



6.22am

Light and shade.
The statue of University benefactor John Henry Challis 'supervises' the polishing of the Great Hall's marble floor.

Facts at a glance (as at 31 March 2003, unless otherwise stated)

Total number of full-time staff	5577
Total University enrolment <i>(includes 3221 students enrolled at the Australian Graduate School of Management which is operated jointly with the University of New South Wales)</i>	46,194
Commencing undergraduate enrolments	10,475
Commencing higher-degree enrolments	3472
International enrolments	8005
Total number of degrees and diplomas awarded in 2003 <i>(of these, 3826 recipients were to males and 5150 to females)</i>	8976
Undergraduate degrees and diplomas available	157
Graduate degrees available	301
Number of faculties	18
Number of departments/schools	46
Number of residential colleges and halls of residence	14
Distance from GPO in km	3
Volumes held in the University of Sydney Library collections	5,185,528
Fellows of the Senate	22



6.24am

Dusting off the monitors in Badham Library in preparation for the invasion of vet science, agriculture and biology students.

The University of Sydney is Australia's first university. It leads the country in maintaining the best of time-honoured university traditions and demonstrates its leadership by the innovation and quality of its research and teaching. It measures its achievements by international standards and aspires to have these recognised throughout the world as the criterion by which Australian higher education is judged.

Charter

The University of Sydney was incorporated by the Parliament of New South Wales on 1 October, 1850, making it Australia's first university.

"The functions ... of the University include the:

- a) provision of educational and research facilities at university standard
- b) promotion, advancement and transmission of knowledge and research
- c) commitment to the development and provision of cultural, professional, technical and vocational services to the community, and
- d) conferring of the degrees of Bachelor, Master and Doctor and the awarding of diplomas and other certificates."

University of Sydney Act, 1989 (as amended)

Roles and values

The role of the University of Sydney is to create, preserve, transmit and apply knowledge through teaching, research, creative works and other forms of scholarship.

In carrying out this role, the University of Sydney reaffirms its commitment to:

- institutional autonomy, recognition of the importance of ideas, intellectual freedom to pursue critical and open inquiry, and social responsibility
- tolerance, honesty and respect as the hallmarks of relationships throughout the University community and underpinning high standards of ethical behaviour, and
- understanding the needs and expectations of those whom it serves and striving constantly to improve the quality and delivery of its services and access to those services.

The University Plan, 1999–2004

Major goals

The University of Sydney will:

- maintain and enhance its position as an outstanding provider of high quality undergraduate and postgraduate teaching, both in Australia and internationally
- continue to provide access to tertiary study and appropriate support for students from a diversity of backgrounds
- develop its reputation as an institution where pure and applied research and research training relevant to the economic, social and cultural well-being of Australia and the region are conducted at nationally and internationally recognised standards
- further enhance its position as a university of high standing in the international community of scholars
- continue to make a significant contribution to the well-being and enhancement of the wide range of professions with which it engages
- improve its position as an efficient, effective and responsible institution, striving to meet the needs of students and staff, and committed to quality in all aspects of its operations
- maintain and enhance its position as a leading contributor to the opinions and ideas, cultures and lifestyles of the many communities it serves locally, nationally and internationally.

The University Plan, 1999–2004

6.31am

Local resident Danielle Turner takes her morning constitutional across the front lawn.



Highlights 2003

Research successes

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Researchers from the University of Sydney were awarded 10 new NHMRC research and training fellowships, worth a total of more than \$800,000 per annum to 2008. The University also received more total funding for new research projects and programs from the NHMRC than any other Australian university: 51 new grants valued at \$8.3 million in 2003 and \$23.8 million over the life of the grants. Overall, the University attracted 11.4 per cent of the total project grant funding awarded nationally.

Indigenous successes

Craig Teague and Elizabeth Cousins became the first indigenous students to complete the requirements for the award of the MBBS in the University's new graduate entry course.

Academic staff successes

A national poll of its members by the Australian Sociological Association found that four of the 10 "most influential books in Australian sociology" had been written by Professor Bob Connell of the University's School of Policy and Practice.

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Engaging with high schools

The Faculty of Science hosted two NSW Residency Awards for Expatriate Scientists – Dr Ten Brummelaar in the School of Physics, and Dr Franzon in the School of Chemistry – in a pilot program undertaken collaboratively with the NSW Department of Education and Training to encourage an interest in science among high-school students.

Major building program

A major design competition attracted 120 submissions from around the world for the Campus 2010+ Building for the Future program. These included proposals for the Public Domain and Faculty of Law and Usyd Central buildings, the last of which will house the sciences and technologies libraries as well as student services. Fifteen firms were selected to prepare detailed competition submissions. Through a process of public exhibitions, presentations and review by the competition jury, the winning firms were announced in December.

The jury for the competition was chaired by NSW Government Architect Professor Chris Johnson

and included Professor Tom Heneghan from the University's Faculty of Architecture as well as senior management representatives from the University who were associated with the projects.

Federation Fellows

Four members of the University's academic staff were appointed as Federation Fellows in 2003. They were:

- Professor Marcela Bilek (School of Physics)
- Professor Peter Robinson (School of Physics)
- Professor Martin Johnson (Department of Physiology), and
- Professor Thomas Maschmeyer (School of Chemistry).

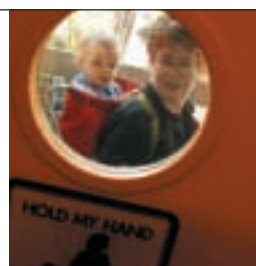
Major marine science initiative

Senior lecturer in the School of Geosciences Dr Dietmar Muller launched the University of Sydney Institute of Marine Science in 2003 to coordinate the eight University research centres that specialise in marine science (Centre for Research on Ecological Impacts of Coastal Cities, Coastal Studies Group, Ocean Technology Group, Australian Ocean Drilling Program, Centre for Geotechnical Research, School of Biological Sciences, Department of Anatomy and Histology, and School of Geosciences).

The institute has expertise in temperate and tropical marine biology, coastal ecology, seabed dynamics, evolution of continental margins, marine engineering and mechatronics, marine geographic information science and simulation and visualisation of marine processes.

More students choose Sydney

The University consolidated its position as the leading first-preference university in NSW, attracting 17.4 per cent of first preference applications lodged with the Universities Admission Centre.



7.03am

In the frame. University journalist Belinda Bonham and one-year-old Zachary wait to be buzzed into the Union's Carillon Avenue Daycare.



7.08am

Twenty-month-old Jop Dieltjens arrives with his mother, Master of Facility Management student Carolien, at a Student Union daycare centre.

The number of students placing Sydney as their first preference in 2003 was 3.7 per cent more than in 2002. The number of international students enrolling in full-fee paying degree courses rose by 31.92 per cent over the 2002 figure.

The Sydney Summer School increased enrolments by more than 30 per cent in 2003, with a significant increase in international students at both undergraduate and postgraduate levels. The Winter School program also grew by more than half.

Teaching awards for staff

Associate Professor Mary Peat, from the School of Biological Sciences, and Dr Michael Anderson from the School of Policy and Practice were presented with Quality Teaching Awards by the NSW Minister for Education and Training and the Australian College of Educators, NSW Chapter, in recognition of excellence in higher-education teaching.

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In recognition of industry collaboration in educational projects, the School of Information Technology and Compuware received the BHERT award for industry collaboration in education.

Student successes

The Sydney University Sports Union (SUSU), founded in 1890, and the Sydney University Women's Sports Association (SUWSA), founded in 1910, amalgamated on 1 January 2003.

Sydney University's domination of the Australian University Games continued at Newcastle in September when the University won a seventh

overall AUG championship since the inception of the Games in 1993 – and its fifth in succession. At the conclusion of the Games, 42 Sydney University athletes gained selection in Green and Gold teams.

The University's debating team won the Australasian Intersarsity Debating Championship in Malaysia.

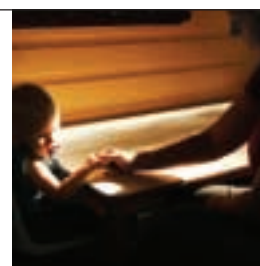
Law student Alexander Cameron and national judo champion Stephanie Topp, who is studying international public health, were both awarded Rhodes Scholarships.

Graduate School of Government established

The Graduate School of Government (GSG) was established in June, under the directorship of Professor David Richmond AO.

Part of the Australia and New Zealand School of Government (ANZSOG) consortium of governments and universities aiming to enhance the management skills of leaders in the public sector, the GSG will begin teaching programs in 2004 and offers a world-class learning environment for current and future leaders in public administration.

In 2003 the GSG established a local advisory council, chaired by the Honourable Wayne Goss, former Premier of Queensland, and an international advisory panel, chaired by Professor Robert O'Neill.



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Dashiell Hibberd says goodbye to his mother, University web-editor Georgina, as she signs him in to the daycare attendance book.

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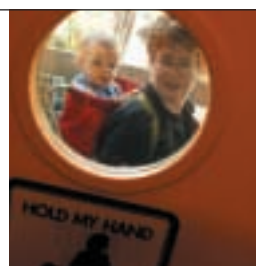
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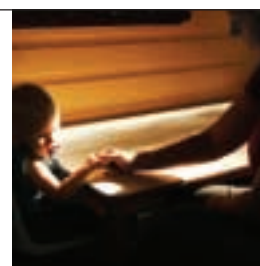
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Chancellor's report

The year 2003 was a tough but achieving one. Tough, because universities have had to come to terms with hard choices. Funding is still not indexed but at least increased, though the increase is back-ended and needs to be greater still. The Commonwealth Government's legislation was finally passed with the votes of the independents, improved in various ways though with need for important further amelioration. For those with HECS debt, the repayment threshold will become \$35,000 with indexing on top. That is the critical parameter for debt repayment for low to middle-income earners, as our financial modelling from the National Centre for Social and Economic Modelling (NATSEM) bears out.

Fee flexibility demands more help for the financially disadvantaged. Our foremost priority, as the Vice-Chancellor has declared, is a scheme which adds to our already substantial program of scholarships and assistance. The University will achieve that assistance for such students in the most effective and flexible way, and if at all possible with no claw-back of Youth Allowance. Directed to the real needs of students, it will be awarded on means and merit, measured in the fairest and most practical way. Compelling for many is the story of our own Vice-Chancellor, first in his family to be educated beyond the age of 15.

What of achievements in a tough year?

There have been remarkable research funding achievements at Sydney University, of which more elsewhere in this Report. But our greatest challenge is how to attract back to Australia our brightest and best researchers. In the words of one of these, Dr Vikram Khurana, now at Harvard, "will the fruit-fly fly home?" That was an important theme of his address to a gathering of our alumni at the Consul-General's offices in New York in October 2003. Vikram has been part of a path-breaking team researching Alzheimer's disease. He uses the fruit-flies' brief life to measure the effect of manipulating DNA for therapeutic purposes. A scheme Sydney University pioneered with Vikram's predecessor, astrophysicist Dr Brian Gaensler, two years ago now brings back a hand-picked group of our most brilliant expatriates to Sydney for a quarter of their year: to mentor and inspire our promising young. It is backed by the New South Wales Government and organised by our Pro-Vice-Chancellor, Professor Beryl Hesketh..

The UK Alumni Association too held its annual get-together in London, an exceptionally talented, lively and diverse group led now by Melissa Hardee. They include the President of the Royal Society Professor Lord May and his wife Judith, and our High Commissioner, the Honourable Michael L'Estrange. We also owe a deep debt of gratitude to Baroness Gardner for her constant support. The Association and its contacts have been instrumental in establishing a Trust, so UK residents will soon be able to make UK tax-deductible donations to the University of Sydney for specific projects.

Turning to matters domestic though with an outward focus, Sydney University's new Graduate School of Government was launched by the Premier, the Honourable Bob Carr on 30 June

2003. Led by David Richmond as director, the man who guided our Sydney Olympic Games effort, and with an Advisory Council chaired by the Honourable Wayne Goss, former Premier of Queensland, and an International Advisory Panel chaired by Professor Robert O'Neill, former Fellow of All Souls and Chichele Professor of History of War at Oxford, the school will forge alliances with governments and academic institutions within Australia and our region.

We have a vital founding partnership with the New South Wales Government. Its commitment to enrol 50 mid-career public servants in our diploma course is a crucial building block for an eventual Asian Pacific reach. That exchange of ideas, experience and skills with a superb mentoring scheme will create a unique learning environment for leaders, present and future, in the public sector.

While the celebrations around our sesquicentenary have drawn to a close, 2003 saw a number of highly distinguished individuals receive honorary doctorates. Notable among these were Jörn Utzon, represented by his architect son, Jan. Both are now deeply engaged in the contemporary refurbishment of Sydney Opera House, so equipping a timeless iconic building for the 21st century.

An honorary doctorate, his eleventh, was conferred on Sir Charles Mackerras at a special ceremony held in the Conservatorium of Music. Its beautifully renovated Hall was the lovely setting for an intimate dialogue between Sir Charles and his childhood friend John Sheldon, shared with an audience of distinguished musicians, friends and family, many University of Sydney alumni. After the State elections both the Honourable John Hatzistergos MLC and the Honourable Kevin Green MP retired from Senate.

7.23am

Right of way. Three kilometres from the city centre, a cyclist pedals alone along the road leading past the Great Hall.





7.28am An early morning view across the interior of the University's Quadrangle, featuring the Western Tower and cloisters.

We shall greatly miss them. Most notably in John Hatzistergos' case we remember his chairing a committee to review fundamentally the basis of Honorary Awards. We welcome the fact that the newly introduced Commonwealth governance protocols no longer preclude our Senate appointing parliamentarians. Joining Senate in their stead were the Honourable John Aquilina MLC and the Honourable Henry Tsang MP. While our University cherishes its independence, no less from government, their presence is a strong reminder of our links with the wider community.

