

# annual report 2010

Australian Catholic University **annual report 2010**



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)

For more copies of this report or for enquiries, please contact: [communications@acu.edu.au](mailto:communications@acu.edu.au)  
Tel +61 2 9739 2540

### Letter of transmittal

11 April 2011

The Hon Peter Hall MLC  
Minister for Higher Education and Skills  
Level 1, 2 Treasury Place, West Wing  
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 2010.

The Annual Report was approved by the Australian Catholic University Senate on 11 April 2011.

Yours sincerely



**General Peter Cosgrove AC MC CNZM**  
Chancellor

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## Chancellor's farewell

Brother Julian McDonald CFC AC retired at the end of 2010 from the position of Chancellor of Australian Catholic University, after 10 years of outstanding service.

He writes his last foreword for an ACU annual report:

As I come to the end of 10 years as Chancellor, I am very conscious of the privilege that has been given to me to have been entrusted with the leadership of a community of scholars and researchers that has worked so well to ensure that Australian Catholic University is now an institution of choice for thousands of people from within and beyond Australia, seeking tertiary qualifications in a wide range of disciplines.

This report for 2010 shows the growth of student numbers and enrolment applications, and the continuing expansion of faculties and schools. In the past three years we have added faculties of theology and philosophy and of business, and our Senate has passed the introduction of a school of law, to open in 2013.

The University has introduced numerous courses and new schools, especially those with strong community demand, such as physiotherapy, to be followed by occupational therapy. This has all been matched by an increase in resources and new buildings, with a major expansion of the Melbourne Campus, which we are proud to say has strong environmental credentials.

As Chancellor, I have been pleased at the continued implementation of strategic and thematic plans guiding the institution's growth, in a manner which has been both financially responsible and in tune with the Federal Government's aim to widen university entry. The aim of wider participation in tertiary education is one which Australian

Catholic University has always espoused, in line with its wider Mission and Catholic traditions and its distinctive emphasis on community engagement.

Australian Catholic University is indebted to its three Vice-Chancellors, Professors Peter Drake, Peter Sheehan and Greg Craven, whose inspirational leadership and sheer hard work have brought the University to maturity and to a position where there are now more than 20,400 students enrolled and working on six campuses situated in Ballarat, Canberra, Melbourne, Sydney and Brisbane.

While leadership of any institution is vitally important, the distinctive characteristic of Australian Catholic University throughout its entire 20-year history has been the manner in which all staff – both academic and support – have welcomed students on all campuses and worked with one another collaboratively and harmoniously to build a community to which its members are proud to belong.

It is with deep gratitude that I acknowledge the University's leadership, staff and students for the manner in which they have embraced me as Chancellor and enriched my life immeasurably.

I am personally delighted to be handing the baton to a very distinguished Australian who needs no introduction. Having followed closely the career of General Peter Cosgrove, I leave Australian Catholic University buoyed by the confidence that comes from knowing that, under General Cosgrove's leadership, Australian Catholic University will continue to grow and flourish.

**R Julian McDonald CFC AO**  
Chancellor 2000–2010

## Chancellor's welcome

Former Defence Force chief General Peter Cosgrove AC MC CNZM, appointed as the University's third Chancellor, took up his role in November 2010.

From the Vice-Chancellor:

I am delighted that General Cosgrove has accepted this position. Throughout his distinguished military career he has shown outstanding leadership, care of the men and women under his command and a cultural awareness of the lives of others.

It is these leadership skills, commitment to serving the common good, and immense experience which will prove invaluable in helping the University to build on its reputation of quality teaching and research.

From the new Chancellor:

Firstly, I pay special tribute to the wonderful work and unstinting commitment of Brother Julian McDonald. He has been an inspiration to all at ACU. I look forward to continuing his vision, in the hope that I can do justice to the important position of Chancellor.

Australian universities play a vital role in developing the intellectual capital of the nation. For our own citizens, and for many of our overseas neighbours, our universities are the key which unlocks their future.

I am extraordinarily proud to be appointed as the new Chancellor of Australian Catholic University, a seat of learning and of research serving vital needs within our whole community.

**General Peter Cosgrove AC MC CNZM**  
Chancellor 2010–



## Vice-Chancellor's report

At the end of 2010, we can be pleased with our balancing of growth with responsible planning, with the continued implementation of the *ACU Strategic Plan 2009–2011* and the recommendations of the Bradley Review, and our improvement in research performance. Highlights and priority projects of the year are detailed on pages 7 and 9 of this report, so my remarks here are of a more general nature – in particular on our necessary growth and our improved research position.

Growth has been a conscious aim for Australian Catholic University. We realise that it is not optimal to operate on six widely separated small campuses with a relatively small number of students, and that we must have a critical mass. We were pleased at the end of 2010 to have increased our enrolments so that we are 25 per cent over our Commonwealth cap. Our first preference growth for applications in 2010 for 2011 was nearly 8 per cent higher than the year before, and our total preference increase nearly 9 per cent.

Managing this growth has been a key imperative. Moving to our projected critical mass, we will need more staff and capital to provide for the increase in students. We have coped, however, with significant growth without undue dislocation in terms of staff, students, facilities or finances.

We are fortunate to be well-run financially, and have been able to increase the share of the 'slice of the pie' to faculties and, importantly, to limit increases to the staff-student ratio. We have hired more staff to keep up with student numbers, which is pleasing in a university sector where many institutions for a variety of reasons, have been reducing staff levels.

With the help of outside consultants, we have also been analysing the use of our buildings, to try to adapt them further to current needs, and looking at each campus's possibilities.

Our Melbourne Campus is in a perfect position for a university, in Fitzroy, so it was advantageous to acquire land there for a new nine-storey building, for which the first sod was turned in November 2010.

Sydney has two campuses, and consultants have been employed to refine plans there. Strathfield, with beautiful heritage buildings, faces some challenges in intensive development. The North Sydney Campus enjoys good public transport and can expand, because buying in the nearby CBD is an option, although an expensive one. We expect to utilise North Sydney as a growth campus while maximising our utilisation of Strathfield. The cost of infrastructure expansion will be substantial, but this cost is integrated with the university's growth and the subsequent income increase.

We feel that we are considerably more than holding our own in terms of growth and financial solvency in competition with other universities. Domestic enrolments are more predictable than the international market, for us and for all Australian universities, but we are performing very well in both fields.

We have also grown in increased course offerings. In 2009 we added the Faculty of Theology and Philosophy and in 2010 the Faculty of Business and the School of Physiotherapy. Planning is going ahead for another school, a national Law School, to open in 2013 on the Melbourne Campus, to be followed by Sydney and Brisbane.

In 2009, we had fundamentally changed the way we looked at research and aimed to improve our comparative position. Our new Deputy Vice-Chancellor Research, Professor Thomas Martin, set up research infrastructure which in 2010 began to bear fruit. Importantly, we have invested heavily in research in financial terms, so that our commitment now reflects that of other universities.

When the Excellence in Research for Australia (ERA) results for 2010 were published, I felt that we could take some qualified pride in our achievements and improvements. For a university with a limited range and history in research, a position of equal 31st out of 41 institutions surveyed was creditable. Moreover, the reality that most of our research initiatives will not commence bearing fruit until later reporting periods is a deeply comforting one.

It was very pleasing that in Religion and Religious Studies, including Theology, our research result (rating 4) was above world standard; while in three other areas – Curriculum and Pedagogy, Nursing and Law – we had a rating of 3 (the world standard). (For research details see pages 44–49).

We ended 2010 by farewelling one Chancellor, Brother Julian McDonald, and welcoming the next, General Cosgrove. I am indebted to the outgoing Chancellor for his great loyalty and service to the University, as both Catholic in nature and a public university. I am delighted to welcome the new Chancellor to an institution for which we share pride and enthusiasm.

**Professor Greg Craven**  
Vice-Chancellor

### 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 educates more than 20,400 students 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 multi-disciplinary 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 Australian Catholic University.

### 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 see [www.acu.edu.au](http://www.acu.edu.au)

The University 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 (shown at right).



**Brisbane**  
McAuley at Banyo



**North Sydney**  
MacKillop



**Strathfield (Sydney)**  
Mount Saint Mary



**Canberra**  
Signadou



**Ballarat**  
Aquinas



**Melbourne**  
St Patrick's

The University had five faculties in 2010: Arts and Sciences, Business, Education, Health Sciences, and Theology and Philosophy.



## Faculties and areas of study

In 2010, Australian Catholic University offered courses at its Australian campuses and overseas for both undergraduate and postgraduate students, in five faculties.

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

### New courses

The Faculty of Business, established by the University Senate in 2009, began offering courses in 2010.

A Bachelor of High Performance (Sport and Business) was also available in 2010, combining the University's expertise in exercise science and business, and suitable for elite sports people and coaches.

The national School of Physiotherapy, launched in 2009, began courses in 2010 through the Faculty of Health Sciences at the Brisbane Campus. In 2011, physiotherapy will be offered at the North Sydney Campus, with occupational therapy to be introduced in 2012 at the Melbourne Campus.

The Faculty of Arts and Sciences commenced courses for a Bachelor of Media Communications at the Melbourne Campus in 2010. Two new courses in the faculty have been approved for 2011: a Bachelor of Arts (Psychology) and a Bachelor of Social Science (Psychology).

New courses in the Faculty of Education approved in 2010 were: a master's degree and postgraduate certificate in the specialisation of gifted education; a graduate diploma in educational studies; and graduate certificates in inclusive education and TESOL.

### Faculty of Arts and Sciences

Arts  
Asian Studies  
Australian Studies  
Behavioural Science  
Business Studies  
Communication  
Computing  
Counselling  
Creative Arts and Culture  
Drama  
East Timor Language and Cultural Studies  
Economics  
Environmental Science  
Education Law  
Geography  
History  
Indigenous Studies  
Languages  
Liberal Studies  
Literature  
Mathematics  
Media Communication  
Music  
Politics  
Psychology  
Sociology  
Social Sciences  
Social Work  
Technology  
Visual Arts and Design  
Youth Work

### Faculty of Business

Accounting  
Business  
Business Administration  
Business Administration (Indigenous Studies)  
Business Information Systems  
Commerce  
Financial Counselling  
Human Resource Management  
Information Technology  
Marketing  
Management

### Faculty of Education

Arts Education  
Career Development  
Early Childhood Education  
Education and Training in Professional Contexts  
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

Exercise Science  
Nursing  
Nursing Leadership  
Midwifery  
Nursing Leadership  
Paramedicine  
Physiotherapy

### Faculty of Theology and Philosophy

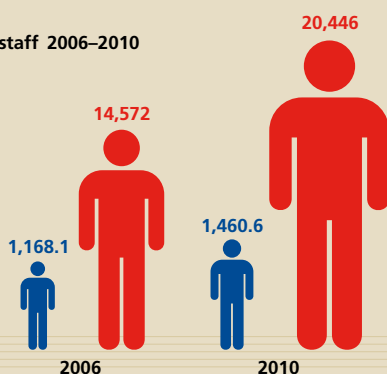
Ancient Languages  
Applied Ethics  
Biblical Studies  
Interfaith Relations  
Leadership and Catholic Culture  
Liturgy  
Moral Theology  
Philosophy  
Practical Theology  
Spiritual and Pastoral Ministry  
Systematic Theology



## Increase in students and staff 2006–2010

Total student headcount  
40.3 per cent growth

Total staff FTE  
25.0 per cent growth



# 20,446 students

## Growth

### Overall growth

The University was greatly encouraged by very strong growth in enrolments in 2010 for 2011. 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 2011.

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

- new and revised courses
- targeted approach to marketing
- stronger university brand profile.

The 2010 figures of more than 20,440 students and more than 1,460 (full-time equivalent) staff, compared with those of 2006, represent, in round figures, growth

of more than 40 per cent of student numbers and 25 per cent of staff, with more than 19 per cent increase in academic staff. The corresponding growth in total income has been 61 per cent.

### Domestic and international enrolments

Domestic applications and enrolments have continued to increase. The international student headcount in 2009 had gone down to 3,236 from the 2008 high of 3,435. In 2010 the trend was reversed, with 3,360 international students enrolled in ACU onshore programs. A reduction in international numbers is predicted for 2011, as part of an overall decline in international student demand for Australian education.

## Highlights of 2010

Significant events during the year included:

- an increase in demand for ACU places, with first preferences for Commonwealth-supported places up nearly eight per cent from the previous year, and total preferences up by nearly nine per cent
- key role in the celebrations of the canonisation of St Mary of the Cross MacKillop, both in Australia and Rome
- continued implementation of the Strategic Plan 2009–2011, with a new reporting and evaluation framework monitoring progress
- significant 2010 results in the Excellence in Research for Australia initiative (details on page 45).
- major capital expansion of the Melbourne Campus, with 2012 completion anticipated
- first full year for the Centre for Indigenous Education and Research (CIER)
- first year of the national School of Physiotherapy and Allied Health, with courses in physiotherapy at the Brisbane Campus
- planning for the 2011 launch of physiotherapy at the North Sydney Campus and in 2012 of occupational therapy at the Melbourne Campus
- first year of the Faculty of Business
- planning for the national Law School 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 (see page 27), in line with the Bradley Review of Higher Education
- action plans implemented in response to the MyVoice initial staff survey.

	2006	2010	Growth
Total student headcount	14,572	20,446	40.3%
Equivalent full-time student load	10,034.17	14,675.93	46.3%
Total staff FTE*	1,168.1	1,460.6	25.0%
Total academic staff FTE*	656.7	784.5	19.5%
Total income	\$144.8m	\$233.2m	61.0%
Government grants (including HECS)	\$95.4m	\$166.7m	74.7%
Fees and charges	\$28.3m	\$42.4m	49.8%
Other income	\$21.1m	\$24.1m	14.2%

\*FTE= full-time equivalent



## 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 Statistical Analysis and Surveys and Planning and Quality to fulfil its primary responsibility for driving a culture of planning and quality throughout the University. In so doing, in 2010 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 includes four strategic goal areas:

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

### 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 improve 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 established goals, high-level strategies and performance targets which have in turn informed the development of yearly 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

ACU is now two-thirds of the way into its current three-year planning cycle, 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 implemented to monitor the University's progress against the strategic plan.

Progress against the University key performance indicators and targets, as at the end December 2010, in relation to each goal area of the strategic plan, was well over half-way achieved. The focus for 2011 will be to finalise the implementation of strategies in this last year of the Strategic Planning 2009-2011 cycle.

### 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 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 and priorities

## 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 for 2010 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

ACU in 2010 had a strong focus on addressing the two major participation targets from the Bradley Review, that:

- 40 per cent of under-34 year olds should have a first degree by 2025
- 20 per cent of students at universities should come from low-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

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

Two of its founding strengths, nursing and teaching, offer possibilities to low-SES and regional students.

Its smaller campuses and student access to staff encourage retention of students.

### Increasing focus on widening university intake

ACU, with 14 per cent of its domestic undergraduates in 2010 from a low-SES background, increased this focus during the year through:

- encouraging student aspiration at low SES schools, before 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 by:
  - targeting schools and groups with low SES
  - initiatives to increase Indigenous student enrolments (see page 33)
  - flexible entry and accessACU schemes (see page 27)
  - Clemente Australia program (see page 33)
- 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 2010

Specific projects included:

- establishment of the Faculty of Business in 2010
- ensuring a sound reconstructed model for the Faculty of Arts and Sciences
- review of University governance
- review of University symbols
- implementation of the University's research strategy in the Office of Research
- finalising the enterprise bargaining agreement to ensure an outcome favourable to the University's strategic objectives as well as equitable to staff
- a working party on the feasibility of an ACU law school, resulting in Senate approval of establishment of law on the Melbourne Campus in 2013, to be followed by Sydney and Brisbane
- review of viability of courses and units, to ensure funding is allocated according to strategy and demand
- adjustment of the University's international operations in accordance with an external review
- oversight of capital planning for the two Sydney campuses
- oversight of the Melbourne precinct construction
- establishment of Marketing and External Relations (formerly University Relations) from recommendations from external reviews
- review of University processes, aimed at reducing levels of bureaucracy and duplication.

## 2 Governance

# ance

### Company structure

The University is incorporated in Victoria as Australian Catholic University Limited, a public company limited by guarantee. 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 a number of 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. Its members 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 in its state/territory of the objects of the company.

His Eminence Cardinal George Pell AC is the President of Australian Catholic University Limited.

### 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; four by members of the company from a panel of 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

### **Br Robert Julian McDonald**

St Stanislaus' College Bathurst  
Encompass Australasia Limited  
Trustees of the Christian Brothers (Queensland)

The Christian Brothers Inc  
Christian Brothers in Western Australia Inc  
Christian Brothers Victoria Property Ltd  
Trustees of the Christian Brothers New Zealand  
Brigidine College St Ives

### **General Peter Cosgrove**

QANTAS Airways Ltd  
QANTAS Superannuation Ltd  
Cardno Ltd

### **Professor Marea Nicholson**

Rosebank College

### **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

### **Committees chaired by Deputy Vice-Chancellor (Academic)**

- Academic Board
- Academic Staff Promotion Committees
- Ceremonial and Protocols Committee
- Identity and Mission Committee
- Indigenous Research Committee
- Indigenous Employment Strategy Steering Committee
- Outside Studies Program and Internal Research Secondment Committee
- Probation Review Committees
- University Galleries Committee

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

- Academic Board Standing Committee
- Academic Regulations Committee
- Admissions Committee
- Community Engagement Committee
- Indigenous Education 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 Affairs; 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 at 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 in 2010



### Chancellor

Brother R Julian McDonald CFC AO  
BA DipEd (Syd) CertRelFormation  
(St Louis) GradDipLangInEd (CSU)

Brother Julian was appointed Chancellor of Australian Catholic University in November 2000. A member of the University Senate from 1992, he was Pro-Chancellor from 1995 to 2000.

In October 2002, Brother Julian concluded a 12-year term as Province Leader of the Christian Brothers in NSW, ACT and Papua New Guinea. He is currently a member of the Leadership Team of the Christian Brothers, Oceania Province, and a consultant to the National Committee for Professional Standards – a committee of the Australian Catholic Bishops Conference and Catholic Religious Australia. He was made an Officer in the General Division of the Order of Australia in 2003.

Having joined the Christian Brothers in 1960, Brother Julian graduated with a Bachelor of Arts and Diploma of Education from the University of Sydney, and later received a Certificate of Religious Formation from St Louis University and a Graduate Diploma in Language in Education from Charles Sturt University. He was Director of Christian Brothers Formation at Strathfield NSW from 1973 to 1981, spent two years (1988–1990) in Rome as Director of Christian Brothers International Renewal Program and was awarded an honorary doctorate from Divine Word University, Madang, Papua New Guinea.

Brother Julian retired from the position of Chancellor of the University in November 2010, with the gratitude and admiration of all associated with his reflective and vigorous tenure.



### Pro-Chancellor

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

Mr Exell has been Pro-Chancellor of the University since November 2000 and is a 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 at the 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) LLM (Melb)

Professor Craven, lawyer and academic, commenced as Vice-Chancellor of Australian Catholic University 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.

Before his ACU appointment, 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.

His first three years as Vice-Chancellor of ACU have been marked by a series of thorough reviews, the implementation of a new strategic plan, the restructuring of the University's management, the introduction of new courses and faculties, strong growth in enrolments and an increasing emphasis on research.



### **Deputy Vice-Chancellor (Academic)**

Professor Gabrielle McMullen  
BSc (Hons) PhD (Monash) FRACI

Professor McMullen has held this appointment since 2000 with her previous title Pro-Vice-Chancellor (Academic). Her ACU roles have included Chair of Academic Board and responsibility for faculties, Indigenous education and community engagement, and academic matters related to international education. She was formerly Rector of the Ballarat campus for five years.

Before joining the University, Professor McMullen worked at the Chemical Institute of the University of Freiburg Germany as a postdoctoral fellow, and then in the Department of Biochemistry and Molecular Biology at Monash University, where she was also Dean of Mannix College.

She has held fellowships from the Alexander von Humboldt-Stiftung and the Deutsche Forschungsgemeinschaft, and is a Fellow of the Royal Australian Chemical Institute.

Her community roles include membership of the Australian Learning and Teaching Council's Competitive Grants Committee and of the College Development Steering Committee for Caritas, Hong Kong, and her current research interests include Catholic higher education.

Professor McMullen will retire in 2011, after important and much-appreciated service to the University.



### **Deputy Vice-Chancellor (Research)**

Professor Thomas Martin  
BVSc DipVetPath MBA PhD (Syd)  
DipACLAM (UnivSA)

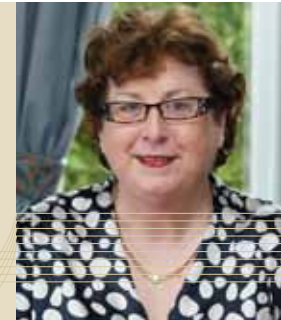
Professor Martin was appointed to this position in 2009 and is the senior executive responsible for research at the University.

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 is on the editorial board of the *Journal of Comparative Medicine* and of 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) GradDipEd (Syd Cath Coll)  
MA (Macquarie) MEdL(ACU) GradDipEdStudies  
(RE) (CCAIE)

Previously Dean of Students (2008–2009), Professor Cummins was appointed in 2009 to this portfolio, which includes the newly established Office of Student Success, University libraries, student administration 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.

Her present research interests are the development of flexible delivery methods of higher education and the support of diverse pathways to tertiary study.



### Deputy Vice-Chancellor (Administration and Resources)

John Cameron

MCom (UNSW) CPA AAIMM

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 a total of 37 years' experience in higher education administration.

### Associate Vice-Chancellors

Brisbane

Professor John Devereux

BA LLB (Qld) DPhil (Oxon)

GradDipMilLaw (Melb)

Melbourne

Mr Chris Sheargold

BA (Syd) AALIA

Sydney

Professor Marea Nicholson

BA (Macq) 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 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 BEd MEd (Monash) MACE

Faculty of Health Sciences

Professor Pauline Nugent

RN BAppSci (LaTrobe) MEdSt (Monash) FRCNA

(North Sydney)

Faculty of Theology and Philosophy

Professor Anne Hunt OAM

B Sc (Melb) DipEd (MelbCE) BEd (Monash)

BTheol (YTU of MCD) MSc (Ed) (Fordham)

MA Theol (Catholic Theological Union

Chicago) DTheol (MCD)

### Deans

Dean of Graduate Studies

Professor Julia Connell

DipBus Dip Ed MA(Dist) (Reading)

PhD (Newcastle)

Dean of Internationalisation

Professor Pamela Gibbons

BA(Hons) DipEd TC MEd PhD (Syd) FACS

### Directors

Academic Registrar

Ms Gabrielle Westmore

BA (Qld)

Director, ACUcom

Ms Margaret Cross

BA (LaTrobe)

Director, Centre for Indigenous Education and Research

Associate Professor Nerida White

DipTeach Early Childhood BEd MEd Leadership & Management (QUT) EdD (ACU)

Director, Finance

Mr John Ryan BBus (UTS) CPA

Director, Human Resources

Ms Diana Chegwiddden

BComm (EmpRels) MComm (HRM& IR) (UWS)

Director, Identity and Mission

Mr Stephen Lawrence

BA (LaTrobe) GradDip (ACU) BTheology

(CathTheoColl)

Director, Information Technology

Mr Paul Campbell

MBT (UNSW)

Director, Institute for Advancing

Community Engagement

Professor Jude Butcher

CFC BA (Hons) MA (Hons) (Macq) 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

Mr Chris Sheargold

BA (Syd) AALIA

Director, Marketing and External Relations

Mr David Craig BBus (UTS) MBA (UWS)

AMICA

Director, Office of Planning and Strategic Management

Ms Evelyn Picot

BSoc St (Syd) MComm (CSU)

Director, Office of 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)

Director, Research Services

Ms Anne Thoeming

BAppSc (Canberra) MEdLead (Macq)

Executive Director, Public Policy Institute

Professor Scott Prasser

BA (Hons) MPA (Qld) PhD (Griffith)

Executive Manager, Office of Student Success

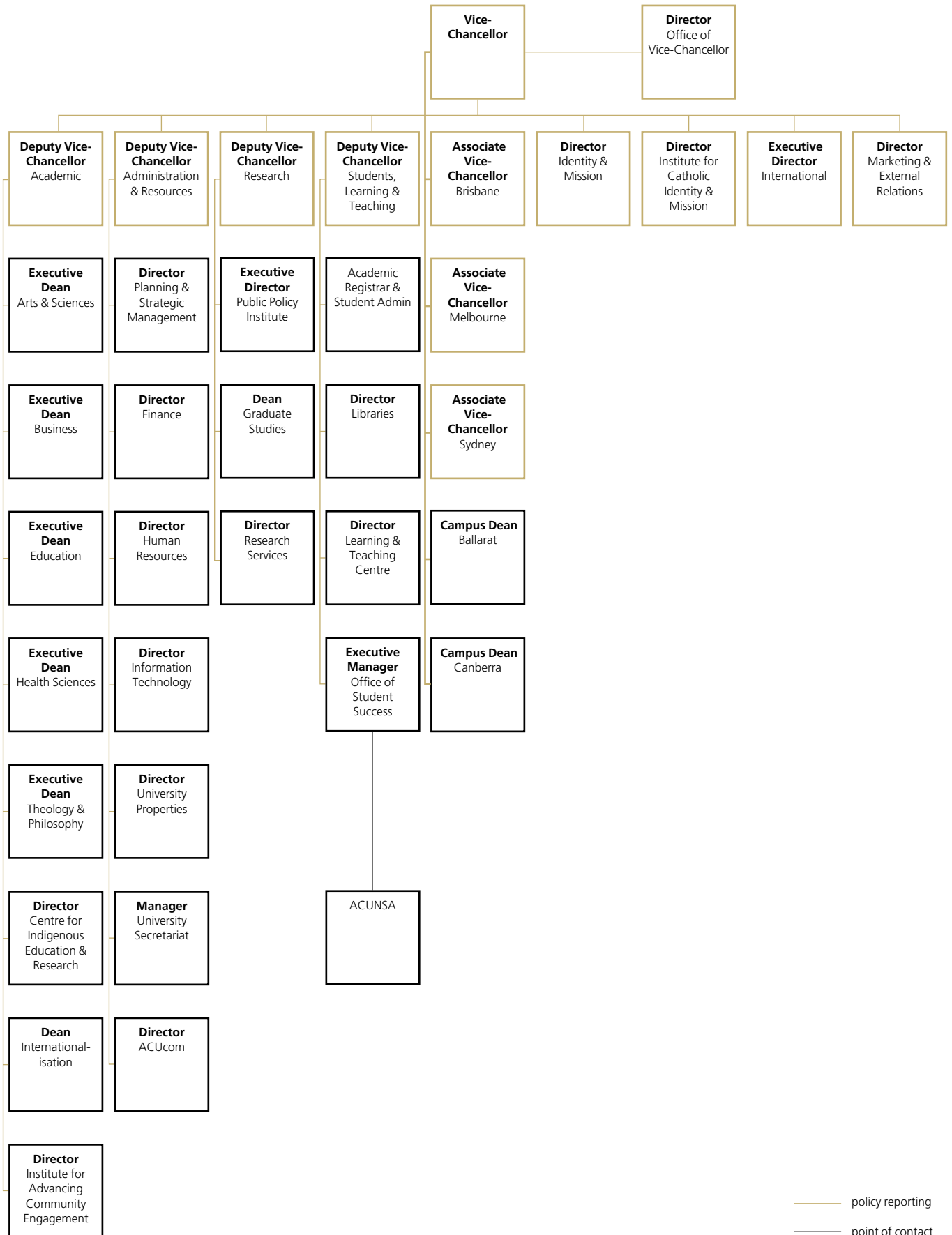
Ms Maria Hegerty

GradDipSpecEd BEd GradDipComCounsel

(Canberra) MEdLead (ACU)



# Management structure under the Vice-Chancellor in 2010



## 3 Mission and identity

# identity

### 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 inquiry 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, Australian Catholic University 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.

