwealth Government Financial Assistance (c)</b>		<b>1,115</b>	<b>1,135</b>
<b>Total Commonwealth Government Financial Assistance</b>		<b>173,317</b>	<b>155,276</b>
<b>Total Commonwealth Government Financial Assistance Excluding HELP (a + b + c)</b>		<b>108,291</b>	<b>95,029</b>
<b>Australian Government Grants Received – Cash Basis</b>			
OS-HELP (Net)	24.7	100	(12)
Superannuation Supplementation	24.8	1,484	1,574
<b>Total Australian Government Funding Received – Cash Basis</b>		<b>1,584</b>	<b>1,562</b>

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 2. REVENUE CONTINUED

	2011 \$'000	2010 \$'000
<b>2.2 State &amp; Local Government Financial Assistance</b>		
<b>Deferred Government Grant (Properties)</b>	<b>24</b>	<b>24</b>
<b>2.3 Fees and Charges</b>		
Fee-Paying Overseas Students	36,730	34,827
Fee-Paying Non-Overseas Postgraduate Students	4,777	4,346
Fee-Paying Non-Overseas Undergraduate Students	160	369
<b>Other</b>		
Non-Overseas Students Undertaking Non-Award Courses	412	511
Rental Charges	2,270	830
Charges for Student Accommodation	1,109	703
Registration Fees	542	518
Library Fees	125	163
Late Fees	166	162
<b>Total Fees and Charges</b>	<b>46,291</b>	<b>42,429</b>
<b>2.4 Finance Income</b>		
Interest	4,281	5,255
<b>Total Finance Income</b>	<b>4,281</b>	<b>5,255</b>
<b>2.5 Consultancy and Contract Research</b>		
Consultancy Fees	266	551
Industry Research Grants	4,791	3,998
<b>Total Consultancy and Contract Research</b>	<b>5,057</b>	<b>4,549</b>
<b>2.6 Other Revenue</b>		
Offshore Programs	138	299
Other Program Income	5,637	6,660
Other Grants	2,459	1,020
Bookshop and Publication Sales	168	122
Donations and Bequests	1,119	998
Net Gain on Disposal of Property, Plant and Equipment	1	10
Other Income	7,722	5,134
<b>Total Other Revenue</b>	<b>17,244</b>	<b>14,243</b>



### 3. EXPENSES

	2011 \$'000	2010 \$'000
<b>3.1 Employee Benefits</b>		
<b>Academic</b>		
Salaries		
Academic	75,939	64,278
Contributions to Superannuation and Pension Schemes		
Deferred Employee Benefits for Superannuation	1,235	1,840
Funded	9,750	8,442
Payroll Tax	3,986	3,504
Workers' Compensation	421	298
Long-Service Leave Expense	1,967	1,483
Annual Leave Expense	1,012	797
	<b>94,310</b>	<b>80,642</b>
Deferred Superannuation Expense	1,230	1,338
<b>Total Academic</b>	<b>95,540</b>	<b>81,980</b>
<b>Non-Academic</b>		
Salaries		
Non-Academic	57,595	48,681
Contributions to Superannuation and Pension Schemes		
Deferred Employee Benefits for Superannuation	937	1,394
Funded	7,971	6,803
Payroll Tax	3,258	2,824
Workers' Compensation	344	241
Long-Service Leave Expense	1,618	1,524
Annual Leave Expense	888	686
	<b>72,611</b>	<b>62,153</b>
Deferred Superannuation Expense	254	236
<b>Total Non-Academic</b>	<b>72,865</b>	<b>62,389</b>

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 3. EXPENSES CONTINUED

	Notes	2011 \$'000	2010 \$'000
<b>Total Academic and Non-Academic</b>			
Salaries			
Academic		75,939	64,278
Non-Academic		57,595	48,681
Contributions to Superannuation and Pension Schemes			
Deferred Employee Benefits for Superannuation		2,172	3,234
Funded		17,721	15,245
Payroll Tax		7,244	6,328
Workers' Compensation		765	539
Long-Service Leave Expense		3,585	3,007
Annual Leave Expense		1,900	1,483
		166,921	142,795
Deferred Superannuation Expense	14	1,484	1,574
<b>Total Academic and Non-Academic</b>		<b>168,405</b>	<b>144,369</b>
<b>3.2 Depreciation and Amortisation</b>			
Depreciation of Buildings – Freehold		1,001	480
Amortisation of Intangible Rights to Occupy Buildings		815	815
Depreciation of Improvements to Intangible Right to Occupy Buildings		3,329	3,100
Depreciation of Leasehold Property Improvements		1,866	1,534
Depreciation of Furniture and Fittings		623	657
Depreciation of Plant and Equipment		3,554	3,461
Depreciation of Motor Vehicles		50	43
<b>Total Depreciation and Amortisation</b>		<b>11,238</b>	<b>10,090</b>
<b>3.3 Buildings and Grounds Maintenance</b>		<b>5,661</b>	<b>4,700</b>
<b>3.4 Other Expenses</b>			
Advertising, Promotions and Publicity		2,289	2,029
Appointment Costs		1,077	1,191
Cleaning and Waste Collection		2,627	2,283
Computer Software and Services		3,252	2,827
Consultancy Fees		4,061	2,543
Hire of Equipment and Facilities		968	512
Insurance		1,316	1,157
Library Acquisitions		3,383	3,238
Net Loss on Disposal of Property, Plant and Equipment		3	17
Minor Equipment		1,713	1,272

	2011 \$'000	2010 \$'000
Offshore Administration	2,198	2,636
Operating Lease Rental Expenses	1,826	1,955
Printing – Outside Printers	1,193	701
Publications, Subscriptions and Memberships	1,251	855
Rent	6,894	5,840
Scholarships and Prizes	2,527	2,060
Security Services	1,157	1,022
Staff Development	818	465
Stationery	594	561
Telecommunications	1,816	1,665
Travel	7,626	6,685
Utilities	2,452	2,209
Other Expenses	11,273	9,663
<b>Total Other Expenses</b>	<b>62,314</b>	<b>53,386</b>

#### 4. FINANCE EXPENSES

	Notes	2011 \$'000	2010 \$'000
Blackfriars Purchase Unwind of Discount		11	11
Make Good on Leased Premises Unwind of Discount	15(a)	341	95
<b>Total Finance Expenses</b>		<b>352</b>	<b>106</b>

#### 5. AUDITORS' REMUNERATION

	2011 \$	2010 \$
Audit Services	124,225	106,440
Other Audit Services		
Grant/Research Acquittal	25,900	25,600
Compliance Audit – Student Revenue Process	30,200	–
	<b>180,325</b>	<b>132,040</b>
Other		
Recruitment Assistance	184,658	61,457
Corporate Debt Advice and Financial Modelling	146,318	74,376
<b>Total Remuneration</b>	<b>511,301</b>	<b>267,873</b>

#### 6. CASH AND CASH EQUIVALENTS

	2011 \$'000	2010 \$'000
Cash on Hand	40	–
Cash at Bank	637	–
Term Deposits	10,511	–
<b>Total Cash and Cash Equivalents</b>	<b>11,188</b>	–

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 7. TRADE AND OTHER RECEIVABLES

	2011 \$'000	2010 \$'000
<b>Current</b>		
Sundry Receivables	2,634	1,312
Accrued Income	1,681	4,724
Student Assistance Program	15	15
OS-HELP Receivable	84	-
Net GST Receivable from ATO	418	-
<b>Total Trade and Other Receivables (Current)</b>	<b>4,832</b>	<b>6,051</b>

### 8. OTHER FINANCIAL ASSETS

	2011 \$'000	2010 \$'000
<b>Current</b>		
Interest Bearing Deposits	1,589	74,959
<b>Total Other Financial Assets</b>	<b>1,589</b>	<b>74,959</b>

### 9. OTHER INVESTMENTS

	2011 \$'000	2010 \$'000
<b>Non-Current</b>		
Available for Sale – Investments in Other Entities		
Shares in Listed Companies	657	706
Shares in Other Companies	505	505
<b>Total Other Investments (Non-Current)</b>	<b>1,162</b>	<b>1,211</b>

### 10. OTHER ASSETS

	2011 \$'000	2010 \$'000
<b>Current</b>		
Prepayments	4,826	4,312
Lease Paid in Advance	54	54
<b>Total Other Assets (Current)</b>	<b>4,880</b>	<b>4,366</b>
<b>Non Current</b>		
Right to Reimbursement from Commonwealth Government for Unfunded Superannuation Liability	21,972	19,800
Lease Paid in Advance	4,213	4,267
Other Receivables	77	-
<b>Total Other Assets (Non-Current)</b>	<b>26,262</b>	<b>24,067</b>

Refer to Note 14 for an explanation of the right to reimbursement from the Commonwealth Government for the unfunded superannuation liability.