Finally we bade farewell to two long-standing Fellows of Senate. Mrs Valerie Pratt AO retired after nine years as a Fellow appointed by Senate. She has always contributed in a thoughtful and considered manner. In the last couple of years Val Pratt was the instigator of a mentoring program for new Fellows of Senate. During her time in this role she created and refined the program, now led by Margaret Varady. It is an invaluable guide for Fellows of a governing body of such a vast and complex organisation.

Mrs Renata Kaldor AO was a Ministerial appointment to Senate from January 1989 and became Deputy Chancellor in 2000. Her contribution has been enormous. Renata Kaldor worked tirelessly on committees and appeal boards. I am deeply grateful for the vital leadership role she played as Deputy Chancellor across a wide spectrum of concerns during my time as Chancellor.

The University acknowledges the role played by all our Fellows, a voluntary role in which they give unstintingly of their time.

The Hon Justice Kim Santow OAM
Chancellor



7.41am

Polishing the floor traversed by students as they approach the stairs outside the Greek Room.

Vice-Chancellor's report

Each year it has been possible to report continued improvement in the outcomes achieved in all our core activities – 2003 is most certainly no exception. I am happy to be able to thank and congratulate staff and students on their excellence.

In 2003, for the fourth year in a row, the University of Sydney received more funding in new grants from the Australian Research Council than did any other institution. Moreover we received more total funding for new research projects and programs from the National Health and Medical Research Council than any competitor. In fact this University outperformed every other Australian university in the overall measures of research achievement used to determine the allocation of block grants by the Federal Government – these combine publications, research income, research student enrolments and research student completions. In the course of 2004 the operating rules of these schemes will be reviewed and we remain confident of our leading position provided the methodology continues to reward research excellence.

We have been speaking of collective outcomes – the work of individual researchers supported by the research office, the Director of Research Development, the Business Liaison Office and many others. It is appropriate however, to make special mention of conspicuous achievements by young researchers and in 2003, the Academy of Science awarded three of its most prestigious awards to University of Sydney scientists. Dr Madeleine Beekman who is a QEII fellow won the JG Russell award for her research into communication in complex systems. Professor Marcela Bilek won the Pawsey Medal for outstanding research in physics by those under forty and Dr Cameron Kepert won the Le Fèvre

Memorial Prize for outstanding research in chemistry by those under forty.

Effective commercialisation of research is often cited as a weakness in Australia. Thus we were pleased to provide 29 of the 190 exhibits at the Forum organised by Knowledge Commercialisation Australia and to have University of Sydney spin-offs making up half of the projects short-listed for the major prize. In fact the \$100,000 Peter Doherty prize for Innovation went to WeldPrint and other spin-offs of ours won two further prizes – the NSW State Prize to Inhalix Pty Ltd and the Engineering/Manufacturing prize to a fibre-optics current sensor submitted through Australian Photonics Pty Ltd.

In addition to individual awards, such as the recognition of Associate Professor Mary Peat with a Quality Teaching Award from the NSW Minister for Education and Training and the Australian College of Educators, NSW Chapter, we can measure the success of our teaching programs through pressure of entry demand. With 2003 entry our share of school leaver first preferences increased by 2.9 per cent and that of overall first preferences by 3.7 per cent. This further consolidated the University's position as the leading first preference institution in the State, with 17.4 per cent of such applications.

Our students continue to excel in activities outside the classroom with strength in drama, debating, community outreach and sport. For the fifth consecutive year, the University of Sydney won the title at the Australian University Games and fifteen athletes were selected for the World University Games. The men's cricket team won the Sydney First Grade championship for the first time in 89 years and the men's water polo team successfully defended its National League Champions' Title. Our women's soccer club won

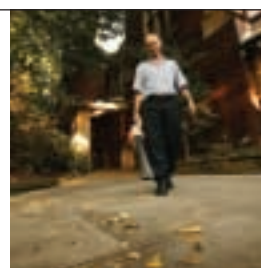
its first NSW State League title in September. None of these teams play in university-restricted competition.

I am pleased to record that the University's performance is underpinned by the governing body's commitment to external review of its effectiveness. Moreover the Nelson Review of Higher Education provided an added stimulus for the University to review the basic principles which inform our activities and, of course, the way we translate these into practice. It is my belief that the shared level of understanding of these issues between Senate and management is encouragingly high and has been greatly enhanced in the course of the year.

This provides a good base for the Australian Universities Quality Agency audit which will take place in 2004 and which will, in turn, inform the development of our Strategic Plan for the next five years. Of course, as I reminded Dr Nelson last year, we cannot afford to wait for the political process to work its way to conclusion before getting on with securing our own destiny.

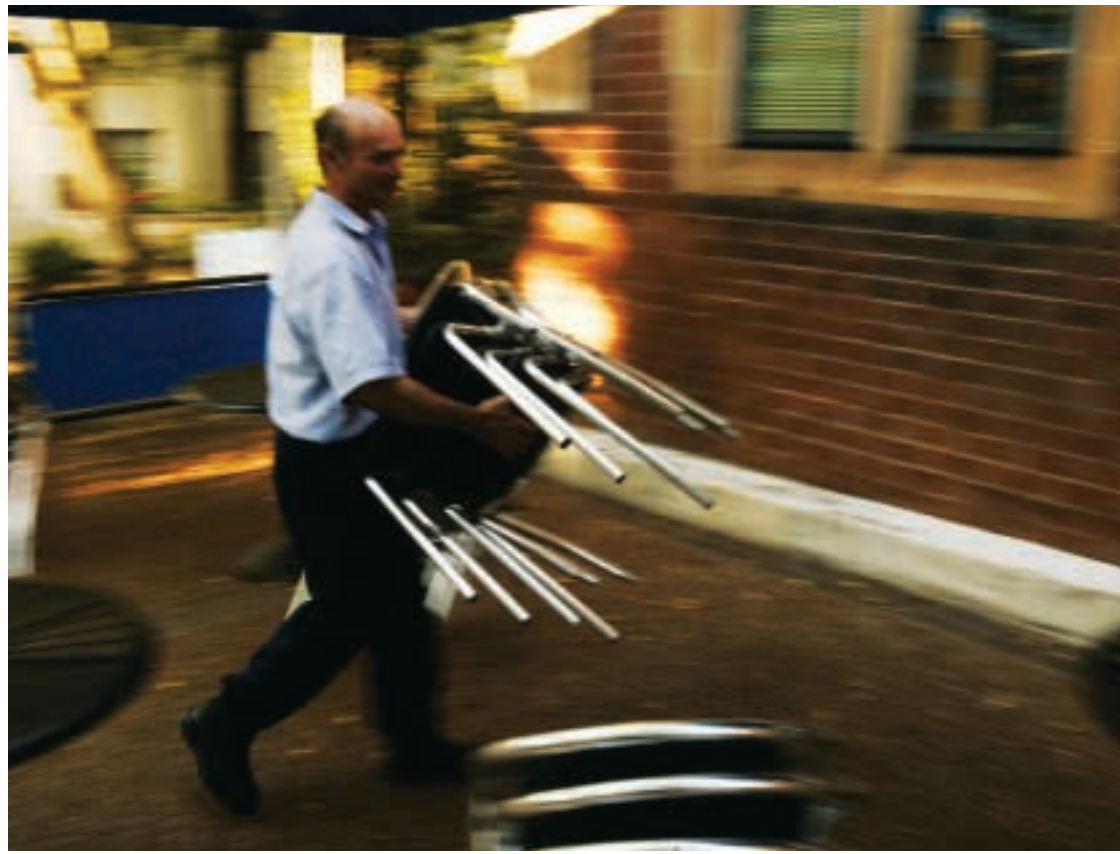
In that spirit the University committed to a major (more than \$200 million) additional capital development program in 2003 and conducted a highly successful international competition for our campus development. As well as laying down the substantial logistical groundwork for this initiative we have also conducted a major review of our international strategy in 2003. That was a high level evaluation so the process of review is very much ongoing as, led by a newly appointed Deputy Vice-Chancellor (Academic), we evaluate country by country what should be our strategies.

In the course of the year we recruited also a Deputy Vice-Chancellor (Research and Innovation) and Pro-Vice-Chancellors to lead



7.56am

Leaf litter. Staff member Robert Gunther clearing the footpath outside the Holme Building, which houses Student Union shops and services.



8.01am

Setting up the outdoor café area where students enter the University from the footbridge across Parramatta Road.

each of the three academic colleges: Sciences and Technology, Health Sciences and Humanities and Social Sciences. We have also introduced four new positions: Dean of Graduate Studies, Legal Counsel, Chief Information Officer and Vice-Principal (University Relations).

Far from intensifying some flawed notion of corporatisation of the University, the intention is to re-emphasise the importance of academic leadership and the necessity of providing a supportive operating environment which allows that leadership to have optimal impact.

Our financial position is very sound. This received external verification when the University received a Standard and Poor's rating of AA+ in 2003. It is necessary for me to reiterate, however, that financial soundness relates to prudent management and our limited resource base continues to constrict the fulfillment of our ambitions.

The University has successfully placed itself in a leadership position in Australia. This provides great opportunity for international networking, although that, in turn, requires self-discipline and careful prioritisation. We have more requests for relationships than we can service adequately. All

areas of the institution seek additional resources and we are aware that this is as much a matter of internal improvement as pursuing brave new ventures.

We will certainly engage in the latter and we will also pause to make sure that our successful progress is communicated in an effective way. There are good signals. Student demand continues to increase both relatively and absolutely, more benefactors are coming forward to share our aspirations and play their role in attaining them. Our industry partners, traditionally perplexed by the culture of university decision-making, are finding that working with us can be truly rewarding.

In turn we are continuously adapting behaviour to suit the ambient culture, while retaining a fierce commitment to core values. On balance this should be aided by the structural reforms made possible by the work of Dr Nelson. As with any reform package, however, there could arise unintended consequences and a focus on system-wide improvements has the potential to weaken institutional autonomy.

A catchcry of 'institutional autonomy' could mask arrogance and self-indulgence. I firmly believe

the opposite, that responsible local self-determination is the surest foundation for national benefit. The University of Sydney, proud of its current achievements, intends to demonstrate this through the power of collaboration. Naturally we will compete to prove that we excel. We understand also the value of synergy.

Professor Gavin Brown
Vice-Chancellor and Principal

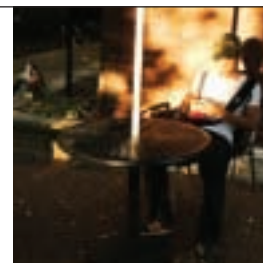
8.06am

An electrical contractor unpacks his van to begin a job scheduled for completion before lectures begin in earnest.



8.08am

Early mark. Bachelor of Computer Science and Technology student Felix Huang sends an SMS before an 8.30am mathematics lecture.



The Senate

The role of the Senate

The Senate of the University oversees all major decisions concerning the conduct of the University, including staff appointments and welfare, student welfare and discipline, financial matters and the physical and academic development of the University.

It awards all degrees and diplomas and is responsible to the Parliament of NSW.

Under the University of Sydney Act, 1989, the Senate comprises 22 Fellows who hold office for differing periods under various categories of membership. The Chair of the Academic Board and the Vice-Chancellor and Principal are both ex-officio members of the Senate. The Senate elects the Chancellor for a term of office of four years and the Deputy Chancellor for a term of two years.

There are 10 committees of Senate (see under "Supplementary Information," pages 73 and 74).

The Senate meets on the first Monday of each month with the exception of January and is presided over by the Chancellor.

Fellows of the Senate

In 2003, the Senate comprised:

Chancellor

The Hon Justice GFK Santow OAM

BA LL.M.

Chancellor from 2 October 2001

Deputy Chancellor

Mrs Renata R Kaldor AO

BA DipEd UNSW

(a Fellow appointed by the Minister for Education and Training)

Deputy Chancellor from 7 February 2000

Vice-Chancellor and Principal

Professor Gavin Brown

MA StAnd PhD Ncle(UK) HonLLD StAnd, FAA

Fellow from 1 July 1996

Chair of the Academic Board

Professor Judyth Sachs

BA PhD Qld MA WMich DipTeach Kelvin Grove CAE

Fellow from 5 March 2001

Appointed

Fellows appointed by the Minister for Education and Training, to hold office for four years from 1 January 2002:

Mr David M Hoare

BEc, FCPA

Fellow from 1 January 1998

Mrs Renata R Kaldor AO

BA DipEd UNSW

Fellow from 24 January 1989

Mr John A McCarthy QC

LLM Virg BA LLB

Fellow from 4 August 1995

Mrs Margaret Varady

BSc Otago MEd UNSW DipEd Auck, FACE

Fellow from 1 January 2002

Fellow appointed by Senate for three years to 29 February 2004:

Ms Valerie Pratt AM

BA DipSocStud HonDLitt Macq

Fellow from 6 March 1995

Elected

Fellow elected by and from the members of the Legislative Council:

The Hon John Hatzistergos

BEc LL.M., MLC

Fellow to 7 May 2003

The Hon Henry S-L Tsang OAM

BArch UNSW DipBdgSc, MLC

Fellow from 7 May 2003

One Fellow elected by and from the members of the Legislative Assembly:

Mr Kevin Greene

BEc ACU DipTeach Milperra CAE, MP

Fellow to 27 May 2003

The Hon John J Aquilina

BA DipEd, FACE, MP

Fellow from 27 May 2003

Fellows elected by and from the academic staff for two years from 1 December 2001 and from 1 December 2003:

Dr Gavan J Butler

MAgrSc Melb PhD Calif

Fellow to 30 November 2003

Professor Leslie D Field

PhD DSc, FAA FRACI CChem

Fellow from 1 January 2003

Professor Margaret A Harris

PhD Lond MA

Fellow from 1 December 2001

Dr Suzanne P Jamieson

BA LLB UNSW GradDipPubSectMgt UTS LLM SJD

Fellow from 1 December 1999

Associate Professor Anthony F Masters

BSc Melb PhD ANU, FRACI CChem

Fellow from 1 December 2003

Fellow elected by and from the non-academic staff for two years from 1 December 2001 and from 1 December 2003:

Ms Kim Wilson

MA

Fellow from 1 December 2001

Fellows elected by and from the graduates of the University, to hold office for four years from 1 December 2001:

Mr Bohdan Bilinsky

MA LL.M.