Australian Catholic University 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 Mission

- The Directorate of Identity and Mission, with Stephen Lawrence as Director, has oversight of campus ministry to students and staff, and during 2010 provided a focus for the University's identity and Mission.
- Each campus has a campus ministry and chaplain, offering religious services, weekly newsletters and an opportunity to take part 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 implemented in 2012, based on two distinctive Catholic approaches: understanding the human person and the duty to promote the common good. The institute also made its first research grants for projects that advance ACU's identity and Mission and develop partnerships with major Catholic stakeholders.
- The Centre for Indigenous Education and Research (CIER) enjoyed its first full year in 2010, coordinating campus Indigenous units and services, research partnerships and engagement with Indigenous communities (see page 33).
- The Public Policy Institute, under Executive Director Professor Scott Prasser, based in Canberra, aims to inform public policy from a basis of ethics, faith, human rights, the dignity of human life and community engagement.
- The Institute for the Advancement of Community Engagement (IACE) has numerous ongoing programs in the broad areas of Beyond Difference, Beyond Disadvantage and Beyond Borders (see page 17).



Signing the new MOU for Catholic Alliance for International Development. L-R: Vice-Chancellor Professor Greg Craven, president of Catholic Religious Australia Sister Anne Derwin SJ and CEO of Caritas Australia Jack de Groot

## Mission in undertakings

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

In 2010, 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 44, and student involvement in community and social justice activities is explored on page 32.

There are numerous ongoing distinctive social justice programs at the University, including:

- Thai–Burma Border refugee program (see page 39)
- Clemente Australia program (see right)
- Community Futures project, supporting refugees in tertiary education
- Community engagement awards for students and staff (see pages 31 and 43) and for the University in general (see page 39)
- 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 19).

## Community engagement

The Bradley Review noted that "'community engagement" has become the term for the important function of collaboration and interactions between universities and the rest of society ... helping to improve quality of life'.

### Distinctive feature

Community engagement is seen as a distinctive feature of ACU, on its national campuses and in international programs. The Institute for Advancing Community Engagement (IACE) coordinates and initiates numerous projects, working with faculties, researchers, staff and students. Most activities are voluntary, but some are part of academic course requirements.

Projects in 2010 were grouped under themes as follows.

### Beyond Disadvantage

- Clemente Australia program in eight centres across Australia, where ACU offered tertiary education to about 160 disadvantaged, often homeless, students
- Homework clubs, in which children from disadvantaged, low-SES or refugee backgrounds improved their literacy and numeracy skills through tutoring by ACU students
- Equity Pathways program (ACULink), linking with schools and encouraging university enrolment
- Justice Pathways Project, encouraging Indigenous students to enter justice careers in Queensland
- The Institute of Child Protection Studies, a partnership between ACU (Canberra Campus) and ACT Department of Disability, Housing and Community Service, working for improvement in policy and practice in the care of children

## Community engagement is seen as a distinctive feature of ACU, on its national campuses and in international programs

### Beyond Borders

- Catholic Alliance for International Development (CAID), with a current focus on the Pacific and East Timor
- Thai–Burma Border program, offering university courses to refugees in camps
- Educational leadership programs supporting schools and school systems in Mauritius, Pakistan, Papua New Guinea and East Timor and capacity building in education and health
- Riel Maths project research by ACU's Dr Jack Frawley with CARE Australia into Cambodian ethnic minority students' mathematics achievements.

### Beyond Differences

- Young Muslim Leadership program, with La Trobe University, promoting shared understanding
- World Religions Face-to-Face programs, bringing students of different religions together
- Art, drama and music programs with groups from different cultures and from disadvantaged backgrounds, including refugees and prisoners
- Programs to improve the health and education of Indigenous Australians, particularly through IACE and the Centre of Indigenous Education and Research (CIER) (see page 33)



An ACU student tutoring a child from a refugee background in one of the homework clubs provided by the University



Dr John Forge, winner of the 2010 Eureka Prize, with Professor Thomas Martin, Deputy Vice-Chancellor (Research)

## Public forums

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

- Caritas Oceania forum (North Sydney Campus) on *Catholic Approaches to Humanitarian and Development Work* (North Sydney Campus), a forum that included the MOU signing (page 17)
- Sixth International Conference on Indigenous Education and Research: Pacific Rim (Cairns)
- *Vision of Fethulla Gulen and Muslim-Christian Relations*: a conference, with Monash University and the Australian International Society
- *Understanding Population Issues*, with ACU's Professor Scott Prasser presenting
- Conference for proposed National Human Rights Framework (Brisbane), with Professor Frank Brennan SJ speaking
- Catholic Health Australia Conference
- *Education under Occupation in Palestine* (Strathfield Campus) hosted by IACE and Bethlehem University
- *Mission and Identity in Church-based Organisations* colloquium (Melbourne Campus)
- Australian Catholic Youth Ministry Convention (Melbourne Campus)
- Walter Sylvester Memorial lecture: *Lay people bridging the church and the world*
- Simone Weil lectures on human value: Professor Antony Duff (University of Stirling)
- Harold Wyndham Memorial Lecture, presented by Professor Barry McGaw
- Wednesday lecture series of the School of Philosophy (Melbourne Campus) with well-known speakers from law, political science and philosophy
- The Big Event, focusing on faith and social justice
- *Australian nationalism – is it a problem?* conference (La Trobe), with Professor Raimond Gaita a speaker

- *Prayer and Spirituality in the Early Church* conference (Melbourne)
- Third International Conference of Australasian Philosophy of Religion Association
- *Indigenous Spiritualities and the Vision of Raimon Panikkar* conference (Brisbane Campus), a collaboration of the Faculty of Theology and Philosophy with the Centre for Indigenous Education and Research
- Fifth International Conference on Catholic Educational leadership, speakers including Indigenous leader Patrick Dodson
- a public forum on bioethics (Melbourne Campus)
- social justice youth forums (speakers included Phil Glendenning of the Edmund Rice Centre and Thérèse Rein)
- launch of Social Justice Statement of Australian Catholic Bishops Conference (Strathfield Campus)
- lectures, dramatic presentations and community vigils to mark the canonisation of Saint Mary of the Cross MacKillop
- public lecture on Christmas Island (Peace and Justice Forum), with Father Ross Naylor
- public lectures of the Faculty of Theology and Philosophy, on topics such as Edmund Rice, Cardinal Newman, and young people and faith
- national student retreat, *Building a life grounded in hope*, led by Bishop Julian Porteous
- lecture series by former gangster, international speaker John Pridmore
- annual Lenten lectures
- annual Aquinas lecture – Professor Neil Ormerod on *The challenge posed by modern atheists to the Catholic understanding of the relationship between faith and reason*
- hosting conference for 450 NSW visual arts school teachers, concerns including national curriculum standards
- a forum, with Queensland youth services, on the issue of children not attending school.

## Recognition

During 2010, Australian Catholic University was recognised for its work in the wider community.

- The Victoria Government's first State Impact Award went to the Homework Support Club at Sacred Heart School Fitzroy, a partnership between the school, ACU, the local Vietnamese Mothers' Club and The Smith Family, where volunteers from ACU provide after-school tutoring and support to the children.
- The Director of the University's IACE, Professor Jude Butcher CFC, was awarded an Order of Australia (AM) for his service to teacher education, particularly in the Catholic sector, and to the community through contributions to social justice.
- The Queensland Premier's Reconciliation Award in 2010 was presented to the ACU Brisbane Campus's Indigenous Higher Education Unit in conjunction with Mt St Michael's College, Ashgrove.

## Eureka Prize winner

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

In 2010 the prize went to Dr John Forge of the University of Sydney for his research on the social, moral and legal responsibilities faced by scientists.

In his book *The Responsible Scientist* Dr Forge argues that scientists carry a moral obligation for their research, whether engaged in applied or pure science. He proposes that Australia, for example, should refrain from activities that have the potential to indirectly aid the production of nuclear weapons and to make a disproportionate contribution to pollution and global warming.

## Resources



### General income and expenditure

The full financial statements of the University's operations in 2010 are to be found on pages 56 to 60, and there is a basic summary of income on page 7.

#### 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 37); and investment earnings.

Of the total income of the University for 2010 (\$233.2m), \$166.7m came from Federal Government grants, including HECS.

#### Vice-Chancellor's comments on budgeting

*The higher education sector is currently experiencing significant change following the government's response to the Bradley Review announced in the May 2009 Federal Government budget. One change with potential significant financial implications is the uncapping of the number of student places.*

*From 2012, universities will be funded for student places on the basis of student demand. Transitional arrangements operated in 2010 and will in 2011, with a 10 per cent cap on the government contribution for over-enrolments, while the University receives the Student Contribution regardless of the number of enrolled students. (The student contribution component equates to approximately 35 per cent of a fully funded student.)*

*In response to the changing environment, ACU strategic planning has identified the need for a concerted effort to increase student numbers in accordance with our strategic imperative to achieve critical mass.*

*The challenge in terms of budget development, particularly in the short term, is to resource ongoing day-to-day operations while providing strategic targeted funding to assist with managing the growth in student numbers.*

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

Following a number of staff changes, a new Partnerships and Development team was recruited in the course of 2010 and its efforts are expected to bear fruit in the years to come.



### Major projects involving fundraising and partnerships

- Chair in Identity and Curriculum in Catholic Education: a major fundraising campaign for this chair concluded successfully, receiving significant support from the Archdiocese of Brisbane; Catholic Church Insurances; Catholic Education Offices in Brisbane, Cairns, Rockhampton, Toowoomba and Townsville dioceses; Edmund Rice Education Australia; the Presentation Sisters; Queensland Catholic Education Commission; and the Sisters of Mercy.
- ACU Research Three-Minute Thesis (3MT) Competition: the Co-op Bookshop will sponsor this competition, aiming to raise the profile of research at ACU. Prizes and travel will be provided for research students to attend 3MT grand finals each year. Future ACU winners will enter a national final with students from other Australian universities.
- Holy Spirit Chaldean project: Holy Spirit Sisters, Catholic Religious Australia (Qld), Franciscan Sisters, Redemptorist Fathers and the Chaldean Congregation of the Daughters of Jesus' Sacred Heart in Iraq have partnered to assist in developing future leaders of the Chaldean community in Iraq, in the critical areas of education and health care. This has the full support of the Archbishop of Erbil, Iraq, the Most Reverend Bashar Warda CSSR. Initially, two sisters from Iraq will be enrolled at the Brisbane Campus in the Master of Educational Leadership.
- Catholic Teachers' College, Baucau, East Timor: the eMerge Foundation made a generous donation towards the College's proposed new building project and two new scholarships.

- Dooleys Catholic Club, Lidcombe, an important, long-term supporter of ACU, again increased its funding for student scholarships, contributed to the Institute for Advancing Community Engagement and initiated discussions with the University on new projects.
- In 2010, a campaign was begun to mobilise the support of the University's friends and supporters to enable the new buildings of the National Centre for Health and Wellbeing and the chapel in Fitzroy to achieve their full potential.

### Australian Catholic University Foundation supporters

ACU is deeply grateful for the generous support of the trusts, institutions and individuals who contributed to the support of the University and its students in 2010.

These include:

- the University's staff, students and graduates
  - individual benefactors
  - philanthropic foundations
  - Catholic organisations including Catholic Education Offices, religious congregations, hospitals and dioceses
  - corporations
  - community and service groups.
- Many have also contributed artworks and books to the University's collections. These gifts are highly valued and much appreciated. In the course of the year, the Vice-Chancellor met several groups of donors and other supporters to thank them personally for their support to date and to outline his vision for the future.

### Benefactors

Those who donated in 2010 and those whose earlier endowments continue to benefit the University:

A B & T B Plumbing  
 Ahmet Keskin  
 Allan Myers AO  
 Association of Catholic School Principals  
 Australian Association of Spiritual Care and Pastoral Counselling  
 Australian Human Resources Institute  
 Australian Intercultural Society  
 Australian Taxation Office  
 Brian Pettit  
 Brisbane Airport Corporation  
 Bruno Yvanovich  
 Burke Fund  
 Cabrini Health  
 Calvary John James Hospital  
 Canberra Southern Cross Club  
 Carroll & O'Dea Lawyers  
 Catholic Archdiocese of Brisbane  
 Catholic Archdiocese of Melbourne  
 Catholic Education Office – Brisbane  
 Catholic Education Office – Cairns  
 Catholic Education Office – Canberra and Goulburn  
 Catholic Education Office – Rockhampton  
 Catholic Education Office – Toowoomba  
 Catholic Education Office – Townsville  
 Catholic Religious Australia – Queensland  
 CatholicCare Sydney  
 Centre for Academic Programs Abroad – Australia  
 Christopher Flynn  
 Co-op Bookshop  
 Diocese of Sandhurst  
 Dominican Sisters of Eastern Australia  
 Dooleys Lidcombe Catholic Club  
 Edmund Rice Education Australia  
 eMerge Foundation  
 Flagship Communications  
 Frank Frawley  
 Geraldine O'Brien



Graduate Women Qld Inc.  
 GreaterGood (Capital Region  
 Community Foundation)  
 Health Employment Pty Ltd  
 Holy Spirit Sisters  
 Ian Nicholson  
 International Nippon Club  
 IRC Global Networks  
 Janet Moyle  
 Jeff Egan  
 John and Barbara Ralph  
 John Gleeson  
 Karen Mulcahy  
 Lorraine Norton  
 Lourdes Hill College  
 Margaret Beck  
 Margaret Naylor  
 Margaret Vider  
 Mark McCall  
 Mark Nicholson  
 Marist Brothers, Sydney  
 Matthew Pink  
 Mehmet Saral  
 Michel Lam  
 Minter Ellison Lawyers  
 Moore Stephens Sydney  
 Most Rev Denis Hart DD  
 Nicholas Callinan  
 Northern Sydney Central Coast Health,  
 Drug & Alcohol Service  
 Order of Malta  
 Oxley Health Care Recruitment  
 Peter and Margaret Gill  
 Presentation Sisters Queensland  
 Professor Frank Brennan SJ  
 Queensland Catholic Education  
 Commission  
 QIEC Super  
 Rachael Blows  
 Recep Aydogan  
 Redemptorist Fathers  
 Reg and Jeanette Lam-Po-Tang  
 Reid family  
 Rita Cleveland  
 Robert Mulholland  
 Rotary Club of Belvoir – Wodonga  
 Salesians of Don Bosco  
 Siloam Korean Presbyterian Church  
 Sisters of Charity Health Service  
 Sisters of Mercy – Ballarat East  
 Sisters of Mercy – Brisbane  
 Sisters of Mercy – Parramatta  
 Sisters of St Joseph of the Sacred Heart  
 – Wavell Heights

St John of God Hospital  
 St Vincent de Paul Society-Canberra/  
 Goulburn Central Council  
 St Vincent's & Mercy Private Hospital  
 Staffing Options  
 Tamara Barth  
 Tony Carroll AM  
 Yass District Aged Care Services  
 Zuleyha Keskin.

Those whose generosity continues to provide scholarships and awards to the University are listed on page 23.

## Scholarships and awards

A key priority for the University is to provide scholarships for students to increase access and encourage academic merit.

The support of the University's donors has enabled it to remain committed to social justice and to continue to provide the transformational experience of education to as many students as possible. This has enabled the University to help its students carry its Mission into the wider world, serving the common good.

Overall, scholarships and other awards funded by donors through the foundation provided more than \$194,000 to ACU students in 2010.

### New scholarships and awards

ACU is most grateful for the following new awards established in 2010.

- Graduate Women Queensland instituted an award for female students from rural or remote Queensland entering their final year of any undergraduate education course at the Brisbane Campus.
- The Ron Clarke Memorial Scholarship to encourage aged care nursing at the Canberra Campus was established by the Yass District Aged Care Services (NSW), operators of Horton House and Warmington Lodge.

- St Vincent de Paul Society Canberra/ Goulburn Central Council renewed its commitment to the St Vincent de Paul Society Dhara Darramoolen Indigenous Students Scholarship on the Canberra Campus.
- The George Alexander Foundation renewed its commitment to supporting disadvantaged regional students with a three-year agreement of \$180,000 for scholarships and bursaries for deserving students.
- St Vincent's & Mercy Private Hospital generously doubled its financial commitment to support Indigenous ACU nursing and midwifery students at our Victorian campuses.
- Sisters of Mercy (East Ballarat) established an award for regional students studying at the Ballarat Campus. The award seeks to offer financial support to students in their first year of study at the University.
- The Australian Taxation Office established a generous prize to the student with the highest cumulative mark in the subject Taxation Law at the Brisbane, Sydney and Melbourne campuses.
- The Sisters of Mercy, Parramatta, established a Brother Kelvin Canavan scholarship in acknowledgment of Brother Kelvin's long and distinguished years of leadership and service to Catholic education in Sydney.
- 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 yearly undergraduate scholarship to begin in 2011 for the next three years.

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





### Continuing scholarships and bursaries

The University continued its commitment to acknowledging student achievement as well as assisting students with particular financial pressures, and those from rural and regional areas, to study at the University.

We are grateful to the following individuals and organisations providing support for scholarships, prizes and bursaries which continued in 2010:

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 Paediatric 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  
 Catholic Care  
 Catholic Diocese of Sandhurst  
 Catholic Education Office, Canberra/Goulburn  
 Catholic Education Office, Sale

Catholic Education Office, Parramatta  
 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 Healthcare  
 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)  
 Sports Medicine Australia (NSW)  
 St John of God Health Care, Ballarat  
 St Vincent de Paul Society, Broken Bay  
 St Vincent de Paul Society, Canberra and Goulburn  
 St Vincent's Hospital, Sydney  
 St Vincent's and Mercy Private Hospital, Melbourne  
 Wexford Senate, Australia  
 Zonta Club of Sydney North.

### Infrastructure

- Construction commenced in 2010 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.
- In partnership with the University of Melbourne and St Vincent's Hospital, ACU has established the Cardio-Vascular Research Centre (CvRC) in new premises in Melbourne. CvRC will conduct basic and clinical research, provide higher education and research training for medical, nursing and other health professionals, educate the public and develop initiatives for the prevention and treatment of cardiovascular diseases.
- Additional office space has been leased adjoining the Melbourne Campus to accommodate growing number of staff and students.
- A four-storey leased building at 173 Pacific Highway, North Sydney, has been fitted out for facilities to accommodate the School of Physiotherapy, being introduced to the North Sydney Campus in 2011.
- A master plan is being finalised for the Sydney campuses to provide a framework for further investment to support planned growth.
- Biomechanics and physiotherapy laboratories were completed in 2010 on the Brisbane Campus for physiotherapy and exercise science. Another laboratory and office building is under construction on the campus for physiotherapy research.
- Improvements to the grounds and student amenities of both Sydney campuses were completed in 2010, having been funded by \$5.9m from the Federal Government's Better University Renewal Funding.



## Libraries

- Usage continued to be very healthy, with record gate counts for campus libraries, greatly increased numbers of hits on our electronic resources, growing loan figures for print material and a booming demand for information services.
- The 2010 Insync Survey of Client Attitudes showed further significant growth in student and staff levels of satisfaction with the library service. Benchmarking with other Australian universities also indicated a relative improvement in performance.
- In spite of a much tighter overall budget (with an increase of only 3.5 per cent in the 2010 budget compared with 2009), the print and electronic collections continued to be strengthened, with expenditure reaching \$3.5m and purchasing power improved by the rapidly appreciating Australian dollar. Recurrent needs of all courses were met, new academic programs were fully supported and further back-runs of electronic journals were bought to support research activities. The acquisitions budget model, which sees all expenditure funded centrally, continued to work very effectively.
- The rapid growth in student numbers placed significant strains on the physical and staffing resources of the library service. In spite of further refurbishments and extension of computing facilities, the Melbourne, North Sydney and Strathfield libraries are now facing increasing over-crowding. Master planning on all three campuses is taking this into account.
- Services to students with profound disabilities have been further enhanced, with the allocation of more staff and physical facilities dedicated to their support. This has led to a very encouraging increase in demand for these services.
- A major restructure of the library was successfully implemented, which saw a higher proportion of staff working in central units to streamline shared functions, enabling campus client services staff to improve their support of local learning, teaching and research activities.

## IT and distance learning

See also page 32.

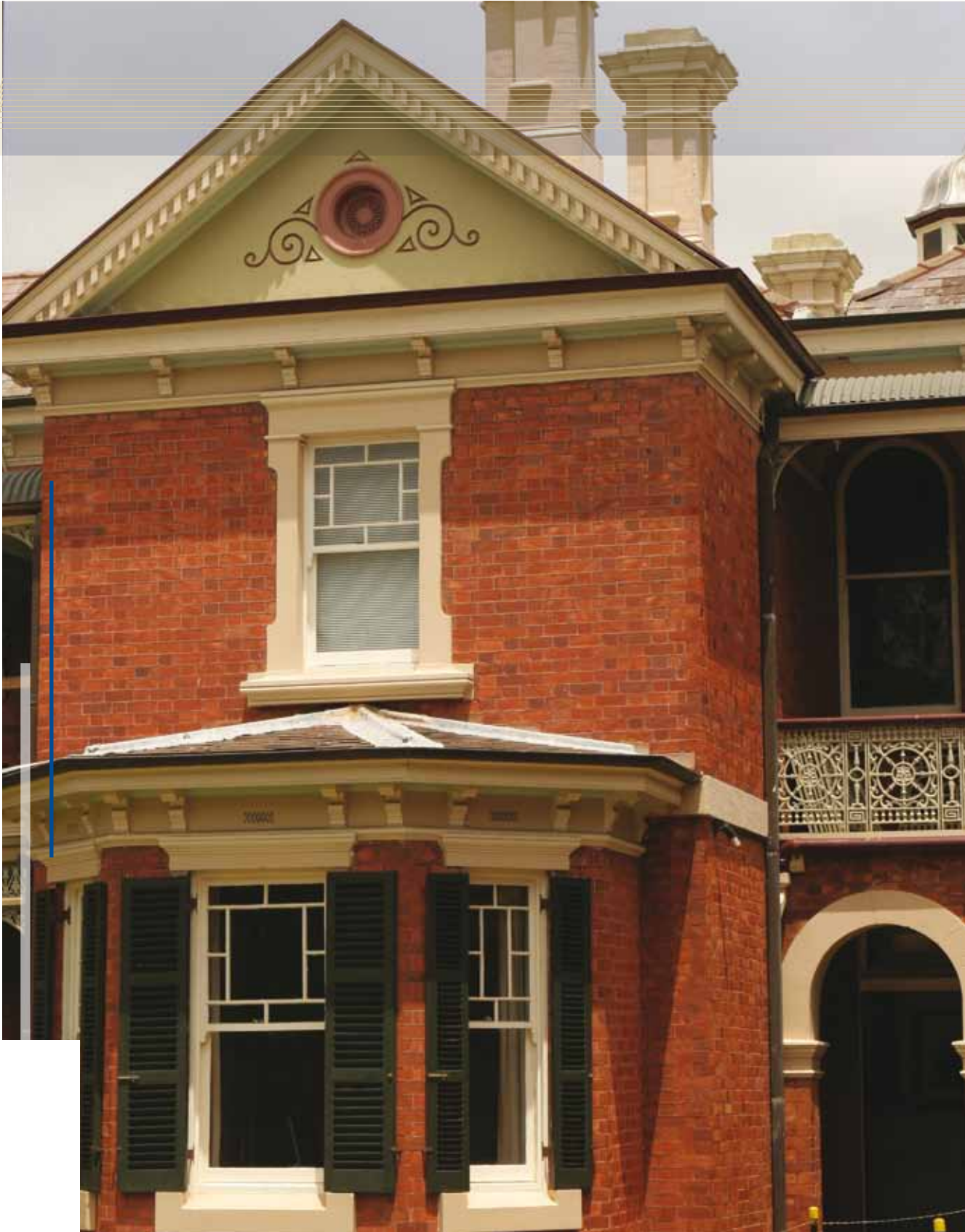
- With campuses in three states and the ACT, the University makes extensive use of video and phone conferencing and online materials for administrative, faculty and university relations purposes, and for wider discussions and forums. Professional development for staff and eLearning also use these facilities extensively.
- The libraries are electronically linked and a video network joins all campuses.
- The University's eLearning website supports the use of interactive resources.
- Some courses are taught fully online, and on-campus courses have access to the Learning Management System (LMS) to supplement face-to-face teaching. This adds flexibility and interactivity, since materials can be accessed at any time, from any location. No special software or equipment is needed.
- In 2010 new learning and teaching technologies were evaluated and selected for blogs, lecture recording and ePortfolios.