## 11. PROPERTY, PLANT AND EQUIPMENT

	Notes	2011 \$'000	2010 \$'000
<b>Land – Freehold</b>			
At Independent Valuation 2010		–	24,529
At Directors' Valuation		30,159	–
	11(a)	30,159	24,259
<b>Buildings – Freehold</b>			
At Independent Valuation 2010		–	17,257
At Directors' Valuation		71,198	–
Accumulated Depreciation		(1,001)	–
	11(a)	70,197	17,257
<b>Improvements to Intangible Right to Occupy Buildings</b>			
At Cost		110,439	105,927
Accumulated Amortisation		(33,773)	(30,444)
	11(a)	76,666	75,483
<b>Leasehold Improvements</b>			
At Cost		14,618	13,274
Accumulated Depreciation		(5,381)	(3,885)
	11(a)	9,237	9,389
<b>Furniture and Fittings</b>			
At Cost		5,482	4,522
Accumulated Depreciation		(3,336)	(2,713)
	11(a)	2,146	1,809
<b>Plant and Equipment</b>			
At Cost		28,882	25,344
Accumulated Depreciation		(21,305)	(17,760)
	11(a)	7,577	7,584
<b>Motor Vehicles</b>			
At Cost		696	652
Accumulated Depreciation		(412)	(363)
	11(a)	284	289
<b>Works of Art</b>			
At Cost		767	607
	11(a)	767	607
<b>Work in Progress</b>			
At Cost		25,828	4,597
	11(a)	25,828	4,597
<b>Total Property, Plant and Equipment</b>		<b>222,861</b>	<b>141,274</b>

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 11. PROPERTY, PLANT AND EQUIPMENT CONTINUED

#### Basis of valuation

A full valuation of freehold land and buildings was undertaken by CB Richard Ellis Pty Ltd as at the end of 2010. The directors have considered the fair value of the properties in the light of that valuation, any changes in use of the

Company's properties, current market fluctuations and any acquisitions made during the year (Note 1a). Any subsequent additions and alterations have been included at cost.

#### (a) Reconciliations

Reconciliations of the carrying amounts for each class of property, plant and equipment are set out below:

	Land – Freehold	Buildings – Freehold	Improvements of Intangible Right to Occupy Buildings	Leasehold Improvements	Furniture and Fittings	Plant and Equipment	Motor Vehicles	Works of Art	Work in Progress
<b>2011</b>									
Opening Balance	24,259	17,257	75,483	9,389	1,809	7,584	289	607	4,597
Additions	5,900	53,941	4,512	1,714	960	3,549	62	160	21,231
Revaluation Increment/ (Decrement)	–	–	–	–	–	–	–	–	–
Depreciation	–	(1,001)	(3,329)	(1,866)	(623)	(3,554)	(50)	–	–
Disposals	–	–	–	–	–	(2)	(17)	–	–
<b>Closing Balance</b>	<b>30,159</b>	<b>70,197</b>	<b>76,666</b>	<b>9,237</b>	<b>2,146</b>	<b>7,577</b>	<b>284</b>	<b>767</b>	<b>25,828</b>
<b>2010</b>									
Opening Balance	18,352	15,435	71,385	4,068	2,215	7,790	268	509	2,326
Additions	574	256	7,198	6,855	251	3,269	80	98	2,271
Revaluation increment/ (Decrement)	5,333	2,046	–	–	–	–	–	–	–
Depreciation	–	(480)	(3,100)	(1,534)	(657)	(3,461)	(43)	–	–
Disposals	–	–	–	–	–	(14)	(16)	–	–
<b>Closing balance</b>	<b>24,259</b>	<b>17,257</b>	<b>75,483</b>	<b>9,389</b>	<b>1,809</b>	<b>7,584</b>	<b>289</b>	<b>607</b>	<b>4,597</b>

## 12. INTANGIBLE ASSETS

	Intangible Right to Occupy Land \$'000	Intangible Right to Occupy Buildings \$'000	Total \$'000
<b>2011</b>			
Cost	40,411	28,383	68,794
Accumulated Amortisation			
Opening Balance	(4,469)	(17,415)	(21,884)
Amortisation	–	(816)	(816)
Closing Balance	(4,469)	(18,231)	(22,700)
<b>Carrying Amount at 31 December 2011</b>	<b>35,942</b>	<b>10,152</b>	<b>46,094</b>
<b>2010</b>			
Cost	40,411	28,383	68,794
Accumulated Amortisation			
Opening Balance	(4,469)	(16,600)	(21,069)
Amortisation	–	(815)	(815)
Closing Balance	(4,469)	(17,415)	(21,884)
<b>Carrying Amount at 31 December 2010</b>	<b>35,942</b>	<b>10,968</b>	<b>46,910</b>

Under the terms of the trust deeds between the Company and the owners of the properties held in trust, the Trustees of the Roman Catholic Church for the Archdioceses of Brisbane, Canberra and Goulburn, Melbourne and Sydney, the Company has a right to occupy the properties in perpetuity if used for educational purposes.

## 13. TRADE AND OTHER PAYABLES

	2011 \$'000	2010 \$'000
Accrued Expenses	6,282	4,699
Sundry Creditors	45	5
Cash Net of Unpresented Cheques	–	177
<b>Total Trade and Other Payables</b>	<b>6,327</b>	<b>4,881</b>

## 14. EMPLOYEE BENEFITS

	2011 \$'000	2010 \$'000
<b>Current</b>		
Provision for Annual Leave	10,357	8,457
Provision for Long-Service Leave	11,454	11,032
<b>Total Employee Benefits (Current)</b>	<b>21,811</b>	<b>19,489</b>
<b>Non-Current</b>		
Provision for Long-Service Leave	4,265	3,266
Provision for Superannuation	21,972	19,800
<b>Total Employee Benefits (Non-Current)</b>	<b>26,237</b>	<b>23,066</b>

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### Long-service leave

The classification of current employee provisions include amounts for which there is not an unconditional right to defer settlement by one year. Despite the classification of a component of long-service leave as a current liability, the Company does not expect the full amount to be settled within one year of reporting date.

### Superannuation

The Company contributes to the following employee superannuation funds:

#### Fully funded schemes

- UniSuper
- Catholic Superannuation Fund [formerly two funds: (i) National Catholic Superannuation Fund; and (ii) Catholic Superannuation Fund]
- Australian Catholic Superannuation and Retirement Fund (formerly Catholic Superannuation and Retirement Fund).

#### Partly funded or emerging-cost schemes

- State Authorities Superannuation Scheme (Part 2) (NSW)
- Emergency Services and State Superannuation Scheme (formerly State Superannuation Fund of Victoria).

### Unisuper

UniSuper adopted the multi-employer provisions outlined in AASB 119 in the provision of information to employers. The multi-employer provisions allow employers with defined benefit obligations to report on a defined contribution basis, with some additional information. AASB 119 states that this is the appropriate solution in cases where:

- the employer does not have access to the information required; or

- there is no reliable basis for allocating the benefit liabilities, assets and costs between employers.

### Clause 34 of the UniSuper Trust Deed

The University has been advised by UniSuper that Clause 34 of the UniSuper Trust Deed requires a reduction in members' benefits on a fair and equitable basis in the event of UniSuper assets being considered by the Trustee to be insufficient to provide benefits payable under the Deed.

The current monitoring period to determine whether changes to members' benefits are required, which began in December 2008, will likely end in December 2012.

The actuarial review of the Defined Benefit Division (DBD) as at 30 June 2011 indicated that the financial health of the DBD has deteriorated since the previous review in 2008. In light of this deterioration, and in view of continued market volatility, the Trustee board has now triggered a further monitoring period for a period of four years ending on 30 June 2015, part of which will run concurrently with the monitoring period triggered in 2008. This means that benefit reductions could be considered at the end of either or both monitoring periods.

The University has been advised by UniSuper that it is clear that the UniSuper DBD is a defined contribution fund for the purposes of AASB 119, although it does remain a defined benefit fund for other purposes and continues to require actuarial oversight.

### Additional information required by AASB 119

As at June 2011 the assets of the DBD in aggregate were estimated to be \$907 million (2010: \$1,217 million) 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 DBD.

As at 30 June 2011 the assets of the DBD in aggregate were estimated to be \$427 million (2010: \$312 million) in excess of accrued benefits. The accrued benefits have been calculated as the present value of expected future benefit payments to members and the CPI indexed pensioners which arise from membership of UniSuper up to the reporting date.

The Vested Benefit Index (VBI) fell to 85.2% as at 30 September 2011 (89.1% as at 30 June 2010) and Accrued Benefit Index (ABI) fell to 96.3% as at 30 September 2011 (103.2% as at 30 June 2010). The VBI is a statistical index of the financial position of the DBD. It measures the capacity of the DBD to pay out all member benefits from existing assets in the unlikely event that all were to leave the DBD at the same time. The ABI is considered to be a more realistic measure of the DBD's financial position than the VBI, as it takes into account the expected pattern of members actually joining, contributing to and leaving the Fund against assets required to ensure that all members' benefits are available when they fall due.