Fellow from 1 December 2001

Mr R Bruce Corlett

BA LLB

Fellow from 1 December 2001

Dr Robin B Fitzsimons

MB BS BSc(Med) PhD, FRACP

Fellow from 1 December 1997

Emeritus Professor Ann E Sefton AO

BSc(Med) MB BS PhD DSc

Fellow from 1 December 2001

Mr Adam B Spencer

BA

Fellow to 30 November 1995 and from 1 December 2001

Fellows elected by and from persons enrolled as candidates proceeding to a degree or diploma in the University for one year from 1 December 2002 and from 1 December 2003:

Ms Thalia Anthony

BA

Fellow to 30 November 2003

Mr Matthew D Hall

BSc

Fellow from 1 December 2003

Ms Joanna (Jo) E Haylen

Fellow from 1 December 2003

Ms Moksha Watts

Fellow to 30 November 2003

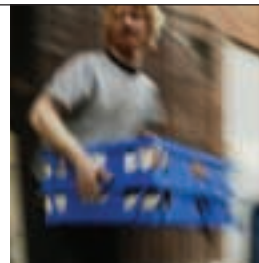
8.16am

Muffin break. Catering staff unpack a tray of fresh muffins at Holme and Away just in time for the morning rush.



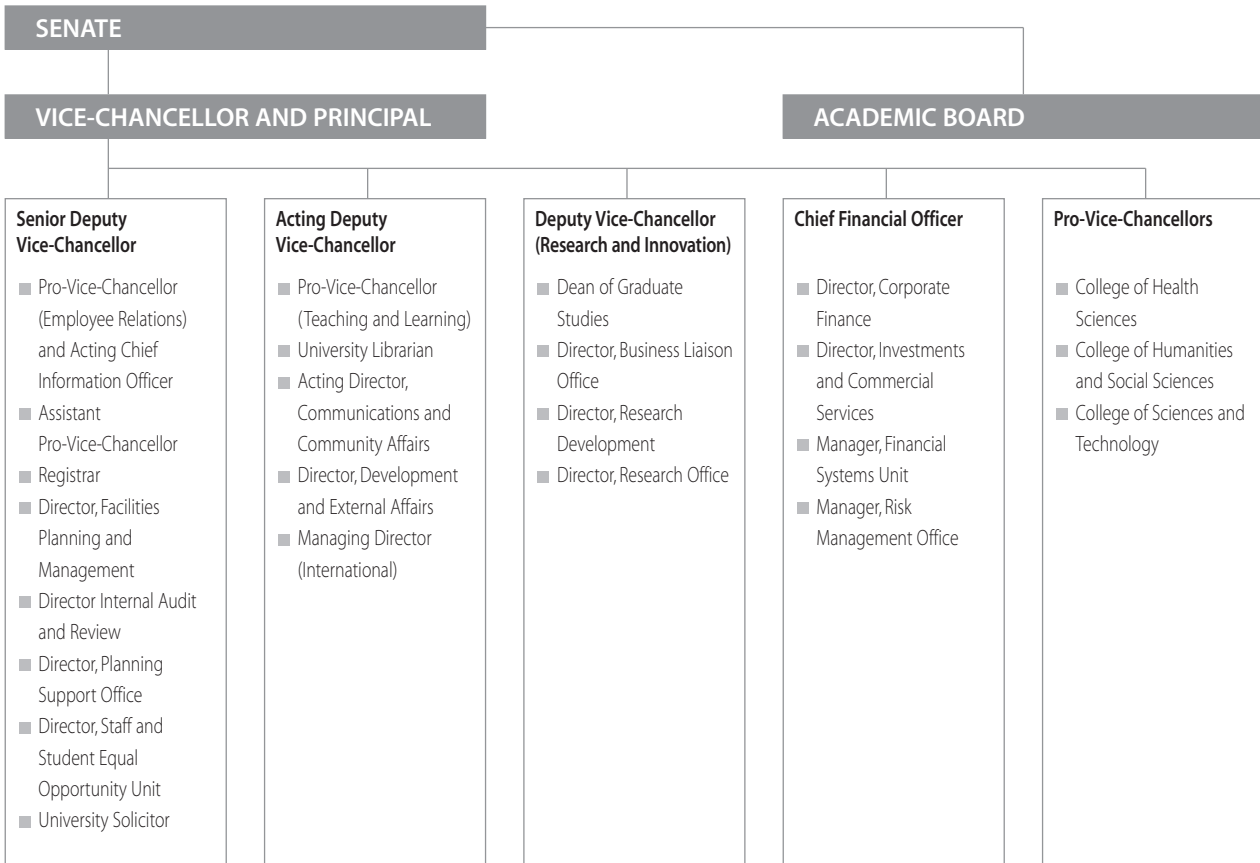
8.22am

Catering staff member Cameron Mitchell lifts a tray of foodstuffs delivered to students union shops on Science Road.



Academic and administrative structure

as at 31 December 2003



College of Health Sciences

- Dentistry
- Health Sciences
- Medicine
- Nursing
- Pharmacy

College of Humanities and Social Sciences

- Arts
- Economics and Business
- Education and Social Work
- Graduate School of Government
- Law
- Sydney College of the Arts
- Sydney Conservatorium of Music

College of Sciences and Technology

- Agriculture, Food and Natural Resources
- Architecture
- Engineering
- Rural Management
- Science
- Veterinary Science

Jointly with the University of New South Wales:

- The Australian Graduate School of Management Ltd

8.31am

Crate expectations. The morning milk delivery for staff and student coffees and teas.



Principal officers of the University at 31 December 2003

Chancellor

The Hon Justice Kim Santow OAM
BA LL.M.



Justice Santow has held the position of Chancellor of the University of Sydney since October 2001.

A graduate of the

University and a University blue in rowing, he is a continuing member of the Sydney University Boat Club. He was appointed Judge in the Court of Appeal, NSW, from 29 January 2002 and serves on various Court committees including Education. He is a member (part-time) of the Take-over Panel.

For more than 30 years he was a part-time lecturer in the Master of Laws program of the University of Sydney and subsequently at the University of New South Wales. He has served as a chair, director or trustee for a large number of community organisations including Sydney Grammar School, Sydney Opera House, St Vincent's Hospital, Malcolm Sargent Fund for Children with Cancer, Bundanon Trust, the Art Gallery of NSW and its affiliate Vis-Asia, as well as the Council of the Asia-Australia Institute.

Deputy Chancellor

Mrs Renata Kaldor AO
BA DipEd UNSW



Mrs Kaldor has held the position of Deputy Chancellor of the University of Sydney since February 2000. Her interests

include business, education and community affairs. She is a director of a number of private companies. During her career, she has been a director of the State Rail Authority, Chairperson of the NSW Women's Advisory Council, and a director of the Garvan Foundation. She is a director of the Sydney Symphony. Mrs Kaldor was appointed as a Fellow to the University Senate in 1989.

Vice-Chancellor

Professor Gavin Brown
MA StAnd PhD Ncle(UK) HonLLD StAnd, FAA



Formerly Harkness Scholar in the Faculty of Arts at the University of St Andrews and Carnegie Scholar at

the University of Newcastle-upon-Tyne, Professor Brown became Professor of Pure Mathematics at the University of New South Wales in 1976. Winner of the Australian Mathematical Society Medal, former Vice-President of the Australian Academy of Science and member of the Australian Research Council, he was awarded an honorary degree by St Andrews University in 1997. From being Dean of Science at the University of New South Wales he became Deputy Vice-Chancellor, then Vice-Chancellor, at the University of Adelaide. He became Vice-Chancellor of the University of Sydney in 1996. Previous chair of the Group of Eight universities, he is on the executive of the Association of Pacific Rim Universities, the Business Higher Education Round Table, the Australian Vice-Chancellors' Committee and the Global Foundation.

Senior Deputy Vice-Chancellor

Professor Kenneth J Eltis
BA NE MA PhD Macq DipEd UNSW, FACE FACEL



Professor Eltis became a Deputy Vice-Chancellor of the University of Sydney in 1996, after two years as Dean of the

Faculty of Education. He was appointed Senior Deputy Vice-Chancellor on 1 July 2002 and holds responsibility for: the University's budget; liaison with the Department of Education, Science and Training; institutional planning; and the University's Capital Works Program. Professor Eltis has had extensive experience as a researcher and teacher in universities and as a consultant to the NSW Government on education, and has conducted educational consultancies in China, Hong Kong and Vietnam.

Acting Deputy Vice-Chancellor

Professor Geoffrey Sherington
MA UNSW PhD McM BA, FRAHS



Formerly Dean of the Faculty of Education (1997-2003), Professor Sherington holds a personal chair in the history of education.

After completing a Bachelor of Arts (Honours) degree in history at the University of Sydney and a Master of Arts at the University of New South Wales, he studied in Britain and Canada, being awarded a PhD from McMaster University. Since returning to Australia he has held a number of academic posts, principally at the University of Sydney. A Fellow of the Royal Australian Historical Society, he has authored or co-authored several studies of immigration as well as 15 books about education and youth. His administrative portfolio includes responsibility for the University's international concerns and development, and external affairs.

Deputy Vice-Chancellor (Research and Innovation)

Professor Tim Hirst
BSc Kent DPhil York



Before taking up his appointment in September 2003 Professor Hirst was the Chair of Microbiology at the University of

Bristol, where he led an internationally recognised team researching the toxins that cause cholera and related diseases. He has responsibility for the strategic leadership of research and innovation in the University. Professor Hirst has published more than 130 articles and reviews, and holds patents on the applications of bacterial factors as modulators of the human immune system. He is the director of a UK-based pharmaceutical company that is developing novel therapies for stroke victims as well as treatments for Alzheimer's disease and chronic allergic and autoimmune disorders such as diabetes, rheumatoid arthritis and inflammatory bowel disease.

He has held several prized Fellowships including a European Molecular Biology Organization Fellowship at the University of Goteborg, Sweden, and a Wellcome Trust Senior Research Fellowship at the University of Leicester.

Chief Financial Officer

Mr Bob J Kotic
BBus NSWIT MEC Macq, FCPA



Mr Kotic was appointed to the position of Chief Financial Officer (CFO) in 2002. The CFO position is at the level

of Deputy Vice-Chancellor and has responsibility for the University's financial strategy and management.

Mr Kotic has extensive commercial experience at CFO and CEO level. Before joining the University, he was CFO of ING Australia Group Ltd and Zurich Australia Group Ltd, and CEO of AMPAC Ltd and Lumley Life Ltd. He was also the chair of the Life Insurance Complaints Service in 1996.

He has proven strategic skills and operational management expertise in leading international and Australian companies over a period of 16 years in the financial services industry, and 10 years in the manufacturing industry.

Pro-Vice-Chancellor, College of Health Sciences

Professor Don Nutbeam
PhD Ston, FFPHM



Professor Nutbeam was appointed Pro-Vice-Chancellor of the College of Health Sciences in 2003, after three years as Head of

Public Health in the UK Department of Health, where he led policy development in a range of major public health challenges. Between 1990 and 2000 he was Professor of Public Health at the University of Sydney as well as Associate Dean of Medicine and Head of the School of Public Health. He is a Visiting Professor at the London School of Hygiene and Tropical Medicine. Professor Nutbeam's research interests and publications include studies of health literacy, adolescent health behaviour, intervention research in schools and communities, and evaluations of community-based health-promotion programs. More recently he has examined the transfer of research into policy. He is co-author (with Elizabeth Harris) of *Theory in a Nutshell: a practitioner's guide to health promotion models and theories*.

Pro-Vice-Chancellor, College of Humanities and Social Sciences

Professor June Sinclair
BA LLB LLD *Witw*



Professor Sinclair was Deputy Vice-Chancellor at the University of the Witwatersrand in Johannesburg from

1991 to 1997, and then Deputy Vice-Chancellor at the University of Pretoria until her appointment as Pro-Vice-Chancellor, College of Humanities and Social Sciences, University of Sydney on 1 July 2003. She has a continuing appointment as an advocate of the High Court of South Africa. Professor Sinclair has published widely, mainly in the areas of family and constitutional law. She has also served on the South African Law Commission, the Commission of Inquiry into the Tax Structure of South Africa, and is a member of the Academy of Science of South Africa and the Executive Council of the International Society of Family Law.

Pro-Vice-Chancellor, College of Sciences and Technology

Professor Beryl Hesketh
PhD *Massey*, FAPsS FASSA



Professor Hesketh became Pro-Vice-Chancellor of the College of Sciences and Technology in March 2003. A former

Dean of the Faculty of Science at the University of Sydney and a Fellow of the Academy of Social Sciences Australia, Professor Hesketh has extensive experience in graduate teaching and research in industrial and organisational psychology as well as in the application of cognitive principles to decision-making. She has also served as a chair of an Australian Research Council discipline panel, and retains an active research program.

Pro-Vice-Chancellor (Employee Relations)

Professor Michael Fry
MA *Camb* MSc *Lond* PhD



Professor Fry became Pro-Vice-Chancellor (Employee Relations) of the University of Sydney in 2002.

Previously, for more than five years, he was Dean of the Faculty of Information Technology at the University of Technology, Sydney, and Professor of Computer Networks. Professor Fry is responsible for strategic leadership on human resource matters, including headship of the Enterprise Bargaining team on behalf of the University. He has had extensive experience in research, course development and management within the industrial and tertiary education sectors.