## Environmental sustainability

Australian Catholic University is committed to making a substantial contribution to environmental sustainability through the development and operation of its physical infrastructure and through education and engaging staff and students in better practice.

Particular examples of this commitment include the following.

- The National Centre for Health and Wellbeing (NCHW) has been designed to achieve a 6 Star Green Star rating, the highest rating awarded by the Green Building Council. ACU is targeting both 6 Star design and 6 Star as built – the latter being a particular challenge. We aim for the building to achieve the rating with a special emphasis on the quality of the indoor environment and consider that a healthy building is especially appropriate, given the proposed occupancy. The building was presented at the Melbourne Conference of Australian Campuses Towards Sustainability (ACTS).
- ACU has adopted a new framework to improve its sustainability practices. The framework will see the development of a sustainability policy to be endorsed by the Vice-Chancellor, initiatives to reduce energy and water consumption and an audit of academic programs to inform a proposed second phase, which will work towards sustainability practices being a permanent feature across the University.



One of ACU's historic buildings on its Strathfield Campus, a former training college of Christian Brothers

## 5 Academic review



Claron Driscoll (Admissions, Brisbane Campus) winner of one of the inaugural Vice-Chancellor's Appreciation Awards

### AUQA audit follow-up

#### **AUQA Progress Visit**

Following the University's 2008 institutional audit and submission of the Progress Report in December 2009, AUQA visited Australian Catholic University in 2010 to conduct the audit Progress Visit.

AUQA advised that the visit had been constructive, and that it had no concerns about the University's progress in addressing the recommendations and affirmations of the 2008 audit report.

#### **Continuing to implement AUQA recommendations**

##### **Staff surveys**

In 2010, the University continued to hold myVoice staff surveys and to analyse them, as suggested by the 2008 AUQA audit. The data was useful for Human Resources and forward staff planning.

##### **Workforce planning**

One of the AUQA recommendations was for attention to be given to 'replacing ageing staff and succession planning'. As a result, 2010 saw a consolidation of the renewal strategy for staff, which encouraged voluntary early retirement for older staff and recruitment for early-career and mid-career academics, with focuses on both teaching and research.

### **AUQA invitation to report**

In 2010, the University received an invitation from AUQA to make a submission to its Good Practices database on the ACU Community Engagement framework. The submission highlighted key aspects of the framework such as empowerment, engagement, reciprocity, mutual benefit and promotion of the common good.

### **TEQSA legislation**

The Federal Government has confirmed that the Tertiary Education Quality and Standards Agency (TEQSA) legislation to replace AUQA is unlikely to be fully implemented by 2011 and that AUQA will continue until the legislation is gazetted. ACU's Vice-Chancellor, Academic Board and centres such as the Learning and Teaching Centre continued in 2010 to prepare for possible legislative changes.

### **Internal reviews**

The University's organisational units will participate in a five-yearly review cycle from 2011, developed as part of the University's revised and enhanced quality management framework. The 2011–2013 review schedule was approved by ACU's Planning and Quality Committee in 2010.

An Information Technology Directorate review was the first to be undertaken, towards the end of 2010. Faculties and other business units will commence their review cycles in 2011.



## Good Universities Guide 2010

In the *Good Universities Guide 2010*, ACU was very happy to receive the maximum five stars for Indigenous participation – one of only 11 universities in Australia to do so.

ACU also received four stars for:

- student demand
- staff–student ratios
- staff qualifications
- access by equity groups
- cultural diversity.

These gradings are the results of specific programs to attract well qualified staff, to have relatively small classes and to offer entry to a widening group of students, particularly including Indigenous young people.

## 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 more fully discussed on page 9.

### accessACU

The University has a number of flexible entry schemes designed to reach the government’s target of 40 per cent of 25 to 34 year olds 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
- geographical proximity to one of our campuses

- educational, socioeconomic or rural disadvantage experienced in Year 11 or 12
- schools which have been designated as being disadvantaged.

### Other ACU pathways

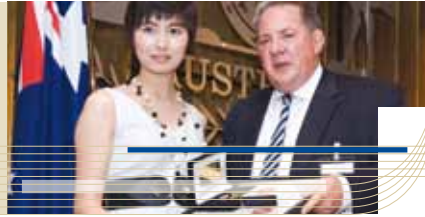
- Regional School Bonus is a program where applicants from rural and regional schools automatically receive bonus ATAR points.
- ACU’s Early Achievers’ Program (EAP) for school leavers is designed to recognise achievements of applicants, including their community involvement, and to make successful applicants an early provisional offer. Prospective students who apply under the EAP are assessed on demonstrated capacity and potential for tertiary study before completion of Year 12.
- Similarly, the Early Achievers’ Program for non-school leavers recognises achievements (including professional and community involvement) and makes early offers to successful non-school leaver applicants.
- 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 also investing in mutually beneficial pathway partnerships with the VET sector and TAFE and is working to strengthen its relationships with schools and workforce groups.



# new courses



A student of physiotherapy,  
introduced at the Brisbane  
Campus in 2010



ACU nursing student Yilin Liu receiving the Higher Education Student of the Year award in the Queensland-China Education and Training Awards program

## New Memoranda of Understanding and partnerships

- A new Memorandum of Understanding (MOU), between ACU, Religious Orders Australia and Caritas (Catholic aid agency), was set up by the Catholic Alliance for International Development (CAID) to foster a “whole of Church” approach to international development (see pages 17, 19).
- An affiliation agreement of ACU’s Faculty of Theology and Philosophy with Trinity Unity Church Theological College (Brisbane) took effect in 2010.
- The Faculty of Theology and Philosophy also signed a new multi-purpose agreement with the Catholic Education Office (Melbourne), with specific programs to be included each year.
- ACU signed agreements to be University-in-Residence at two Brisbane schools – St Joseph’s Gregory Terrace and St Rita’s College, Clayfield.
- An MOU was signed with Sacred Heart of Canossian College of Commerce in Hong Kong to develop a pathway for graduates of the Commerce Professional Diploma in Accounting for admission to the ACU Bachelor of Commerce programs in partnership with Caritas Hong Kong.
- An MOU was signed with SSTC School for Further Education (Singapore) to collaborate in developing its Bachelor of Business Administration and to investigate providing postgraduate courses in Singapore.
- An agreement was signed with Northern Sydney Institute of TAFE for a dual award in accounting, with future extension to marketing and human resource management degrees
- An agreement was signed with the Hunter Institute of TAFE for a guaranteed articulation pathway and possible further course development and sharing of facilities.
- An agreement was made with Caritas Francis Hsu College to offer a Bachelor of Social Science top-up program in Hong Kong.
- Numerous partnerships and MOUs were arranged by the Institute for Advancing Community Engagement (see page 17).

## New courses

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

- Graduate Certificate in Inclusive Education
- Postgraduate Certificate in Education (Specialisation Gifted Education)
- Master of Education (Specialisation Gifted Education)
- Graduate Diploma in Educational Studies
- Graduate Certificate in TESOL
- Bachelor of Occupational Therapy
- Bachelor of Midwifery (Indigenous)
- Master of Clinical Exercise Physiology and Master of Clinical Exercise Physiology (Honours)
- Bachelor of Nursing (Mental Health)
- Bachelor of Nursing (Hong Kong)
- Bachelor of Paramedicine
- Bachelor of Physiotherapy (Honours)
- Bachelor of Nursing/Bachelor of Business Administration
- Bachelor of Business Administration
- Bachelor of Commerce (Accounting) and Advanced Diploma of Accounting
- Master of Business Administration, delivered in intensive mode
- Graduate Certificate, Graduate Diploma, and Master of Information Technology
- Bachelor of Information Technology.

## Course reviews

- Faculty of Theology and Philosophy courses, to strengthen offerings and the faculty’s profile
- Philosophy review, identifying two areas of specialisation – moral philosophy and philosophy of religion
- Bachelor of Education (Primary)
- Diploma in Educational Studies (international students only)
- Certificate in Educational Studies
- Advanced Certificate in Educational Studies

- Master of Educational Leadership
- Postgraduate Certificate in Educational Leadership
- Bachelor of Teaching/Bachelor of Arts
- Bachelor of Nursing/Bachelor of Paramedicine
- Review of the Technology sequence in the Bachelor of Arts and Bachelor of Teaching
- Review of the Psychology and Behavioural Sciences unit sequences
- Graduate Certificate in Catholic Studies

## New faculty

The Faculty of Business began offering courses in 2010, with Professor Elizabeth More AM as the Foundation Executive Dean. This expands a history of business courses which had been taught for 20 years by the School of Business in the Faculty of Arts and Sciences.

The new faculty operates on ACU campuses in Brisbane, Melbourne and Sydney, and includes on-campus, off-campus, online and offshore activities. It offers undergraduate, postgraduate and research degrees and its programs are accredited by relevant professional bodies.

The faculty is expanding its research and research training, strategic partnerships with the business and not-for-profit sectors, and wider community engagement.

## New school

The new Australian Catholic University School of Physiotherapy, with Head of School Professor Julie Hides, began offering undergraduate courses in 2010 on the Brisbane Campus and preparing staff and facilities for its 2011 introduction on the North Sydney Campus. Application numbers were strong, reflected in the high ATAR needed for entry.

Using long-established Catholic hospital connections, the course was able to offer a broad first-year practical component, including experience in major hospitals, private practice, patient education and aged care.

# 6 Students

# Students

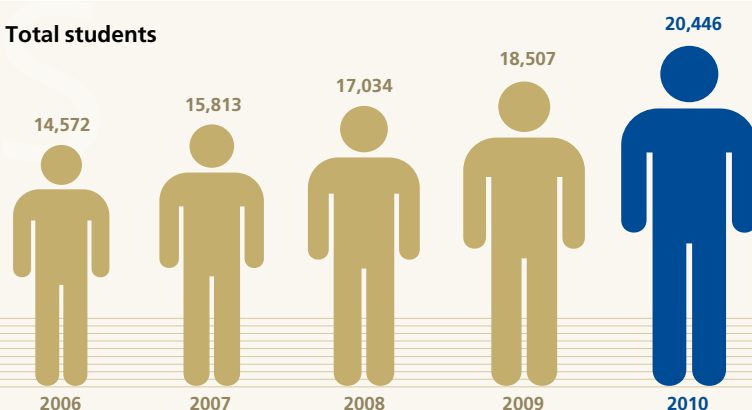


## Student statistics

	2006	2007	2008	2009	2010
<b>Total students (headcount)</b>	<b>14,572</b>	<b>15,813</b>	<b>17,034</b>	<b>18,507</b>	<b>20,446</b>
Equivalent full-time student load	10,034.17	10,873.77	11,547.14	12,977.97	14,675.93
<b>Enrolments by state/territory</b>					
NSW	6,054	6,272	6,602	6,982	7,627
Victoria	4,545	5,152	5,515	5,992	6,657
Queensland	3,050	2,716	2,849	2,984	3,510
ACT	680	699	743	810	777
Virtual (off campus)	243	974	1,325	1,739	1,875
<b>Enrolments by faculty</b>					
Arts and Sciences	4,295	4,409	4,738	4,739	2,948
Business	–	–	–	–	2,398
Education	5,620	5,789	6,108	6,827	7,547
Health Sciences	3,276	4,002	5,379	5,531	6,086
Theology and Philosophy	–	–	–	514	509
Combined schools	1,026	1,275	452	288	303
Research Services	355	338	357	355	373
ACUcom	0	0	0	288	303
<b>Enrolments by course level</b>					
Higher-degree research	355	338	357	355	373
Higher-degree coursework	1,874	1,925	2,037	2,124	2,390
Other postgraduate	1,817	1,909	1,901	2,069	1,994
Bachelor	9,594	10,317	11,068	12,586	14,272
Other undergraduate	239	287	825	829	814
Non-award	693	1,037	846	544	603
<b>On-campus enrolments</b>					
Female	10,300	11,231	12,315	13,414	14,793
Indigenous	310	349	360	342	336
Postgraduate	4,046	4,172	4,295	4,548	4,757
Full time	7,162	8,513	9,225	10,675	12,132
International	2,293	2,922	3,435	3,236	3,360



## Total students



## Student achievements

- In addition to the University's own scholarship awards (see page 23), in 2010 ACU students held 175 Commonwealth Education Costs Scholarships, 49 Commonwealth Accommodation Scholarships, four Indigenous Access Scholarship and 20 Institution Equity Scholarships.
- The Vice-Chancellor's Student Award for Outstanding Community Engagement was won by nursing student Thalia Seymour for fundraising and volunteer work in Cambodia, with charities including the Lighthouse Orphanage, which supports more than 75 children rescued from street life.
- Mathew Lillyst, a Bachelor of Teaching student, was awarded the Governor-General's Indigenous Student Teacher Scholarship for Victoria, presented by the Governor-General herself.
- Education student Allison Archie won the Queensland Government's Lambert McBride Education Bursary for Indigenous tertiary students in Queensland.
- Stephen Barlow, a PhD student from the School of Education (NSW), received the NSW Institute for Educational Research's Beth Southwell Award for an outstanding thesis. Stephen has also been asked to contribute a chapter for a book to be edited by Professor Shad Maruna (Professor of Human Development and Justice Studies at Queen's University Belfast).
- Dr Richard Harmer (psychology) received the inaugural Faculty of Arts and Sciences Award for Excellence in a PhD thesis, and Dr Peter Hai (theology) won the Vice-Chancellor's Award for Excellence in a PhD thesis.
- Business PhD student Sebastian Krook won the 2010 ACU inaugural Three-minute Thesis final.

- Tammy Lee, a Melbourne Campus nursing student, and Kristyna Wowk, a Strathfield teaching/arts student, were selected for the University Scholars Leadership Symposium in Malaysia.
- Student pilgrims were part of the 40-strong ACU group in Rome for the canonisation of Mary MacKillop. Student and staff performances at the vigil concert and canonisation included a play based on the life of Mary MacKillop, Indigenous dancing and singing by the ACU choir.
- Moo Hser, an ACU refugee student from a camp of 45,000 people on the Thai-Burma border (see page 39), was awarded an Open Universities scholarship to study for an online degree in community development at Perth's Murdoch University.
- Business students from Students in Free Enterprise (SIFE) were third out of 39 universities in the SIFE national conference championships, for their redevelopment programs in remote Australia and Indonesia.
- Exercise science student Carly Griffith won a silver medal at the World University Cross-country championships.
- Three students won medals at the Delhi Commonwealth Games: Ashleigh Brennan bronze and gold in gymnastics, Paralympics swimmer Andrew Pasterfield silver in the 100m freestyle and Sarah Katsoulis bronze in the 200m breaststroke.

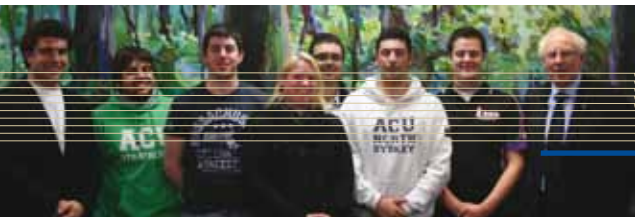
## Student experience

Student extracurricular life includes:

- campus ministry programs
- student representative committees, clubs, sporting teams, choirs, dramatic and musical groups
- ACU Games, sporting competitions with teams from each campus
- ACU Alive, a national showcase of students' music and theatre
- ACU Wired campus radio
- The Big Event, a national conference of faith and social justice, with keynote speaker Immaculee Ilibagiza, a survivor of the 1994 Rwandan genocide, giving her account of putting faith into action
- Gold Duke of Edinburgh Award program
- Student Ambassador program, helping at recruitment and public relations occasions
- participation in community engagement programs, a hallmark of ACU's Mission and identity
- overseas teaching and the Summer School program
- Study Abroad program (see page 36).

### Student headcount by age

	2008	2009	2010
19 and under	4,023	4,764	5,591
20 to 24	5,963	6,395	7,096
25 to 29	2,350	2,474	2,673
30 to 39	2,298	2,367	2,453
40 to 49	1,522	1,578	1,639
50 to 59	737	782	830
60 and above	141	147	164
<b>Total</b>	<b>17,034</b>	<b>18,507</b>	<b>20,446</b>



### Intervarsity activities

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

This year, 103 competitors, from all six campuses, took part in the Australian University Games. Teams competed also in Australian University Championship Snow Sports, the Melbourne versus Ballarat Cup and Australian University regional sporting championships.

Similarly, some of the ACU choirs take part in intervarsity choral festivals and also host their own, such as the Young Voices Festival at the Brisbane Campus.

### Students in the community

The University's emphasis on community engagement meant that most students took part in such activities during 2010.

Some courses have a compulsory requirement for community involvement. These include a community professional experience placement or a compulsory community engagement unit in all undergraduate Education courses, all Faculty of Arts and Sciences courses, in the third years of the Bachelor of Nursing and Bachelor of Paramedicine, in the Christian Community Experience unit of the Faculty of Theology and Philosophy and in Bachelor of Business courses.

There are, in addition, numerous voluntary community engagement opportunities for students, including:

- participating in learning projects for Sudanese refugee children
- volunteer teaching, such as that of Greg Egan in Kokoda, and Carly Martin and Samantha Collier in East Timor
- nursing and exercise science students' program of after-school activities for rural NSW Indigenous children
- nursing electives in rural centres with Indigenous health workers
- nursing study tours to Vanuatu, China and the Philippines
- environmental sustainability programs (Brisbane and North Sydney campuses)

- involvement in the Future in Youth program in East Timor, building capacity through sport
- other opportunities for engagement in East Timor, particularly in health and education, as in Ballarat and Brisbane Friends and Partners in East Timor
- tutoring at after-school homework clubs, and holiday programs, including those at Mt Druitt, Fitzroy and Ballarat
- partnership with *The Big Issue*, training soccer teams of young people who are homeless, for the Homeless World Cup
- ACU Students for Awareness associations (ACUSA), which are involved in social justice activities including promoting fair trade
- involvement in inter-faith projects.

### Student support

The Office of Student Success has units devoted to student support in the following areas:

- academic skills advisers and publications on study skills
- advice about campus life
- support for student associations
- counselling
- equity and disability support
- careers, with the developing Careerhub software package.

Other programs provide:

- first-year experience coordinators
- campus chaplains
- pre-enrolment courses to prepare students for tertiary study
- specific support units at each campus for Indigenous students.

### Online services

As well as online help with careers, the University has developed:

- creative, interactive online Blackboard resources to help students in their academic and personal lives
- an online booking service, available 24 hours a day, seven days a week, for booking appointments with staff members, which gives students direct

access to staff schedules and allows them to book their own appointments to suit their own schedules

- Student Connect, a web-based facility for enrolments, fees and results.

### Flexible learning

Flexible learning includes online programs, eLearning and distance learning.

ACU has provided courses online since 2000, the majority being postgraduate courses. Other courses have a web-enhanced presence on the Learning Management System to supplement campus teaching.

Training for online teaching is available via workshops (face-to-face, online, video conference, webinars) conducted by the University's Learning and Teaching Centre together with ACUonline, Library and Faculty eLearning Coordinators.

There has been a steady growth of online courses available at master's or doctorate level, as well as graduate certificates in all the major disciplines offered at the University.

### Equity and diversity

Equity and diversity programs at ACU include those for students with disabilities, the Clemente Australia program and specific provisions for Indigenous education.

#### Students with disabilities

There were 774 students registered with the Equity and Disability Unit's disability service in 2010, an increase of 34.4 per cent from 2009. Of these, 348 (45 per cent) registered for the first time in 2010 and 251 (72 per cent) were commencing students. The proportion of students with disabilities was similar to that of 2009.

The Equity and Disability Unit's services, include provision by the library of materials in alternative formats for students with print disabilities. In 2010 materials were provided for 191 units, for 20 students.

The service also supports academic staff in the provision of adjustments to students with disabilities.



Author David Malouf with a Clemente Australia class

opposite: Members of the ACU Student Association with Chancellor Brother Julian McDonald CFC AO (at right); ACU team for the Australian University Games

### Clemente Australia program

The Clemente Australia program aims to break the cycle of poverty and social injustice among disadvantaged people by offering them university-level education. The project, a partnership between ACU, Mission Australia and the St Vincent de Paul Society, is run by ACU's Institute of Advancing Community Engagement in nine locations in Australia, from major cities to regional centres. Those who graduate are awarded an ACU Certificate of Liberal Studies. 2010 saw the first Ballarat and Canberra graduates of this valued program.

## Education for Indigenous students

### Participation

Australian Catholic University was one of 11 universities Australia-wide to receive five stars for Indigenous Participation in the 2010 *Good Universities Guide*.

There were 336 Indigenous students, with 51 graduating, during the year.

### Indigenous centre

2010 was the first full year of operation for the Centre for Indigenous Education and Research (CIER), with Associate Professor Nereda White as Director. The centre coordinates all the campus Indigenous Units and aims for high achievement in education, research, leadership and community engagement.

### Support

Indigenous people are encouraged to enter the University, through pathway and access programs, and support is provided by CIER and Indigenous Units on each campus, with Indigenous academic coordinators and other staff.

Support includes:

- individual tutors
- a website for Indigenous students
- computer provision partnerships
- Away-from-Base and residential programs for distance students

- travel and accommodation for residential stays, from DEEWR funds
- Indigenous employment officers.

### Specific courses

Indigenous students are enrolled in many of the mainstream courses offered by the University as well as in specific undergraduate courses designed to meet the needs of Indigenous students and the communities that they will serve as graduates.

Such courses include:

- Associate Degree in Business Administration (Aboriginal and Torres Strait Islander Studies)
- Associate Degree in Early Childhood Education (Indigenous residential program)
- Associate Degree in Indigenous Education
- Bachelor of Education (Primary) (Indigenous Studies)
- Bachelor of Teaching/Bachelor of Arts (Indigenous Studies).

### Scholarships

There are a number of undergraduate and postgraduate scholarships specifically for Indigenous students at ACU, including:

- Australian Women in Universities Bursary
- Council for Catholic Parents of NSW Scholarship
- Gill Family Foundation Nursing Scholarship

- Indigenous Postgraduate Research Scholarship
- Nano Nagle Scholarship
- Pratt Foundation Bursary
- St Vincent de Paul Society Indigenous Student Scholarship
- St Vincent's and Mercy Private Nursing Scholarship
- Wexford Senate Postgraduate Bursary.

### Community involvement

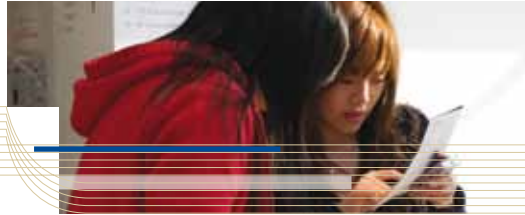
In 2010 ACU was involved in many community Indigenous initiatives, including:

- hosting, with Charles Darwin University, the 6th International Conference for Indigenous People – Pacific Rim
- hosting the National Aboriginal and Torres Strait Islanders Catholic Council (NATSICC) Youth Leadership Gathering, with speakers from Queensland Health, Brisbane Justice Commission and Catholic Earthcare
- hosting a three-day Indigenous theology symposium to encourage inter-religious dialogue with a focus on Indigenous traditions
- community participation, including with Dubbo, Regional NSW and Earnshaw College groups
- expansion of the Away-from-Base program to other rural regions, and to other courses partnerships with communities through the NSW Independent Schools Association
- partnerships with the Royal Flying Doctor Service and the Queensland departments of Justice and the Attorney-General.

### ACU Indigenous graduates in 2010

In FT study	32.14%
Available for FT employment	42.86%
Seeking PT employment	3.57%
In PT employment, not available for FT employment	14.29%
Not available for employment or study	7.14%
Of those available for FT employment, percentage in FT employment	100.00%

FT = full-time  
PT = part-time



## International programs

ACU is involved in three different types of international programs:

### 1 Programs offshore

where the University has partnerships with overseas institutions (see right) and delivers, or helps deliver, courses or examines and awards degrees

### 2 International students onshore

– full-fee-paying international students, studying onshore at our Australian campuses

### 3 International exchanges

– arrangements for our students to study overseas and for the partnering institution's students to study here.

### 1 Programs offshore

Partner institutions:

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

### 2 International students onshore

The University has students from more than 84 countries, with courses in the Faculty of Health Sciences the most popular fields of study.

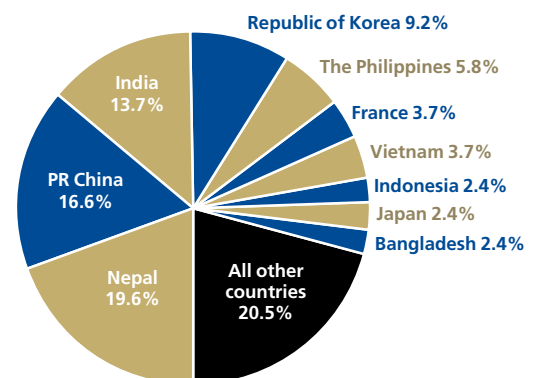
#### Major source countries

The chart below shows the top 10 nationalities currently represented in degree programs at the University. In 2010, Nepal was again the top of this group, but with a drop of 4 per cent from 2009. China and India were second and third, again with a drop in percentages.