- (i) The vested benefit and accrued benefit liabilities were determined by the Fund's actuary Russell Employee Benefits using the actuarial demographic assumptions outlined in their report dated 9 November 2011 on the actuarial investigation of the DBD as at 30 June 2011. The financial assumptions used were:

	Vested benefits	Accrued benefits
Gross of tax investment return	7.25% pa	8.5%pa
Net of tax investment return	6.75% pa	8.0% pa
Consumer Price Index	2.75% pa	2.75% pa
Inflationary salary increases short term (2 years)	5.00% pa	5.00% pa
Inflationary salary increases long term	3.75% pa	3.75% pa



- (ii) Assets have been included at their net market value, ie allowing for realisation costs.
- (iii) Clause 34 Reductions to Division A and Division B where UniSuper assets are insufficient:
- (a) If, after an actuarial investigation and valuation of UniSuper, the Trustee considers that UniSuper is or may be insufficient to provide benefits payable under the Deed, the Trustee must notify each Employer.
- (b) If, after the next two succeeding actuarial investigations and valuations of UniSuper (made in a period of not less than 4 years) the Trustee still considers that UniSuper is or may be insufficient to provide the benefits payable under the Deed, the Trustee must consider whether to reduce the benefits (including benefits in the course of payment) payable under Division A and Division B on a fair and equitable basis based on current market conditions and outlook, as well as the actuary's report and any other relevant information, before making any decision to reduce benefits.

- (c) Notwithstanding anything in this Clause 34, if the Trustee believes that UniSuper is or may be technically insolvent, the Trustee must comply with Superannuation Law.

#### Emergency Services and State Superannuation Scheme (formerly State Superannuation Fund of Victoria)

The latest actuarial investigation of the Emergency Services and State Superannuation Scheme was conducted at 30 June 2009 by D Knox (Mercer), FIAA. As at that date the scheme carried total liabilities, including liabilities for members' benefits in excess of the value of the scheme's assets. Hence, unfunded superannuation liabilities exist which are recognised in the financial statements of the scheme.

The notional share of the scheme's unfunded liabilities attributed to the Company is assessed by the Government Superannuation Office to be \$21,972,000 as at 30 June 2011 (\$19,800,000 as at 30 June 2010). Information of the scheme's position is provided at 30 June.

An arrangement exists between the Australian Government and the State

Government to meet the unfunded liability for the beneficiaries of the State Superannuation Scheme on an emerging-cost basis. This arrangement is evidenced by the *State Grants (General Revenue) Amendment Act 1987*, *Higher Education Support Act 2003* and subsequent amending legislation. By letter dated 15 December 2005, the Department of Education, Science and Training (DEST) confirmed that the Australian Government considers the current arrangement establishes a pattern of past practice and future intent that has created a valid expectation on the part of universities that the Department on behalf of the Australian Government will discharge the superannuation liability. Therefore a non-current receivable equal to the scheme's unfunded liabilities attributed to the Company has been recognised. DEEWR provides annual supplementation (2011: \$1,484,000; 2010 \$1,574,000) to cover emerging costs of the Emergency Services Superannuation Scheme.

The following information has been provided by the Emergency Services and State Superannuation Scheme in accordance with the requirements under AASB 119.

	2011 \$'000	2010 \$'000
<b>Net Liability</b>		
Fair Value of Plan Assets	3,966	5,058
Accrued Benefit Liability	(22,712)	(22,284)
Net Liability Before Contributions Tax	(18,746)	(17,226)
Tax Liability on Future Contributions	(3,226)	(2,574)
<b>Net Liability</b>	<b>(21,972)</b>	<b>(19,800)</b>

	2011	2010
<b>Actuarial Assumptions</b>		
Discount Rate	5.2%	5.1%
Expected Return on Assets	8.0%	8.0%
Rates of Future Salary Increases	4.0%	4.0%
Rates of Pension Increases	2.5%	2.5%

The demographic assumptions include the future rate of death, disablement, resignation and retirement. The same assumptions as last year have been used and are detailed in the 'Emergency Services and State Superannuation Scheme Experience Review 2004-2009'.

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 15. OTHER LIABILITIES

	Notes	2011 \$'000	2010 \$'000
<b>Current</b>			
Grants Received in Advance		10,698	9,098
Fees Received in Advance		5,458	5,872
Other Income Received in Advance		1,809	1,216
Deferred Grant Income (Properties)		24	24
<b>Sub-Total Deferred Revenue</b>		<b>17,989</b>	<b>16,210</b>
<b>Funds Held in Trust</b>			
Net GST Payable to ATO		–	229
Loan – Purchase Blackfriars Site Canberra		100	100
OS-HELP Payable		–	16
<b>Total Other Liabilities (Current)</b>		<b>19,670</b>	<b>18,081</b>
<b>Non-Current</b>			
Loan – Purchase Blackfriars Site Canberra		–	89
Deferred Grant Income (Properties)		672	696
Lease Liabilities		2,150	1,974
Leasehold Make Good Provision	15 (a)	2,491	2,092
<b>Total Other Liabilities (Non-Current)</b>		<b>5,313</b>	<b>4,851</b>
<b>(a) Reconciliation</b>			
Leasehold Make Good Provision			
Balance at Beginning of Financial Year		2,092	1,701
Provisions Made During the Year		201	296
Provisions Reversed During the Year		(143)	–
Unwind/Adjust Discount		341	95
<b>Balance at End of Financial Year</b>		<b>2,491</b>	<b>2,092</b>

## 16. RESERVES

	Notes	2011 \$'000	2010 \$'000
<b>General Reserve</b>			
Balance at Beginning of Financial Year		156,214	134,064
Add Transfers from Retained Earnings	17	11,089	22,150
Balance at End of Financial Year		167,303	156,214
<b>Asset Revaluation Reserve</b>			
Balance at Beginning of Financial Year		14,816	7,437
Add/(Less) Increment/(Decrement)		–	7,379
Balance at End of Financial Year		14,816	14,816
<b>Available for Sale Financial Assets Revaluation Reserve</b>			
Reserve			
Balance at Beginning of Financial Year		482	522
Add/(Less) Revaluation Increment			
Listed Shares Revaluation Reserve		(49)	(40)
Balance at End of Financial Year		433	482
<b>Contribution from Members</b>			
Balance at Beginning of Financial Year		56,958	56,958
Balance at End of Financial Year		56,958	56,958
<b>Total Reserves</b>		<b>239,510</b>	<b>228,470</b>

### Nature and purpose of reserves

#### General

The amount standing to the credit of the general reserve includes the accumulation of prior-period and current-year profits for non-specific purposes and revenue for capital grants even though assets acquired may not be fully written down.

#### Asset revaluation

The asset revaluation reserve includes the net revaluation increments and decrements arising from the revaluation of freehold land and buildings.

#### Available for sale financial assets revaluation reserve

Share revaluation reserve includes increments and decrements arising from changes in fair value of shares classified as available for sale.

#### Contribution from members

The amount reflects the contribution by members of rights to occupy and use land and buildings not owned by the University.

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 17. RETAINED EARNINGS

	Notes	2011 \$'000	2010 \$'000
Retained Earnings at Beginning of Year		-	-
Operating Result		11,089	22,150
Transfer to General Reserve	16	(11,089)	(22,150)
<b>Retained Earnings at the End of the Year</b>		<b>-</b>	<b>-</b>

### 18. COMMITMENTS

	2011 \$'000	2010 \$'000
<b>(a) Capital Expenditure Commitments</b>		
Capital expenditure commitments not provided for in the financial statements and payable:		
Within one year	45,531	54,082
One year or later and no later than five years	-	2,446
<b>Total Capital Expenditure Commitments</b>	<b>45,531</b>	<b>56,528</b>

#### **(b) Non-Cancellable Operating Lease Expense Commitments**

Future operating lease commitments of premises, plant and equipment, not provided for in the financial statements and payable:

Within one year	5,053	5,033
One year or later and no later than five years	19,249	17,386
Greater than five years	3,658	9,541
<b>Total Non-Cancellable Operating Lease Expense Commitments</b>	<b>27,960</b>	<b>31,960</b>

The Company leased equipment and machinery under operating leases expiring in a range from one to five years. The Company also leased commercial premises with an expiry range of one to 10 years.

## 19. DIRECTORS' AND KEY MANAGEMENT PERSONNEL DISCLOSURES

### Remuneration of board members

No directors' fees are payable. The number of directors of the Company whose compensation from the Company or any related party falls within the following bands:

	2011	2010
Nil	11	13
\$1 – \$9,999	1	–
\$80,000 – \$89,999	1	1
\$90,000 – \$99,999	–	1
\$100,000 – \$109,999	1	–
\$140,000 – \$149,999	2	1
\$150,000 – \$159,999	1	1
\$170,000 – \$179,999	–	1
\$180,000 – \$189,999	1	–
\$190,000 – \$199,999	–	1
\$730,000 – \$739,999	–	1
\$840,000 – \$849,999	1	–
<b>Total compensation paid, payable or otherwise made available to all directors of the Company from the Company or any related party</b>	<b>1,676,860</b>	<b>1,588,864</b>

### Remuneration of key management personnel

In addition to the board members, other key management personnel of the Company receiving compensation from the Company or any related party falls within the following bands:

\$160,000 – \$169,999	–	1
\$210,000 – \$219,999	1	2
\$220,000 – \$229,999	2	–
\$230,000 – \$239,999	–	1
\$240,000 – \$249,999	1	1
\$250,000 – \$259,999	1	1
\$260,000 – \$269,999	–	1
\$270,000 – \$279,999	1	1
\$300,000 – \$309,999	–	1
\$310,000 – \$319,999	3	–
\$600,000 – \$609,999	1	–
\$730,000 – \$739,999	–	1
\$840,000 – \$849,999	1	–
<b>Total compensation paid, payable or otherwise made available to all executive officers of the Company from the Company or any related party</b>	<b>3,834,129</b>	<b>2,914,687</b>
Short-term employee benefits	3,423,944	2,550,530
Post-employment benefits	410,185	364,157
	<b>3,834,129</b>	<b>2,914,687</b>

There is no compensation paid to directors or key personnel of the Company that is not disclosed in this report.