Pro-Vice-Chancellor (Teaching and Learning)

Professor Paul Ramsden
BSc *Lond* MPhil *CNA* PhD *Lanc*



Professor Ramsden became Pro-Vice-Chancellor (Teaching and Learning) in May 1999. He was previously Director of

the Griffith Institute for Higher Education and Professor of Higher Education at Griffith University. A graduate of Lancaster University's Department of Educational Research, he has contributed to fundamental research into teaching and learning in higher education and undertaken policy-related studies of university performance and academic leadership. He is the author of one of the world's best-known texts on university teaching and learning, *Learning to Teach in Higher Education*. Professor Ramsden has responsibility for the strategic leadership of teaching and learning in the University, including quality assurance, monitoring educational effectiveness, teaching performance indicators and enhancing the student experience.

Assistant Pro-Vice-Chancellor

Professor Ann M Brewer
BA *Macq* MCom PhD *UNSW*



Professor Brewer became the Assistant Pro-Vice-Chancellor of the University of Sydney in 2002, after a number of years in a

range of management roles in the Faculty of Economics and Business. Professor Brewer is responsible for strategic leadership of quality assurance, organisational change and development. She also provides specialist research and advice to the members of the Senior Executive about a wide variety of strategic issues that affect the academic and administrative units of the University, and works with them to achieve agreed change. Professor Brewer has extensive experience as a researcher and innovative teacher in universities as well as in collaborating closely with industry on numerous strategic business issues.

Registrar

Dr William Adams
BSc LLB PhD *UNSW*



Dr Adams was appointed Registrar in 1998. Immediately before his appointment he was Director, Student

Services at the University of Sydney, prior to which he held a number of academic and general staff appointments at the University of New South Wales. Dr Adams's principal responsibilities are in the areas of student recruitment, student administration, student welfare and University governance, as well as in coordination of the University's admission and enrolment processes.

Chair of the Academic Board

Professor Judyth Sachs
BA PhD *Qld* MA *WMich*
DipTeach *Kelvin Grove CAE*



Professor Sachs was elected to chair the Academic Board in February 2000. A former Pro-Dean (International and

External Relations) in the Faculty of Education, she maintains a strong interest in education, in particular teacher professionalism, education change and educational leadership. She is currently working on two Australian Research Council discovery research projects. Her executive positions in education include President of the Australian Association for Research in Education, Member of the Council and Executive of the Australian College of Education and Chair of the Research and Publications Committee of the Australian College of Education. She is currently a member of the ACE foundation.

University Librarian

Mr John Shipp
BA *Macq* BA *Wgong* DipEd *Macq*
DipArchiveAdmin *UNSW*, FALIA



Mr John Shipp was appointed University Librarian in August 1997. From 1986 to 1997 he was

University Librarian at the University of Wollongong. He has had a long involvement in national campaigns to improve access to scholarly information by the Australian university community. He is currently project director to the Australian Research Information Infrastructure Committee. Mr Shipp has served as president of both the Australian Library and Information Association and the Council of Australian University Librarians.

8.41am

Roll up. The shutter door to the Bevery snack bar is opened, and the morning coffee queue files in.



8.45am

University of Sydney Student Union chef Fiona Murdoch makes preparations for the soup of the day.



Deans of faculties

at 31 December 2003

College of Health Sciences

Dean, Faculty of Dentistry

Professor Iven J Klineberg AM, RFD
PhD Lond BSc MDS, FRACDS FDSRCS FICD

Dean, Faculty of Health Sciences

Professor Hal Kendig
AB Calif(Davis) MPI PhD SCalf, FASSA

Dean, Faculty of Medicine

Professor Andrew J S Coats
MB BChir Camb MA DM Oxr MBA LondBus,
FRACP FRCP FESC FACC FAHA

Dean, Faculty of Nursing

Professor Jocelyn Lawler
CertOpThNursing BSocSc MEd NE PhD UNSW AssDipNursEd
Armidale CAE, RN FCN(NSW)

Dean, Faculty of Pharmacy

Professor S I (Charlie) Benrimoj
BPharm PhD Bradford MPS

College of Humanities and Social Sciences

Dean, Faculty of Arts

Professor Stephen Garton
PhD UNSW BA, FAHA FASSA

Dean, Faculty of Economics and Business

Professor Peter Wolnizer
BEc Tas MEc PhD, FCA FCPA

Acting Dean, Faculty of Education and Social Work

Associate Professor Gerard Sullivan
BBSc DipEd LaT MA PhD Hawaii

Dean, Faculty of Law

Professor Ron McCallum
BJur LLB Monash LLM Qu

Director, Graduate School of Government

Professor David Richmond AO
MEc

Director and Dean, Sydney College of the Arts

Professor Ron Newman
ASTC NAS GradDipHEd UNSW, HLFDA

Acting Principal and Dean, Sydney Conservatorium of Music

Associate Professor Peter McCallum
DSCM BMus Dunelm MMus Lond PhD

College of Sciences and Technology

Dean, Faculty of Agriculture

Professor Les Copeland
BSc PhD, FRACI CChem

Dean, Faculty of Architecture

Professor Gary Moore
BArch Calif MA PhD Clark, RAIA PIA FAPA

Acting Dean, Faculty of Engineering

Professor Gregory J Hancock
BE BSc PhD, FIEAust

Dean, Faculty of Rural Management

Professor Kevin Parton
BCom Liv MSc(AgEcon) N'cle (UK) PhD GradDipEconStats NE

Acting Dean, Faculty of Science

Associate Professor Don Taylor
MSc Monash DPhil Oxr

Acting Dean, Faculty of Veterinary Science

Associate Professor Paul Canfield
BVSc PhD GradCertEdStud, FACVSc MRCPath MRCVS

Dean of Graduate Studies

Professor Masud Behnia
MSME PhD Purdue, FIEAust FASME MAIAA CPEng PE(USA)

Jointly with the University of New South Wales

Dean and Director, Australian Graduate School of Management

Professor Robert McLean
BEc NE MBA Columbia



8.56am

Pan-handling. Hundreds of litres of soup and thousands of meals are prepared in advance of each lunch hour on Camperdown and Darlington campuses.

Quality teaching and learning

The University of Sydney will maintain and enhance its position as an outstanding provider of high quality undergraduate and postgraduate teaching, both in Australia and internationally.

Goal One, *The University of Sydney Strategic Plan 1999–2004*

In 2003, the University of Sydney consolidated its position as the leading first-preference university in NSW, attracting 17.4 per cent of first preference applications lodged with the Universities Admission Centre.

Recent school leavers' first-preference applications increased by 2.9 per cent over 2002, with total first preference applications increasing by 3.7 per cent.

Strong demand led to increases in Universities Admissions Index (UAI) cut-offs in 70 per cent of courses that attract HECS funding. Among those that experienced the greatest rise were the Bachelor of Social Work (from 72.0 to 77.1) and Bachelor of Health Science (from 65.95 to 71.3). The cut-off for Combined Law, the highest law cut-off in the state, rose from 99.4 to 99.6. The UAI cut-off for Architecture (93.2) remains the highest in the city, state and region.

Features of 2003 were increased demand for combined degrees as well as degrees in teaching and nursing.

The number of international students enrolling in full-fee paying degree courses rose by 31.92 per cent over the 2002 figure, including a 67.74 per cent rise in the Faculty of Education and Social Work, and substantial percentage increases in the faculties of Medicine (53.93 per cent), Architecture (52.60 per cent) and Dentistry (51.61 per cent).

Demand for postgraduate coursework courses in Information Technology and Psychology was very strong. The number of students enrolling in Master of Information Technology and Master of Applied Information Technology (226 and 115 respectively) doubled from 2002. Postgraduate research enrolments in the Faculty of Science rose from 498 in 2002 to 550 in 2003.

The University, through the Marketing and Student Recruitment Unit, continues to ensure applications from a high proportion of the state's top students. In 2003, the unit worked with the Publications Office to:

- launch a website that follows five newly enrolled students through their first year of University study, and
- develop a database to provide better access to information about undergraduate courses.

In August, 15,000 prospective students attended *Sydney Uni Live!*, the University's open day for prospective students. Visitors were able to tour four campuses, attend mini lectures and talks, talk to academic staff about areas of study and enjoy entertainment provided in the Quadrangle on the Camperdown/Darlington campus.

Quality assurance and improvement strategy

The University's quality review processes are essential to its overall quality assurance and improvement strategy. The Quality Advisory and Coordination Group (QACG) was chaired by Senior Deputy Vice-Chancellor Professor Ken Eltis. Its other members were the:

- Chair of the Academic Board
- Deputy Vice Chancellor (Research and Innovation)
- Pro-Vice-Chancellor (Teaching and Learning)
- Pro-Vice-Chancellor (Employee Relations)
- Assistant Pro-Vice-Chancellor
- Chief Financial Officer
- Chief Information Officer
- Director of the Planning Support Office
- representatives of the deans, and
- administrative heads.

The aim of the University's quality assurance strategy, developed and monitored by the QACG, is to enhance the effectiveness of its core activities, learn from best practice, locally and internationally, and benchmark against leading research universities.

During 2003 QACG developed a University *Quality Assurance and Improvement Policy* and established a website to collate all quality assurance and improvement information in one location. Preparatory work for the external audit of the University by the Australian University Quality Agency (AUQA) commenced with the drafting of the Performance Portfolio.

The Academic Board continued its review of faculties. Having completed all the Phase 1 visits in 2002, it conducted Phase 2 visits to nine faculties in 2003. Phase 2 visits – which are conducted by a panel that includes the Chair of the Academic Board, the Pro-Vice-Chancellor (Teaching and Learning), the Deputy Vice-Chancellor (Research and Innovation), and faculty representatives – entail structured interviews with students, staff and senior faculty officers and consider the faculty's contribution towards achieving the University's goals, as well as provide an update on how faculties have responded to the recommendations made after Phase 1 visits.

For quality assurance processes employed in the administrative area, please see the chapter "Effective Management".

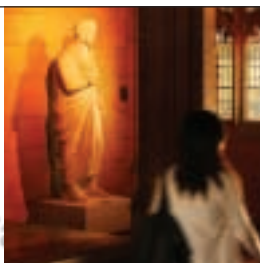
Organisational initiatives

The Academic Board underwent a year of transition in 2003, moving towards a new structure in 2004. Significant new and/or revised policies were approved for:

- the standardisation of credit points for undergraduate units of study

9.33am

Past and present. A student makes her way to her lecture, past the Nicholson Museum, in the southern entrance to the Quadrangle.



9.42am

Courtyard Café barista Marie Haigh sneaks a peak at customers as she works the cappuccino machine.

- the award of honours
- granting special consideration
- postgraduate English-language requirements
- registering supervisors, and
- the academic promotions process.

Ongoing reviews include the appeals process and provisions for parallel teaching of undergraduate and postgraduate units of study.

The Academic Board made more than 60 recommendations to the University Senate for amendments to existing courses as well as endorsing the establishment of five new undergraduate and 31 new postgraduate courses.

Innovative degree courses

New courses approved during 2003 to commence in 2004 included clinical neuropsychology, medical education, medical physics, policy studies and sexual health, as well as graduate studies in public administration at the University's newly formed Graduate School of Government.

Students enrolled in the Graduate Diploma of Public Administration and Graduate Certificate in Public Administration will benefit from a unique mentoring program that will provide credible experienced practitioners (former senior public servants, ex-ministers, judges, magistrates and private-sector managers) to advise and assist students for up to two years.

Another significant new course is the Executive Master of Public Administration, a jointly-badged degree with the University of New South Wales, which will be administered by the Graduate School of Government and offered in conjunction with the Australia and New Zealand School of Government (ANZSOG).

The Faculty of Engineering developed a new Flexible First Year course that will allow engineering students to delay their choice of discipline (chemical, civil or mechanical) until the end of their first year of study. Associated with this and the introduction of standardised six-credit-point units of study in the faculty, the chemical engineering curriculum has been refocused, becoming more research-led and founded on problem-based learning.

The Faculty of Veterinary Science continued to roll out its new BVSc curriculum, implementing the Year 4 course and consolidating and making further improvements to Years 1–3. The landmark Year 5 curriculum was developed in which students will be placed in veterinary practices as interns in a lecture-free final year. This has led to the establishment of a "virtual clinical campus" – an online information portal for monitoring placements, conducting assessments and evaluating Year 5 students – which will be used to allocate all practice placements for 2004.

A reviewer appointed by the Commonwealth Department of Education, Science and Training commented that the University's undergraduate and postgraduate degree courses in molecular biotechnology were the best in the country.

The School of Psychology extended its innovative Doctor of Clinical Psychology/PhD and Doctor of Clinical Psychology/MSc courses to introduce a new Doctor of Clinical Neuropsychology/PhD and Doctor of Clinical Neuropsychology/MSc course. These are viewed as benchmarks in Australia, and were given high praise in the accreditation review.

A postgraduate online course in Veterinary Public Health Management enrolled its first students in response to the urgent need for animal-health professionals whose skills are focused on the national and international livestock industries.

The Faculty of Rural Management launched a distance-education course (with an on-campus component) for students enrolling in the Master of Sustainable Management. The course makes use of state-of-the-art information-technology-delivered modules.

The postgraduate course in Policy Studies was an initiative arising from the creation of the Faculty of Education and Social Work at the beginning of 2003. The course teaches the conceptual skills needed for practical policy analysis and development to professionals working in education and human services.

A new four-year degree, the Bachelor of Pharmacy (Rural), was introduced at the Orange Campus. It is the first of its kind in Australia and focuses on issues specific to the practise of

pharmacy in regional and remote areas, including indigenous health.

The Faculty of Nursing introduced a completely revised and reaccredited Bachelor of Nursing (Pre-registration) course and a new four-year degree, the Bachelor of Nursing (Indigenous Australian Health). The BN (IAH) is the first of its kind in Australia and will focus on indigenous health and culture.