#### Onshore and offshore enrolments

	2007	2008	2009	2010
<b>Onshore students</b>				
Higher-degree research	11.00	9.38	11.00	14.75
Higher-degree coursework	308.13	294.25	282.25	221.63
Other postgraduate	45.63	46.63	43.25	53.75
Bachelor	1,285.56	1,411.81	1,625.12	1,771.88
Other undergraduate	0.13	232.63	302.25	246.13
Non-award	280.00	155.75	74.88	97.75
<b>Onshore students total</b>	<b>1,930.44</b>	<b>2,150.44</b>	<b>2,338.75</b>	<b>2,405.88</b>
<b>Offshore students</b>				
Higher-degree research	1.50	1.25	1.50	0.75
Higher-degree coursework	8.38	7.00	16.25	13.63
Other postgraduate	94.50	47.63	113.88	34.63
Bachelor	126.65	175.12	117.40	193.55
Other undergraduate	0.25	0.50	8.88	28.13
Non-award	13.00	4.25	8.38	20.13
<b>Offshore students total</b>	<b>244.28</b>	<b>235.75</b>	<b>266.28</b>	<b>290.80</b>
<b>Grand total</b>	<b>2,174.72</b>	<b>2,386.19</b>	<b>2,605.02</b>	<b>2,696.68</b>

#### Top 10 source countries 2010



#### International exchanges 2010

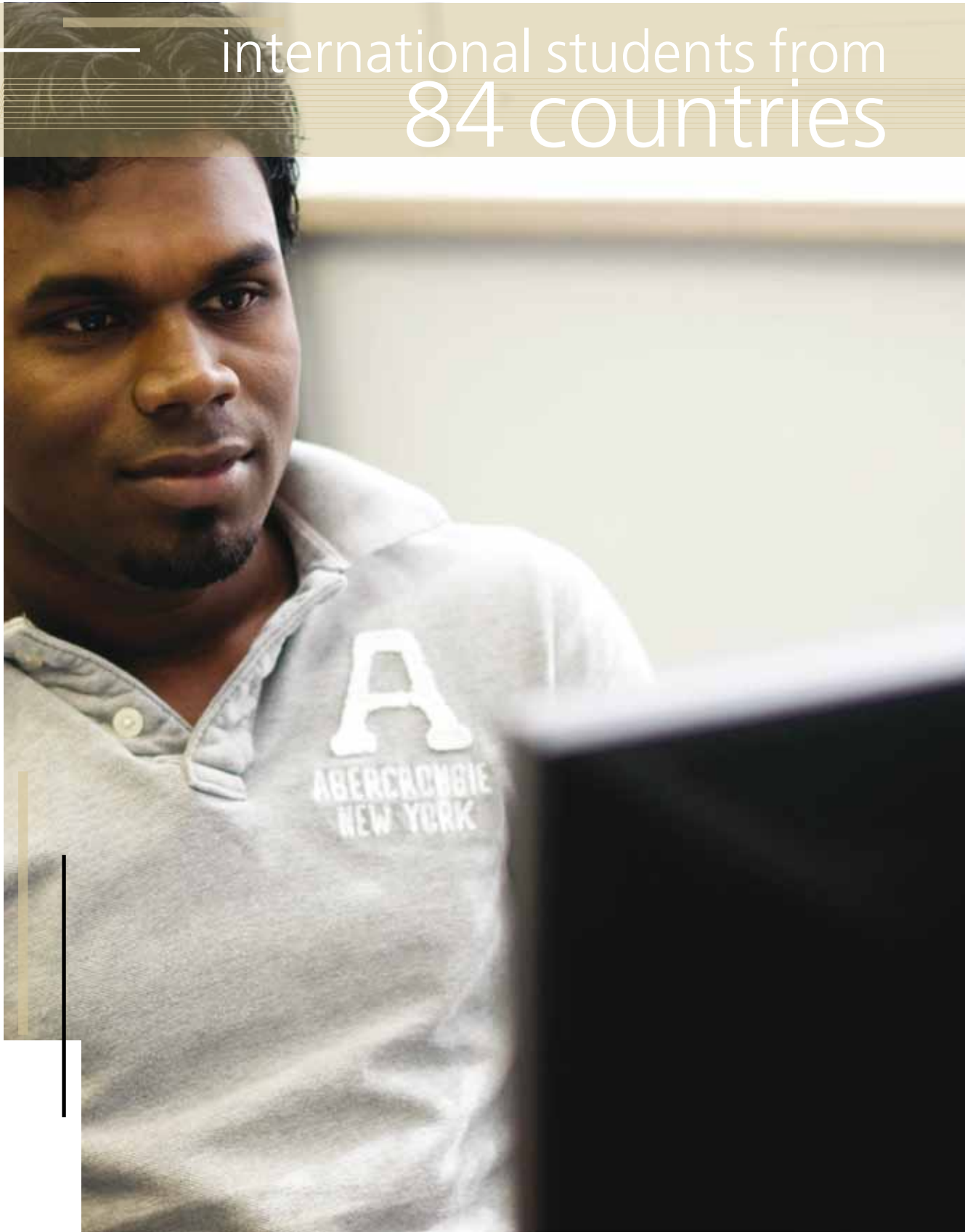
##### Inbound students

Inbound overseas exchange students at ACU 62

##### Outbound students

ACU students studying overseas 47

international students from  
84 countries





### Australian position

2010 was a particularly demanding year for Australian universities in the international arena. The combination of factors such as the relative strength of the Australian dollar and changes to student visa conditions, which have affected international student recruitment, have been unprecedented, and it has been a challenge for universities to adapt to these shifts in market dynamics.

Nevertheless, ACU managed to weather these issues in the year and experienced growth, against the national trend, of 3.8 per cent in international onshore enrolments.

Of note in 2010 was strong growth in enrolments from Europe, in particular from France and Germany. The University also experienced enrolment growth from the Philippines, Vietnam and Indonesia.

A review of international education and internationalisation at ACU was undertaken in 2010 and a new position of Executive Director International established, with Mr Chris Riley appointed to the role. This is the first step in the development of a comprehensive International Directorate with broad responsibility for internationalisation and international education.

### Student support

In 2010 the University launched the ACU Mates program in Victoria and New South Wales as a buddy and mentoring program for international students to help them build a network of supportive colleagues and friends. In Queensland a similar project was launched under the title of the McAuley United Club, developed by the International Directorate and the Office of Student Success.

### Collaborative project in India

ACU's collaborative southern Indian project with Naipunnya International, begun in 2009, is proceeding well. It is providing an educational centre, language laboratory, career counsellors and sponsorship of 400 students in a skills development program.

### 3 International exchanges

ACU students are able to spend a semester overseas at any of the more than 100 institutions with which the University has exchange programs, and whose students may come to ACU for a semester.

The partner universities are in Europe, Asia and North and South America. To take part, a student must have completed at least one year of study, have a good academic record and have their arrangements approved by their course coordinator.

There was an increase in 2010 of 68 per cent in the number of ACU students participating in the University's exchange program. New exchange agreements were formalised during the year with the Disney Corporation for students in the faculties of Arts and Science and Business for a study and work program at *Walt Disney World* in Florida, USA, and with a number of universities including Universidad Pontificia Comillas, Madrid and American Catholic University in Washington DC.

### Exchange partner institutions

#### Canada

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

#### United States of America

American Catholic University Washington DC  
College of Notre Dame of Maryland, Baltimore  
Disney Corporation, Florida  
Georgia College and State University, Georgia  
Nazareth College of Rochester, New York  
Regis University, Denver, Colorado  
St John's University, Jamaica, New York  
St Norbert College, De Pere, Wisconsin  
Santa Clara University, California  
State University of New York, Oswego  
University of Massachusetts, Boston  
University of North Carolina, Greensboro  
University of St Thomas, Minnesota  
University of St Thomas, Texas  
West Virginia University

#### Mexico

Universidad de Monterrey  
Universidad Iberoamericana, Puebla  
Universidad Panamericana Guadalajara

#### Chile

Universidad Santo Tomas





**England**

University of Bradford  
University of Cumbria, Carlisle

**Ireland**

Mary Immaculate College, Limerick

**Finland**

Rovaniemi Polytechnic

**Sweden**

Lund University College of Health Science  
Malmo University  
University of Gavie

**Germany**

Research universities:

- University of Freiburg
- University of Heidelberg
- University of Hohenheim
- University of Karlsruhe
- University of Konstanz
- University of Mannheim
- University of Stuttgart
- University of Tuebingen
- University of Ulm

- 22 universities of applied sciences
- 8 universities of cooperative education
- 10 universities of music, arts and media
- 6 universities of education
- 11 State of Hessen partnerships with ACU Brisbane campus

**The Netherlands**

The Hague University  
Vrije Universiteit Amsterdam

**France**

ESPEME School of Business  
(campuses in Lille and Nice)  
Université Catholique de Lille  
Université Catholique de Lyon

**Austria**

FH Kufstein-Tirol University of Applied Sciences

**Poland**

John Paul II Catholic University of Lublin

**Turkey**

Fatih University

**Japan**

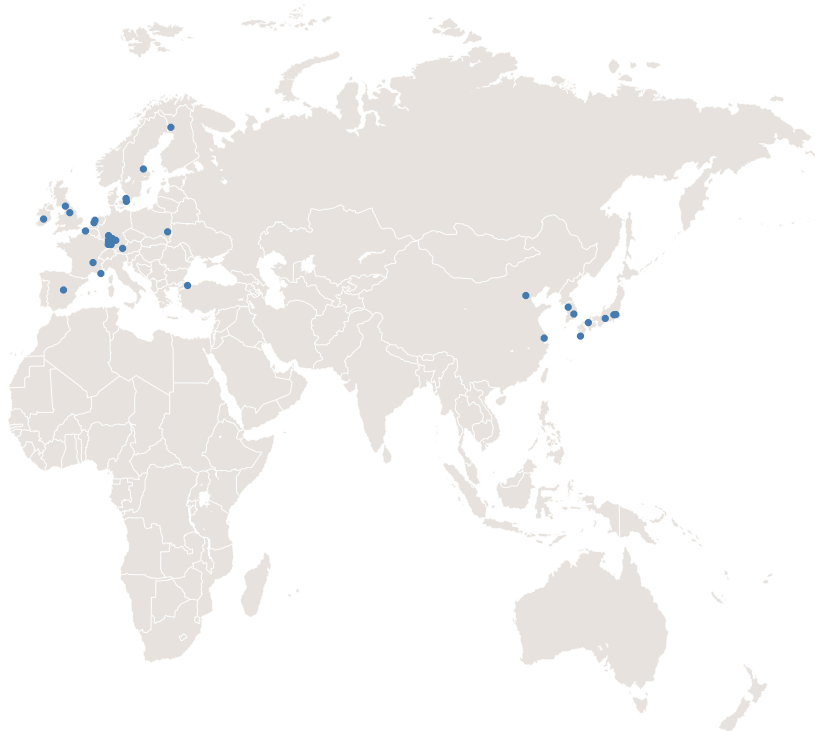
Hijiyama University, Hiroshima  
Kagoshima Immaculate Heart University  
Nagoya University of Foreign Studies  
University of the Sacred Heart, Tokyo  
Sophia University

**South Korea**

Catholic University of Korea, Seoul  
Catholic University of Daegu

**Spain**

Universidad Pontificia Comillas, Madrid



**ACUcom**

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

**Restructure**

Structural changes were made to ACUcom in 2009 and some of its previous responsibilities were allocated to other University bodies. In 2010:

- International Education Directorate was now responsible for all international matters, including English Language Intensive Courses for Overseas Students (ELICOS) and Group Study Abroad.
- Teaching of English as a Second Language (TESOL), Inclusive Education and Languages other than English (LOTE) courses were administered by the Faculty of Education.
- Faculties were responsible for administration of all diplomas, other than the Tertiary Preparation (Nursing) course.

**Present responsibilities**

ACUcom has responsibility 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.

**ACUcom in 2010**

- The Victorian Registration and Qualification Authority conducted an audit of ACUcom and renewed its registration as a Registered Training Organisation for another five years.
- 380 students were enrolled in accredited certificate courses with ACUcom.
- VET courses of ACUcom in Melbourne included Certificate IV in Nursing, Certificate III in Education Support, Certificate in Exercise Science, Certificate IV in Frontline Management and Certificate in General Education for Adults.
- ACUcom corporate training courses in Sydney included those in business writing, leadership, presentation skills, creative thinking and problem solving.

# 7 Graduates



## Graduate statistics

	2006	2007	2008	2009	2010
<b>Total graduates</b>	<b>3,480</b>	<b>3,881</b>	<b>3,936</b>	<b>3,925</b>	<b>4,194</b>

### Graduates by state or territory

NSW	1,393	1,613	1,595	1,444	1,619
Victoria	1,223	1,229	1,359	1,311	1,389
Queensland	668	845	676	582	605
ACT	196	194	176	180	162
Online	–	–	130	408	419

### Graduates by faculty

Arts and Sciences	468	507	463	429	489
Business	443	514	519	422	559
Education	1,560	1,701	1,548	1,615	1,525
Health Sciences	805	974	1,231	1,301	1,449
Research Services	35	47	35	32	41
Theology and Philosophy	169	138	140	125	120
ACUcom	–	–	–	1	11

### Graduates by course level

Higher-degree research	35	47	35	32	41
Higher-degree coursework	445	553	524	568	585
Other postgraduate	719	952	912	999	901
Bachelor	2,265	2,293	2,403	2,257	2,575
Other undergraduate	16	36	62	69	92

### Graduate satisfaction with their student experience

Good teaching	84%	84%	84%	83%	83%
Clear goals and standards	82%	80%	80%	80%	76%
Appropriate workload	73%	74%	71%	71%	73%
Appropriate assessment	78%	79%	77%	76%	53%
Generic skills	86%	87%	86%	86%	86%
Overall satisfaction	87%	88%	86%	87%	86%

### Graduate outcomes

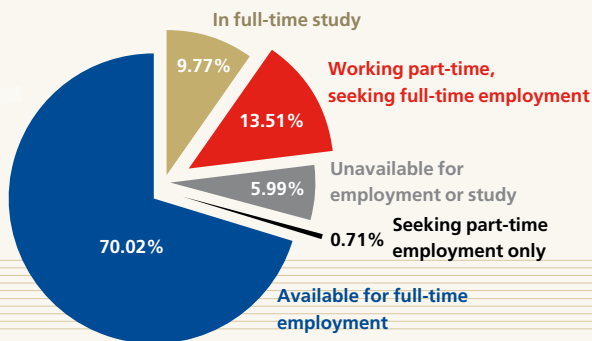
Of those available for FT employment:

In FT employment	91%	86%	86%	83%	79%
Seeking FT employment, working PT	7%	11%	11%	13%	17%
Seeking FT employment, not working	2%	3%	3%	4%	4%

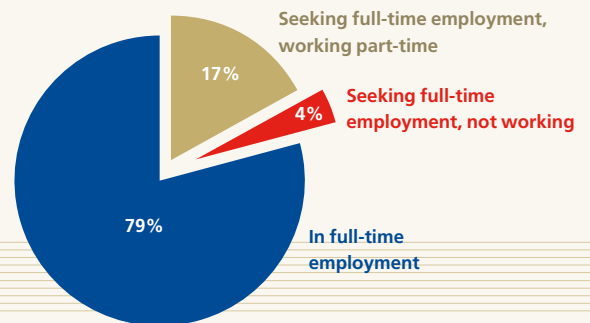
FT = full-time PT = part-time



## 2010 graduate outcomes



## Graduate outcomes – those available for full-time employment



## Honorary doctorates

The 2010 recipients of the University's highest honour, the award of Doctor of the University (*honoris causa*), were:

- Emeritus Rabbi Raymond Apple AO RFD, in recognition of his contributions to the promotion of inter-faith dialogue and work as a prominent writer and speaker
- Father Brendan Byrne SJ, in recognition of his contributions to Australian theological scholarship and education
- Father Edmund Campion SJ, in recognition of his contributions as a priest, scholar, historian and man of letters
- Mr Tony Carroll AM, in recognition of his contributions to the establishment of, and service to, Australian Catholic University
- Mr Francis Aloysius Costa OAM, in recognition of his contributions to the Church and to Catholic education
- Father Jan Stanislaw Sebastian Czuba SVD, in recognition of his contributions to higher education in Papua New Guinea
- Mr Bernard Michael Geary OAM, in recognition of his contributions to young people's welfare and public service in Victoria
- Mr Richard Gill OAM, in recognition of his contributions to music and music education
- Mr EWR (Ted) Howard, in recognition of his contributions to the Church and to community service
- Professor Thomas John (Jack) Martin AO, in recognition of his contributions to medical science and ethics
- Reverend Professor Gerald O'Collins SJ AC, in recognition of his contributions to international theological scholarship and service to Australian Catholic University.

## Graduates beyond campus

Australian Catholic University, in partnership with four Jesuit universities from the USA, offers some tertiary education courses to refugees from a camp on the Thailand–Burma border, the program being coordinated by Duncan McLaren.

Sixteen students from the project graduated in August 2010 with a Diploma in Liberal Studies. They had successfully completed eight units – four from ACU (including human rights and managing organisations) and four from the US Jesuit universities. The teaching was a mix of online and face-to-face.

Providing tertiary education to a group of people, who only have access to primary and secondary education in refugee camps, illustrates well 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'.

ACU's Vice-Chancellor's Award for Outstanding Community Engagement in 2010 went to this refugee program.

In October 2010, ACU began teaching a new Diploma in Liberal Studies to 40 young refugees and migrants from Burma in collaboration with the US Jesuit universities and York University in Canada.

Other overseas students who graduated in ACU partner programs in 2010 were 32 business studies students who graduated from the Caritas Francis Hsu College of Hong Kong and 16 in the Master of Educational Leadership in Mauritius.

## Graduate connections

The University's Alumni Association provides a point of contact for the extensive ACU alumni network, enabling members to maintain relationships with fellow graduates and the University. The Alumni Association in 2010 had approximately 10,000 active alumni records on its database.

Members of the Alumni Association can be found educating students in diverse communities, leading advancements in health management, seated in boardrooms of global companies and training world-class athletes.

The University's website publicises achievements of graduates and provides information for social contact, further education and employment opportunities for graduates.

In 2010, recent graduates' achievements celebrated included medals won in the Delhi Commonwealth games by diver Grant Neil and Hockeyroo Rachel Lynch, and the naming of Jean Madden, the inventor of the 'street swag', as Queensland Young Australian of the Year.

The third meeting of the ACU Hong Kong Alumni Chapter took place during 2010. As the first international alumni chapter of the University, the Hong Kong Alumni Chapter was established to help maintain a relationship with the more than 1000 ACU graduates in Hong Kong.

Further development of the ACU alumni strategy will take place during 2011, including the introduction of a schedule of programs and events to encourage alumni to reconnect with ACU, and the launch of an alumni-focused magazine.

## 8 Staff



### Staff statistics

	2006	2007	2008	2009	2010
<b>Total staff FTE</b>	<b>1,168.1</b>	<b>1,218.5</b>	<b>1,305.6</b>	<b>1,375.5</b>	<b>1,460.6</b>
<b>Total academic staff FTE</b>	<b>656.7</b>	<b>676.9</b>	<b>719.0</b>	<b>728.0</b>	<b>784.5</b>

#### Academic staff FTE by level

Vice-Chancellor, Pro-Vice-Chancellors	4.0	4.0	4.0	3.0	4.0
Professor (Level E)	23.7	26.7	35.3	37.8	49.3
Associate Professor (Level D)	55.2	50.0	49.2	51.4	61.3
Senior Lecturer (Level C)	91.5	101.7	105.1	113.0	122.3
Lecturer (Level B)	261.7	269.9	287.8	281.3	303.4
Associate Lecturer (Level A)	220.7	224.6	237.6	241.5	244.1

#### Staff FTE by state/territory

NSW	492.7	535.4	573.0	564.2	582.5
Victoria	386.7	396.3	418.4	463.9	505.4
Queensland	233.7	227.8	244.1	271.9	290.3
ACT	55.0	59.0	70.1	75.5	80.7

#### Staff FTE by appointment term

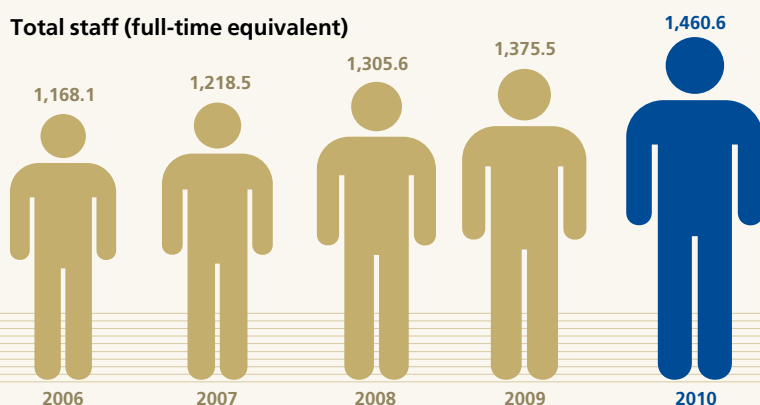
Full time	734.0	780.0	828.0	883.0	958.0
Full time fractional	148.7	147.8	165.3	185.9	196.0
Casual	285.4	290.7	312.3	306.6	306.6

#### Staff FTE by overall function

Teaching and research	364.1	386.6	402.1	416.2	452.5
Teaching only	258.5	257.9	277.2	269.4	269.4
Research only	8.1	13.3	20.9	20.3	37.0
Other function	537.5	560.7	605.5	669.6	701.7

FTE = full-time equivalent

## Total staff (full-time equivalent)



## Staff (full-time equivalent) by organisational unit

	Academic	General	Total
Vice-Chancellery	1.0	3.2	4.2
Pro-Vice-Chancellor (Academic)	1.0	3.1	4.1
Pro-Vice-Chancellor (Administration and Resources)	–	2.0	2.0
Pro-Vice-Chancellor (Research)	2.0	–	2.0
Pro-Vice-Chancellor (Students, Learning and Teaching)	1.9	2.4	4.3
Associate Vice-Chancellors	–	5.6	5.6
Campus Deans	–	2.0	2.0
Faculty of Arts and Sciences	171.7	36.2	207.9
Faculty of Business	50.9	7.7	58.6
Faculty of Education	192.6	52.6	245.2
Faculty of Health Sciences	271.0	55.2	326.2
Faculty of Theology and Philosophy	53.3	10.9	64.2
Indigenous Education	10.3	9.7	20.0
International Education	8.9	33.9	42.8
ACUcom	4.7	6.3	11.0
Other units	15.2	445.3	460.5
<b>Total</b>	<b>784.5</b>	<b>676.1</b>	<b>1,460.6</b>

## Staff policies

Major human resources policies are detailed on pages 102–103.

### Internal revision

The University has a consultation procedure for human resources management and related policies that have been adopted in accordance with the provisions of The Australian Catholic University Staff Enterprise Agreement, 2005–2008.

In 2010 a revised Academic Workloads Policy was implemented, following a 2009 review of the previous policy. The revised policy explicitly recognises all aspects of the work of an academic – teaching, research and scholarship, community engagement, administration and professional activities, and field and clinical experience.

During 2010 several human resources policies were reviewed. The University

called for feedback from staff about the Participation of Staff in University Employment Relations and Associated Committees Guidelines as well as the following interim policies:

- National Workplace Injury Management and Rehabilitation Policy
- ACU National Laboratory Safety Guidelines
- Travel and Relocation Expenses Policy
- Research Awards for Women Academic Staff Policy
- Organisational Structure Policy
- University Visitor Policy
- Electronic Messaging (Email) Policy
- Recreational Leave Policy (effective from 1 January 2010)
- Minimum Employment Period Policy
- Probation for General Staff Policy
- Redeployment, Redundancy and Voluntary Early Retirement Policy

- Separation from ACU for Medical Reasons Policy
- Reimbursement of Actual Expenses Policy.

There will be further consultation with the University community and the Australian Catholic University Staff Consultative Committee (ACUSCC) about the revised policies.

### Enterprise bargaining

Enterprise bargaining negotiations continued in 2010. The parties negotiated on 10 occasions and a brief report of each meeting was provided to staff. The University's Enterprise Bargaining Offer document of November 2009 was updated in July, September and November 2010 as negotiations progressed.

In October, the University and the unions (Community and Public Service Union and National Tertiary Education Union) reached agreement in principle on the majority of outstanding issues. After consultation, staff will be asked to vote on a new Enterprise Agreement in February 2011, after which the University will apply to Fair Work Australia for the agreement to be approved and take effect.

The new Enterprise Agreement will require updating all related policies and procedures.

### Staff survey

Planning has begun for the second staff opinion survey for 2011, which will complement the planning cycle for the next Strategic Plan.

### Professional learning

The Learning and Teaching Centre provides staff workshops and information on teaching policies and approaches. It also continues to offer its Graduate Certificate in Higher Education online to all staff.