## 20. RELATED PARTIES

### Directors

The names of each person holding the position of Director of the Australian Catholic University Limited during the financial year are:

Associate Professor M Bezzina, Mr JJ Carroll, General P Cosgrove, Professor GJ Craven, Mr SN Elder, Mr EW Exell, Most Reverend Bishop J Foley, Ms J Frawley, Professor P Goldberg, Ms M Hegerty, Professor M Hillel, Associate Professor J McLaren, Mr D Montesin, Ms MT Najdecki, Mr DB O'Connor, Br AP Robinson, Ms BMT Steele, Ms MM Vider, Dr D White.

Details of directors' compensation are set out in Note 19.

Total amounts transacted with related parties are as follows:

	2011 \$'000	2010 \$'000
<b>Catholic Archdioceses, Melbourne</b>		
17-19 Young St		
Use in Perpetuity	–	4,376
Other Rental Payments	796	181
	<b>796</b>	<b>4,557</b>

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 21. FINANCIAL INSTRUMENTS DISCLOSURE

#### Interest rate and liquidity risk

##### Interest rate risk

The following tables disclose the income-earning financial assets and interest-bearing financial liabilities and the periods in which they mature.

The Company manages fluctuations in interest rates by placing funds in both long- (greater than one year) and short-term (less than one year) deposits across a number of institutions.

The University entered a debt facility with the National Australia Bank subsequent to year end. The \$70m facility is made up of a \$40m tranche for three years and a \$30m tranche for five years. The facility is a variable rate revolving door type facility.

##### Liquidity risk

The following tables also contain the contractual maturities of financial liabilities, including estimated interest payments and excluding the impact of netting agreements.

	Carrying Amount \$'000	6 Months or Less \$'000	6 to 12 Months \$'000	1 to 2 Years \$'000	2 to 5 Years \$'000	More Than 5 Years \$'000	Total Contractual Amount \$'000
<b>2011</b>							
<b>Financial Assets</b>							
Cash	11,188	11,188	–	–	–	–	11,188
Trade and Other Receivables	4,832	4,826	6	–	–	–	4,832
Other Investments	1,589	1,000	589	–	–	–	1,589
Other Financial Assets	1,162	–	–	–	–	1,162	1,162
	<b>18,771</b>	<b>17,014</b>	<b>595</b>	<b>–</b>	<b>–</b>	<b>1,162</b>	<b>18,771</b>
<b>Financial Liabilities</b>							
Trade and Other Payables	6,327	6,327	–	–	–	–	6,327
Loans	100	–	100	–	–	–	100
Grants in Advance	10,698	10,698	–	–	–	–	10,698
Fees in Advance	5,458	1,322	3,748	375	13	–	5,458
	<b>22,583</b>	<b>18,347</b>	<b>3,848</b>	<b>375</b>	<b>13</b>	<b>–</b>	<b>22,583</b>
<b>2010</b>							
<b>Financial Assets</b>							
Cash	–	–	–	–	–	–	–
Trade and Other Receivables	6,051	5,241	689	121	–	–	6,051
Other Investments	74,959	57,706	15,735	1,518	–	–	74,959
Other Financial Assets	1,211	–	–	–	–	1,211	1,211
	<b>82,221</b>	<b>62,947</b>	<b>16,424</b>	<b>1,639</b>	<b>–</b>	<b>1,211</b>	<b>82,221</b>
<b>Financial Liabilities</b>							
Cash Net of Unpresented Cheques	177	177	–	–	–	–	177
Trade and Other Payables	4,704	4,704	–	–	–	–	4,704
Loans	189	–	100	100	–	–	200
Grants in Advance	9,098	9,098	–	–	–	–	9,098
Fees in Advance	5,872	4,893	393	551	35	–	5,872
	<b>20,040</b>	<b>18,872</b>	<b>493</b>	<b>651</b>	<b>35</b>	<b>–</b>	<b>20,051</b>

The Company does not account for any fixed-rate financial assets and liabilities at fair value through profit and loss. Therefore a change in interest rates at the reporting date would not affect profit or loss. A change in interest rates of 100 basis points would have increased or decreased the Company's equity by the order of \$121,000 (2010: \$750,000).

### Foreign exchange risk

Given the minimal exposure to foreign currencies, it is the current policy of the Senate not to hedge foreign exchange risk.

### Credit risk exposure

Management has a credit policy in place and the exposure to credit risk is monitored on an ongoing basis. Credit evaluations are performed on all customers requiring credit over a certain amount. The entity does not require collateral in respect of financial assets.

Investments are allowed only in liquid securities. Transactions involving derivative financial instruments are with counterparties with whom the Company has a signed netting agreement as well as sound credit ratings. Given their high credit ratings, management does not expect any counterparty to fail to meet its obligations.

At the balance sheet date there were no significant concentrations of credit risk. The maximum exposure to credit risk is represented by the carrying amount of each financial asset, including derivative financial instruments, in the balance sheet. These are detailed in the table below.

	Carrying Amount	
	2011 \$'000	2010 \$'000
Cash	11,188	–
Trade and Other Receivables	4,832	6,051
Other Financial Assets	1,589	74,959
Other Investments	1,162	1,211
<b>Total</b>	<b>18,771</b>	<b>82,221</b>

### Net fair values of financial assets and liabilities

The carrying amounts of on-statement financial assets and liabilities approximate fair value.

## 22. EQUITY

No share capital has been issued by the Company as it is a company limited by guarantee. The number of members of the Company as at 31 December 2011 was 23 (2010: 23). The liability of each member is limited to \$50.

## 23. NOTES TO THE STATEMENT OF CASH FLOWS

### (i) Reconciliation of cash

For the purposes of the statement of cash flows, cash includes cash on hand and at bank. Cash as at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

	2011 \$'000	2010 \$'000
Cash on Hand	40	35
Cash at Bank Net of Unpresented Cheques	11,148	(212)
	<b>11,188</b>	<b>(177)</b>

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## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 23. NOTES TO THE STATEMENT OF CASH FLOWS CONTINUED

#### (ii) Reconciliation of operating profit after income tax to net cash provided by operating activities

	2011 \$'000	2010 \$'000
Operating Profit After Income Tax	11,089	22,150
<i>Add/(Less) Items Classified as Investing/Financing Activities:</i>		
(Profit) on Sale of Non-Current Assets	(1)	(10)
Loss on Sale of Non-Current Assets	3	17
<i>Add/(Less) Non-Cash Items:</i>		
Depreciation and Amortisation	11,238	10,090
Lease in Advance	54	54
Discount on Blackfriars Loan	11	11
Unwind Discount on Make Good Provision	340	95
<i>Amounts Set aside to (utilised from) Provisions:</i>		
Employee Entitlements	3,321	(770)
Make Good of Lease Premises	59	296
<b>Net Cash Provided by Operating Activities Before Change in Assets and Liabilities</b>	<b>26,114</b>	<b>31,933</b>
<i>Change in Assets and Liabilities:</i>		
(Increase)/Decrease in Accrued Income	3,043	5,934
(Increase)/Decrease in Sundry Debtors	(1,322)	(16)
(Increase)/Decrease in Prepayments	(514)	(1,128)
(Increase)/Decrease in Students Assistance Program	-	-
(Increase)/Decrease in Other Assets	(77)	(4,376)
Increase/(Decrease) in Grants in Advance	1,500	(1,322)
Increase/(Decrease) in Fees in Advance	(413)	(687)
Increase/(Decrease) in Management Fee Payable for Sydney Campuses	-	(3,000)
Increase/(Decrease) in Accrued Expenses	1,583	252
Increase/(Decrease) in Sundry Creditors	40	(4)
Increase/(Decrease) in Funds in Held in Trust	54	(15)
Increase/(Decrease) in Other Income in Advance	594	65
Increase/(Decrease) in Deferred Income (Properties)	(24)	(24)
Increase/(Decrease) in Net GST	(647)	(146)
Increase/(Decrease) in Lease Liabilities	176	472
<b>Net Cash Provided by Operating Activities</b>	<b>30,107</b>	<b>27,938</b>



## 24. ACQUITTAL OF COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE

### 24.1 Commonwealth Grants Scheme and other grants

	Commonwealth Grants Scheme		Indigenous Support Fund		Equity Support Programs		Transitional Cost Program		Capital Development Pool	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	96,515	93,154	1,176	1,127	1,917	1,210	39	28	1,148	1,017
Net accrual adjustments	1,953	(9,805)	-	-	-	-	-	-	-	-
<b>Revenue for the period</b>	<b>98,468</b>	<b>83,349</b>	<b>1,176</b>	<b>1,127</b>	<b>1,917</b>	<b>1,210</b>	<b>39</b>	<b>28</b>	<b>1,148</b>	<b>1,017</b>
Surplus/(deficit) from the previous year	-	-	-	-	-	-	-	-	-	-
<b>Funds available for reporting period</b>	<b>98,468</b>	<b>83,349</b>	<b>1,176</b>	<b>1,127</b>	<b>1,917</b>	<b>1,210</b>	<b>39</b>	<b>28</b>	<b>1,148</b>	<b>1,017</b>
Less expenses including accrued expenses	(98,468)	(83,349)	(1,176)	(1,127)	(1,917)	(1,210)	(39)	(28)	(1,148)	(1,017)
<b>Surplus/(deficit) for reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### 24.2 Higher Education Loan Program (HELP)