The launch of the Master of Contemporary Art for Educators program by Sydney College of the Arts with the Faculty of Education and Social Work will provide a much-needed professional development degree for teachers in all education sectors.

Student-friendly technology

Better management of software licences in the University's access labs was introduced to allow more flexibility for students who require specialised software. As well, a trial of wireless technology allowed students to use a bank of more than 40 nodes to work singly or in groups outside the standard access-lab environments. Using this system, students in Fisher Library, Eastern Avenue Lecture Theatre, Orange and Cumberland campuses and selected faculties were connected by wireless technology to the access-lab network.

University Library

The Library is an essential partner in the teaching, learning and research programs of the University. Services are provided from 20 locations on nine campuses as well as via the Library website. The needs of the University community are supported by the provision of a comprehensive range of services and information resources.

In 2003, the Library:

- revised the SchoolsLink program (which enables senior secondary school students to borrow from the collections)
- provided access to more than 18,000 online course readings, and
- hosted an online forum, Building and Managing Resources, for University staff involved in planning, developing or managing online resource collections.

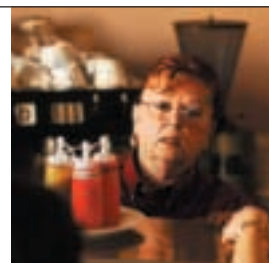
9.46am

Single file. The crowd in the Courtyard Café begins to disperse as students make their way to 10 o'clock lectures.



9.54am

Next please. Staff member Marie Haigh takes an order.



Teaching awards

Associate Professor Mary Peat, from the School of Biological Sciences, and Dr Michael Anderson from the School of Policy and Practice were presented with Quality Teaching Awards by the NSW Minister for Education and Training and the Australian College of Educators, NSW Chapter, in recognition of their excellence in higher education teaching.

Anne Ferran from Sydney College of the Arts received a Distinguished Teaching Award from the Australian Council of University Art and Design Schools.

Associate Professor Rosanne Taylor and Dr Michelle Hyde, both from the Faculty of Veterinary Science, reached the finals of the 2003 Australian Awards for University Teaching.

The Faculty of Science's Professor Chris Dickman and Professor Peter Robinson each received a Vice-Chancellor's Award for Excellence in Research Higher Degree Supervision.

Dr Tania Gerzina (Faculty of Dentistry), Dr Laura Batmanian (Faculty of Health Sciences), Dr Phil McManus (School of Geosciences), Ms Kristine Sodersten (Faculty of Architecture) and Associate Professor Peter Harrowell (School of Chemistry) received Vice-Chancellor's Awards for Outstanding Teaching.

The Teaching and Learning portfolio

The Office of the Pro-Vice-Chancellor (Teaching and Learning) is responsible for implementing quality assurance and improvement methods and for recognising and rewarding good teaching. In 2003, the office:

- maintained benchmarking relationships with University College London, Oxford University, the University of Queensland, Monash University and the Open University
- commenced discussions with the Australian National University aimed at developing a benchmarking agreement for flexible online learning
- revised the *University Teaching and Learning Plan*, in collaboration with the Academic Board, and



10.00am Last drinks. The final customer of the morning coffee rush settles up with Holme Building Courtyard Café barista Marie Haigh.

- presented the University's teaching and learning strategy and associated outcomes at several forums, including the Australian Universities Quality Agency and the Institute of Education of the University of London.

The Institute for Teaching and Learning (ITL) substantially restructured the Graduate Certificate in Higher Education. ITL was reviewed by the Academic Board which reported that the institute had "become one of the leading academic development units across Australia." International interest in the work of the institute was high and staff were invited to be keynote speakers and presenters at the International Student Learning Conference in Oxford. During 2003 working groups established by ITL determined performance indicators for research-led teaching and made progress in developing a *Graduate Attributes Policy*.

Sydney Summer School increased its enrolments by more than 30 per cent, with many of these being international students. The Winter School program also grew by more than 50 per cent, with the majority of enrolments coming from international postgraduate students.

The information and communication technologies (ICT) in teaching and learning

program grew substantially, more than doubling the number of units of study in which ICT resources support the student learning experience. Emeritus Professor Ann Sefton led an analysis of student-support options over the 2003 calendar year and reported the substance of her findings to the Academic Board.

A governance group for ICT in teaching and learning, chaired by the Pro-Vice-Chancellor (Teaching and Learning), was formed to support the massive growth in this area. The group is responsible to the Vice-Chancellor for strategic and funding support for ICT in teaching and learning. It has recommended the secondment of a coordinator, appointment of additional staff to the central Web Course Tools (WebCT) Help Desk, and recruitment of staff at the college level to provide support for ICT in teaching and learning.

College and faculty achievements

College of Health Sciences

The college began developing a new strategic plan, incorporating a commitment to teaching and learning, which will provide a solid foundation for directions over the next three to five years.



10.05am University volunteer Tom Marshall, who has been leading tours for 14 years, addresses visiting MBA students from Thailand.

Faculty of Dentistry

The third year of the graduate-entry Bachelor of Dentistry (BDent) course was completed, implemented at the same time as the final two years of the Bachelor of Dental Surgery (BDS). The faculty also developed several new policies serving the BDent curriculum.

Developmental discussions about the introduction of a Bachelor of Oral Health degree were held throughout the year involving representatives from the faculty, Westmead Centre for Oral Health, Sydney Dental Hospital, and the College of Dental Therapy as well as the associations for Dental Therapy and Dental Hygiene. This new degree, with its first intake proposed for 2005, will provide for the training of professional dental auxiliary staff and will be one of the articulating entry degrees for the BDent.

Faculty of Health Sciences

The UAI for a number of courses within the faculty increased substantially in 2003. The faculty also experienced a 15.7 per cent increase in graduate enrolments, including a 36.6 per cent increase in demand for master's degrees by coursework.

A learning initiative was trialed in which clinical placements were arranged for students to work with hospital staff at the Faculty of Medicine's Northern Clinical School. Students had weekly mini case meetings and presented their interdisciplinary case reports at the end of the placement.

Faculty of Medicine

The University's medical program received high praise in the interim review of the curriculum undertaken by the Australian Medical Council.

In the postgraduate teaching area, the faculty increased its research student load from 529 equivalent full-time student units (EFTSU) in 2002 to 554 EFTSU in 2003, and there were 115 research completions during 2003.

In 2003, the Faculty of Medicine was awarded more than \$58,000 from the Scholarship Index Fund for successful research and scholarship into teaching and learning within its courses. It was also awarded five Sesqui Teaching Equipment Grants totalling \$219,000.

A preliminary business plan to establish the Sydney Professional Master of Medicine Program was funded by the Vice-Chancellor. This course will provide a suite of flexible, high-quality

postgraduate coursework programs across a range of medical specialties.

Using resources from a Teaching Improvement Fund grant, the Postgraduate Student Administration Unit launched a purpose-built website for people interested in taking up postgraduate study through the faculties of Dentistry, Medicine and Pharmacy, and for students already enrolled in a coursework or research course.

The Vice-Chancellor approved the establishment of the Centre for Innovation in Professional Health Education. The centre will work closely with the Office of Teaching and Learning in Medicine to provide a number of services including:

- design and delivery of short courses for accreditation in the professional health arena as well as interactive units for postgraduate courses
- consultancy services in evaluating, designing, developing and delivering existing and proposed online postgraduate courses, and
- development of educational software solutions.

A system of Faculty Teaching Awards was established for implementation in 2004.



10.08am

Thai Master of Business students commence a walking history tour of the University with volunteer guide Tom Marshall.

College of Humanities and Social Sciences

The College of Humanities and Social Sciences (CHASS) continued to develop its hub for Flexible Learning Support. Developments arising from this initiative will provide better support for a number of areas of academic activity, including student learning, collaborative research and design and delivery of flexible-learning programs for postgraduate professional development. The college is currently exploring ways of using information and communication technology to support learning that takes into account the distinctive nature of education in a research-intensive university.

Six Sesquicentenary Lectureships were awarded for new appointments: film studies, medical humanities, Greek drama, information and communication technology, competition law, and sound production and recording.

CHASS faculties have undertaken projects to improve teaching performance using Teaching Improvement Fund grants, which will:

- develop the teaching and learning partnership between the Faculty of Education and Social Work and University of Waikato, New Zealand
- develop the expertise of academic staff in the use of IT in teaching
- implement self-help networking groups for postgraduate coursework students, and
- enhance the provision of written-English classes for local and international students.

Faculties invested in teaching equipment – digital teaching facilities, e-learning infrastructure and computer labs – using Sesqui grants and other funding sources.

The college has set aside \$4.5 million for refurbishing the arts/psychology building, to enhance the Faculty of Arts learning environment.

College Strategic Development Funds were used to fund new appointments in the faculties of Arts, Education and Social Work, and Law, including chairs in classics, e-learning, social work and constitutional law. Six new teaching positions were provided for the degree course in media and communication in the Faculty of Arts, and for new initiatives including the BA (Advanced),

Advanced English, University English and Bachelor of Liberal Studies.

Sydney College of the Arts

The faculty appointed a lecturer in two- and three-dimensional digitisation, a position funded by the University's Sesqui Initiative. A core responsibility for this role is developing the SCA's innovative teaching improvement project, Multiple Modalities, which integrates digitisation into all of the traditional art practice studio areas.

Faculty of Arts

The faculty recorded an historically high UAI of 83.25 for entry into the Bachelor of Arts program in 2003.

The BA (Advanced) program was introduced, which offers an accelerated program of high-level study for students whose UAI was at least 97.65.

As part of a policy to ease the transition from secondary to tertiary study, the faculty appointed a director of first-year teaching and learning to oversee the first-year learning experience.

Support for the written and oral expression of students across all years was provided by programs under the Competence in Written English project, to which a new unit, ENGL 1000: University English, was introduced.

The Multimedia and Educational Technologies in Arts Centre was formed to become the lynchpin of the faculty's strategy to enhance e-learning initiatives.

Faculty of Economics and Business

The faculty's Teaching and Learning Committee was reconstituted in April 2003 and progressively introduced a range of initiatives to promote best-quality teaching and learning across the faculty, assist implementation of the 2002 Academic Board Review recommendations, and address issues arising from the faculty's international accreditation initiatives.

The faculty's Centre for Teaching and Learning commenced operation in late 2003, providing:

- proper procedures, professional development and support mechanisms for academic staff
- language and learning support for students, and
- organisational development.

Sydney Conservatorium of Music

The Conservatorium instituted the Conservatorium Teaching Award for "Contribution to Excellence in Teaching". The recipients receive funding for projects to improve the quality of teaching.

As well, a project titled Quality Assurance in Studio Teaching was funded by the University's Teaching Improvement Fund to examine and refine current methods of studio teaching and to develop alternative means of one-to-one teaching.

College of Sciences and Technology

Enrolments across the college rose by 8.8 per cent compared to 2002. More than 15 per cent of the college's equivalent full-time student units (EFTSU) were international fee-paying students, 2.7 per cent from local undergraduate fee-paying students and 4.3 per cent from local postgraduate fee-paying students.

Faculties within the college moved toward shared teaching by introducing standardised six-credit-point units of study, migration of ideas, better integration of curricula, and greater sharing of resources.

The introduction of third-year curricula for the Bachelor of Design Architecture and Bachelor of Design Computing completed the phased commencement of these new undergraduate programs within the Faculty of Architecture.

The Faculty of Science introduced a training program for all tutoring staff, including casual staff, which will be extended to other faculties in 2004.

An extensive review of all workshops within the college was completed.

UAI cut-offs increased in most degree programs, and a greater proportion of enrolling students had scored UAIs in the very high range. The number of students admitted to the Faculty of Science's Talented Students Program rose to 130. All these students have a UAI of at least 98.8 and strong performance in science subjects.

The college hosted a well-attended showcase of teaching and learning. Staff from all faculties shared their ideas, reported on research undertaken to evaluate teaching and helped set an



10.18am

World view.
The Quadrangle is the oldest building in the University; its architecture pays homage to that of Oxford.

agenda for future developments in evidence-based teaching and learning initiatives, including the role of information technology in teaching and the importance of professional education. Afterwards, a CD ROM of all the posters and papers was distributed to attendees.

In addition to the Academic Board reviews and accreditation reviews, the following degree programs were reviewed in the college:

- Master of Sustainable Management
- all undergraduate degree programs in the Faculty of Rural Management
- Master of Turf Management
- Molecular Biology and Genetics and associated degrees in the Faculty of Science
- Master of Information Technology (and associated articulated programs)
- Master of Applied Information Technology (and associated articulated programs), and
- all undergraduate and graduate programs in Molecular Biotechnology.

All relevant programs offered by the Faculty of Architecture and School of Psychology were reaccredited by their respective professional associations for the maximum periods.

An integrated plant-science curriculum was developed by the faculties of Science and Agriculture, Food and Natural Resources.

The faculties of Rural Management and Agriculture, Food and Natural Resources commenced a collaborative project to develop joint units of study for internal and distance/online delivery.

A combined degree in Sport Science and Human Nutrition was developed by the faculties of Science and Health Sciences.

The faculties of Science and Engineering collaborated in introducing six-credit-point units of study to enhance opportunities for combined-degree students particularly in Information Technology and Electrical and Information Engineering.

UniServe Science extended its role to provide support to the college for innovations in IT and Teaching and tutor training.

The faculties of Science and Arts opened the Spatial Sciences Innovation Unit which is committed to enhancing student skills in geographic information science.

A three-day teaching and learning course was made obligatory for all new staff appointed within the College of Sciences and Technology. Seventeen staff in the Faculty of Veterinary Science completed the Graduate Certificate in Higher Education, demonstrating a strong commitment to teaching.

The Faculty of Architecture introduced the Graduate Certificate in Higher Education as a requirement for confirmation for all new full-time academic staff.