Members of the canonisation team at Governor-General's reception



## Significant appointments in 2010

- Dr Nerida Blair was appointed Associate Professor of Indigenous Education, after much public involvement in Indigenous education and academic experience.
- Professor Deborah Harcourt was appointed Professor of Early Childhood Education (Brisbane), after 25 years of experience in the field as a teacher and researcher.
- Professor Deborah Keen was appointed Associate Dean Research in the Faculty of Education (Brisbane Campus), her main research interest being development disabilities (particularly autism).
- Dr Kristina Love, formerly of Melbourne University, with teaching and research interests in literacy, was appointed Head of School of Education (Victoria).
- Professor Geoffrey Romeo, whose focus is the integration of information technology into education, was appointed Associate Dean Learning and Teaching in the Faculty of Education (Melbourne).
- Professor Tim Scrase, formerly Director of the ARC Key Centre for Asia Pacific Social Transformation Studies, was appointed Associate Dean (Research) in the Faculty of Arts and Sciences.
- Professor John Gleeson was appointed Professor of Psychology in the Faculty of Arts and Sciences, having led internationally recognised research in the treatment of psychosis.
- Professor Kevin Hart was appointed Eric D'Arcy Professor of Philosophy in the Faculty of Theology and Philosophy, where he will lead a future senior proven research team.
- Professor Julie Hides, co-founder of the Joint Stability Assessment Clinic at the University of Queensland, with a strong research record, was appointed Head of the national School of Physiotherapy, while Associate Professor Meg Stuart, after 16 years' experience at the University of Sydney in biomedical science and Aboriginal education, was appointed Assistant Head of School.

- Professor Sally Borbasi, a former Professor of Nursing at Griffith University, was appointed Associate Dean Learning and Teaching in the Faculty of Health Sciences.
- Professor David Thompson, one of the world's leading cardiovascular nurse researchers and former professor of nursing at universities in UK and Hong Kong, was appointed to the Cardiovascular Research Centre in the School of Nursing and Midwifery (Victoria).
- Professor Warren Stanton, a behavioural scientist with 20 years' experience in university research, was appointed Research Professor in the School of Physiotherapy.
- Associate Professor Justin Kemp, whose research interests include muscle physiology and ergonomics, was appointed Head of the national School of Exercise Science.
- Associate Professor Karen Nightingale, formerly Associate Head of Academic Programs at Melbourne University's School of Nursing, was appointed Head of the School of Nursing and Midwifery (Victoria).
- Dr Tina Bavaro, with wide experience in interactive technologies and curriculum design, was appointed to the Learning and Teaching Centre.
- Professor Elizabeth More AM, former Professor of Management, Director of the Graduate School of Management and Chair of the Academic Senate at Macquarie University, was appointed as foundation Executive Dean of the new Faculty of Business.
- Other appointments to the new faculty included Professor Alan Bowen-James as Associate Dean Learning and Teaching, Professor Peter Steane as Associate Dean International, Professor Lynne Bennington as Associate Dean Research, Professor Grant Jones as Head of School, Professor Susan Dann as Deputy Head of School (Brisbane), Professor Tony Ciro as Deputy Head of School (Melbourne), Professor Don Ross as Professor of Finance and Professor John Rodwell as leader of the Senior Proven Research Team.

## Honours to staff

- Members of ACU's canonisation creative team were invited by the Governor-General to a reception to thank supporters of the canonisation of St Mary of the Cross MacKillop.
- Robyn Horner of the Faculty of Theology and Philosophy, and Associate Professor Patrick McArdle, Director of Institute for Catholic Identity and Mission, were awarded the Victorian Bishops' Research Grant, as chief investigators of research into theological contributions to the development of teachers for Victorian Catholic Schools at ACU.
- ACU's Institute of Child Protection Studies, led by Associate Professor Morag McArthur (Canberra campus), received a 2010 Yogie Award for Excellence in Research and Evaluation for its report on young people in alcohol- and drug-affected families.
- Dean of Education Professor Marie Emmitt and Dr Anne Benjamin, Adjunct Professor in the School of Educational Leadership, were made Fellows of the Australian College of Educators: Professor Emmitt for her work in literacy education, and Dr Benjamin for her contribution to education in Australia and India, particularly to Catholic education in western Sydney.
- Business Associate Professor Nasir Butrous was selected as a judge for the 2010 Global Enterprise Challenge.
- Professor Gabrielle McMullen received an award from the Marist Ministries for her commitment to the Marist work in Baucau since 2000.
- ACU theologians Reverend Professor Anthony Kelly CSSR and Reverend Professor Gerald O'Collins SJ were honoured as inaugural Fellows of the Catholic Theologian Association for their contributions to theological education and service to theology and the Church.
- ACU won the Queensland state award of the Fundraising Institute of Australia for the Capital Campaigns category, in recognition of the \$1.425m given to the fundraising campaign run by ACU's Manager of Partnerships and Developments, Bruno Yvanovich and his team, with Mike Byrnes, Executive Director of Catholic Education (Queensland).



- Dr Catherine Bell, coordinator of the Bachelor of Visual Arts and Design program (Melbourne Campus) was awarded a studio residency in New York by the Australia Council for the Arts.
- General books, apart from research publications, published by staff during the year, included:
  - *In the Land of Larks and Heroes: Australian Reflections of St Mary MacKillop*, a collection of 12 essays from authors from a number of religious perspectives, edited by Dr Alan Cadwallader, an Anglican priest and lecturer at ACU
  - *Indigenous Issues in Australian Universities: Research, Teaching, Support*, co-edited by Associate Professor Nereda White, Dr Maggie Nolan and Dr Jack Frawley
  - *Ignem Veni Mittere: I have come to bring fire*, commemorating 50 years of the Italian Catholic Federation in Australia, by Church history lecturer Dr Stefano Girola.

### Government awards

#### Winning project bid

Professor Geoff Romeo, Associate Dean (Learning and Teaching) of the Faculty of Education, led a team that won a \$7.8m project bid from the Federal Government's Digital Strategy for Teachers and School Leaders Fund.

The 'Teaching Teachers for the Future' project aims to enable pre-service teachers to become proficient in information communication and technology (ICT) in education.

Other partners in the project are the Australian Council of Deans of Education, the Australian Institute for Teachers and School Leaders, Education Services Australia, the Australian Council for Computers in Education and the 37 universities that provide teacher education courses.

#### 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):

- Ms Alison Blair, for enthusiasm and expertise in leadership in early adoption of the web, and staff development for quality online education
- Dr Donna Gronn, for outstanding contribution to the pedagogically sound use of technology in teacher education
- Dr Vanessa Rice, for her contribution to the postgraduate education of exercise physiologists through innovative work-integrated learning
- Professor Graham Rossiter, for his comprehensive, research-enhanced contribution to religious education in Australia and overseas
- Dr Tracey Sanders, for creative teaching practices that enhance student learning through community partnerships on the Brisbane Campus
- Dr Anne Scott, for inspiring students to become effective primary teachers by making the vital link between literacy, numeracy and ICT.

### University's own awards to staff

#### Outstanding Community Engagement Award to a staff member

Dr Tracey Sanders, Senior Lecturer, School of Arts and Sciences (Brisbane), received this award for helping community engagement with marginalised groups, through drama and storytelling.

#### Vice-Chancellor's Achievement Award

Claron Driscoll, Admissions Manager at the Brisbane Campus, won this award for her tireless work with growing University admissions with the Early Achievers' program.

#### ACU's Teaching Development Grants

Grants for 2010 were made to the following projects:

- Applying new technologies to support conceptual thinking and integration of student learning: grant of \$17,033.24 to Associate Professor Karen Flowers, Associate Dean of Health Sciences, Brisbane

(project leader), Ingrid D'Souza, Paula Williams, Renee Lovi, Sandra Miles, Richard Taylor and Paul McDonald

- Developing online modules for professional placement preparation programs in education: a grant of \$7,500.00 to Matthew Campbell, School of Education, Strathfield (project leader), Jan Kane, Elizabeth Labone, Joanne Harris, Jim Grant, Kat Wiczorek-Ghisso and Maxine Avery
- Preparing unit outlines and assessments to meet students' learning needs, an e-resource project: a grant of \$12,915.00 to Professor Margot Hillel, School of Arts and Sciences, Victoria and Roger Hillman, School of Arts and Sciences, Victoria (project leaders), Ellen Warne, Karen Yap and Alison Blair
- Engaging first-year students: a grant of \$19,950.00 to Associate Professor Theda Thomas, Associate Dean Learning and Teaching, Faculty of Arts and Sciences, Victoria (project leader), Tracey Sanders, Laurine Hurley, Sarah Wright and Alison Blair
- Maximising unit offerings across campuses through flexible delivery: a grant of \$13,213.52 to Kate Fannon, Faculty e-Learning Coordinator, Theology and Philosophy, Victoria (project leader), Robyn Horner, Orm Rush and David Pascoe.

#### Inaugural ACU citations by the Learning and Teaching Committee

Education lecturer Rachael Jacobs and the Step up into Teaching (SUIT) team (Elizabeth Labone, Miriam Tanti, John Maskell and Claudia Fam) were awarded these citations for 'increasing engagement and academic self-efficacy of first-year higher-education students from low socio-economic backgrounds'.

#### Inaugural Faculty of Arts and Sciences Awards

Three Teaching and Learning Awards were made in 2010 to faculty staff: Dr Tim McKendry, music lecturer, and Dr Ellen Waugh, history lecturer, both of the Melbourne Campus, and Dr Sarah Wright, economics lecturer (Strathfield Campus).

# 9 Research



## Areas of research

The recent Australian Government changes to higher education have a major focus on quality research. ACU is strongly supportive of this program and is committed to quality research and to the education and development of world-class researchers.

The Office of the Deputy Vice-Chancellor (Research) is responsible for the management of research services and for implementing research strategy.

The University's research strategy concentrates on four areas, each of which aims to benefit the community:

- theology and philosophy
- health
- education
- common good and social justice.

ACU has grouped many scholars into dedicated centres to create intellectual capacity in discipline-specific research areas. These centres include six University Priority Research Centres/Institutes, each with extensive collaborative networks nationally and internationally, to provide major research contributions. They are supported by 10 other centres and institutes and by faculty teams of research scholars.

### University Priority Research Centres/Institutes

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

### Other centres and institutes

- Asia-Pacific Centre for Inter-religious Dialogue
- Centre for Indigenous Education and Research
- Centre for Learning and Teaching
- Centre for Physical Activity across the Lifespan
- Golding Centre for Women's History, Theology and Spirituality
- Institute for the Advancement of Community Engagement
- Institute for Catholic Identity and Mission
- Institute for Legal Studies
- Plunkett Centre for Ethics
- Public Policy Institute

## Research statistics

### Research income\*

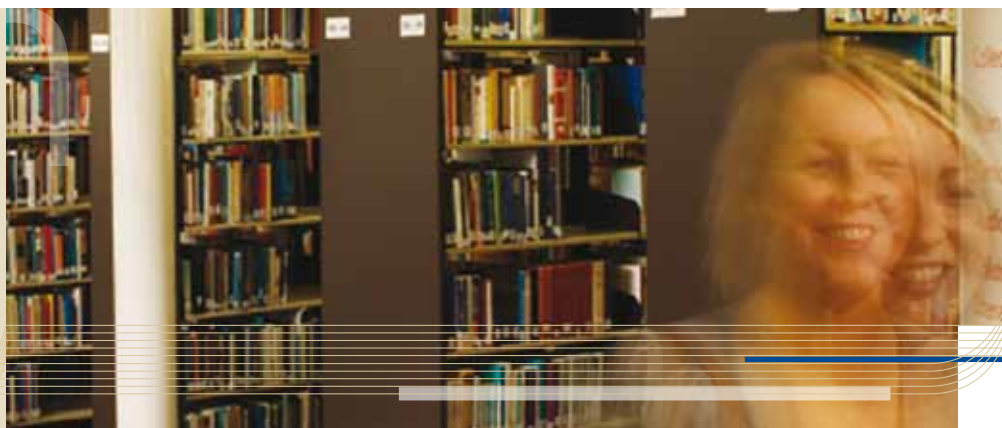
Australian competitive grants	\$386,218
Other public sector funding	\$1,085,973
Industry and other funding	\$1,586,099
<b>Total</b>	<b>\$3,058,290</b>

### Research output\*

Books	22
Book chapters	66
Refereed journal articles	166
Refereed conference papers	46
<b>Total</b>	<b>†300</b>

\* 2009 figures. Research publication and income data for 2010 is being collected during the first quarter of 2011 for submission to the Department of Innovation, Industry, Science and Research.

† An increase in total output of 7.5 per cent on the previous year



## New research strategy

In 2010 the Office of the Deputy Vice-Chancellor (Research) implemented a new research strategy, the Research Support Strategy, to improve the management and performance of research at ACU.

The organisational structure was improved to ensure delivery of the strategy and to improve service to faculties. The new hierarchy clarified areas of management responsibility and of communication. Two new senior positions, Dean of Graduate Studies and Director of Research Services, were created and middle managers and support staff appointed.

Five new outstanding researchers were recruited, each to build a strong research team. These teams will provide a nucleus of research expertise to direct and encourage the development of a vigorous research culture and improve research outcomes.

The Research Support Strategy also established:

- 16 Research Support Teams to encourage collaboration to achieve shared research goals
- a Research Advisory Committee of acknowledged researchers to advise on research initiatives
- an integrated training course for supervisors of higher-degree research students
- several research training courses
- annual research events such as the Three-Minute Thesis competition and the promotion of 10 top research stories
- a program to assist staff to complete doctoral degrees.

It is hoped that the new strategy will encourage innovation and high achievement in research, which will contribute to economic development and wider quality of life.

## Australian Research Council results

The Vice-Chancellor was pleased with the significant 2010 results for the Excellence in Research for Australia initiative, where ACU achieved:

- in Religion and Religious Studies, a rating of 4 (above world standard)
- in three other areas – Curriculum and Pedagogy, Nursing and Law – a rating of 3 (at world standard).

## Research grants and partnerships

### Australian Research Council Discovery grants

- Professor Peter Rendell from the Faculty of Arts and Sciences, with Dr M Kliegel and Dr M Altgassen (Dresden University of Technology) and Dr I Phillips (University of Aberdeen), were awarded \$246,610 over three years for the project *Imaging and realizing the future: limits and potentials in older adulthood*. By testing the effectiveness of new strategies to assist memory for intentions, the research has important implications for independence in old age.
- Dr Noah Riseman from the Faculty of Arts and Sciences and Dr G Trembath (University of Melbourne) were awarded \$120,000 over three years for the project *Defending Australia, defending Indigenous rights: Aboriginal and Torres Strait Islander military service and Australian identity, 1946–2003*. The project examines the experiences of Australian Indigenous service personnel from 1946 to 2003, during service and in civilian life, and will analyse links between military service, the advancement of Indigenous rights, Australian identity and the development of contemporary Indigenous communities.

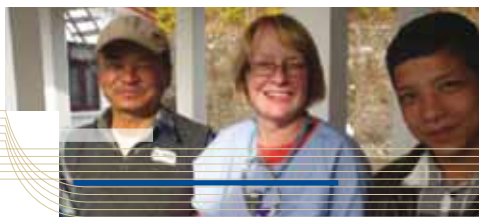
- Dr Uros Cvoro from the Faculty of Arts and Sciences was awarded \$45,000 over two years for the project *Turbo-folk and the development of nationalist cultures in the age of globalisation*. The project analyses the musical style of turbo-folk as a cultural form of reconciliation between ethnic groups of the former Yugoslavia.

### Australian Research Council Linkage grants

- Professor Deborah Keen from the Faculty of Education received \$208,902 for the project *Engaging to learn: increasing the engagement of children with autism in learning activities*.
- Professor Adam Steen from the Faculty of Business was awarded a three-year grant, with Swinburne University of Technology, for \$55,177 for the project *The costs of homelessness in Australia*.
- Dr Helen Aucote from the Faculty of Arts and Sciences received \$30,000 over three years for the study *The impact of the Introduction of Electronic gaming machines on communities: health and wellbeing consequences*.

### Other research awards

- Professor Elizabeth Warren from the Faculty of Education received \$4,476,344 from the Department of Education, Employment and Workplace Relations for a Role M project – *Representations, oral language and engagement in mathematics in Far North Queensland*.
- Professor Warren was also awarded \$291,962 from Education Queensland for the *Far North Queensland Indigenous Numeracy Project: strategies for closing the numeracy gap for Indigenous students*.
- Professor Jude Butcher OAM from the Institute for Advancing Community Engagement received \$253,000 from the Commonwealth Department of Health and Ageing for the project *Engaging older Australians*.



- Professor Judith Chapman of the Centre for Lifelong Learning received \$200,000 from the Victorian Catholic Education Commission for the project *Family-school partnerships: a system-wide initiative in the implementation of reform*.
- Associate Professor Sue Saltmarsh of the Faculty of Education received \$163,500 over two years for a project funded by New South Wales Parents Council, Council of Catholic School Parents, NSW/ACT and Federation of Parents and Citizens' Associations of NSW and the Department of Education and Training NSW. The project is *Engaging with parents, carers and families: NSW teacher professional development and pre-service teacher education programs*.
- Professor Nereda White of the Centre for Indigenous Education and Research received \$140,000 through the Queensland University for Technology for a DEEWR Funding Initiative – *Stronger Smarter Learning Communities Project*.
- Associate Professor Fran McInerney of the School of Nursing and Midwifery, Faculty of Health Sciences, received \$139,915 from the Australian Government Department of Health and Ageing for a project in partnership with the University of Tasmania entitled *Opening a dialogue: Improving communication and practice in advance care and end of life care planning*.
- Professor Linda Worrall-Carter of the National Centre for Nursing Research, Faculty of Health Sciences, was awarded \$120,760 over three years by Beyond Blue for the project *Managing depression and anxiety risk in those with cardiovascular disease: a nurse-led intervention*.
- Professor Worrall-Carter also received \$70,000 over two years from Sanofi-aventis for *2010 Secondary Prevention Project: Sanofi-aventis*; and \$40,000 over two years from the Medtronic Australia PD Fellowship for the *2010 Post Doctoral Fellowship (ACU/Medtronic) for Dr John Rolley*.
- Ms Helen Butler of the Faculty of Education was awarded \$110,000 over three years by the Catholic Education Office Melbourne for the project *Partnerships in learning: enhancing teacher quality*.
- Professor Adam Steen of the Faculty of Business was awarded \$89,930 for three years by the Department of Families, Housing Community Services and Indigenous Affairs for the project *National homelessness research project: homelessness and unemployment*.
- Associate Professor Michael Bezzina, Educational Leadership, Faculty of Education, received \$83,499 over two years for a project funded by Catholic Education Offices (Wollongong, Wilcannia-Forbes and Lismore) *National Partnerships Program: based on learnings from LTLL program*.
- Associate Professor Bezzina was also awarded \$26,400 from Teaching Australia for the Design and Development of a *National Professional Learning Program for Aspiring Principals for Teaching in Australia*.
- Associate Professor Marjorie Horne of the Faculty of Education received \$82,720 from the Beachside Network, Department of Education and Early Childhood Development Victoria, for the project *Professional learning in mathematics through action*.
- Professor Sandy Middleton of the National Centre for Nursing Research was awarded four grants of \$25,000 each from St Vincent's Clinic Foundation Sydney for the projects *Patient mediated prevention of venous thromboembolism study*; *Examining the management of reported medication incidents in an acute care hospital*; *Coordinated multidisciplinary circuit therapy class*; and *Improving hand hygiene practice: identifying behavioural, attitudinal and organisational factors using an error typology*.
- Professor Middleton was also awarded \$15,000 over two years from the Friends of the Mater Foundation, North Sydney, for the project *Examining the causes of reported medication incidents at the Mater Hospital*, and \$10,000 from the NSW Operating Theatre Association for the *Pressure Ulcer Prevention Program*.
- Professor Middleton further received two National Health and Medical Research Council project grants (\$50,000) for the study *The out and about trial* (University of Sydney lead) and \$56,600 over three years for *A cluster randomised trial of early intervention for chronic obstructive pulmonary disease* (University of New South Wales lead).
- Dr Kristin Johnston of the Institute for Advancing Community Engagement received \$49,000 from the NSW Catholic Education system for the project *The poor and catholic schools: a transformative agenda*.
- Dr Vince Geiger from the Faculty of Education received \$34,760 from the Australian Association of Mathematics Teachers for the project *Make it count (student experiences in mathematics and numeracy)*.
- Dr Geiger received also \$20,900 from the University of Queensland, via Brisbane Catholic Education, for the project *Leading numeracy learning*.
- Dr Richard Wade from the Faculty of Theology and Philosophy received \$30,000 from Centacare, Catholic Diocese of Ballarat, for the project *On being a Catholic welfare agency (Centacare, Ballarat)*.
- Dr David Greene, School of Exercise Science, Faculty of Health Sciences, was awarded \$26,641 from WorkCover NSW for the project *Understanding fracture risk in apprentice jockeys: a longitudinal profile*.
- Professor Maureen Walsh from the Faculty of Education was awarded \$24,462 from CEO Sydney for the project *Research into the teaching of reading with print and digital texts*.
- Professor Shurlee Swain from the Faculty of Arts and Sciences received \$23,100 from the Royal Women's Hospital Melbourne for the project *Delivery Practices in relation to single women confirmed at the Royal Women's Hospital: 1945 to 1975*.
- Ms Carly Harkness (Education) was awarded \$19,000 by the Canberra Pre-School Society for the project *Building effective pre-service educator partnerships with indigenous families*.
- Mrs Suzan Hirsch from the Faculty of Education, was awarded \$17,930 from National Rugby League for the project *2010 Rugby League reads*.





- Associate Professor Robyn Horner from the Faculty of Theology and Philosophy received \$15,837 from the Victorian Bishops' Research Grant Committee for the study *Theological contributions to the development of teachers for Victorian Catholic schools at Australian Catholic University*.
- Professor Sue Kildea from the Faculty of Health Sciences received \$15,190 from Charles Darwin University via Northern Territory Government Research and Innovation for the project *Can fetal fibronectin predict labour at full term?*
- Associate Professor Shukri Sanber from the Faculty of Education received \$14,246 from the NSW Catholic Education Commission for the project *A mapping study of current practices in religious education classes in Catholic and State schools*.
- Associate Professor Nasir Butrous from the School of Business was awarded \$11,000 from the Queensland Department of Education and Training for the *Access to pathways Indigenous science project*.
- Dr Joanna Zubrzycki from the School of Social Work, Faculty of Arts and Sciences, was awarded \$10,000 from the NSW Health Greater Southern Area for the project *Working together*.
- Dr Pre De Silva from the Faculty of Arts and Sciences was awarded \$7,920 from the Australian Institute of Nuclear Science and Engineering for the *Application of geopolymer binders in nuclear waste immobilization project*.
- Mr Lachlan Warner from the Faculty of Arts and Sciences received \$4,987 from the Commonwealth Department of Foreign Affairs for the *Vejjasala Buddhist art and community development project*.
- *Ancient Tradition – New World: Dominican Sisters in Eastern Australia 1867–1958* by Rosa MacGinley
- *Child, Nation, Race and Empire: Child Rescue Discourse, England, Canada and Australia, 1850–1915* by Shurlee Swain and Margot Hillel
- *Extending Mathematical Understanding: Middle Years Specialist Teacher Manual* by Ann Gervasoni
- *Fethullah Gulen Hocaefendi'nin Tefsir Anlayisi* by Ismail Albayrak
- *Globalisation and the Mission of the Church* by Neil Ormerod and Shane Clifton
- *Image, Symbol and Mystery: An Eastern Christian View of the Sacraments* by Lawrence Cross and Joseph Leach
- *Leadership for an Age of Wisdom* by Christopher Branson
- *Leading Educational Change Wisely* by Christopher Branson
- *Paul, Jerusalem and the Judaizers: The Galatian Crisis in Its Broadest Historical Context* by Ian Elmer
- *Personal and Professional Boundaries in Australian Social Work: A Study of the Self in Practice* by Joanna Zubrzycki
- *Preaching Poverty in Late Antiquity: Perceptions and Realities* by Pauline Allen, Wendy Mayer and Bronwen Neil
- *Provision of Child Health Services 2005–2009: Evaluation of an Open Access Clinic* by Paul Fullbrook, Lauren Kearney and Lorrie Howlett
- *Social Justice and the Australian Catholic Bishops* by Michael Costigan
- *The Beatitude of Mercy: Love Watches over Justice* by Terry Veling
- *The Church and Secularity: Two Stories of Liberal Society* by Robert Gascoigne
- *The Eyes of Faith: The Sense of the Faithful and the Church's Reception of Revelation* by Ormond Rush
- *The Practicum: Developing Better Practice for Beginning Teachers: The Significance of the Practicum* by John Elligante
- *The Transformative Potential of Memory, Narrative and Solidarity: a Feminist Perspective* by Anne Tuohy
- *Uncovering Theology: The Depth, Reach and Utility of Australian Theological Education* by Charles Sherlock
- *Trinity: Insights from the Mystics* by Anne Hunt
- *Values and the Pursuit of Sports Excellence: Swimmers from Singapore and Australia* by John Saunders and Nick Alpin
- *Vers un Tantra Chretien: La Rencontre du Christianisme et du Shivaïsme du Cachemire* by John Dupuche.

## Visiting researchers

The University supports visits by internationally recognised scholars who, in 2010, included:

- Educationist Elizabeth Chamberlain, University of Winchester, UK
- Professor Daniel Courteix, Blaise Pascal University, Clermont Ferrand, France
- Dr Greta Cummings, Faculty of Nursing, University of Alberta, Alberta, Canada
- Professor Patrick Olivelle, Professor of Sanskrit and Indian religions, Asian Studies, University of Texas, USA
- Dr Jacqueline Ottman, Faculty of Education, University of Calgary, Canada
- Theology scholars Dr Mehemr Akif Koc, Ankara University, Turkey; Professor Lieven Boeve, Leuven University, Belgium; Professor Sandra Schneiders, Jesuit School of Theology, Berkeley, USA.