	HECS-HELP		FEE-HELP	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	61,406	55,356	3,457	4,181
Plus contributions actually received from students	9,189	8,217	-	-
Total received	70,595	63,573	3,457	4,181
Net accrual adjustments	558	1,502	721	(792)
<b>Revenue for the period</b>	<b>70,037</b>	<b>65,075</b>	<b>4,178</b>	<b>3,389</b>
Surplus/(deficit) from the previous year	-	-	-	-
<b>Funds available for reporting period</b>	<b>70,037</b>	<b>65,075</b>	<b>4,178</b>	<b>3,389</b>
Less expenses including accrued expenses	(70,037)	(65,075)	(4,178)	(3,389)
<b>Surplus/(deficit) for reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

# four

## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 24. ACQUITTAL OF COMMONWEALTH FINANCIAL ASSISTANCE (CONTINUED)

#### 24.3 Scholarships

	Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Costs Scholarships		Commonwealth Accommodation Scholarships	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	737	599	62	56	(89)	5	72	(666)
Net accrual adjustments	(270)	–	–	–	(261)	–	(152)	–
<b>Revenue attributed to the period</b>	<b>464</b>	<b>599</b>	<b>62</b>	<b>56</b>	<b>(350)</b>	<b>5</b>	<b>(80)</b>	<b>(666)</b>
Surplus/(deficit) from the previous year	186	127	13	22	552	876	180	1,135
<b>Funds available for reporting period</b>	<b>650</b>	<b>726</b>	<b>75</b>	<b>78</b>	<b>202</b>	<b>881</b>	<b>100</b>	<b>469</b>
Less expenses including accrued expenses	(650)	(540)	(53)	(65)	(202)	(329)	(100)	(289)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>186</b>	<b>22</b>	<b>13</b>	<b>–</b>	<b>552</b>	<b>–</b>	<b>180</b>

#### 24.4 Commonwealth research financial assistance

	Joint Research Engagement Program		Research Training Scheme		Infrastructure		Australian Scheme for Higher Education Repositories	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	699	654	1,774	1,684	82	123	–	–
Net accrual adjustments	–	–	–	–	–	–	–	–
<b>Revenue for the period</b>	<b>699</b>	<b>654</b>	<b>1,774</b>	<b>1,684</b>	<b>82</b>	<b>123</b>	<b>–</b>	<b>–</b>
Surplus/(deficit) from the previous year	–	–	–	–	18	11	43	128
<b>Funds available for reporting period</b>	<b>699</b>	<b>654</b>	<b>1,774</b>	<b>1,684</b>	<b>100</b>	<b>134</b>	<b>43</b>	<b>128</b>
Less expenses including accrued expenses	(699)	(654)	(1,774)	(1,684)	(84)	(116)	(43)	(85)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>16</b>	<b>18</b>	<b>–</b>	<b>43</b>

Indigenous Access Scholarships		National Priority Scholarships		National Accommodation Scholarships	
2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
(30)	(108)	33	(165)	-	(44)
-	-	-	-	-	-
<b>(30)</b>	<b>(108)</b>	<b>33</b>	<b>(165)</b>	-	<b>(44)</b>
17	125	-	165	-	44
<b>(13)</b>	<b>17</b>	<b>33</b>	-	-	-
-	-	-	-	-	-
<b>(13)</b>	<b>17</b>	<b>33</b>	-	-	-

Implementation Assistance Program		Commercialisation Training Scheme		Sustainable Research Excellence in Universities	
2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
-	32	4	(20)	93	283
-	-	-	-	-	-
-	<b>32</b>	<b>4</b>	<b>(20)</b>	<b>93</b>	<b>283</b>
-	60	23	43	-	-
-	<b>92</b>	<b>27</b>	<b>23</b>	<b>93</b>	<b>283</b>
-	(92)	-	-	93	283
-	-	<b>27</b>	<b>23</b>	-	-

# four

## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 24. ACQUITTAL OF COMMONWEALTH FINANCIAL ASSISTANCE (CONTINUED)

#### 24.5 Other capital funding

	Better Universities Renewal Fund		Teaching and Learning Capital Fund	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	-	-	-	-
Net accrual adjustments	196	1,152	705	3,010
<b>Revenue for the period</b>	<b>196</b>	<b>1,152</b>	<b>705</b>	<b>3,010</b>
Surplus/(deficit) from the previous year	-	-	-	-
<b>Funds available for reporting period</b>	<b>196</b>	<b>1,152</b>	<b>705</b>	<b>3,010</b>
Less expenses including accrued expenses	(196)	(1,152)	(705)	(3,010)
<b>Surplus/(deficit) for reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

#### 24.6 Australian Research Council

	Discovery – Projects (Large Grants)		Linkage – Projects (Including Strategic Partnerships with Industry and APAI)	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	571	282	204	286
Net accrual adjustments	-	-	-	-
<b>Revenue for the period</b>	<b>571</b>	<b>282</b>	<b>204</b>	<b>286</b>
Surplus/(deficit) from the previous year	4	47	209	111
Adjusted Surplus/(deficit) from the previous year	-	-	(11)	-
<b>Funds available for reporting period</b>	<b>575</b>	<b>329</b>	<b>402</b>	<b>397</b>
Less expenses including accrued expenses	(441)	(325)	(252)	(188)
<b>Surplus/(deficit) for reporting period</b>	<b>134</b>	<b>4</b>	<b>150</b>	<b>209</b>

#### 24.7 OS-HELP

	Notes	2011 \$'000	2010 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)		282	176
<b>Cash Spent During the Reporting Period</b>		<b>(382)</b>	<b>(188)</b>
Net Cash received	2.1	(100)	(12)
<b>Cash Surplus/(Deficit) from the Previous Period</b>		<b>16</b>	<b>28</b>
<b>Cash Surplus/(Deficit) for Reporting Period</b>	<b>7 &amp; 15</b>	<b>(84)</b>	<b>16</b>

#### 24.8 Superannuation supplementation

	Notes	2011 \$'000	2010 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	2.1	1,484	1,574
<b>Cash Spent During the Reporting Period</b>		<b>(1,484)</b>	<b>(1,574)</b>
Net Cash received		-	-
<b>Cash Surplus/(Deficit) from the Previous Period</b>		<b>-</b>	<b>-</b>
<b>Cash Surplus/(Deficit) for Reporting Period</b>		<b>-</b>	<b>-</b>

## CERTIFICATION OF FINANCIAL STATEMENTS

### DIRECTORS' DECLARATION

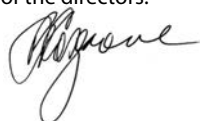
In the opinion of the directors of Australian Catholic University Limited:

- (a) the financial statements and notes, as set out on pages 63-99, are in accordance with the *Corporations Act 2001*, including:
  - (i) giving a true and fair view of the financial position of the Company as at 31 December 2011 and of its performance, as represented by the results of its operations and its cash flows, for the financial year ended on that date; and
  - (ii) complying with Australian Accounting Standards and the Corporation Regulations 2001; and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and
- (c) the amount of Commonwealth Government grants expended during the reporting period was for the purposes for which it was granted.

In addition, we are not aware at the date of signing these statements of any circumstances, which would render any particulars included in the statements to be misleading or inaccurate.

Dated at Sydney this 29th day of March 2012.


Signed in accordance with a resolution of the directors:



**General P Cosgrove**  
Director



**Professor G Craven**  
Director



**John Ryan**  
Chief Finance Officer

# INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF AUSTRALIAN CATHOLIC UNIVERSITY LIMITED

## REPORT ON THE FINANCIAL REPORT

We have audited the accompanying financial report of Australian Catholic University Limited (the Company), which comprises the statement of financial position as at 31 December 2011, and the income statement and statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, Notes 1 to 24 comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

### Directors' responsibility for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error. In Note 1, the directors also state, in accordance with Australian Accounting Standard AASB 101 *Presentation of Financial Statements*, that the financial statements comply with International Financial Reporting Standards.

### Auditors' responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view 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 directors, as well as evaluating the overall presentation of the financial report.

We performed the procedures to assess whether in all material respects the financial report presents fairly, in accordance with the *Corporations Act 2001* and Australian Accounting Standards, a true and fair view which is consistent with our understanding of the Company's financial position and of its performance.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.


## AUDITORS' OPINION

In our opinion:

- (a) the financial report of Australian Catholic University Limited is in accordance with the *Corporations Act 2001*, including:
  - (i) giving a true and fair view of the Company's financial position as at 31 December 2011 and of its performance for the year ended on that date; and
  - (ii) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.
- (b) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.