Faculty of Agriculture, Food and Natural Resources

A fully operational mixed farming enterprise in the north-west slopes of NSW, Nowley, was presented to the faculty by its owner Mr Ted Holtsbaum, and will be known as the EJ Holtsbaum University of Sydney Agricultural Research Institute. While continuing to operate as a fully commercial enterprise, the institute will provide excellent field sites for teaching undergraduate students and for honours and postgraduate research students in agronomy, and crop and livestock management. Surplus profits from the property will be used to fund scholarships for able agriculture students who could not otherwise fund their degrees.

Faculty of Architecture

A University of Sydney graduate, Matt Bennett, who won the University Medal in Architecture for 2003, became the first Australian architecture student ever to be awarded a highly prestigious Design Commendation in the worldwide Royal Institute of British Architects' International Student Awards.

Faculty of Rural Management

The Faculty of Rural Management was awarded more than \$50,000 from the Scholarship Index Fund for its successful research and scholarship into the teaching and learning of its academic programs.

Key developments included:

- the launch of the online full-fee paying Master of Sustainable Management
- a workshop to promote greater use of research-led teaching
- a project to benchmark the bachelor of Farm, Horticultural and Equine Business

management programs against other national and international providers

- a collaborative project to jointly develop units of study with the Faculty of Agriculture, Food, and Natural Resources (to be offered by the internal and distance education modes of delivery, including online), and
- workshops to promote effective online teaching and learning.

Faculty of Veterinary Science

BVSc student Sandra Barnard was one of only 25 veterinary students from around the world who were invited to participate in the Cornell University College of Veterinary Medicine Leadership Program.

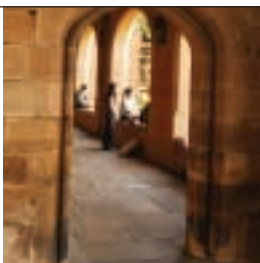
The Thyne Reid Teaching Innovation Unit has been established with a focus on online delivery and small-group, inquiry-driven and case-based learning. The unit positions the faculty as an innovator in animal-science education.

A policy has been adopted to ensure each postgraduate student is provided with a handbook to assist in their orientation, personal computer and IT support. As well, a postgraduate conference is held annually for students to develop presentation skills and have their work subjected to peer review.

See Supplementary section for information about undergraduate and postgraduate enrolments; destinations of first-degree graduates; mean UALs for students entering the University in 2001; University medallists; and academic staff.

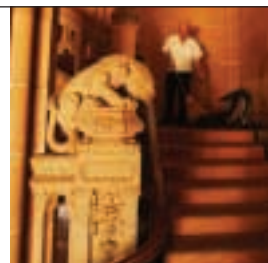
10.32am

Students chat between lectures and take in the sunshine in the cloisters along the southern end of the Quadrangle.



10.41am

Swept away. University staff member, cleaner Dominic Lynch, sweeps the stairs to MacLaurin Hall, the home of the University's first library.



Diversity, access and equity

The University of Sydney will continue to provide access to tertiary study and appropriate support for students from a diversity of backgrounds.

Goal Two, *The University of Sydney Strategic Plan 1999–2004*

The University of Sydney is committed to increasing access to higher education for a broad cross-section of the community and to meeting the diverse cultural, religious and linguistic needs of its students.

Of the local student body, 29.3 per cent were born overseas and 30.6 per cent spoke a language other than English at home. Just over 43 per cent of the total enrolment was male and 56.7 per cent female. Slightly more than 5.5 per cent came from a rural or isolated area, 844 identified themselves as having a disability, and 339 as being Aboriginal or Torres Strait Islander.

Special admissions and financial support

In 2003, 289 students enrolled under the Broadway Scheme for disadvantaged students, of which 211 spoke a language other than English at home and 141 were born overseas.

Twenty-eight students entered under the Cadigal Program for indigenous students and 170 under the Mature Age Entry Scheme. Of the latter, 43 were born overseas and 19 students spoke a language other than English at home.

Other specific schemes include those available in the Faculty of Health Sciences for rural-student entry into physiotherapy, and a Multicultural Admissions program for HSC students who have appropriate language skills and an understanding of the needs of major community groups.

Eight faculties offer Flexible Entry, an admissions scheme that allows school leavers to be offered a place in a course based on a combination of their UAI and other criteria such as relevant work experience or a musical or dramatic performance, artistic presentation or portfolio. The minimum

UAI for Flexible Entry places is five points below the standard UAI for the relevant course.

In 2003, two further special-admission schemes were launched.

- A Rural Entry Scheme for courses at the University's Orange campus aimed at increasing the proportion of students from a rural background studying at the University. Eight students were enrolled under this scheme – one in the Bachelor of Liberal Studies and the remaining seven in the Bachelor of Pharmacy (Rural), and
- A scheme for elite athletes and performers who believe their training and/or competitive commitments affected their HSC preparation. Thirty-two students were enrolled under this scheme across a range of science, humanities and health sciences faculties.

The Centre for Continuing Education's University Preparation Program (UPP) offers a wide range of courses designed to equip prospective mature-age students with the necessary attitudes and skills to succeed in tertiary study. This continues to be a very popular program despite the increasing competition for university places. More than 850 students enrolled in the program in 2003, up from 759 in 2002. Many of the students who complete the UPP and are admitted to the University are high achievers in their chosen degree areas, often progressing to post-graduate study.

Scholarships

Scholarships for first-year students

The University's major centrally funded scholarship scheme continued to grow in 2003.

University of Sydney scholarships were awarded to 182 first-year students. The awards were:

- 10 Scholarships with Distinction worth \$8000 each per year
- 24 Scholarships with Merit worth \$5000 each per year
- 57 Entry scholarships worth \$2000 each for one year only
- 27 Scholarships for Outstanding Achievement in the HSC, worth \$5000 each per year
- 60 University of Sydney Access Scholarships, worth \$3000 per year, and
- 4 Group of Eight Access Scholarships, worth \$3000 per year.

Commencing students are also eligible for sports scholarships, international scholarships, a range of faculty scholarships and full-fee scholarships.

Scholarships for continuing students

The University also offered a range of scholarships for continuing undergraduate students.

These included 170 scholarships for one year only:

- 50 Honours Scholarships worth \$2000 each
- 100 Continuing Undergraduate Scholarships worth \$2000 each, and
- 20 Full Fee Undergraduate Scholarships worth \$4000 each,

and 161 continuing scholarships:

- 4 Group of Eight Access scholarships
- 12 University of Sydney Access scholarships
- 10 Scholarships with Distinction
- 24 Scholarships with Merit
- 16 Scholarships for Outstanding Achievement in the HSC
- 66 other scholarships worth \$5000 each per year, and
- 29 other scholarships worth \$8000 each per year.

10.52am

MacLaurin Hall now serves as a frequently used venue for large-scale written examinations as well as public events. Dominic Lynch arranges chairs.



Other scholarships for which continuing undergraduate students were eligible in 2003 included international exchange scholarships, sports scholarships and a range of faculty scholarships, along with more than 600 prizes awarded each year for outstanding performance. Students experiencing financial difficulties may also apply for assistance through loan funds and bursaries.

Sports and faculty-based scholarships

Over and above the sporting scholarships scheme launched by the University Senate in 2003, Sydney University Sport awarded 211 annual scholarships each worth between \$1000 and \$4000 to athletes from 35 sports, across a range of faculties.

The Australian Graduate School of Management offered more than \$400,000 worth of student scholarships in its MBA program, more than a quarter of which were provided to domestic and international students whose employers were charitable organisations such as church groups.

The faculties of Arts, Dentistry, Engineering, Health Sciences, Medicine, Nursing, Pharmacy, Rural Management, Science, Education and Social Work, and Economics and Business, as well as Sydney College of the Arts, Sydney Conservatorium of Music, Wesley College and the University of Sydney Foundation participated in the International Merit Scholarship program. These scholarships – which pay either half or full tuition fees – are awarded annually to students already enrolled in a degree program at the University. In 2003, 74 awards were made to students from 21 nations.

Support for staff teaching in a diverse environment

The Institute for Teaching and Learning (ITL) coordinated the Vice-Chancellor's Teaching and Learning Showcase in 2003, which was titled Graduates for the World. This was a high-profile event designed to highlight and share good practice across the University community in relation to issues of cultural diversity and internationalisation in teaching and learning. Presentations by more than 130 of the University's academic staff focused on enhancing

the learning of students from culturally diverse backgrounds, educating global citizens and encouraging more inclusive teaching practices. The ITL, which recently completed a report into diversity and inclusive teaching within the University, began plans to post a diversity homepage as a teaching and learning resource for staff.

In late 2003, the Faculty of Economics and Business established a Centre for Teaching and Learning to advance its commitment to diversity, access and equity by:

- providing support for staff working with international students, and
- equipping tutors with orientation, teaching and language skills.

The Staff Support and Development Unit (SSDU) continued to provide development and training for University staff. All SSDU programs are required to incorporate an awareness of cultural diversity issues. SSDU operates a development and training program for University staff that includes a cultural-diversity workshop. The SSDU training course *Selecting the Best Person for the Job* is a two-day course that contains a section on cultural diversity issues in relation to recruitment. This session is conducted by the Staff and Student Equal Opportunity Unit (SSEOU), which also operates a briefing session about cultural diversity for nominees to the Academic Board.

Student services

The Learning Centre offers courses for students of non-English speaking backgrounds (NESB) in grammar, oral presentation, discussion skills and academic reading and writing skills. Slightly more than half the 1614 enrolments in the centre's workshop program in 2003 were students of NESB. The centre also conducted teaching programs for more than 2000 students in 11 faculties, about a third of which were designed for students of NESB. Several new programs were introduced in 2003, including diagnostic assessment of student writing, thesis consultation for NESB postgraduate research students and a writing course for students of NESB that could be credited towards degrees in the faculties of Engineering, and Economics and Business. The centre made plans to expand its program of

English-language workshops in 2004 to meet the needs of the increasing number of international students attending the University.

The Mathematics Learning Centre provides free tutorials and one-to-one assistance to students, including international students who have studied mathematics in other languages. In 2003, 32 per cent of students attending the centre spoke a first language other than English.

The Counselling Service supports students from various cultural backgrounds. In 2003, about one-fifth of the service's clients identified themselves as being of NESB.

International House is a co-educational residential college for international and Australian students and visiting academics. It houses about 200 people from many countries in a resident community of scholars who commit themselves to the value and importance of international understanding and fellowship. In 2003, the staff:

- organised seminars about cultural-diversity issues
- provided English-language classes and assistance in the editing of English in assignments
- offered opportunities for residents to share cultures and beliefs
- assisted in organising visits to other areas of Australia, and
- where possible, assisted residents with professional connections.

The Careers Centre continues to provide all students with access to individual careers counselling, and assistance in career preparation and job searching. The centre has tailored many of its services, such as a job-alert e-mail system and web pages, specifically for international students.

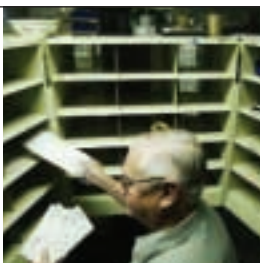
Managing and promoting cultural diversity

University staff are allowed special leave for religious and cultural purposes and the SSEOU encourages University employees to participate in the Skillmax program, which is designed for overseas-trained immigrants who wish to improve their workplace communication skills.

The University's Harassment and Discrimination Prevention policies state that every student and employee has a right to an environment free

11.05am

University postal clerk Maurice Shannon sorts handfuls of incoming mail into individual slots in the University's central mailroom.



11.08am

Maurice Shannon sorts incoming mail into departmental bags for distribution.





11.10am Sweeping the thoroughfare that connects the Quadrangle to Manning Road marks the end of the daily cleaning round.

from discrimination and harassment, and to be treated with dignity and respect. Staff and students may talk confidentially to specially trained harassment and discrimination support officers. Many of these officers speak a language other than English, making them accessible to people from non-English speaking backgrounds.

Indigenous education

The University is committed to encouraging indigenous students to participate in higher education and to supporting them during their study.

The Koori Centre on the Camperdown Campus provides courses in indigenous studies for the faculties of Arts, Nursing, and Education and Social Work. It also provides ongoing support for indigenous students both on campus and after they return to their communities. In 2003 the Koori Centre was reviewed by the Academic Board and commended for its work in improving retention rates among indigenous staff and students. The centre also:

- appointed a coordinator for research development to mentor and support research conducted by academic staff, and
- provided funding to the Faculty of Education and Social Work for an audit of all the faculty's units of study with a view to integrating indigenous perspectives into all programs.

The Faculty of Nursing introduced a four-year undergraduate degree in Nursing (Indigenous Australian Health) in 2003. This degree, the first of its kind, focuses on indigenous health and culture. The faculty has also sought to encourage existing indigenous students and recruit new ones, and has employed several indigenous academics and general staff to support this process.

The Faculty of Health Sciences has, through the Yooroang Garang: School of Indigenous Health Studies, continued to provide ongoing funding for indigenous community initiatives including the Koori Youth Access Project, which partners schools in Western Sydney to encourage indigenous students to complete high school and assist their transition to University. Yooroang

Garang continued to develop a range of flexible teaching options for indigenous students in 2003.

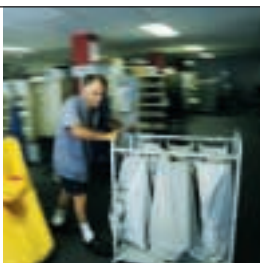
University Library

The University Library promoted diversity, access and equity in 2003 by:

- expanding its online course readings service
- installing wireless networking in the Engineering, Fisher and Medical libraries
- providing collections and facilities for new courses as part of the Centre for Regional Education, Orange
- consolidating LiveChat, the online reference service, and
- extending the Veterinary Education Information Network.