## Looking to the future

Competition in research is now unconstrained by borders, and technology provides instant knowledge of research. ACU believes that in the future most stand-alone institutions will be unable to compete if they rely only on their own resources. Collaboration with national and international partners is likely to be the sensible path. ACU is committed to such partnerships and to an active role in research, and has invested substantially in infrastructure to this end.

## Publications by staff

In 2010, publications included:

- *A Study in Black and White: the Aborigines in Australian History* by Malcolm Prentis
- *A World of Diversity; a student textbook for Religion an Society* by Kath Engebretson
- *Administering Health Care Services* by Helen McCabe

# 10 External relations

# relations



Mathew Lillyst with the Governor-General, who awarded him the Victorian Indigenous Student Teacher Scholarship

## Relations with government

- The Vice-Chancellor attended regular meetings of University Australia and had meetings with various government leaders, including one with the then-Premier of Victoria, John Brumby, at which the issue of the safety of Indian students was discussed.
- Students and staff who received awards from government leaders in 2010 included:
  - Mathew Lillyst, who was awarded the Governor-General's Indigenous Student Teacher Scholarship for Victoria
  - Kirra-Jai Atkinson, who received the Pennington Award from the Victorian Department of Human Services
  - ACU's Indigenous campus unit, which received, with Mt St Michael's College Ashgrove, the Queensland Premier's Reconciliation award.

## 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 very interested 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 has numerous partnerships in learning and in research with Catholic agencies, education organisations, schools, hospitals, welfare and social justice groups, as detailed in many parts of this report.
- There are continued campus opportunities for students who are Catholic to confirm their faith and

take part in masses, retreats and other Church occasions. At the same time, students who are not Catholic may find the various University forums on religion and general interfaith relations very enlightening.

- The University hosts many Catholic Church events, such as guest lectures, dinners for Catholic schools representatives, and the annual launch of the Catholic Bishops' annual Social Justice Statement.
- ACU is a member of the International Federation of Catholic Universities (200 institutions worldwide).
- Father Frank Brennan SJ AO, ACU Law Professor, was appointed in 2010 as an advocate for the disadvantaged for four Catholic institutions: St Vincent de Paul Society, Catholic Health Australia, Catholic Social Services Australia and ACU's Public Policy Institute.
- An appeal was launched for a new ACU Chair in Identity and Curriculum, to research Catholic education.
- In 2010 ACU was particularly involved in events associated with the canonisation of St Mary of the Cross MacKillop. At North Sydney, vigils for the University and the public were organised and events and services were held at all campuses. There is more detail on page 31 of the 40 ACU pilgrims who went to Rome for the canonisation and the part their singing, dramatic presentations and Indigenous dancing played in the celebrations.

### With alumni

Details of the University's Alumni Association are given on page 39.

### With benefactors

Information on the Australian Catholic University's Foundation and donors may be found on pages 20 to 23.



Indigenous dancers from ACU, Catholic Education, and Nudgee College in Brisbane, in the Vatican Museum during the canonisation celebrations

### With prospective students

Each ACU campus offers University Experience Days, such as the Be a Nurse for a Day event, as well as open days/nights and information sessions about change of preferences.

The Strathfield Campus also presents an enrichment program for HSC students from low socio-economic background, attended in 2010 by 500 students.

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

Marketing and External Relations staff, with current students acting as student ambassadors, visit schools and major educational expos.

### Public relations

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

MER has a director, involved in strategic thinking and planning within the University, and staff on each of the six campuses who have regular telephone and videoconference meetings to ensure a coordinated approach.

Publications include:

- course guides for undergraduate, postgraduate and international students
- guides for orientation week, early achievers' and pathways programs
- a fortnightly online newsletter: *ACU Update*
- frequent topical media releases
- annual reports.

Visit [www.acu.edu.au](http://www.acu.edu.au) for copies of the above publications.

### Community relations

#### New community links

- Representatives of the Diversional Therapy Association of Japan were hosted by the Brisbane Campus.
- ACU joined the Global Network for Public Theology, a partnership of 24 universities contributing to public issues.
- The University's Psychology and Counselling Clinic held seminars for young people and their parents needing help in coping with anxiety.
- ACU, with the Australian Parents' Council, hosted a workshop for parents and carers of Indigenous children.
- The University sponsored the 2010 Young Journalist Award.

### Cultural contacts

During 2010, as well as ACU's artistic events for the canonisation already commented on, its cultural contacts remained strong, with schools, community groups and churches.

Its art galleries exhibited works from Indigenous and rural artists, and from school students, in the annual Clancy Prize; religious works, from Russian icons to images of the Cross by contemporary artists; 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 concerts and the 10th annual Young Voices festival. Melbourne, meanwhile, held a very successful first annual ACU Performing Arts Gala Performance.

### 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 2010.

#### Schools visited

	2008	2009	2010
Queensland	164	151	146
NSW	147	121	118
ACT	61	51	50
Victoria	161	163	163
<b>Total</b>	<b>533</b>	<b>486</b>	<b>486</b>

#### Participation in major career expos

	2008	2009	2010
Queensland	20	18	17
NSW	33	43	25
ACT	9	10	9
Victoria	16	19	24
<b>Total</b>	<b>78</b>	<b>90</b>	<b>75</b>

# Financial reports



# 1 Directors' report

## for the year ended 31 December 2010

### **Australian Catholic University Limited**

(A company limited by guarantee)  
ACN 050 192 660

The directors present their report together with the financial reports of Australian Catholic University Limited (the Company) for the year ended 31 December 2010 and the auditors' report thereon.

### **Directors**

The directors of the Company in office at any time during or since the end of the financial year are:

#### **Mr John Joseph Carroll**

BBus MAppFin CPA MAIPM  
Financier  
Appointed 19 May 2006

#### **Professor Judith Dorothy Chapman AM**

BA DipEd (Melb) BEd (La Trobe) EdD  
(NthColorado) FACE FACEA FWAIEA  
Academic  
Appointed 23 May 2008  
Resigned 21 May 2010

#### **General Peter Cosgrove AC MC CNZM**

Former Defence Force Chief  
Appointed 5 November 2010

#### **Professor Gregory Joseph Craven**

BA LLB (Hons) LLM (Melb)  
Vice-Chancellor  
Appointed 1 February 2008

#### **Mr Alan Edgar Druery OAM**

BA BEdSt MEd(Admin) (Qld) DUniv (QUT)  
FQIEA FACE FACEA  
Retired educational administrator  
Appointed 1 January 1991  
Resigned 21 May 2010

#### **Mr Stephen Noel Elder**

BEd (Vic) DipEd (La Trobe) FAIM  
Educational administrator  
Appointed 23 May 2008

#### **Mr Edward William Exell AM**

BA (Hons) (Melb) BEc (ANU)  
Retired administrator  
Appointed 30 September 1996

#### **Most Reverend Bishop James Foley**

DD DPh (Leuven)  
Catholic Bishop  
Appointed 30 September 1994

#### **Ms Josephine Frawley**

BA (Adel) DipTeach (Adel TC) GradDipTESL  
(SA CAE) Registration Certificate  
Library Association of Australia  
Librarian  
Appointed 20 August 2007

#### **Professor Peta Goldberg RSM**

BA MusEd (QldConservMus) GradDipRE  
(McAuleyCollQld) MEd (ACU) MASTheol (UQ)  
PhD(Newcastle) ASDA LSDA ATCL  
University lecturer  
Appointed 19 May 2006

#### **Professor Margot Hillel OAM**

BA (La Trobe), MA (Melb) PhD (Monash)  
University lecturer  
Appointed 16 June 2010

#### **Br Robert Julian McDonald**

**CFC AO**  
BA DipEd (Syd), CertRel Formation (St Louis)  
GradDip Lang in Ed (CSU)  
Religious brother  
Appointed 30 September 1992  
Resigned 4 November 2010

#### **Associate Professor James McLaren**

MA (Melb) DPhil (Oxf)  
University lecturer  
Appointed 16 June 2010

#### **Ms Moira Therese Najdecki**

BA DipEd GradDipRE MA MEdLeadership  
Educational administrator  
Appointed 19 May 2006

#### **Professor Marea Nicholson**

TC BA (Macq) MEd (Syd) DipTeach  
(NewcastleCAE) GradDipEdSt (NepeanCAE)  
PhD (Syd)  
University lecturer  
Appointed 19 May 2006  
Resigned 21 May 2010

#### **Mr David Brian O'Connor AM**

BA (UNE) PACert (SydTechColl)  
Retired public servant  
Appointed 14 April 2000

#### **Br Anthony Philip Robinson FMS**

BA (N'cle) MA (Macq) MEdAdmin (UNSW)  
MA (Dayton)  
Province secretary  
Appointed 26 May 2005

#### **Ms Bernadette Marie Therese Steele**

BA (Hons) LLB (Melb)  
Lawyer  
Appointed 11 August 2009

#### **Ms Margaret Mary Vider**

Retired health professional  
21 May 2010

#### **Mr Michael Villella**

Student  
Appointed 1 January 2010  
Resigned 31 December 2010

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

**Vice-Chancellor**

Professor G J Craven  
BA LLB (Hons) LLM (Melb)  
Appointed 1 February 2008

**Deputy Vice-Chancellor Academic**

Professor GL McMullen  
BSc (Hons) PhD (Monash) FRACI  
Appointed 16 October 2000

**Deputy Vice-Chancellor Research**

Professor T Martin  
PhD (Pathology) MBA DipVetPath BVSc (Syd)  
Appointed 5 October 2009

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

Professor A Cummins  
MEd Leadership (ACU) MA Ed (Macquarie)  
PG Dip Ed (Religious Studies) (ACU)  
BEd (Canberra)  
Appointed 1 July 2009

**Deputy Vice-Chancellor Administration and Resources and Company Secretary (9 years)**

Mr JM Cameron  
MCom (Hons) (UNSW) CPA  
Appointed 1 January 2009

**Executive Dean Faculty of Business**

Professor E More  
BA (Hons) PhD (UNSW) Grad Dip Mgt (UCQ)  
MComLaw (Deakin)  
Appointed 29 March 2010

**Executive Dean Faculty of Theology and Philosophy**

Professor A Hunt OAM  
DTheo (MCD) MEd (Ford) MTheo (CTU)  
Appointed 1 July 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 Education**

Professor M Emmitt  
TITC (Toorak) BA BEd MEd (Monash) MACE  
Appointed 19 January 2004

**Executive Dean Faculty of Health Sciences**

Professor P Nugent  
RN BAppSc NEd (LincolnInst)  
MEdSt (Monash)  
Appointed 12 March 2007

**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
Mr JJ Carroll	4	4	5	6	-	-	3	3
Professor JD Chapman	1	1	-	-	-	-	-	-
Professor GJ Craven	4	4	6	6	1	1	-	-
Mr AE Druery	1	1	3	3	-	-	-	-
Mr SN Elder	4	4	5	6	-	-	3	3
Mr EW Exell	4	4	6	6	-	-	-	-
Most Reverend Bishop J Foley	3	4	-	-	-	-	-	-
Ms J Frawley	3	4	-	-	-	-	-	-
Professor P Goldberg	3	4	6	6	-	-	-	-
Professor ML Hillel	3	3	-	-	1	1	-	-
Br RJ McDonald	4	4	-	-	-	1	-	-
Dr JS McLaren	3	3	-	-	-	-	-	-
Mr Damien Montesin	-	-	-	-	-	-	-	-
Ms M Najdecki	3	4	6	6	-	-	3	3
Dr M Nicholson	1	1	-	-	-	-	-	-
Mr DB O'Connor	4	4	5	6	1	1	3	3
Br AP Robinson	3	4	-	-	-	-	-	-
Ms BMT Steele	4	4	-	-	1	1	-	-
Ms MM Vider	3	3	3	3	-	-	-	-
Mr MP Villella	4	4	-	-	-	-	-	-

**A** Number of meetings attended

**B** 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 a 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 programs 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 2010 of \$22.15m (2009 \$14.85m). Significant increases in revenue included Commonwealth Government grants of \$18.9m, largely comprising the Commonwealth Grants Scheme (\$3.23m) and student HECS-HELP (\$21.56m), with a significant decrease in DEEWR scholarships of \$2.8m as a result of a sector-wide adjustment to Commonwealth Scholarship balances carried forward from previous years. The increase in student HECS reflects the University's decision to grow government-funded student places following the Federal Government's decision to lift the cap on the number of student places for which public funding is provided. (The University currently receives the student contribution for all enrolled students but the government contribution is limited to over enrolment of up to 10 per cent above agreed funded student load. Full funding for all places will apply from 2012.) Other operating revenue excluding finance income increased by \$7.17m, including an increase in fees and charges of \$4.95m.

Expenditure on cash-related salaries increased by \$13.05m (10.69%). This increase included one-off staff restructuring costs of \$3.0m largely comprising staff voluntary redundancy and early retirement costs. Non-salary cash expenses increased by \$6.64m (12.88%).

It will be noted from the supplementary income statement provided on page 100, which separately identifies revenue and expenditure for both operating activities and capital activities, that the overall positive result of \$22.15m comprised operating activities of \$7.07m and capital activities of \$15.09m.

An increase in investment earnings for the year contributed to the operating result, with earnings of \$5.26m in 2010 in comparison with \$4.16m in 2009, an increase of \$1.1m. Investments at balance date were held in bank deposits.

There was an improvement in investments of \$7.64m, while the working capital position improved by \$8.7m from \$34.22m to \$42.92m.

A full valuation of freehold land and buildings was undertaken by CB Richard Ellis Pty Ltd as at the end of 2010, and the updated valuations are reflected in the 2010 financial statements. This resulted in an increase in value of land and buildings freehold of \$7.38m.

## Significant changes in the state of affairs

A major capital expansion program is currently in place with significant capital expenditure expected during 2011 and 2012 to address a critical shortage of teaching and administrative space. Funding of expenditure will be from a combination of University cash reserves and external loan finance.

The University has entered into a contract with Abigroup Ltd to build the new National Centre for Health and Wellbeing at the University's Melbourne campus, which is expected to be completed for second semester 2012. The budget for the project is \$74m. The University is also undertaking several significant building projects in Brisbane, including the Exercise Science and Physiotherapy Building O, expected to be completed for Semester 1 2011. A Sydney Campus Master Plan has also been compiled, and significant capital expenditure for both Sydney campuses is foreshadowed in the coming years to cope with planned growth in student numbers.

<b>Financial highlights</b>	<b>2010 \$'000</b>	<b>2009 \$'000</b>
Commonwealth Government Grants	163,493	145,578
Deferred Superannuation Contribution	3,234	2,254
Other Operating Revenue	61,245	54,076
Finance Income	5,255	4,156
Salary Cash Expenses	(135,071)	(122,023)
Non-Salary Cash Expenses	(58,192)	(51,551)
Non-Cash Expenses (Depreciation, Amortisation and Provisions)	(17,814)	(17,644)
Net Operating Profit	22,150	14,846
Working Capital Surplus	42,925	34,218

### 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

There are no 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 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 director or officer.

### Directors and officers' liability cover

During the year, the Company paid insurance premiums of \$53,122 (2009 \$50,041) 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 55 and forms part of the director's report for the financial year ended 31 December 2010.

### Non-audit services

Amounts paid to the Company's auditors for non-audit services are outlined in Note 5 on page 71.

### 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  
11 April 2011  
Sydney



**General P Cosgrove** AC MC CNZM  
Director  
11 April 2011  
Sydney



## 2 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 2010 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  
11 April 2011  
Sydney

## 3 Audited financial statements for the year ended 31 December 2010

### Income statement for the year ended 31 December 2010

	Notes	2010 \$'000	2009 \$'000
<b>Revenue from Continuing Operations</b>			
Commonwealth Government Financial Assistance Excluding HECS-HELP	2.1	95,029	98,405
Higher Education Contribution Scheme (HECS-HELP)			
Student Contributions	24.2	8,217	6,985
Commonwealth Payments	2.1	56,858	36,530
FEE-HELP	2.1	3,389	3,658
State and Local Government Financial Assistance	2.2	24	24
Fees and Charges	2.3	42,429	37,479
Superannuation – Deferred Government Contributions		3,234	2,254
Consultancy and Contract Research	2.5	4,549	3,358
Other Revenue	2.6	14,243	13,215
<b>Total Revenue from Continuing Operations</b>		<b>227,972</b>	<b>201,908</b>
<b>Expenses from Continuing Operations</b>			
Employee Benefits	3.1	142,795	130,482
Depreciation and Amortisation	3.2	10,090	9,185
Buildings and Grounds Maintenance	3.3	4,700	4,894
Other	3.4	53,386	46,471
<b>Total Expenses from Continuing Operations</b>		<b>210,971</b>	<b>191,032</b>
<b>Operating Result from Continuing Operations</b>		<b>17,001</b>	<b>10,876</b>
<b>Finance Income and Expense</b>			
Finance Income	2.4	5,255	4,156
Finance Expense	4	(106)	(186)
<b>Total Finance Income and Expense</b>		<b>5,149</b>	<b>3,970</b>
<b>Operating Result Before Income Tax</b>		<b>22,150</b>	<b>14,846</b>
Income Tax	1(c)	–	–
<b>Operating Result for the Period</b>	<b>17</b>	<b>22,150</b>	<b>14,846</b>

This income statement is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 61 to 96.

Statement of comprehensive income  
for the year ended 31 December 2010

	Notes	2010 \$'000	2009 \$'000
<b>Operating Result for the Period</b>		<b>22,150</b>	<b>14,846</b>
<b>Other Comprehensive Income</b>			
Gain/(loss) on revaluation of land and buildings		7,379	(1,923)
Gain/(loss) on value of available for sale financial assets	16	(40)	116
<b>Other Comprehensive Income for the Period</b>		<b>7,339</b>	<b>(1,807)</b>
<b>Total Comprehensive Income</b>		<b>29,489</b>	<b>13,039</b>
<b>Attributable to:</b>			
Members		29,489	13,039
		<b>29,489</b>	<b>13,039</b>

This 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 61 to 96.

Balance sheet  
as at 31 December 2010

	Notes	2010 \$'000	2009 \$'000
<b>Current Assets</b>			
Cash and Cash Equivalents	6	–	454
Trade and Other Receivables	7	6,051	11,969
Other Financial Assets	8	74,959	67,319
Other Assets	10	4,366	3,184
<b>Total Current Assets</b>		<b>85,376</b>	<b>82,926</b>
<b>Non-Current Assets</b>			
Other Investments	9	1,211	1,251
Property, Plant and Equipment	11	141,274	122,348
Intangible Assets	12	46,910	47,725
Other Assets	10	24,067	16,566
<b>Total Non-Current Assets</b>		<b>213,462</b>	<b>187,890</b>
<b>Total Assets</b>		<b>298,838</b>	<b>270,816</b>
<b>Current Liabilities</b>			
Trade and Other Payables	13	4,881	4,456
Employee Benefits	14	19,489	21,066
Other	15	18,081	23,186
<b>Total Current Liabilities</b>		<b>42,451</b>	<b>48,708</b>
<b>Non-Current Liabilities</b>			
Employee Benefits	14	23,066	19,025
Other	15	4,851	4,102
<b>Total Non-Current Liabilities</b>		<b>27,917</b>	<b>23,127</b>
<b>Total Liabilities</b>		<b>70,368</b>	<b>71,835</b>
<b>Net Assets</b>		<b>228,470</b>	<b>198,981</b>
<b>Equity</b>			
Reserves	16	228,470	198,981
Retained Earnings	17	–	–
<b>Total Equity</b>		<b>228,470</b>	<b>198,981</b>

This balance sheet is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 61 to 96.

Statement of changes in equity  
for the year ended 31 December 2010

	Notes	General Reserve	Asset Revaluation Reserve	Available for Sale Financial Assets Revaluation Reserve	Contribution from Members	Total Equity
		\$'000	\$'000	\$'000	\$'000	\$'000
<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
<b>Total Comprehensive Income for the Period</b>		<b>22,150</b>	<b>7,379</b>	<b>(40)</b>	<b>–</b>	<b>29,489</b>
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>
<b>2009</b>						
<b>Balance at 1 January 2009</b>		<b>119,218</b>	<b>9,360</b>	<b>406</b>	<b>56,958</b>	<b>185,942</b>
<b>Comprehensive Income for the Period</b>						
Profit or Loss	17	14,846	–	–	–	14,846
Total Other Comprehensive Income for the Period		–	(1,923)	116	–	(1,807)
<b>Total Comprehensive Income for the Period</b>		<b>14,846</b>	<b>(1,923)</b>	<b>116</b>	<b>–</b>	<b>13,039</b>
Contribution from Members	16	–	–	–	–	–
<b>Balance at 31 December 2009</b>		<b>134,064</b>	<b>7,437</b>	<b>522</b>	<b>56,958</b>	<b>198,981</b>

This 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 61 to 96.

Statement of cash flows  
for the year ended 31 December 2010

	Notes	2010 \$'000	2009 \$'000
<b>Cash Flows from Operating Activities</b>			
Grant Revenue			
Commonwealth Government		104,578	97,353
Higher Education Contribution Scheme			
Student Payments		8,217	6,986
Commonwealth Payments		55,355	35,873
Other Inflows		63,036	59,324
Cash Receipts in the Course of Operations		231,186	199,536
Cash Payments in the Course of Operations		(206,169)	(178,790)
Interest Received		2,921	5,054
<b>Net Cash from Operating Activities</b>	23(ii)	<b>27,938</b>	<b>25,800</b>
<b>Cash Flows from Investing Activities</b>			
Payments for Property, Plant and Equipment		(20,852)	(15,893)
Proceeds from Sale of Non-Current Assets		23	60
Payments for Investments		(7,640)	(11,247)
<b>Net Cash Used in Investing Activities</b>		<b>(28,469)</b>	<b>(27,080)</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>(631)</b>	<b>(1,380)</b>
<b>Cash and Cash Equivalents at the Beginning of the Financial Year</b>		<b>454</b>	<b>1,834</b>
<b>Cash and Cash Equivalents at the End of the Financial Year</b>	23(i)	<b>(177)</b>	<b>454</b>

This 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 61 to 96.

## 4 Notes to the financial statements

### 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 7 April 2011.

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 (AASB's) adopted by the Australian Accounting Standards Board, the *Corporations Act 2001*, and the disclosure requirements within the Guidelines for the Preparation of Annual Financial Statements for the 2010 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.

## 1 Statement of significant accounting policies continued

### (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 undergraduate and postgraduate 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.

#### Other tuition fee income

Other tuition fee income is generated from fee-paying courses for local and international 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

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

### (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 assets' 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.

## 1 Statement of significant accounting policies continued

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 their use is available in perpetuity. 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.

### 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.

### (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.

## 1 Statement of significant accounting policies continued

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 2010, but have not been applied in preparing this financial report:

AASB 9 Financial Instruments (December 2010) – This standard will become mandatory for the Company's 2013 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 124 Related Party Disclosures – The changes introduced by IAS 24 (2009) relate mainly to the related party disclosure requirements for government-related entities, and the definition of a related party. The revised AASB will become mandatory for the Company's 2011 financial statements. The Company has not yet determined the potential effect of the revised standard on the Company's disclosures.