KPMG  
Sydney



**Julian McPherson**  
Partner  
29 March 2012  
Sydney

# seven

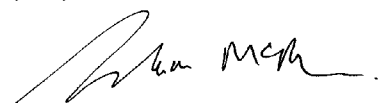
## DISCLAIMER

The additional financial information presented on page 104 is in accordance with the books and records of Australian Catholic University Limited which have been subjected to the auditing procedures applied in our statutory audit of the Company for the year ended 31 December 2011. It will be appreciated that our statutory audit did not cover all details of the additional financial information. Accordingly, we do not express an opinion on such financial information and no warranty of accuracy or reliability is given.

In accordance with our Firm policy, we advise that neither the Firm nor any member or employee of the Firm undertakes responsibility arising in any way whatsoever to any person (other than the Company) in respect of such information, including any errors or omissions therein, arising through negligence or otherwise however caused.

**KPMG**

**KPMG**  
Sydney



**Julian McPherson**  
Partner  
29 March 2012  
Sydney



## SUPPLEMENTARY INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2011

	Notes	Operating \$'000	Capital \$'000	Total \$'000
<b>Revenue from Continuing Operations</b>				
Commonwealth Government Financial Assistance Excluding HELP	2.1	89,620	18,671	108,291
Higher Education Contribution Scheme (HECS-HELP)				
Student Contributions	24.2	9,189	–	9,189
Commonwealth Payments	2.1	60,848	–	60,848
FEE-HELP	2.1	4,178	–	4,178
State Government Financial Assistance	2.2	24	–	24
Fees and Charges	2.3	41,662	4,629	46,291
Superannuation – Deferred Government Contributions		2,172	–	2,172
Consultancy and Contract Research	2.5	5,057	–	5,057
Other Revenue	2.6	15,816	1,428	17,244
<b>Total Revenue from Continuing Operations</b>		<b>228,566</b>	<b>24,728</b>	<b>253,294</b>
<b>Expenses from Continuing Operations</b>				
Employee Benefits	3.1	166,921	–	166,921
Depreciation and Amortisation	3.2	4,227	7,011	11,238
Buildings and Grounds Maintenance	3.3	5,661	–	5,661
Other	3.4	54,068	8,246	62,314
<b>Total Expenses from Continuing Operations</b>		<b>230,877</b>	<b>15,257</b>	<b>246,134</b>
<b>Operating Result from Continuing Operations</b>		<b>(2,311)</b>	<b>9,471</b>	<b>7,160</b>
<b>Finance Income and Expense</b>				
Finance Income	2.4	4,281	–	4,281
Finance Expense	4	–	(352)	(352)
<b>Total Finance Income and Expense</b>		<b>4,281</b>	<b>(352)</b>	<b>3,929</b>
<b>Operating Result for the Period</b>		<b>1,970</b>	<b>9,119</b>	<b>11,089</b>

# additional INFORMATION

## WHISTLEBLOWERS PROTECTION ACT 2001 (VIC)

Australian Catholic University (the University) has developed policies and procedures for reporting disclosures under the *Whistleblowers Protection Act 2001 (Vic)*. No disclosures were made to the University during 2011.

No disclosures were referred during 2011 by the University to the Ombudsman for determination as to whether they were public interest disclosures.

No disclosed matters were referred to the University in 2011 by the Ombudsman.

No disclosed matters were referred during 2011 by the University to the Ombudsman to investigate.

No investigations of disclosed matters were taken over by the Ombudsman from the University during 2011.

No requests were made under Section 74 during 2011 to the Ombudsman to investigate the disclosed matters.

There were no disclosed matters that the University declined to investigate during 2011.

There were no disclosed matters that were substantiated on investigation.

## Freedom of information

The University did not receive any applications under the Freedom of Information provisions of the *Victorian Health Records Act 2001*. The FOI provisions of this Act apply to all private-sector organisations located in Victoria.

## Associates/commercial ventures

The institution has no associates/commercial ventures for consideration in risk management.

## Consultancies

The University engaged 292 consultancies with total payments during 2011 of less than \$100,000, totalling \$2,509,205, and seven consultancies with total payments during 2011 of greater than \$100,000, totalling \$1,549,767.

## FINANCIAL MANAGEMENT ACT 1994 (FMA)

Financial statements:

- contain such information as required by the Minister
- are prepared in a manner and form approved by the Minister
- present fairly the financial transactions of the department or public body during the relevant financial year to which they relate
- present fairly the financial position of the department or public body as at the end of that year
- are certified by the accountable officer in the manner approved by the Minister.

## Risk management

The University is committed to effectively managing risk. Overall responsibility for risk assessment rests with the Vice-Chancellor's Strategy Group, which oversees the process of incorporating continuous risk assessment in strategic planning, and the Audit Committee of Senate, which reviews risk management practices. The University acknowledges that risk management requires continuous assessment by all managers.

The University's risk management practices are based on the Australian/New Zealand Standard for Risk Management (AS/NZS ISO 31000:2009), which provides a comprehensive approach to identifying and managing risk within units. Under it, all managers have responsibility for the ongoing consideration, assessment and appropriate action to address risk in their areas of responsibility.

Risk management practices are designed to minimise losses and maximise opportunities in line with best practice. The risk management program uses a logical and systematic method of establishing the context of risks and identifying, analysing, evaluating, optimising, treating, monitoring and communicating risks associated with each activity, function and process.

The review and development of the University's Risk Management Framework (RMF) looks at changes to

the higher education environment, including government policy and legislation; comments by state auditors-general in relation to sector risks; and current best practice. The RMF identifies and prioritises key risks that may prevent the University from realising its strategic goals and outlines progress on planned ongoing management of the key risk elements. Risk type is classified as internal (those that can be controlled by the University) or external (those inherent to the business environment in which the University operates). The University has direct control over strategy and policy, core business processes and resource management processes. External risks are also identified, analysed and monitored, to ensure that exposure is consistent with a clearly articulated risk threshold.

During 2011, the University undertook a series of focused consultations with a range of key stakeholders to develop its Strategic Plan 2012–2014. The plan includes key result areas designed to achieve the University's stated strategic goals and to address the threats and opportunities facing the University. The strategic plan and corresponding reporting system are critical elements of the University's Risk Management Framework.

## Australian/New Zealand Risk Management Standard Statement

I, John Ryan, certify that Australian Catholic University has risk management processes in place consistent with the Australian/New Zealand Risk Management Standard (AS/NZS ISO 31000:2009) and an internal control system is in place that enables the executive to understand, manage and satisfactorily control risk exposures. The audit committee verifies this assurance and that the risk profile of Australian Catholic University has been critically reviewed within the past 12 months.



**John Ryan**  
Director of Finance  
Australian Catholic University  
29 March 2012

## Grievance management/ complaints

The University continues to be proactive in ensuring staff are aware of their rights and responsibilities in relation to harassment, discrimination and bullying. The U@ACU induction workshops, attended by all new staff members, include a session that focuses on these issues. New staff members also undertake compulsory online training in workplace behaviour. The Eliminate Workplace Bullying compliance levels for 2011 were 88 per cent, and for Workplace Discrimination and Harassment the compliance levels were 87 per cent.

In 2011, refresher training was conducted with the Discrimination and Harassment Advisers (DHAs). This training provided DHAs, who have an important part to play in the University's grievance management process, with updated information on discrimination and harassment legislation and case law, and also allowed for information-sharing and networking.

Quarterly briefings entitled Dealing with Discrimination, Bullying and Harassment were conducted by videoconference in 2011. The sessions provided staff members and supervisors with practical and proactive ways to deal with concerns regarding discrimination, harassment and bullying.

The University also provided opportunities for staff to learn skills in more effectively managing their working relationships, through courses such as:

- understanding the Code of Conduct for supervisors and managers
- resilience during change
- communicating with impact
- applying emotional intelligence in the workplace
- managing performance – bringing out the best in staff
- managing teams and team dynamics
- advancing management skills
- customer service excellence
- DISC behavioural profiling.

## Grievance procedures in place

ACU cannot use the Ombudsman because it is not a government body. In the place of such ombudsman referral for staff and students, the University has established the position of University Visitor, who is currently the Hon James Macken AM. Generally, the Visitor will review only those grievances/complaints which are serious and are not eligible for external review. In 2011, no staff grievances were referred to the Visitor.

The policy and procedures for the University Visitor are located online at [www.acu.edu.au/policy/169436](http://www.acu.edu.au/policy/169436)

The University's grievance policy and procedures are at [www.acu.edu.au/policy/175778](http://www.acu.edu.au/policy/175778)

## Staff equity and diversity

Australian Catholic University is committed to fairness and equity for all, as stated in its Mission statement and Strategic Plan. The University's policies and practices promote equal opportunity for all, regardless of personal characteristics. The following highlights some of the positive outcomes in equity and diversity in 2011.

## Advancement of women in the workplace

### EOWA Employer of Choice

The University was successful in obtaining the Employer of Choice for Women citation in its first application. ACU was one of 98 organisations of the 2,500 reporting to EOWA to receive this status. ACU's well-developed and implemented people management strategies, which are supported by senior management, have resulted in a work environment that provides opportunities for women to strive for and achieve their career potential. The University will continue to work on improving gender equity including gender pay equity outcomes with the aim of receiving the Employer of Choice for Women citation on an ongoing basis.

## EOWA Business Achievement awards

In November, ACU was announced a winner in the 2011 Equal Opportunity for Women in the Workplace Agency (EOWA) Business Achievement awards. The University was named Leading Organisation for the Advancement of Women (more than 800 employees).