IT portfolio

A new style of student computer-access laboratory was funded for campuses that lack sufficient students to support a fully staffed lab. These labs will provide computing facilities for smaller student groups through a support model that involves faculty staff and the access lab management teams.



11.17am

Coming through. University postal clerk Allan Khoharian moving trolleys in the mailroom to begin the process of delivery to other buildings.



11.42am

Gardener Matthew Feeney mowing the lawn under the jacaranda tree at the southern end of the Quadrangle.

College and faculty achievements

College of Health Sciences

The college's Indigenous Support Allocation Committee established new directions for indigenous activities and met regularly to determine the best allocation of resources to increase indigenous participation in college programs.

A consultant reported on issues facing the college and suggested solutions. The Indigenous Student Ambassador pilot project was successfully implemented as a result.

In late 2003, the committee convened a workshop to identify strategic directions for the college over the next three to five years.

Faculty of Health Sciences

Yooroang Garang: School of Indigenous Health Studies increased its research offerings. It also conducted a project to learn more about health-sciences students' knowledge of indigenous health.

Ms Sally Farrington and Ms Sue Page worked with Dr Sue Hendy from Royal North Shore

Hospital to create an enabling course that emphasised career pathways for indigenous students in midwifery and health sciences.

Indigenous student Christopher Davis completed the Bachelor of Health Studies (Aboriginal Health and Community Development) with honours and was awarded the Charles Perkins AO Memorial Prize by the University in recognition of his achievements.

The faculty initiated a new scholarship, the Anne Parkinson Memorial Award, which will be presented each year to a continuing full-time, female, mature-age student who has just completed her second or third year of the Bachelor of Applied Science (Occupational Therapy) degree program and is experiencing educational disadvantage or financial hardship.

The faculty is using Web Course Tools (WebCT) – a teaching initiative that creates an interactive learning environment – to position itself as a world leader in professional education by providing an integrated set of tools that allow rapid development and delivery of whole courses to disabled people using the Internet. The faculty's WebCT graduate unit of study included a parenting education program that had been

developed and tested using a randomised controlled trial, and validated by a three-year research project. The teaching kit for this program was launched in 2003 and delivered to people employed in the disabilities services industry who were enrolled in the graduate unit. The NSW Parliament's Standing Committee on Social Issues endorsed the program and recommended that the teaching kit should become available across the state.

Faculty of Medicine

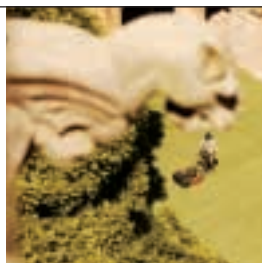
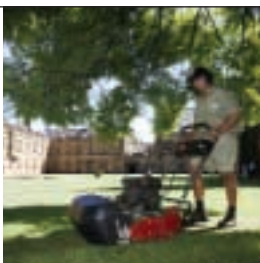
The faculty commissioned working groups to examine ways of providing better access to its programs to students from rural, indigenous and financially disadvantaged families.

Craig Teague and Elizabeth Cousins were the first indigenous students to have completed the requirements for the award of the MBBS in the new graduate-entry program.

To ensure equity of access to the graduate-degree program and reiterate the faculty's commitment to the principle that entry should be based on merit and community need, members of the wider community continued to play a key role in selecting successful applicants.

11.43am

Cool comfort. The shade of the jacaranda tree affords welcome shade during the hot work of greenkeeping the Quadrangle.



11.45am

Gardener Matthew Feeney finishing his corner of the Quadrangle in time for the students breaking from 11am lectures.

Faculty of Nursing

The faculty received a two-year, \$500,000 grant from the Commonwealth Department of Health and Ageing to promote the profession of nursing to rural indigenous high school students.

The faculty also began work on an indigenous protocols booklet that will discuss the varied and complex issues surrounding indigenous health and will outline culturally appropriate protocols for health-care workers and scientists.

Faculty of Pharmacy

The commencement of the Bachelor of Pharmacy (Rural) and introduction of a Regional and Rural Entry Scheme resulted in a higher percentage of non-metropolitan students in the 2003 first-year intake.

The faculty also began developing indigenous health-care modules for pharmacy students and identified indigenous clinical placement sites for the Final Year Clinical Placement Program.

College of Humanities and Social Sciences

Sydney College of the Arts

Seventeen students of the college, from both undergraduate and the postgraduate programs, contributed to the travelling contemporary art exhibition *Informe* which toured Europe, showing at the Australian Centre in Berlin and the Australian Embassy in Paris for total period of 10 weeks.

Faculty of Arts

International initiatives have led to increased diversity of country of origin among international students.

The faculty has been active in diversifying its postgraduate coursework intake by amending the prerequisites for its programs in professional communication, human services management, medical humanities and media practice. These programs now accept non-graduates who have "equivalent professional experience in a relevant field".

Two units of study – University English and Structure of English (English and Linguistics) – were developed specifically to improve the academic writing and knowledge of the structure of English among all students.

A grant to the faculty from the Teaching Initiative Fund provided support to improve the written English skills of 20 students (mostly NESB) in the Modern Asian History and Cultures unit of study.

The faculty played a leading role in establishing the Centre for Regional Education, Orange, a venture jointly supported by the University, the Western Institute of TAFE and the Commonwealth and State Departments of Education and characterised by the NSW Minister for Education as an "exploration of new ways of delivering education to regional communities".

Faculty of Economics and Business

The Access, Equity and Diversity Subcommittee continued to strengthen the faculty's links to University organisations such as the Koori Centre and the Disabilities Office. In particular, discussions were held with the Koori Centre to develop ways in which the faculty could improve its recruitment and retention of indigenous students.

Faculty of Education and Social Work

The faculty introduced the English and Academic Skills Support Project under which it appointed a lecturer to develop students' English and academic skills. In Semester One, the project offered short courses in writing, oral English, pronunciation, and English for teaching. Students who were experiencing particular difficulties were invited to seek one-to-one consultations with staff. In Semester Two, the project offered an orientation session to commencing international students. The project also provides web support for students including access to model assignments, resource lists, available courses, useful links, materials and activities. As a result of preliminary evaluation of the project, all students enrolling in Education 101 in 2004 will be required to complete a validated test of their reading and writing skills.

The faculty appointed a first-year-experience coordinator who developed a mentoring program for first-year education students. This program consists of a one-hour workshop conducted by second- and third-year undergraduate students in conjunction with students enrolled in the Master of Teaching program. The workshops enable students to establish an initial social network at the University, develop

academic skills such as seminar presentation, academic writing and database literacy, and prepare for professional practice.

Sydney Conservatorium of Music

The Conservatorium's 2003 total enrolment included 62 students of non-English speaking background, 10 students with disabilities, four Aboriginal or Torres Strait Islander students and 48 students from a rural or isolated background. The relatively large number of students in this last category reflects the impact of recent distance-learning initiatives undertaken by the Conservatorium.

The Conservatorium commenced a major study into diversity within the music school. First-year students completed an extensive survey that provided qualitative and quantitative information across a broad spectrum of student experiences, including social and cultural background, employment, and personal and learning difficulties as well as responses to the existing curriculum in relation to diversity issues.

College of Sciences and Technology

The college caters for the full range of academic talent by offering advanced degree programs in science and engineering, as well as the Talented Students Program (TSP) for the very top students while, at the same time, providing extensive bridging programs to help those who may not have sufficient background for study in science.

The Faculty of Science has undertaken a major project to devise strategies for identifying students at academic risk in their first year, so that preventative action can be implemented.

Seven students, including four females and one indigenous student, undertook projects at the Optical Fibre Technology Centre as part of the TSP.

The Faculty of Rural Management, in response to a four-fold increase in enrolments from people of non-English-speaking background, began a trial program of tutorials to support and enhance the English skills of these students. The faculty also improved disabled access to the Orange Campus's administration building, library and student union building, and appointed a student liaison officer to support distance-learning students.

11.48am

Year 11 ancient history students pay rapt attention to their guide, Nicholson Museum education officer Nicholas Wright.





12.07pm University carillonist Dr Jill Forrest, who was appointed to the University's 54-bell grand carillon in 1992, adjusts her instrument.

Indigenous high school students were brought to Sydney to visit the Australian Museum and view archaeological artefacts at the Electron Microscope Unit.

The faculties of Architecture and Veterinary Science continue to offer entry under the Cadigal Program, and the Faculty of Veterinary Science has a well-developed plan for admitting disadvantaged remote and rural students, ensuring that it meets the special needs of these students during the program.

The college continues to provide scholarships and prizes for indigenous students and initiated a plan to develop outreach activities that would encourage indigenous students to consider science and technology degree programs. This plan is likely to be carried out collaboratively with the Centre for Regional Education, Orange, and the Faculty of Rural Management.

Faculty of Engineering

The faculty continues to offer Access Scholarships and participate in the Broadway and Flexible Entry schemes for disadvantaged and regional applicants.

The Advanced Engineering program offered high-achieving students the opportunity to expand their potential through interesting engineering projects.

Optical Fibre Technology Centre (OFTC)

Most undergraduate and postgraduate students located at OFTC are of non-English speaking background.

Two postgraduate students were sponsored by OFTC to present papers at international conferences overseas.

Faculty of Science

More than 120 students enrolled in the Talented Students Program (TSP) in 2003, a substantial increase over several years. The theme of TSP projects for 2003 was "Salinity". First-year TSP students, who were mentored by third-year students, presented their projects at a very successful showcase.

Faculty of Veterinary Science

The faculty was proactive in implementing a first-year experience program to promote teamwork

skills and identify and coach students who have difficulty with English.

See Supplementary section for the University's Ethnic Affairs Priority Statement Report for 2003.



12.30pm

Dr Jill Forest ensures the spring on the 4-tonne Bourdon Bell is secure before commencing a lunchtime recital.

Excellence in research

The University of Sydney will develop its reputation as an institution where pure and applied research and research training relevant to the economic, social and cultural well-being of Australia and the region are conducted at nationally and internationally recognised standards.

Goal Three, *The University of Sydney Strategic Plan 1999–2004*

The University of Sydney made significant progress towards meeting its strategic research goals in 2003.

Total budgeted research income for the year was \$898.4 million, a rise of nearly 30 per cent over the 12 months since 2002. This included the \$343.9 million Operating Grant, \$27.1 million from the Institutional Grants Scheme, \$56.5 million from the Research Training Scheme, \$14.5 million from the Infrastructure Block Grants Scheme and more than \$140 million from Research and Earmarked Grants.

Over the year, the University outperformed every other Australian university in the measure of research performance used by the Commonwealth Government to allocate funds under its block grants. This measure is a combination of research income, research completions, research enrolments and research publications. As a result of its outstanding performance, in 2003 the University's total income from block grants – Institutional Grants, Research Training and Infrastructure Block Grants schemes – was 5 per cent higher than in 2002. The amount received was equal to 10.3 per cent of the total allocated by these schemes nationally across all institutions.

The University's share of Research Training Scheme funding was particularly high, being at least \$5 million more than any other university and 10.69 per cent of the national total.

Two significant appointments were made during 2003. Professor Tim Hirst, from the University of Bristol, took up the new position of Deputy Vice-Chancellor (Research and Innovation) in September, while Professor Masud Behnia, from the University of New South Wales, became Dean of Graduate Studies in January.

Australian Research Council (ARC) grants

In 2003, for the fourth year in succession, the University received more funding in new grants from the ARC than any other university in all fields of science, social sciences and the humanities – a total of \$17.4 million in ARC project funding for new projects. This success helped the University also achieve more total ARC project funding in 2003 than any other university, attracting \$37.3 million in new and ongoing grants (13.3 per cent of the national total).

In the round of ARC grants announced in 2003, the University was awarded 98 new Discovery Project grants valued at \$8.8 million (\$28.2 million over the life of the projects from 2003 to 2007) and \$12.1 million for continuing Discovery Projects.

The University of Sydney was awarded nine grants worth a total of \$4.3 million under the Australian Research Council (ARC) Linkage Infrastructure and Equipment Facilities scheme from grants announced in the 2003 round of offers. This was more than any other Australian university for the fourth year in succession.

As well, the University was awarded 19 new ARC Research Fellowships, including two prestigious five-year Australian Professorial Fellowships and seven Queen Elizabeth II/Australian Research Fellowships.

National Health and Medical Research Council (NHMRC) grants

Researchers from the University of Sydney were awarded 10 new NHMRC research and training

fellowships, worth a total of more than \$800,000 per annum to 2008.

The University also received more total funding for new research projects and programs from the NHMRC than any other Australian university: 51 new grants valued at \$8.3 million in 2003 and \$23.8 million over the life of the grants.

Project Grants

The University was again the lead university in Australia in NHMRC Project Grant funding – both in terms of the number of grants and their value – being awarded 11.4 per cent of the total funding.

Associate Professor Bruce Neal, from the Central Clinical School and the Institute for International Health, received two grants: \$765,000 over five years to conduct a randomised trial into the effects of cholesterol-lowering therapy among patients with kidney disease (in collaboration with the Australian and New Zealand Society of Nephrology and the University of Oxford); and \$157,000 to conduct an overview of trials that explore the effects of different types of blood-pressure-lowering drugs.

Program Grants

The University featured prominently in the NHMRC Program Grant announcements for 2003, winning five grants that will be used to fund a diverse range of programs including clinical trials research, an international investigation of ways to apply economic methods to health policy, and an evaluation of the role of 'good' cholesterol in cardiovascular disease.

As well, the University's NHMRC Clinical Trials Centre received \$6.5 million over five years to investigate advances in clinical trials research and evidence-based decision making.



Federation Fellowships

ARC Federation Fellowships – the richest publicly funded research fellowships offered in Australia – are part of a \$3 billion plan to establish Australia as a world-class research destination. Four members of the University's academic staff were appointed as Federation Fellows in 2003.

- Professor Marcela Bilek (School of Physics)
- Professor Peter Robinson (School of Physics)
- Professor Martin Johnson (Department of Physiology), and
- Professor Thomas Maschmeyer (School of Chemistry).