## 2 Revenue

	Notes	2010 \$'000	2009 \$'000
<b>2.1 Commonwealth Government Financial Assistance</b>			
<b>Commonwealth Grants Scheme and Other Grants</b>			
Commonwealth Grants Scheme	24.1	83,349	80,116
Indigenous Support Fund	24.1	1,127	1,298
Equity Support Programs	24.1	1,210	219
Workplace Reform Program	24.1	–	922
Learning and Teaching Performance Fund	24.1	–	1,040
Transitional Cost Program	24.1	28	326
Capital Development Pool	24.1	1,017	–
Improving the Practical Component of Teacher Education Program	24.1	–	1,097
<b>Total Commonwealth Grants Scheme and Other Grants</b>		<b>86,731</b>	<b>85,018</b>
<b>DEEWR Scholarships</b>			
Australian Postgraduate Awards	24.3	599	450
International Postgraduate Research Scholarships	24.3	56	55
Commonwealth Education Costs Scholarships	24.3	5	931
Commonwealth Accommodation Scholarships	24.3	(666)	808
Indigenous Access Scholarships	24.3	(108)	42
National Priority Scholarships	24.3	(165)	148
National Accommodation Scholarships	24.3	(44)	44
<b>Total DEEWR Scholarships</b>		<b>(323)</b>	<b>2,478</b>

## 2 Revenue continued

	Notes	2010 \$'000	2009 \$'000
<b>DIISR Research</b>			
Institutional Grants Scheme	24.4	–	654
Joint Research Engagement Program	24.4	654	–
Research Training Scheme	24.4	1,684	1,598
Infrastructure	24.4	123	145
Australian Scheme for Higher Education Repositories	24.4	–	179
Implementation Assistance Program	24.4	32	65
Commercialisation Training Scheme	24.4	(20)	22
Sustainable Research Excellence in Universities	24.4	283	–
<b>Total DIISR Research</b>		<b>2,756</b>	<b>2,663</b>
<b>Other Capital Funding</b>			
Better Universities Renewal Fund	24.5	1,152	4,286
Teaching and Learning Capital Fund	24.5	3,010	2,246
<b>Total Other Capital Funding</b>		<b>4,162</b>	<b>6,532</b>
<b>Total DEEWR and DIISR Excluding HELP (a)</b>		<b>93,326</b>	<b>96,691</b>
<b>Higher Education Loan Program (HELP)</b>			
HECS-HELP Commonwealth Payments	24.2	56,858	36,530
FEE-HELP	24.2	3,389	3,658
<b>Total Higher Education Loan Program</b>		<b>60,247</b>	<b>40,188</b>
<b>Total DEEWR and DIISR Including HELP</b>		<b>153,573</b>	<b>136,879</b>
<b>Australian Research Council</b>			
Discovery – Projects (Large grants)	24.6	282	172
Linkage – Projects	24.6	286	150
<b>Total Australian Research Council (b)</b>		<b>568</b>	<b>322</b>
<b>Other Commonwealth Government Financial Assistance</b>			
DEEWR		1,135	1,392
<b>Total Other Commonwealth Government Financial Assistance (c)</b>		<b>1,135</b>	<b>1,392</b>
<b>Total Commonwealth Government Financial Assistance</b>		<b>155,276</b>	<b>138,593</b>
<b>Total Commonwealth Government Financial Assistance Excluding HELP (a + b + c)</b>		<b>95,029</b>	<b>98,405</b>
Australian Government Grants received – cash basis			
OS-HELP (Net)	24.7	(12)	(12)
Superannuation Supplementation	24.8	1,574	958
<b>Total Australian Government funding received – cash basis</b>		<b>1,562</b>	<b>946</b>

## 2 Revenue continued

	Notes	2010 \$'000	2009 \$'000
<b>2.2 State and 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		34,827	30,061
Fee-Paying Non-Overseas Postgraduate Students		4,346	4,254
Fee-Paying Non-Overseas Undergraduate Students		369	759
Other Non-Overseas Students Undertaking Non-Award Courses		511	658
Rental Charges		830	765
Charges for Student Accommodation		703	435
Registration Fees		518	404
Library Fees		163	86
Late Fees		162	57
<b>Total Fees and Charges</b>		<b>42,429</b>	<b>37,479</b>
<b>2.4 Finance Income</b>			
Interest		5,255	4,156
<b>Total Finance Income</b>		<b>5,255</b>	<b>4,156</b>
<b>2.5 Consultancy and Contract Research</b>			
Consultancy Fees		551	659
Industry Research Grants		3,998	2,699
<b>Total Consultancy and Contract Research</b>		<b>4,549</b>	<b>3,358</b>
<b>2.6 Other Revenue</b>			
Offshore Programs		299	183
Other Program Income		6,660	6,890
Other Grants		1,020	595
Bookshop and Publication Sales		122	122
Donations and Bequests		998	561
Net Gain on Disposal of Property, Plant and Equipment		10	5
Other Income		5,134	4,859
<b>Total Other Revenue</b>		<b>14,243</b>	<b>13,215</b>

### 3 Expenses

	Notes	2010 \$'000	2009 \$'000
<b>3.1 Employee Benefits</b>			
<b>Academic</b>			
Salaries			
Academic		64,278	59,886
Contributions to Superannuation and Pension Schemes			
Deferred Employee Benefits for Superannuation		1,840	1,288
Funded		8,442	7,389
Payroll Tax		3,504	2,930
Workers' Compensation		298	733
Long-Service Leave Expense		1,483	1,548
Annual Leave Expense		797	317
		<b>80,642</b>	<b>74,091</b>
Deferred Superannuation Expense		1,338	823
<b>Total Academic</b>		<b>81,980</b>	<b>74,914</b>
<b>Non-Academic</b>			
Salaries			
Non-Academic		48,681	44,954
Contributions to Superannuation and Pension Schemes			
Deferred Employee Benefits for Superannuation		1,394	966
Funded		6,803	6,108
Payroll Tax		2,824	2,421
Workers' Compensation		241	605
Long-Service Leave Expense		1,524	1,247
Annual Leave Expense		686	90
		<b>62,153</b>	<b>56,391</b>
Deferred Superannuation Expense		236	135
<b>Total Non Academic</b>		<b>62,389</b>	<b>56,526</b>

### 3 Expenses continued

	Notes	2010 \$'000	2009 \$'000
<b>Total Academic and Non-Academic</b>			
Salaries			
Academic		64,278	59,886
Non-Academic		48,681	44,954
Contributions to Superannuation and Pension Schemes			
Deferred Employee Benefits for Superannuation		3,234	2,254
Funded		15,245	13,497
Payroll Tax		6,328	5,351
Workers' Compensation		539	1,338
Long-Service Leave Expense		3,007	2,795
Annual Leave Expense		1,483	407
		<b>142,795</b>	<b>130,482</b>
Deferred Superannuation Expense	14	1,574	958
<b>Total Academic and Non-Academic</b>		<b>144,369</b>	<b>131,440</b>
<b>3.2 Depreciation and Amortisation</b>			
Depreciation of Buildings – Freehold		480	432
Amortisation of Intangible Rights to Occupy Buildings		815	820
Depreciation of Improvements to Intangible Right to Occupy Buildings		3,100	2,916
Depreciation of Leasehold Property Improvements		1,534	1,079
Depreciation of Furniture and Fittings		657	555
Depreciation of Plant and Equipment		3,461	3,333
Depreciation of Motor Vehicles		43	50
<b>Total Depreciation and Amortisation</b>		<b>10,090</b>	<b>9,185</b>
<b>3.3 Buildings and Grounds Maintenance</b>		<b>4,700</b>	<b>4,894</b>
<b>3.4 Other Expenses</b>			
Advertising, Promotions & Publicity		2,029	1,712
Cleaning and Waste Collection		2,283	2,228
Computer Software and Services		2,827	2,218
Consultancy Fees		2,543	3,293
Excursion Expenses		358	336
Hire of Equipment and Facilities		512	928
Insurance		1,157	1,203
Library Acquisitions		3,238	3,335
Net Loss on Disposal of Property, Plant and Equipment		17	20
Minor Equipment		1,272	1,071
Offshore Administration		2,636	2,499
Operating Lease Rental Expenses		1,955	1,479
Printing – Outside Printers		701	778



	Notes	2010 \$'000	2009 \$'000
Publications, Subscriptions and Memberships		855	669
Rent		5,840	3,049
Scholarships and Prizes		2,060	2,213
Security Services		1,022	921
Stationery		561	527
Telecommunications		1,665	1,564
Travel, Staff Development and Entertainment		7,510	6,561
Utilities		2,209	1,956
Other Expenses		10,136	7,911
<b>Total Other Expenses</b>		<b>53,386</b>	<b>46,471</b>

#### 4 Finance expenses

	Notes	2010 \$'000	2009 \$'000
Blackfriars Purchase Unwind of Discount		11	16
Sydney Management Fee Unwind of Discount	15	–	232
Make Good on Leased Premises Unwind of Discount	15(a)	95	(62)
<b>Total Finance Expenses</b>		<b>106</b>	<b>186</b>

#### 5 Auditors' remuneration

	2010 \$	2009 \$
Audit Services	106,440	92,800
Other Assurance Services		
Grant/Research Acquittal	25,600	20,865
Compliance Audit – Payroll	–	25,516
	<b>25,600</b>	<b>46,381</b>
Other		
Recruitment Assistance	61,457	101,746
Corporate Debt Advice	74,376	–
<b>Total Auditor's Remuneration</b>	<b>267,873</b>	<b>240,927</b>

#### 6 Cash and cash equivalents

	2010 \$'000	2009 \$'000
Cash on Hand	–	31
Cash at Bank	–	423
<b>Total Cash and Cash Equivalents</b>	<b>–</b>	<b>454</b>

## 7 Trade and other receivables

	2010 \$	2009 \$
<b>Current</b>		
Sundry Receivables	1,312	1,296
Accrued Income	4,724	10,658
Student Assistance Program	15	15
<b>Total Trade and Other Receivables (Current)</b>	<b>6,051</b>	<b>11,969</b>

## 8 Other financial assets

	2010 \$	2009 \$
<b>Current</b>		
At Call	–	2,324
Interest Bearing Deposits	74,959	64,995
<b>Total Other Financial Assets (Current)</b>	<b>74,959</b>	<b>67,319</b>

## 9 Other investments

	2010 \$'000	2009 \$'000
<b>Non-Current</b>		
Available for Sale – Investments in Other Entities		
Shares in Listed Companies	706	746
Shares in Other Companies	505	505
<b>Total Other Investments (Non-Current)</b>	<b>1,211</b>	<b>1,251</b>

## 10 Other assets

	2010 \$'000	2009 \$'000
<b>Current</b>		
Prepayments	4,312	3,184
Lease Paid in Advance	54	–
<b>Total Other Assets (Current)</b>	<b>4,366</b>	<b>3,184</b>
<b>Non-Current</b>		
Right to Reimbursement from Commonwealth Government for Unfunded Superannuation Liability	19,800	16,566
Lease Paid in Advance	4,267	–
<b>Total Other Assets (Non-Current)</b>	<b>24,067</b>	<b>16,566</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	2010 \$'000	2009 \$'000
<b>Land – Freehold</b>			
At Independent Valuation 2009		–	11,050
At Independent Valuation 2010		24,529	–
At Directors' Valuation		–	7,302
	11(a)	24,259	18,352
<b>Buildings – Freehold</b>			
At Independent Valuation 2009		–	13,800
At Independent Valuation 2010		17,257	–
At Directors' Valuation		–	1,803
Accumulated Depreciation		–	(168)
	11(a)	17,257	15,435
<b>Improvements to Intangible Right to Occupy Buildings</b>			
At Cost		105,927	98,730
Accumulated Amortisation		(30,444)	(27,345)
	11(a)	75,483	71,385
<b>Leasehold Improvements</b>			
At Cost		13,274	6,419
Accumulated Depreciation		(3,885)	(2,351)
	11(a)	9,389	4,068
<b>Furniture and Fittings</b>			
At Cost		4,522	4,272
Accumulated Depreciation		(2,713)	(2,057)
	11(a)	1,809	2,215
<b>Plant and Equipment</b>			
At Cost		25,344	23,882
Accumulated Depreciation		(17,760)	(16,092)
	11(a)	7,584	7,790
<b>Motor Vehicles</b>			
At Cost		652	614
Accumulated Depreciation		(363)	(346)
	11(a)	289	268
<b>Works of Art</b>			
At Cost		607	509
	11(a)	607	509
<b>Work in Progress</b>			
At Cost		4,597	2,326
	11(a)	4,597	2,326
<b>Total Property, Plant and Equipment</b>		<b>141,274</b>	<b>122,348</b>

## 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 and the updated valuations are reflected in the 2010 financial statements.

### (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
<b>2010</b>					
Opening balance	18,352	15,435	71,385	4,068	2,215
Additions	574	256	7,198	6,855	251
Revaluation increment/ (decrement)	5,333	2,046	–	–	–
Depreciation	–	(480)	(3,100)	(1,534)	(657)
Disposals	–	–	–	–	–
<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>2009</b>					
Opening balance	22,662	13,288	68,661	4,153	1,271
Additions	–	191	5,640	994	1,499
Revaluation increment/ (decrement)	(4,310)	(4,310)	–	–	–
Depreciation	–	(432)	(2,916)	(1,079)	(555)
Disposals	–	–	–	–	–
<b>Closing balance</b>	<b>18,352</b>	<b>15,435</b>	<b>71,385</b>	<b>4,068</b>	<b>2,215</b>

## 12 Intangible assets

	Intangible right to occupy land \$'000	Intangible right to occupy buildings \$'000	Total \$'000
<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>

Plant and equipment	Motor vehicles	Works of art	Work in progress
7,790	268	509	2,326
3,269	80	98	2,271
–	–	–	–
(3,461)	(43)	–	–
(14)	(16)	–	–
<b>7,584</b>	<b>289</b>	<b>607</b>	<b>4,597</b>
5,978	312	491	–
5,153	72	18	2,326
–	–	–	–
(3,333)	(50)	–	–
(8)	(66)	–	–
<b>7,790</b>	<b>268</b>	<b>509</b>	<b>2,326</b>

	Intangible right to occupy land \$'000	Intangible right to occupy buildings \$'000	Total \$'000
<b>2009</b>			
Cost	40,411	28,383	68,794
Accumulated amortisation			
Opening balance	(4,469)	(15,780)	(20,249)
Amortisation	–	(820)	(820)
Closing balance	(4,469)	(16,600)	(21,069)
<b>Carrying amount at 31 December 2010</b>	<b>35,942</b>	<b>11,783</b>	<b>47,725</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

	2010 \$'000	2009 \$'000
Accrued Expenses	4,699	4,447
Sundry Creditors	5	9
Cash Net of Unpresented Cheques	177	–
<b>Total Trade and Other Payables</b>	<b>4,881</b>	<b>4,456</b>

### 14 Employee benefits

	2010 \$'000	2009 \$'000
<b>Current</b>		
Provision for Annual Leave	8,457	6,974
Provision for Long-Service Leave	11,032	11,096
Provision for Voluntary Redundancy and Early Retirement	–	2,996
<b>Total Employee Benefits (Current)</b>	<b>19,489</b>	<b>21,066</b>
<b>Non-Current</b>		
Provision for Long-Service Leave	3,266	2,459
Provision for Superannuation	19,800	16,566
<b>Total Employee Benefits (Non-Current)</b>	<b>23,066</b>	<b>19,025</b>
<b>Number of employees at year end</b>	<b>1,154</b>	<b>1,068</b>

#### 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 amount to be settled within one year of reporting date.

#### Voluntary redundancy and voluntary early retirement

As a result of staff restructuring, voluntary redundancy and early retirement offers were accepted prior to 31 December 2009. The full amount of the provision was used in the first half of 2010.

## 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 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 2010 the assets of the DBD in aggregate were estimated to be \$1,217 million (2009 \$1,396 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 2010 the assets of the DBD in aggregate were estimated to be \$312 million (2009 \$39 million in excess of accrued benefits) 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 pensions which arise from membership of UniSuper up to the reporting date.

Information provided to members on 14 September 2010 shows that the Vested Benefit Index (VBI) rose to 89.1% (88.5% as at 31 July 2009) and Accrued Benefit Index (ABI) rose to 103.2% (102.2% as at 31 July 2009) 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 12 June 2009 on the actuarial investigation of the DBP as at 31 December 2008. 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	3.75% pa	3.75% pa

## 14 Employee benefits continued

- (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 reduce the benefits (including benefits in the course of payment) payable under Division A and Division B on a fair and equitable basis.
- (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 \$19,800,000 as at 30 June 2010 (\$16,566,000 as at 30 June 2009). 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 (2010 \$1,574,000; 2009 \$958,000) 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:

	2010 \$'000	2009 \$'000
<b>Net Liability</b>		
Fair Value of Plan Assets	5,058	4,127
Accrued Benefit Liability	(22,284)	(18,839)
Net Liability Before Contributions Tax	(17,226)	(14,712)
Tax Liability on Future Contributions	(2,574)	(1,854)
<b>Net Liability</b>	<b>(19,800)</b>	<b>(16,566)</b>

	2010	2009
<b>Actuarial Assumptions</b>		
Discount Rate	5.1%	5.7%
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'.



## 15 Other liabilities

	Notes	2010 \$'000	2009 \$'000
<b>Current</b>			
Grants Received in Advance		9,098	10,408
Fees Received in Advance		5,872	6,559
Other Income Received in Advance		1,216	1,151
Deferred Grant Income (Properties)		24	24
Sub-Total Deferred Revenue		16,210	18,142
Funds Held in Trust		1,526	1,541
Net GST Payable to ATO		229	375
Loan – Purchase Blackfriars site Canberra		100	100
OS-HELP Payable		16	28
Management Fee Sydney Campuses Payable		–	3,000
<b>Total Other Liabilities (Current)</b>		<b>18,081</b>	<b>23,186</b>
<b>Non-Current</b>			
Loan – Purchase Blackfriars site Canberra		89	179
Deferred Grant Income (Properties)		696	720
Lease Liabilities		1,974	1,502
Leasehold Make Good Provision	15 (a)	2,092	1,701
<b>Total Other Liabilities (Non-Current)</b>		<b>4,851</b>	<b>4,102</b>
<b>(a) Reconciliation</b>			
Leasehold Make Good Provision			
Balance at Beginning of Financial Year		1,701	1,631
Provisions made During the Year		296	132
Provisions Used During the Year		–	–
Unwind of Discount		95	(62)
<b>Balance at End of Financial Year</b>		<b>2,092</b>	<b>1,701</b>

## 16 Reserves

	Notes	2010 \$'000	2009 \$'000
<b>General Reserve</b>			
Balance at Beginning of Financial Year		134,064	119,218
Add Transfers from Retained Earnings	17	22,150	14,846
Balance at End of Financial Year		156,214	134,064
<b>Asset Revaluation Reserve</b>			
Balance at Beginning of Financial Year		7,437	9,360
Add/(Less) Increment/(Decrements)		7,379	(1,923)
Balance at End of Financial Year		14,816	7,437
<b>Available for Sale Financial Assets Revaluation Reserve</b>			
Reserve			
Balance at Beginning of Financial Year		522	406
Add/(Less) Revaluation increment			
Listed Shares Revaluation Reserve		(40)	116
Balance at End of Financial Year		482	522
<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>228,470</b>	<b>198,981</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.

## 17 Retained earnings

	Notes	2010 \$'000	2009 \$'000
Retained earnings at beginning of year		–	–
Operating Result		22,150	14,846
Transfer to general reserve	16	(22,150)	(14,846)
<b>Retained earnings at the end of the year</b>		<b>–</b>	<b>–</b>

## 18 Commitments

	2010 \$'000	2009 \$'000
<b>(a) Capital Expenditure Commitments</b>		
Capital Expenditure Commitments not provided for in the financial statements and payable:		
Within one year	54,082	1,349
One year or later and no later than five years	2,446	–
<b>Total Capital Expenditure Commitments</b>	<b>56,528</b>	<b>1,349</b>
<b>(b) Non-cancellable Operating Lease Expense Commitments</b>		
Future operating lease commitments of premises, plant and equipment, not provided for in the financial statements and payable:		
Within one year	5,033	3,678
One year or later and no later than five years	17,386	14,625
Greater than five years	9,541	3,891
<b>Total Non-cancellable Operating Lease Expense Commitments</b>	<b>31,960</b>	<b>22,194</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:

	2010	2009
Nil	13	13
\$70,000 – \$79,999	–	1
\$80,000 – \$89,999	1	–
\$90,000 – \$99,999	1	1
\$140,000 – \$149,999	1	–
\$150,000 – \$159,999	1	1
\$160,000 – \$169,999	–	1
\$170,000 – \$179,999	1	–
\$190,000 – \$199,999	1	–
\$690,000 – \$699,999	–	1
\$730,000 – \$739,999	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>\$1,588,864</b>	<b>\$1,189,014</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:

\$50,000 – \$59,999	–	2
\$160,000 – \$169,999	1	–
\$190,000 – \$199,999	–	1
\$200,000 – \$209,999	–	1
\$210,000 – \$219,999	2	2
\$230,000 – \$239,999	1	1
\$240,000 – \$249,999	1	–
\$250,000 – \$259,999	1	1
\$260,000 – \$269,999	1	–
\$270,000 – \$279,999	1	1
\$290,000 – \$299,999	–	1
\$300,000 – \$309,999	1	–
\$690,000 – \$699,999	–	1
\$730,000 – \$739,999	1	–
<b>Total compensation paid, or payable or otherwise made available to all executive officers of the Company from the Company or any related party</b>		
Short-term employee benefits	\$2,550,530	\$2,399,897
Post-employment benefits	\$364,157	\$291,321
	<b>\$2,914,687</b>	<b>\$2,691,218</b>

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

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## 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:

Mr JJ Carroll, Professor JD Chapman, General P Cosgrove, Professor GJ Craven, Mr AE Druery, Mr SN Elder, Mr EW Exell, Most Reverend Bishop J Foley, Ms J Frawley, Professor P Goldberg, Professor M Hillel, Br RJ McDonald, Associate Professor J McLaren, Ms MT Najdecki, Professor M Nicholson, Mr DB O'Connor, Br AP Robinson, Ms BMT Steele, Ms MM Vider, Mr M Villella.

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

## 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.

#### 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 months to 1 year \$'000	1 to 2 years \$'000	2 to 5 years \$'000	More than 5 years \$'000	Total Contractual Amount \$'000
<b>2010</b>							
<b>Financial Assets</b>							
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>
<b>2009</b>							
<b>Financial Assets</b>							
Cash	454	454	–	–	–	–	454
Trade and Other Receivables	11,969	9,660	714	1,508	87	–	11,969
Other Investments	67,319	38,066	16,000	12,735	518	–	67,319
Other Financial Assets	1,251	–	–	–	–	1,251	1,251
	<b>80,993</b>	<b>48,180</b>	<b>16,714</b>	<b>14,243</b>	<b>605</b>	<b>1,251</b>	<b>80,993</b>
<b>Financial Liabilities</b>							
Trade and Other Payables	4,456	4,456	–	–	–	–	4,456
Loans	279	–	100	100	100	–	300
Management Fee Payable	3,000	3,000	–	–	–	–	3,000
Grants In Advance	10,408	10,408	–	–	–	–	10,408
Fees In Advance	6,559	6,095	447	17	–	–	6,559
	<b>24,702</b>	<b>23,959</b>	<b>547</b>	<b>117</b>	<b>100</b>	<b>–</b>	<b>24,723</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 \$750,000 (2009 \$673,000).

### 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	
	2010 \$'000	2009 \$'000
Cash	–	454
Trade and Other Receivables	6,051	11,969
Other Financial Assets	74,959	67,319
Other Investments	1,211	1,251
<b>Total</b>	<b>82,221</b>	<b>80,993</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 2010 was 23 (2009 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:

	2010 \$'000	2009 \$'000
Cash on Hand	35	31
Cash at Bank Net of Unpresented Cheques	(212)	423
	<b>(177)</b>	<b>454</b>

23 Notes to the statement of cash flows continued

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

	<b>2010</b>	<b>2009</b>
	<b>\$'000</b>	<b>\$'000</b>
Operating Profit After Income Tax	22,150	14,846
<i>Add/(Less) Items Classified as Investing/Financing Activities:</i>		
(Profit) on Sale of Non-Current Assets	(10)	(5)
Loss on Sale of Non-Current Assets	17	19
<i>Add/(Less) Non-Cash Items:</i>		
Depreciation & Amortisation	10,090	9,185
Lease In Advance	54	–
Discount on Blackfriars Loan	11	16
Unwind Discount on Make Good Provision	95	(62)
<i>Amounts Set aside to (used from) Provisions:</i>		
Employee Entitlements	(770)	3,890
Make Good of Lease Premises	296	132
<b>Net Cash Provided by Operating Activities Before Change in Assets and Liabilities</b>	<b>31,933</b>	<b>28,021</b>
<i>Change in Assets and Liabilities:</i>		
(Increase)/Decrease in Accrued Income	5,934	(5,577)
(Increase)/Decrease in Sundry Debtors	(16)	(459)
(Increase)/Decrease in Prepayments	(1,128)	513
(Increase)/Decrease in Students Assistance Program	–	2
(Increase)/Decrease in Other Assets	(4,376)	–
Increase/(Decrease) in Grants in Advance	(1,322)	2,440
Increase/(Decrease) in Fees in Advance	(687)	310
Increase/(Decrease) in Management Fee Payable for Sydney Campuses	(3,000)	232
Increase/(Decrease) in Accrued Expenses	252	(572)
Increase/(Decrease) in Sundry Creditors	(4)	(69)
Increase/(Decrease) in Funds in Held in Trust	(15)	17
Increase/(Decrease) in Other Income in Advance	65	506
Increase/(Decrease) in Deferred Income (Properties)	(24)	(24)
Increase/(Decrease) in Net GST	(146)	146
Increase/(Decrease) in Lease Liabilities	472	314
<b>Net Cash Provided by Operating Activities</b>	<b>27,938</b>	<b>25,800</b>



## 24 Acquittal of Commonwealth Government financial assistance

### 24.1 Commonwealth Grants Scheme and other grants

	<b>2010 \$'000</b>	<b>2009 \$'000</b>
<b>Commonwealth Grants Scheme</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	93,154	72,821
Net accrual adjustments	(9,805)	7,295
<b>Revenue for the period</b>	<b>83,349</b>	<b>80,116</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>83,349</b>	<b>80,116</b>
Less expenses including accrued expenses	(83,349)	(80,116)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>
<b>Indigenous Support Fund</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	1,127	1,298
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>1,127</b>	<b>1,298</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>1,127</b>	<b>1,298</b>
Less expenses including accrued expenses	(1,127)	(1,298)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>
<b>Equity Support Programs</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	1,210	219
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>1,210</b>	<b>219</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>1,210</b>	<b>219</b>
Less expenses including accrued expenses	(1,210)	(219)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>

24 Acquittal of Commonwealth Government financial assistance continued

	2010 \$'000	2009 \$'000
<b>Workplace Reform Programs</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	–	922
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>–</b>	<b>922</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>–</b>	<b>922</b>
<i>Less expenses including accrued expenses</i>	–	(922)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>
<b>Learning and Technical Performance Fund</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	–	1,040
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>–</b>	<b>1,040</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>–</b>	<b>1,040</b>
<i>Less expenses including accrued expenses</i>	–	(1,040)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>
<b>Transitional Cost Program</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	28	326
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>28</b>	<b>326</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>28</b>	<b>326</b>
<i>Less expenses including accrued expenses</i>	(28)	(326)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>

	2010 \$'000	2009 \$'000
<b>Capital Development Pool</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	1,017	–
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>1,017</b>	–
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>1,017</b>	–
Less expenses including accrued expenses	(1,017)	–
<b>Surplus/(deficit) for reporting period</b>	–	–

#### Improving the Practical Component of Teacher Education Program

Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	–	1,097
Net accrual adjustments	–	–
<b>Revenue for the period</b>	–	<b>1,097</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	–	<b>1,097</b>
Less expenses including accrued expenses	–	(1,097)
<b>Surplus/(deficit) for reporting period</b>	–	–