The award was recognition of the University's efforts to embed policies and practices that support and encourage women to reach their potential, including some of the most generous parental leave provisions in Australia. ACU was the first employer in the country to offer such an entitlement. Since the implementation of these maternity leave provisions, staff retention has been more than 91 per cent.

## Support of the Australian Regional Women Leaders Convention

The University provided the opportunity for two women staff members from Ballarat and Canberra campuses to attend the 2011 Australian Regional Women Leaders Convention. Both women said they found the speakers inspirational, and made effective use of the opportunity to network and reflect on their personal and professional development.

## International Women's Day 2011

The University celebrated the 100th anniversary of International Women's Day (IWD) by requesting staff members share stories about women who have inspired, encouraged and supported them. Stories with a variety of themes were generously shared by staff members.

## ADDITIONAL INFORMATION CONTINUED

### Managing work-life balance seminars

It is acknowledged by the University and in the recent EOWA review that workplace flexibility and the management of work-life balance are key factors in achieving gender equity, and more generally can result in better outcomes for organisations.

A series of four seminars, conducted by Relationships Australia via videoconference, aimed to assist staff with managing their work-life balance. Topics included:

- managing life changes
- working towards achieving work-life balance
- stress management for parents
- grand-parenting.

The seminars were well-attended and positively received. Feedback will be reviewed with the view of potentially continuing the initiative in 2012.

### Indigenous employment initiatives

#### Indigenous Staff Research Scholarship

The educational and employment aspects of the University's commitment to the Indigenous community were integrated when ACU became the first higher education institution to offer Indigenous Staff Research Scholarships. This unique program provides the opportunity for early career Indigenous academics to obtain their doctorate while developing their teaching and research skills in a highly supportive environment, which includes an induction program tailored for the group, and ongoing academic and cultural mentoring.

In February 2011, the five recipients of the first Indigenous Staff Research Scholarships commenced with ACU. The initiative has been enthusiastically received by the University community, the higher education sector generally and the Indigenous community.

### Cultural Appreciation and Awareness of Cultural Safety workshops

The workshops, formerly entitled Indigenous Cultural Awareness Training, were conducted by the Indigenous Employment Officer in March and April 2011. There was a high level of support for the workshops from local Indigenous Higher Education Units.

### Paid parental leave scheme

The University continues to have one of the country's most generous paid parental leave schemes, offering mothers 12 weeks' leave on full salary followed by 60 per cent of their salary for 40 weeks. In addition, fathers are able to access three weeks' leave on full salary. The new Enterprise Agreement now provides all eligible staff members who are the primary caregiver access to paid parental leave at the rate of 60 per cent of their salary for 40 weeks. The paid parental leave schemes operate in addition to the Government's Paid Parental Leave scheme, which was implemented in 2011.

### Occupational health and safety (OH&S)

The University continues to support the health, safety and wellbeing of its staff and students. Local campus OH&S Committees addressed issues that arose throughout the year. Several OH&S policies and procedures were progressively revised throughout 2011 to ensure consistency with the harmonised Work Health and Safety legislation which is due to come into effect on 1 January 2012. The legal firm Clayton Utz was retained to brief members of the Executive Planning Group to increase awareness of the new legislation and, in particular, the positive duty placed on them to exercise due diligence. Additional briefings by Human Resources to ACU staff and managers are planned for early 2012.

During 2011, the number of staff participating in the Staff Influenza Vaccination Program continued to

increase. A total of 472 ACU staff received vaccinations, compared with 463 staff in 2010. This represented a take-up rate of 32 per cent of eligible ACU staff, compared to 31 per cent in 2010.

OH&S induction is given high priority within the University, with local managers and supervisors continuing to play an important role in inducting new staff. During 2011, OH&S induction sessions continued to be conducted at all campuses. OH&S compliance online training supplements the induction sessions, and since the introduction of this online training program in 2009, ACU has achieved a compliance rate of 88 per cent for the OH&S Legal Compliance Course and 79 per cent for the OH&S Management Course.

During 2011, in order to continue to provide ACU staff with relevant health and safety information, the University continued to subscribe to Real Time Health Online Resource – Speaking from Experience and Human Atlas, a video resource offering hundreds of patient and carer stories on various health conditions. The University also continued its subscription of Montie, an online safety video library which is accessible through the Human Resources website. ACU now also subscribes to Chemwatch, which provides an online chemical management/safety database.

ACCESS Programs continued to provide the University's Employee Assistance Program (EAP). The EAP provides ACU staff and their immediate families with access to confidential professional counselling services, and helps staff with any personal or work-related problems. ACCESS Programs also delivered at all six campuses a series of half-day workshops on strategies for developing resilience and coping with change.

### Public funds

Public funds allocated to the University have been spent for the purposes specified by the government or other public funding body.

## COMPETITION AND CONSUMER ACT AND NATIONAL COMPETITION POLICY

Australian Catholic University acknowledges its obligations under the *Commonwealth Competition and Consumer Act 2010* (the Act) and National Competition Code.

All staff have been made aware of the University's obligations, however staff only in identified roles undertake the online training and therefore understand their personal obligations under the Act.

The University practises competitive neutrality in relation to relevant significant business activities. Identified staff are required to undertake *Competition and Consumer Act* training to keep up to date with current legislation.

### Quality assurance and ESOS Act

ACU complies with the *Education for Overseas Students Act 2000*, the National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students 2007 and the *Queensland Education (Overseas Students) Act 1996*. The University provides a national compliance coordinator, responsible for conducting regular compliance audits to affirm we meet our legislative requirements.

## BUILDING ACT 1993

All building works are designed to comply with the *Building Act 1993*. To ensure all new buildings and works relating to existing buildings comply with current building standards and codes, where required, the projects are referred to an independent building surveyor for certification. When certified, the plans are lodged with the local municipal council for information.

When required, building surveyors issue a Certificate of Occupancy or a Certificate of Final Inspection upon completion of works.

When building practitioners are engaged to carry out works for the University, only registered building practitioners are used and registration is confirmed prior to engagement. Registration is maintained during the engagement and there have been no cases of building practitioners becoming deregistered while engaged by the University.

Works carried out by external consultants or contractors are not exempt from the 10-year liability cap. Works performed wholly by University staff are covered by the University's professional indemnity insurance, up to a limit of \$10 million per any one claim.

### Additional information available on request

As required under the *Financial Management Act 1994 (Vic)*, details on the items below are available on request from:

John Cameron  
Deputy Vice-Chancellor  
Administration and Resources  
ACU North Sydney Campus  
PO Box 968  
North Sydney NSW 2059

- Changes in prices, fees, charges, rates and levies
- Declarations of pecuniary interests
- Overseas visits
- Shares held by senior officers
- Industrial relations
- Other relevant information.

# COMPLIANCE INDEX

The Annual Report of Australian Catholic University is prepared in accordance with:

FMA	<i>Financial Management Act 1994 (Vic)</i>
FRD	A-IFRS Financial Reporting Directions
SD	Standing Directions of the Minister for Finance issued under the <i>Financial Management Act 1994 (Vic)</i>
AAS	Australian Accounting Standards
AASB	Australian Accounting Standards Board
ETRA	<i>Education and Training Reform Act 2006</i>
PAEC	Decision of Public Accounts and Estimates Committee of Parliament
RUG	Victorian Government Response to the Review of University Governance
ESOS	<i>Education Services for Overseas Students Act 2000</i>
DEEWR	Commonwealth Government Department of Education, Employment and Workplace Relations.

No.	Clause	Disclosure	Page
<b>Standing Directions for the Minister for Finance (SD)</b>			
1	SD 4.2(g)	The Report of Operations of the institution should: <ul style="list-style-type: none"> <li>• Include qualitative and quantitative information on the operations of the institution</li> <li>• Be prepared on a basis consistent with the financial statements prepared by the Public Sector Agency pursuant to the <i>Financial Management Act 1994</i></li> <li>• Provide users with general information about the entity and its activities, operational highlights for the reporting period, future initiatives and other relevant information not included in the financial statements</li> </ul>	2–115, 71, 107
2	SD 4.2(h)	Report of Operations is prepared in accordance with Financial Reporting Directions	71, 100, 101
3	SD 4.2(j)	Report of Operations is signed and dated by Chancellor or equivalent and includes date of Council Meeting at which Annual Report was approved	64, 100
4	SD 4.2(a)	Financial statements are prepared in accordance with: <ul style="list-style-type: none"> <li>• Australian Accounting Standards (AAS and AASB standards) and other mandatory professional reporting requirements</li> <li>• Financial Reporting Directions</li> <li>• Business Rules</li> </ul>	71, 75, 100
5	SD 4.2(b)	Financial statements available, including: <ul style="list-style-type: none"> <li>• Income Statement</li> <li>• Balance Sheet</li> <li>• Statement of Recognised Income and Expense</li> <li>• Cash Flows Statement</li> <li>• Notes to the financial statements</li> </ul>	66 68 66, 67 70 71–99
6	SD 4.2(c)	Signed and dated statement by Accountable Officer stating that financial statements: <ul style="list-style-type: none"> <li>• present fairly the financial transactions during reporting period and the financial position at end of the period</li> <li>• were prepared in accordance with Standing Direction 4.2 (c) and applicable Financial Reporting Directions</li> <li>• comply with applicable Australian Accounting Standards (AAS and AASB standards) and other mandatory professional reporting requirements</li> </ul>	100