#### 24.2 Higher education loan program (HELP)

	HECS-HELP		FEE-HELP	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	55,356	37,386	4,181	3,660
Plus contributions actually received from students	8,217	6,985	–	–
Total received	63,573	44,371	4,181	3,660
Net accrual adjustments	1,502	(856)	(792)	(2)
<b>Revenue for the period</b>	<b>65,075</b>	<b>43,515</b>	<b>3,389</b>	<b>3,658</b>
Surplus/(deficit) from the previous year	–	–	–	–
<b>Funds available for reporting period</b>	<b>65,075</b>	<b>43,515</b>	<b>3,389</b>	<b>3,658</b>
Less expenses including accrued expenses	(65,075)	(43,515)	(3,389)	(3,658)
<b>Surplus/(deficit) for reporting period</b>	–	–	–	–

## 24 Acquittal of Commonwealth Government financial assistance continued

### 24.3 Scholarships

	2010 \$'000	2009 \$'000
<b>Australian Postgraduate Awards</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	599	450
Net accrual adjustments	–	–
<b>Revenue attributed to the period</b>	<b>599</b>	<b>450</b>
Surplus/(deficit) from the previous year	127	70
<b>Funds available for reporting period</b>	<b>726</b>	<b>520</b>
Less expenses including accrued expenses	(540)	(393)
<b>Surplus/(deficit) for reporting period</b>	<b>186</b>	<b>127</b>
<b>International Postgraduate Research Scholarships</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	56	55
Net accrual adjustments	–	–
<b>Revenue attributed to the period</b>	<b>56</b>	<b>55</b>
Surplus/(deficit) from the previous year	22	18
<b>Funds available for reporting period</b>	<b>78</b>	<b>73</b>
Less expenses including accrued expenses	(65)	(51)
<b>Surplus/(deficit) for reporting period</b>	<b>13</b>	<b>22</b>
<b>Commonwealth Education Costs Scholarships</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	5	931
Net accrual adjustments	–	–
<b>Revenue attributed to the period</b>	<b>5</b>	<b>931</b>
Surplus/(deficit) from the previous year	876	606
<b>Funds available for reporting period</b>	<b>881</b>	<b>1,537</b>
Less expenses including accrued expenses	(329)	(661)
<b>Surplus/(deficit) for reporting period</b>	<b>552</b>	<b>876</b>

	2010 \$'000	2009 \$'000
<b>Commonwealth Accommodation Scholarships</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	(666)	808
Net accrual adjustments	–	–
<b>Revenue attributed to the period</b>	<b>(666)</b>	<b>808</b>
Surplus/(deficit) from the previous year	1,135	713
<b>Funds available for reporting period</b>	<b>469</b>	<b>1,521</b>
<i>Less expenses including accrued expenses</i>	(289)	(386)
<b>Surplus/(deficit) for reporting period</b>	<b>180</b>	<b>1,135</b>
<b>Indigenous Access Scholarships</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	(108)	42
Net accrual adjustments	–	–
<b>Revenue attributed to the period</b>	<b>(108)</b>	<b>42</b>
Surplus/(deficit) from the previous year	125	83
<b>Funds available for reporting period</b>	<b>17</b>	<b>125</b>
<i>Less expenses including accrued expenses</i>	–	–
<b>Surplus/(deficit) for reporting period</b>	<b>17</b>	<b>125</b>
<b>National Priority Scholarships</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	(165)	148
Net accrual adjustments	–	–
<b>Revenue attributed to the period</b>	<b>(165)</b>	<b>148</b>
Surplus/(deficit) from the previous year	165	17
<b>Funds available for reporting period</b>	<b>–</b>	<b>165</b>
<i>Less expenses including accrued expenses</i>	–	–
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>165</b>

## 24 Acquittal of Commonwealth Government financial assistance continued

	2010 \$'000	2009 \$'000
<b>National Accommodation Scholarships</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	(44)	44
Net accrual adjustments	–	–
<b>Revenue attributed to the period</b>	<b>(44)</b>	<b>44</b>
Surplus/(deficit) from the previous year	44	–
<b>Funds available for reporting period</b>	<b>–</b>	<b>44</b>
Less expenses including accrued expenses	–	–
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>44</b>

### 24.4 Commonwealth research financial assistance

	2010 \$'000	2009 \$'000
<b>Institutional Grants Scheme</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	–	654
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>–</b>	<b>654</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>–</b>	<b>654</b>
Less expenses including accrued expenses	–	(654)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>
<b>Joint Research Engagement Program</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	654	–
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>654</b>	<b>–</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>654</b>	<b>–</b>
Less expenses including accrued expenses	(654)	–
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>

	2010 \$'000	2009 \$'000
<b>Research Training Scheme</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	1,684	1,598
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>1,684</b>	<b>1,598</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>1,684</b>	<b>1,598</b>
Less expenses including accrued expenses	(1,684)	(1,598)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>
<b>Infrastructure</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	123	145
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>123</b>	<b>145</b>
Surplus/(deficit) from the previous year	11	14
<b>Funds available for reporting period</b>	<b>134</b>	<b>159</b>
Less expenses including accrued expenses	(116)	(148)
<b>Surplus/(deficit) for reporting period</b>	<b>18</b>	<b>11</b>
<b>Australian Scheme for Higher Education Repositories</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	–	179
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>–</b>	<b>179</b>
Surplus/(deficit) from the previous year	128	(380)
<b>Funds available for reporting period</b>	<b>128</b>	<b>559</b>
Less expenses including accrued expenses	(85)	(431)
<b>Surplus/(deficit) for reporting period</b>	<b>43</b>	<b>128</b>

## 24 Acquittal of Commonwealth Government financial assistance continued

	2010 \$'000	2009 \$'000
<b>Implementation Assistance Program</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	32	65
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>32</b>	<b>65</b>
Surplus/(deficit) from the previous year	60	101
<b>Funds available for reporting period</b>	<b>92</b>	<b>166</b>
Less expenses including accrued expenses	(92)	(106)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>60</b>
<b>Commercialisation Training Scheme</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	(20)	22
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>(20)</b>	<b>22</b>
Surplus/(deficit) from the previous year	43	21
<b>Funds available for reporting period</b>	<b>23</b>	<b>43</b>
Less expenses including accrued expenses	–	–
<b>Surplus/(deficit) for reporting period</b>	<b>23</b>	<b>43</b>
<b>Sustainable Research Excellence in Universities</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	283	–
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>283</b>	<b>–</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>283</b>	<b>–</b>
Less expenses including accrued expenses	283	–
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>



## 24.5 Other capital funding

	2010 \$'000	2009 \$'000
<b>Better Universities Renewal Fund</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	–	–
Net accrual adjustments	1,152	4,286
<b>Revenue for the period</b>	<b>1,152</b>	<b>4,286</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>1,152</b>	<b>4,286</b>
Less expenses including accrued expenses	(1,152)	(4,286)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>

## Teaching and Learning Capital Fund

Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	–	8,284
Net accrual adjustments	3,010	(6,038)
<b>Revenue for the period</b>	<b>3,010</b>	<b>2,246</b>
Surplus/(deficit) from the previous year	–	–
<b>Funds available for reporting period</b>	<b>3,010</b>	<b>2,246</b>
Less expenses including accrued expenses	(3,010)	(2,246)
<b>Surplus/(deficit) for reporting period</b>	<b>–</b>	<b>–</b>

## 24.6 Australian Research Council

### Discovery – Projects (Large Grants)

Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	282	172
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>282</b>	<b>172</b>
Surplus/(deficit) from the previous year	47	132
<b>Funds available for reporting period</b>	<b>329</b>	<b>304</b>
Less expenses including accrued expenses	(325)	(257)
<b>Surplus/(deficit) for reporting period</b>	<b>4</b>	<b>47</b>

## 24 Acquittal of Commonwealth Government financial assistance continued

Notes	2010 \$'000	2009 \$'000
<b>Linkage – Projects (including Strategic Partnerships with Industry and APAI)</b>		
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	286	150
Net accrual adjustments	–	–
<b>Revenue for the period</b>	<b>286</b>	<b>150</b>
Surplus/(deficit) from the previous year	111	87
<b>Funds available for reporting period</b>	<b>397</b>	<b>237</b>
Less expenses including accrued expenses	(188)	(126)
<b>Surplus/(deficit) for reporting period</b>	<b>209</b>	<b>111</b>

### 24.7 OS-HELP

Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)		176	37
<b>Cash Spent during the reporting period</b>		<b>(188)</b>	<b>(49)</b>
Net Cash received	2.1	(12)	(12)
<b>Cash Surplus / (deficit) from the previous period</b>		<b>28</b>	<b>40</b>
<b>Cash Surplus / (deficit) for reporting period</b>	15	<b>16</b>	<b>28</b>

### 24.8 Superannuation Supplementation

Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	2.1	1,574	958
<b>Cash Spent during the reporting period</b>		<b>(1,574)</b>	<b>(958)</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>

# Australian Catholic University Limited

## 5 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 53–96, 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 2010 and of its performance, as represented by the results of its operations and its cashflows, 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 used 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 11th day of April 2011.

Signed in accordance with a resolution of the directors:



**General P Cosgrove** AC MC CNZM  
Chancellor



**Professor G Craven**  
Vice-Chancellor



**John Ryan**  
Chief Finance Officer

# 6 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 2010, 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 auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation 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 2010 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**

KPMG  
Sydney



**Julian McPherson**  
Partner  
11 April 2011  
Sydney


## 7 Disclaimer

The additional financial information presented on page 100 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 2010. 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  
11 April 2011  
Sydney

## 8 Supplementary income statement for the year ended 31 December 2010

	Notes	Operating \$'000	Capital \$'000	Total \$'000
<b>Revenue from Continuing Operations</b>				
Commonwealth Government Financial Assistance Excluding HELP	2.1	72,375	22,654	95,029
Higher Education Contribution Scheme (HECS-HELP)				
Student Contributions	24.2	8,217	–	8,217
Commonwealth Payments	2.1	56,858	–	56,858
FEE-HELP	2.1	3,389	–	3,389
State Government Financial Assistance	2.2	24	–	24
Fees and Charges	2.3	38,186	4,243	42,429
Superannuation – Deferred Government Contributions		3,234	–	3,234
Consultancy and Contract Research	2.5	4,549	–	4,549
Other Revenue	2.6	13,988	255	14,243
<b>Total Revenue from Continuing Operations</b>		<b>200,820</b>	<b>27,152</b>	<b>227,972</b>
<b>Expenses from Continuing Operations</b>				
Employee Benefits	3.1	142,795	–	142,795
Depreciation and Amortisation	3.2	4,161	5,929	10,090
Buildings and Grounds Maintenance	3.3	4,700	–	4,700
Other	3.4	47,354	6,032	53,386
<b>Total Expenses from Continuing Operations</b>		<b>199,010</b>	<b>11,961</b>	<b>210,971</b>
<b>Operating Result from Continuing Operations</b>		<b>1,810</b>	<b>15,191</b>	<b>17,001</b>
<b>Finance Income and Expense</b>				
Finance Income	2.4	5,255	–	5,255
Finance Expense	4	–	(106)	(106)
<b>Total Finance Income and Expense</b>		<b>5,255</b>	<b>(106)</b>	<b>5,149</b>
<b>Operating Result for the Period</b>		<b>7,065</b>	<b>15,085</b>	<b>22,150</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 2010.

No disclosures were referred during 2010 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 2010 by the Ombudsman.

No disclosed matters were referred during 2010 by the University to the Ombudsman to investigate.

No investigations of disclosed matters were taken over by the Ombudsman from the University during 2010.

No requests were made under Section 74 during 2010 to the Ombudsman to investigate the disclosed matters.

There were no disclosed matters that the University declined to investigate during 2010.

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 219 consultancies with total payments during 2010 of less than \$100,000, totalling \$1,884,237, and four consultancies with total payments during 2010 of greater than \$100,000, totalling \$659,009.

### **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 2010, the University continued to implement a new strategic plan. Part of that process was to isolate specific areas of uncertainty facing the University. The Strategic Plan 2009–2011 is a critical element 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  
31 March 2011

### **Grievance management/ complaints**

The University continues to be proactive in its approach to ensuring staff are aware of their rights and responsibilities in relation to harassment, discrimination and bullying. Training sessions are conducted as part of the induction of all staff members, who also undertake compulsory online training in workplace behaviour. The Eliminate Workplace Bullying compliance levels for 2010 were 89 per cent and, for Workplace Discrimination and Harassment, 88 per cent.

The renewal of the Discrimination and Harassment Adviser (DHA) network was a priority in 2010. This role, held by University staff, is a key component of the University's grievance management process. DHAs provide information, clarification and support to staff members and students who have concerns about discrimination, harassment or bullying. A total of 25 new and existing advisers undertook training and accreditation workshops on campuses, and were available to assist staff and students. Posters and brochures of information for those with concerns about discrimination, harassment or bullying were developed and distributed. The University's website also provides these resources, including the contact details of all DHAs.

Information sessions for staff, entitled Dealing with Discrimination, Harassment and Bullying, were conducted. They gave an opportunity for staff to refresh their knowledge on these issues, and provided practical tips on effective ways to deal with any concerns they may have about the behaviour of others in the workplace.

In 2010, the University also provided opportunities for staff to learn skills in more effectively managing their working relationship, through courses such as:

- Workplace Distress – causes and interventions
- Mental Wellbeing at Work
- Psychology of Influence
- DISC Personality Profiling
- Great Leaders at Work
- Leaders of the Future
- Crystal Clear Team Communications.

### **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 at present the Hon James Macken AM. Generally the Visitor will review only those grievance/complaints which are serious and are not eligible for external review. In 2010, he dealt with two student appeals, but no staff grievances went to him.

The full policy and procedures of the University Visitor are 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 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 2010.

### **Advancement of women in the workplace**

#### **Sponsorship of Australian Regional Women Leaders Convention**

The University provided sponsorship of this convention, held in Melbourne in 2010, and offered scholarships to women working at our regional campuses to participate. Eight ACU women attended the convention and reported that they found it a valuable experience.

#### **Diversity@Work Award nomination**

ACU was selected as a finalist for a Diversity@Work Award in the category of Equal Advancement of Women within the Workplace. This highlighted the University's achievements in providing opportunities through inclusive policies and practices that encourage women to achieve career objectives.

#### **EOWA waiver**

The Equal Opportunity for Women in the Workplace Agency (EOWA) administers the *Commonwealth Equal Opportunity for Women in the Workplace Act 1999*. In 2009, ACU was awarded a waiver from reporting to EOWA until 2012, which is an acknowledgement that the University is not only meeting but exceeding its requirements in providing a fair and inclusive workplace for women.

#### **Application for EOWA Employer of Choice (EOC) citation**

Organisations that are meeting their requirements under the Act can apply for the EOWA Employer of Choice for Women citation, which gives organisations public acknowledgment of their achievements. This year ACU submitted an application for this citation and will hear the outcome in 2011.



## **Indigenous employment initiatives**

### **Revised Indigenous Employment Strategy**

The revised version of the Indigenous Employment Strategy, in line with the University's strategic planning framework, has been approved by the Indigenous Employment Strategy Steering Committee. The strategy is in the form of an operational plan, with an underlying goal to work towards increasing Indigenous staff representation to the level of Indigenous student representation. A number of initiatives are planned for 2011, such as support of Indigenous staff, including the Indigenous Staff Research Scholarship recipients; administrative traineeships for Indigenous Australians; and forums and cultural activities to encourage local Indigenous community involvement.

### **Cultural awareness training**

Indigenous cultural awareness training workshops were conducted by the Indigenous Employment Officer in April and May on all campuses. The workshops were very well attended and the feedback from the participants extremely positive. The overall satisfaction rating from attendees was 4.7 out of a possible 5, which was very impressive. It is encouraging to note that there were high levels of support for initiatives to improve employment and educational outcomes for Indigenous Australians at ACU. Cultural awareness training workshops will continue to be offered 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 have addressed issues that have arisen throughout the year, and their contribution helps make the University a safer and healthier workplace. During the year, OH&S guidelines for the newly commissioned anatomy laboratories were included in the University's Interim Laboratory Safety Guidelines. In addition, a number of OH&S policies were revised to reflect the organisational restructure within the University as well as changes to position titles.

Although during 2010 the threat to University operations posed by the swine influenza pandemic was somewhat diminished, there were still a small number of cases reported among students and staff, but with no disruption to the University's operations. The number of staff participating in the Staff Influenza Vaccination Program during 2010 continued to increase. A total of 463 ACU staff received vaccinations, compared with 421 staff in 2009 and 412 in 2008. The significant growth in the number of staff receiving vaccinations can in part be attributed to the fact that the 2010 vaccine provided protection against swine flu as well as two other seasonal influenza strains.

OH&S induction continues to be given high priority within the University, with local managers and supervisors continuing to play an important role in inducting new employees. During 2010, OH&S induction sessions were 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 86 per cent for the OH&S Legal Compliance Course and 75 per cent for the OH&S Management Course.

During 2010, to provide staff with information on health issues, ACU acquired the Real Time Health Online Resource – Speaking from Experience and Human Atlas. This video resource offers hundreds of patient and carer stories on various health conditions.

The personal experiences are complemented by The Human Atlas, a library of 50 3D medical animations. Health issues covered include heart disease, anxiety disorders, diabetes, Alzheimer's disease, cancer and depression.

ACCESS Programs continued to provide the University's Employee Assistance Program (EAP). 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. Use of the service was reported as being 4.9 per cent for 2010. The EAP Program will continue to be closely monitored to help the University better manage its health, safety and wellbeing.

### **Paid parental leave scheme**

Australian Catholic University continued in 2010 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. Fathers were offered three weeks' leave on full salary. Work was done on an extension of the scheme during enterprise bargaining, expected to be implemented in 2011, that includes offering the primary caregiver 60 per cent of their salary for 40 weeks. These paid parental leave schemes operate in addition to the government paid parental leave scheme.

### **Public funds**

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

### **Trade practices and national competition policy**

Australian Catholic University acknowledges its obligations under the *Commonwealth Trade Practices Act 1974* (the Act) and National Competition Code.

All staff have been made aware of the University's obligations and their personal obligations under the Act. The University has committed to establish a staff program to facilitate compliance with the Act.

The University practises competitive neutrality in relation to relevant significant business activities. Staff are required to undertake trade practices legislation training to keep up to date with competition policy.

### **Quality assurance and ESOS Act**

Australian Catholic University complies with the *Education for Overseas Students Act 2000* and with the National Code of Practice 2007 for Registration Authorities and Providers of Education and Training to Overseas Students. The University provides a national compliance co-ordinator who is responsible for conducting regular compliance audits to affirm that we are meeting our legislative requirements.

### **Financial Management Act 1994 (FMA)**

Financial statements:

- Are prepared on a basis consistent with financial statements pursuant to the *Financial Management Act 1994*
- 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 and
- are certified by the accountable officer in the manner approved by the Minister.

### **Building Act 1993**

All building works are designed to comply with the *Building Act 1993*. To ensure that 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 the 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:

Mr 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>	3–112, 61, 104
2	SD 4.2(h)	Report of operations is prepared in accordance with Financial Reporting Directions.	61, 97, 98
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.	54, 97
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>	61, 66, 97
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>	56 58 56, 57 60 61–96
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>	97

Australian Catholic University Limited  
Compliance index continued

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>	54
8	SD 4.2(e)	The financial statements were reviewed and recommended by the Audit Committee or Responsible Body prior to finalisation and submission.	55, 61, 97, 98, 99
9	SD 4.5.5 (NEW)	Attestation on compliance with the Australian/New Zealand Risk Management Standard.	101
<b>A-IFRS Financial Reporting Directions (FRD)</b>			
10	10	Disclosure Index	105–107
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	65, 69
14	19	Private Provision of Public Infrastructure	n/a
15	21A	Responsible Person and Executive Officer Disclosure in the Financial Report	82, 85
16	22B	Standard Disclosures in the Report of Operations	85, 86
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	75, 76
20	104	Foreign currency	85
21	106	Impairment of assets	64
22	107	Investment properties	n/a
23	109	Intangible assets	64, 74, 75
24	110	Cash Flow Statements	60, 85, 86
25	112A	Defined benefit superannuation obligations	77, 78
26	113	Investments in Subsidiaries, Jointly Controlled Associates and Entities	n/a
27	114	Financial Investments	63, 72
<b>Department of Education, Employment and Workplace Relations (DEEWR)</b>			
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>	1–49

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, 51, 52, 54, 97, 98
30	DEEWR	Outline of student and staff grievance procedures and number of complaints made to and investigated by the Ombudsman	102
31	DEEWR	Details of information available on institution's website, including locations of current and previous Annual Reports	112
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.	87–96
<b>Financial Management Act 1994 (Vic) (FMA)</b>			
		Financial statements:	101
33	49(a)	<ul style="list-style-type: none"> <li>contain such information as required by the minister</li> </ul>	
34	49 (b)	<ul style="list-style-type: none"> <li>are prepared in a manner and form approved by the minister</li> </ul>	
35	49 (c)	<ul style="list-style-type: none"> <li>present fairly the financial transactions of the department or public body during the relevant financial year to which they relate</li> </ul>	
36	49 (d)	<ul style="list-style-type: none"> <li>present fairly the financial position of the department or public body as at the end of that year</li> </ul>	
37	49 (e)	<ul style="list-style-type: none"> <li>are certified by the accountable officer in the manner approved by the minister.</li> </ul>	
<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.	103
39	RUG	University Council's risk management strategy	101
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)	104
<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 institution's international operations	34–37, 66

## State indexes

### Victoria



**Ballarat Campus**



**Melbourne Campus**

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 1–49) 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 2010 for the Victorian campuses included:

- the commencement of work on the new nine-storey building at the Melbourne Campus in Fitzroy
- the establishment of a working party to consider a national Law School to begin at the Melbourne Campus in 2013
- the first Clemente Australia graduates from the Ballarat Campus.

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



**North Sydney Campus**



**Strathfield Campus**

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 1–49) 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 2010 for the New South Wales campuses included:

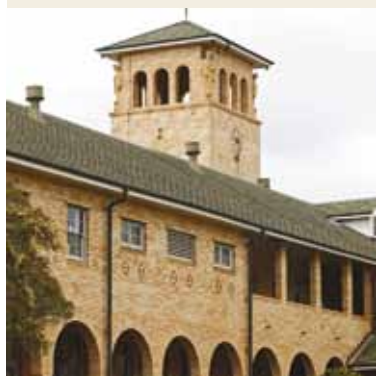
- strategic future planning for the two Sydney campuses, buildings and location of courses
- planning for the 2011 launch of physiotherapy at the North Sydney Campus
- a key role in the celebrations of the canonisation of St Mary of the Cross MacKillop, particularly for the North Sydney Campus which almost adjoins the Mary MacKillop Centre.

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

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## State indexes

### 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 1–49) 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 2010 for the Brisbane Campus included:

- the first full year of operation of the Centre for Indigenous Education and Research, based on this campus
- the first year of courses offered by the new ACU School of Physiotherapy and Allied Health, to be followed in 2011 with courses at the North Sydney Campus
- continuation of 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



**Canberra Campus**

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 1–49) 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 2010 included:

- continued involvement in public debate by the Public Policy Institute, based in Canberra, and its executive director, Professor Scott Prasser
- the first graduates from the Canberra Clemente Australia program
- development of a 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

## **Australian Catholic University Annual Report 2010**

Published by:

Marketing and External Relations  
Australian Catholic University  
23 Berry Street  
North Sydney NSW 2060  
Australia

PO Box 968  
North Sydney NSW 2059  
Australia

Tel +61 (0)2 9739 2540  
Fax +61 (0)2 9739 2978

[www.acu.edu.au/about\\_acu/publications](http://www.acu.edu.au/about_acu/publications)

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## **Campus contacts**

The contacts for each of Australian Catholic University's  
six campuses are available on the back cover of this report.





AUSTRALIAN CATHOLIC UNIVERSITY

**Brisbane Campus (McAuley at Banyo)**

[www.acu.edu.au/brisbane](http://www.acu.edu.au/brisbane)  
Tel +61 (0)7 3623 7100 Fax +61 (0)7 3623 7105  
1100 Nudgee Road Banyo Qld 4014  
PO Box 456 Virginia Qld 4014 Australia

**North Sydney Campus (MacKillop)**

[www.acu.edu.au/northsydney](http://www.acu.edu.au/northsydney)  
Tel +61 (0)2 9739 2368 Fax +61 (0)2 9739 2342  
40 Edward Street North Sydney NSW 2060  
PO Box 968 North Sydney NSW 2059 Australia

**Strathfield Campus (Mount Saint Mary)**

[www.acu.edu.au/strathfield](http://www.acu.edu.au/strathfield)  
Tel +61 (0)2 9701 4000 Fax +61 (0)2 9701 4105  
25A Barker Road Strathfield NSW 2135  
Locked Bag 2002 Strathfield NSW 2135 Australia

**Canberra Campus (Signadou)**

[www.acu.edu.au/canberra](http://www.acu.edu.au/canberra)  
Tel +61 (0)2 6209 1100 Fax +61 (0)2 6209 1105  
223 Antill Street Watson ACT 2602  
PO Box 256 Dickson ACT 2602 Australia

**Ballarat Campus (Aquinas)**

[www.acu.edu.au/ballarat](http://www.acu.edu.au/ballarat)  
Tel +61 (0)3 5336 5300 Fax +61 (0)3 5336 5305  
1200 Mair Street Ballarat Vic 3350  
PO Box 650 Ballarat Vic 3353 Australia

**Melbourne Campus (St Patrick's)**

[www.acu.edu.au/melbourne](http://www.acu.edu.au/melbourne)  
Tel +61 (0)3 9953 3000 Fax +61 (0)3 9953 3005  
115 Victoria Parade Fitzroy Vic 3065  
Locked Bag 4115 Fitzroy MDC Vic 3065 Australia

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[www.acu.edu.au/about\\_acu/publications](http://www.acu.edu.au/about_acu/publications)  
Tel +61 (0)2 9739 2540 Fax +61 (0)2 9739 2978  
23 Berry Street North Sydney NSW 2060  
PO Box 968 North Sydney NSW 2059 Australia

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