No.	Clause	Disclosure	Page
7	SD 4.2(d)	Financial statements are expressed in the nearest dollar except where the total assets, or revenue, or expenses of the institution are greater than: <ul style="list-style-type: none"> <li>• \$10,000,000, the amounts shown in the financial statements may be expressed by reference to the nearest \$1,000; and</li> <li>• \$1,000,000,000, the amounts shown in the financial statements may be expressed by reference to the nearest \$100,000</li> </ul>	64
8	SD 4.2(e)	The financial statements were reviewed and recommended by the Audit Committee or Responsible Body prior to finalisation and submission	65, 71, 100, 101, 102
9	SD 4.5.5 (NEW)	Attestation on compliance with the Australian/New Zealand Risk Management Standard	104

#### **A-IFRS Financial Reporting Directions (FRD)**

10	10	Disclosure Index	108–110
11	11	Disclosure of Ex-gratia Payments	n/a
12	07A	Early Adoption of Authoritative Accounting Pronouncements	n/a
13	17A	Long-Service Leave Wage Inflation and Discount Rates	74, 79
14	19	Private Provision of Public Infrastructure	n/a
15	21A	Responsible Person and Executive Officer Disclosure in the Financial Report	91, 92
16	22B	Standard Disclosures in the Report of Operations	92, 93
17	25	Victorian Industry Participation Policy in the Report of Operations	n/a
18	26A	Accounting for VicFleet Motor Vehicle Lease Arrangements on or after 1 February 2004	n/a
19	102	Inventories	83, 84, 85
20	104	Foreign currency	93
21	106	Impairment of assets	73
22	107	Investment properties	n/a
23	109	Intangible assets	73, 85
24	110	Cash Flow Statements	70, 93, 94
25	112A	Defined benefit superannuation obligations	86, 87
26	113	Investments in Subsidiaries, Jointly Controlled Associates and Entities	n/a
27	114	Financial Investments	72, 82

#### **Department of Education, Employment and Workplace Relations (DEEWR)**

28	FRD 22B DEEWR	Within the context of the strategic directions as outlined in the institution's Strategic Plan, the report should set out: <ul style="list-style-type: none"> <li>• The operational and budget objectives of the institution for the financial year</li> <li>• Performance against those objectives including significant activities and achievements during the year</li> <li>• The report should use appropriate performance indicators and ideally include some comparative analysis including, but not limited to: <ul style="list-style-type: none"> <li>– Enrolments, graduations, student performance (eg progression/attrition)</li> <li>– Student satisfaction, graduate outcomes, access and equity</li> <li>– Enrolment flexibility, student demand, staff profile, research performance and financial performance position</li> </ul> </li> </ul>	2–59
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## COMPLIANCE INDEX CONTINUED

No.	Clause	Disclosure	Page
29	DEEWR	The Annual Report should contain information with respect to the governance and administrative structure of the institution including: <ul style="list-style-type: none"> <li>• The names of the members of the Council and their method of appointment term of office, years served on Council, qualifications and experience, membership of other boards, disclosure of interests, information on the Committees of the Council, number of meetings attended by each member</li> <li>• The names of occupants of senior offices and a brief description of the area of responsibility of each office</li> <li>• Details of indemnity for members of Council and senior officers.</li> </ul>	10–15, 61, 62, 63, 64, 100, 101
30	DEEWR	Outline of student and staff grievance procedures and number of complaints made to, and investigated by, the Ombudsman	105
31	DEEWR	Details of information available on the institution's website, including locations of current and previous annual reports	115
32	DEEWR	Compliance of financial statements with the <i>Financial Statement Guidelines for Australian Higher Education Providers for 2007 Reporting Period</i> issued by DEEWR	95-99
<b>Financial Management Act 1994 (Vic) (FMA)</b>			
		Financial statements:	104
33	49(a)	• Contain such information as required by the minister	
34	49 (b)	• Are prepared in a manner and form approved by the minister	
35	49 (c)	• Present fairly the financial transactions of the department or public body during the relevant financial year to which they relate	
36	49 (d)	• Present fairly the financial position of the department or public body as at the end of that year	
37	49 (e)	• Are certified by the accountable officer in the manner approved by the minister	
<b>Government Response to the Review of University Governance (RUG)</b>			
38	RUG	Statement outlining that public funds allocated to the University have been allocated to the purposes specified by the Government or other public funding body. Statement is audited by the Auditor-General	106
39	RUG	University Council's risk management strategy	104
40	RUG	Summary of financial performance of Associates and Commercial Ventures	n/a
<b>Education Services for Overseas Students Act 2000 (ESOS)</b>			
41	ESOS (National Code 2007 – Sections C and D)	Statement indicating compliance with <i>ESOS Act 2000</i> and the National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students (National Code 2007)	107
<b>Education and Training Reform Act 2006 (ETRA 2006)</b>			
42	ETRA 2006, s. 3.2.8	Statement on compulsory non-academic fees, subscriptions and charges payable in the preceding financial year	n/a
<b>Decision of Public Accounts and Estimates Committee of Parliament (PAEC)</b>			
43	PAEC (December 1997)	Financial and other information relating to the institution's international operations	37–39, 77



# state indexes

## VICTORIA



Australian Catholic University has two campuses in Victoria: one in Ballarat and one in Fitzroy, Melbourne. Since the University is run as a single entity, with six campuses in four states/territories, the financial information is not broken down by state/territory.

Much of the information in the Report of Operations (pages 1–59) includes specific mentions of states and campuses. All staff, student and graduate statistics are broken down by state/territory and by faculty.

Events of the year are detailed in the body of the report. The many significant occasions in 2011 for the Victorian campuses included:

- progress on the 6-Star Green Star National Centre for Health and Wellbeing, due for completion mid-2012
- the official opening of Drake House, approval for the redevelopment of 34-36 Brunswick Street, and the acquisition of the adjoining 32 Brunswick Street
- an agreement between ACU and the O'Brien Institute to establish the joint Centre for Regenerative Wound Healing at St Vincent's Hospital in Fitzroy.

The following index provides a list of general information about the Victorian campuses, and where to find it.

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# state indexes

## NEW SOUTH WALES



Australian Catholic University has two campuses in New South Wales: one in the North Sydney business district and one in Strathfield, an established suburb of western Sydney. Since the University is run as a single entity, with six campuses in four states/territories, the financial information is not broken down by state/territory.

Much of the information in the Report of Operations (pages 1–59) includes specific mentions of states and campuses. All staff, student and graduate statistics are broken down by state/territory and by faculty.

Events of the year are detailed in the body of the report. The many significant occasions in 2011 for the New South Wales campuses included:

- the purchase of NCR House in North Sydney as part of the Sydney Master Plan
- the first year of courses offered by the new ACU School of Physiotherapy and Allied Health
- hosting Prime Minister Julia Gillard at a public forum on carbon tax at the Strathfield Campus.

The following index provides a list of general information about the New South Wales campuses, and where to find it.

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# QUEENSLAND



**Brisbane Campus**

Australian Catholic University has one campus in Queensland, at Banyo, a northern suburb of Brisbane.

Since the University is run as a single entity, with six campuses in four states/territories, the financial information is not broken down by state/territory.

Much of the information in the Report of Operations (pages 1–59) includes specific mentions of states and campuses. All staff, student and graduate statistics are broken down by state/territory and by faculty.

Events of the year are detailed in the body of the report. The many significant occasions in 2011 for the Brisbane Campus included:

- the School of Psychology partnering with Brisbane Catholic Education for the Brisbane Psychology and Counselling Clinic to provide services to the students and families of Catholic schools in Brisbane's northern suburbs
- hosting another ACU Social Justice Youth Forum for secondary school students who share ACU's commitment to social justice
- continuing strong cultural links with the community, in choral and other music, drama and art exhibitions.

The following index provides a list of general information about the Brisbane Campus and where to find it.

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# state indexes

## AUSTRALIAN CAPITAL TERRITORY



Australian Catholic University has one campus in the Australian Capital Territory, in Canberra.

Since the University is run as a single entity, with six campuses in four states/territories, the financial information is not broken down by state/territory.

Much of the information in the Report of Operations (pages 1–59) includes specific mentions of states and campuses. All staff, student and graduate statistics are broken down by state/territory and by faculty.

Events of the year are detailed in the body of the report.

Significant events at the Canberra Campus during 2011 included:

- continued involvement in public debate by the Public Policy Institute, based in Canberra, and its executive director, Professor Scott Prasser
- involvement in community development projects with community service providers and through sport
- preparations for the phased introduction of the Core Curriculum by the Institute for Catholic Identity and Mission, based on the Canberra Campus.

The following index provides a list of general information about the Canberra Campus, and where to find it.

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# contacts

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[www.acu.edu.au/152436](http://www.acu.edu.au/152436)

### Campus contacts

The contact details for each of ACU's  
six campuses are available on the back  
cover of this report.

**Please note that all figures in the  
2011 Annual Report are correct as  
at 9 September 2011.**

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