Professor Johnson left a personal chair in Reproductive Sciences at the University of Cambridge to join the University.

Professor Maschmeyer is an internationally distinguished chemist in the area of materials and catalysis. He has been scientific adviser to the Dutch Ministry of Science.

These four awards brought to nine the number of Federation Fellows at the University of Sydney.

Centres

The University provides cash and in-kind support for Special and Key Research Centres, ARC Centres of Excellence, Cooperative Research Centres (CRCs) and Major National Research Facilities. In 2003, the University budgeted to provide about \$5 million in internal funding for these initiatives.

Two of the four ARC Centres of Excellence hosted by the University began operations in 2003.

- In January, the Centre for Ultrahigh bandwidth Devices for Optical Systems (CUDOS) commenced operation and began recruiting research staff. CUDOS aims to become an international leader in non-linear photonics, and
- In February, National Information and Communication Technology, Australia (NICTA), was launched at the Australian Technology Park.

The University was nominated as a core or supporting participant in several new CRCs announced for 2003. These were the:

- Vision CRC
- CRC for Mining
- Australian Poultry CRC

- CRC for Sustainable Resource Processing
 - CRC for Advanced Composite Structures
 - Australian Biosecurity CRC, and
 - CRC for Innovative Grain Food Products.
- Grants for these CRCs, worth more than \$157.4 million over seven years, brought to 23 the number of CRCs with which the University was involved.

Sesqui Initiative grants

The Sesqui Initiative is the University's major internal vehicle for supporting research. It comprises six principal arms. A total of \$10.4 million was allocated to these arms in the 2003 funding round (to take effect in 2004), namely the:

- Sesqui Research and Development Scheme (\$2.3 million)
- Sesqui Major Equipment Scheme (\$3 million)
- Sesqui Postdoctoral Fellowship Scheme (\$2.6 million)
- Sesqui New Staff Support Scheme (\$0.8 million)
- Sesqui Near-Miss Scheme (\$0.8 million), and
- Sesqui Postgraduate Research Support Scheme (\$1 million).

Postgraduate training

In 2003, the University provided centrally funded stipend support to 1254 higher-degree research students. About one-fifth of these stipends – 147 Australian Postgraduate Awards (APAs), 40 University of Sydney Postgraduate Awards (UPAs) and 21 Australian Postgraduate Awards (industry) and 31 International Postgraduate Awards – were awarded to students in the first year of their studies.

The University also provided 24 bequest-linked stipends to commencing postgraduate research students and allocated scholarships awarded by external bodies. This latter category included 26 NHMRC scholarships, six full and 17 top-up CRC scholarships, and two full and four top-up scholarships from various rural research and development corporations.

Five of the University's new APA recipients in 2003 also received CSIRO top-up scholarships.

UPAs have the same tenure and benefits as APAs but cannot be transferred to other institutions. All APA applicants are automatically considered for these awards. In 2003, for the first time, the

University offered a mid-year round of UPAs for students commencing in Semester Two.

Selected faculties and departments also offer postgraduate research scholarships or supplementary scholarships.

The Vice-Chancellor's Awards for Excellence in Research Higher Degree Supervision promote, recognise and reward sustained excellence in postgraduate supervision. Winners of the 2003 awards were Professor Chris Dickman, from the School of Biological Sciences, and Professor Peter Robinson, from the School of Physics.

The number of Excellence in Research Higher Degree Supervision awards is to be increased to three annually: one for each college.

The postgraduate student organisation, the Sydney University Postgraduate Research Association, presented Teacher of the Year Awards for 2003 to Professor Phyllis Butow (School of Psychology) and Dr Kevin Varvell (School of Physics) for their supervision of higher-degree research students.

IT portfolio

The University's connection to the high bandwidth Sydney fibre basin went live in March. This provides access to a world-class high bandwidth research computing community. Continued improvement to high bandwidth connectivity has included massive upgrades (in some cases more than 5000 per cent) of data links between the Camperdown/Darlington campus and the campuses at Cumberland, Orange, St James, Sydney Conservatorium of Music, and Sydney Eye Hospital. Voice links between the Camperdown/Darlington and Cumberland campuses were also upgraded.

College and faculty achievements

College of Health Sciences

The college has undertaken a review of its strategic directions in research, as part of the development of a new College Strategic Plan for 2004–2008.

Of the NHMRC grants announced in 2003, the college:

- won 43 Project Grants valued at \$14.3 million over the life of the projects



12.46pm

A group of seniors from Sydney's northern beaches inspecting artifacts during a day trip to the Nicholson Museum.

12.49pm

Exhibit A. Joyce Hannah, from Harbord, and friends admire part of the museum's impressive collection of ancient Southern Italian pottery.





1.15pm

Rush hour. First-year Bachelor of Arts student Nicole Reyes breaks for lunch with friends at the Student Union's Manning Building.

- was awarded three NHMRC Capacity Building Grants in Public Health, and
- was named as host of two NHMRC Centres of Clinical Research Excellence (chronic liver disease; renal medicine).

College staff were awarded nine ARC Discovery and Linkage Grants worth \$2.3 million.

College applicants were awarded 10 NHMRC Research Fellowships and two ARC Fellowships.

The Dean of the Faculty of Medicine, Professor Andrew Coats, was appointed Chair of the NSW Ministerial Advisory Council for Medical and Health Research, Professor Judy Black commenced her term as chair of the Research Committee of NHMRC, and many staff members served on various NHMRC and ARC committees and panels.

Faculty of Dentistry

Research income from competitive external sources increased to \$400,000 in 2003 (a 700 per cent increase since 1998). The faculty won a three-year NHMRC grant worth more than \$330,000 to investigate the effects of jaw-muscle pain on jaw-muscle activity and jaw movement in humans.

Faculty of Health Sciences

Professor Mark Onslow was announced in the 2003 NHMRC round of grants as a Principal Research Fellow for five years commencing 2004.

Professor Maria Fiatarone Singh and her team from the School of Exercise and Sports Science began work on HIPFIT, a post-fracture package to aid the recovery of elderly patients.

The faculty reviewed its three Research Centres to more closely align them with strategic intent, increase their productivity and improve the research-teaching nexus. As a result, the Australian Stuttering Research Centre and Rehabilitation Research Centre are moving into faculty schools.

Formal processes were introduced to ensure research students have access to supervisors with appropriate qualifications and expertise, are guided and mentored in their research, and continually progress toward their theses.

Faculty of Medicine

The commissioning of the Medical Foundation Building as a centre for post-genomic research proceeded, with completion of the first package of works and the planning of the second.

Of the NHMRC funding announced in 2003, the faculty was awarded all 43 NHMRC Project Grants won by the College of Health Sciences and two Research Fellowships as well as two Career Development Grants and 12 Training Fellowships.

The faculty was also successful in five ARC Discovery Project grant applications and one LIEF grant, and attracted significant funding from the NSW Government including:

- a large multi-centre grant for research into childhood obesity
- five Research and Development Capacity Building Infrastructure Grants (worth about \$14 million over three years), and
- a three-year appointment funded by the BioFirst biotechnology strategy to establish a brain bank and donor program for research into schizophrenia and alcohol-related brain damage in the University's School of Biomedical Sciences.

A cross-disciplinary team from the Brain and Mind Research Institute, led by Professor Max Bennett, was awarded the \$1 million Ramaciotti Foundation grant.

In the latest benchmarking exercise, the faculty's combined performance on research grant income, PhD completions and publications was

34 per cent above the average for Group of Eight universities.

Faculty of Nursing

The faculty integrated a "research roundtable" into first-year units of study. This will provide students with an early introduction to research ideas and methodology.

The Nursing History Research Unit continued to develop its archival collection and provide educational displays for students and visitors to the faculty. The unit has associations with a number of centres of nursing and health-care history, nationally and internationally.

Faculty of Pharmacy

Professor Carol Armour was appointed to the Research Committee of the NHMRC for the period 2003 to 2005. Professor Armour is the first pharmacist to hold such a position.

College of Humanities and Social Sciences

The college continued to support research across its faculties. It established the:

- Digital Research Support Unit (DRSU) – to meet the infrastructure needs of researchers using digital technologies
- position of research development officer – who will develop community, academic and industry links, and
- Australian e-Humanities Network – an ARC-funded partnership with the Australian Academy of the Humanities and the University of Newcastle to create scholarly Internet-based resources in a range of disciplines.

The CHASS Research Portal aims to create a web-based, searchable online facility to showcase the college's current research activity and attract postgraduate research students nationally and internationally.

CHASS participated in a University co-funded research-training scholarship scheme for all APA and UPA students and offered supplementary stipends valued at \$5000 per year for three years to the top-ranked students.

A seeding-incentive scheme was launched to boost the number of ARC Linkage Project grant applications lodged in 2003. This scheme provides \$2000 for every application lodged; \$2000 for every grant awarded; and \$9000 to each faculty or

school that lodges three credible applications before the deadline for second-round.

Funds were also allocated to support cross-college research initiatives, fund four key researchers and provide matching support for:

- two LIEF grants
- a Federation Fellowship, and
- the Technology Enabled Capital Markets CRC.

Sydney College of the Arts (SCA)

Lecturer Josephine Starrs was awarded SCA's first ARC Discovery Project grant. She will investigate new concepts aimed at designing digital games that appeal to girls, and explore the culture of digital games in Australia and internationally to find solutions that support gender equity.

Faculty of Arts

The faculty introduced a host of policies, processes and practices in 2003 aimed at improving its support for research. These included:

- seed funding totalling \$50,000
- support for research seminars, conferences and visiting scholars
- welcome and information events for new and prospective postgraduate research students, and
- a seven-stage monitoring plan for PhD supervision.

Professor Stephen Gaukroger, of the School of Philosophical and Historical Inquiry, was awarded an ARC Professorial Fellowship in 2003 in recognition of his outstanding work.

Faculty of Economics and Business

Research income from competitive external grants more than doubled in 2003 compared to 2002 (\$3.1 million compared to \$1.4 million). This included 14 new ARC Discovery and Linkage project grants.

The number of research publications also increased, particularly papers in international conferences (assisted by the dean's strategic initiative in funding overseas travel for staff whose papers are accepted to top-level academic meetings).

Professor Russell Lansbury was elected to a three-year term as Chair of Economics and Related Academic Fields in the Academy of Social Sciences of Australia.

The University recognised three faculty research

'clusters' of significant national and international strength and reputation in 2003. These were:

- The World of Work: Organisational, Legal, Industrial and Public Policy Issues
- Modelling Economic and Financial Behaviour, and
- Globalisation and its Challenges.

Each cluster received about \$150,000 to conduct research and hold international research meetings.

Faculty of Law

The faculty outperformed every other applicant under the Law and Related Disciplines category for ARC funding in 2003. This success comprised:

- five new ARC Discovery Project grants, and
- one of only four ARC Linkage Project grants awarded in the category.

The ARC Linkage Project Grant – funded jointly with the US-based philanthropic organisation, the MacArthur Foundation – was awarded to Dr Mary Crock for a project that will investigate the treatment of separated children and trafficked children in need of refugee protection in Australia.

All research applications in law submitted under the Sesqui New Staff Support Scheme received funding.

Australian Graduate School of Management (AGSM)

AGSM academic staff were awarded numerous honours that recognised their research excellence. Recipients included:

- Senior economics lecturer Dr Chongwoo Choe, who won the Development Bank of Japan's annual Shimomura Fellowship, to fund a three-month research visit to a Japanese university
- Three professors of management, Lex Donaldson, Robert Wood and Philip Yetton, who were each nominated by the US-based Academy of Management, Learning and Education as being among the authors of the 73 most influential management theories ever proposed
- Professor of marketing John Roberts, who won the Best Paper at the American Marketing Association's Advanced Research Techniques Forum

1.32pm

Vintage service. Mechanics tuning a car in the University garage, which repairs and services University and external vehicles.



1.38pm

Driving force. University garage mechanic Anthony Aquilina tests and adjusts the steering on a vintage car during a routine service.





1.40pm

Conservatorium students Steffen Bruun (Diploma of Opera) and Marie Searles (Master of Performance: Accompaniment) rehearsing Figaro's *Aria*.

- Marketing lecturer Dr Kristin Rotte, who won the first annual American Marketing Association's TechSIG Best Dissertation Award and was runner-up for the Academy of Marketing Science's Best Dissertation Award, and
- Professor of statistics Simon Sheather, who was named by the ISI Essential Science Indicators among the top 200 mathematicians worldwide of the past 10 years for research citations since 1993.

College of Sciences and Technology

Of the grants announced by the ARC in 2003, the college:

- won 66 new Discovery Project grants (\$7.3 million; 77 per cent of the funding allocated to the University under this scheme)
- won seven of the 10 Linkage Grants awarded to for the University in the first-round, and
- was the lead applicant or a participating centre in 15 projects approved for \$5.71 million funding under the Research (Linkage) Infrastructure and Equipment Facilities scheme.

The college also had significant success in attracting funding from the NHMRC – winning six

grants, worth \$836,000, for new research programs or projects – and several college staff were awarded continuing grants from the United States National Institutes of Health.

The Optical Fibre Technology Centre demonstrated outstanding success in attracting CRC and ARC grants.

The increase in number of ARC Professorial Fellows, Research Fellows, Australian Postdoctoral Fellows and Federation Fellows in the college in 2003 enhanced its international reputation for conducting quality research.

The Centre for Risk, Environment, Systems Technology and Analysis in the School of Chemical Engineering began developing the program it will operate for the new CRC for Sustainable Resource Processing.

Research and research training collaborations were strengthened in 2003 between the college and the National Information and Communications Technology Alliance.

In October, the School of Aerospace, Mechanical and Mechatronic Engineering held a successful Research Showcase.

The Faculty of Agriculture, Food and Natural Resources received substantial funding for

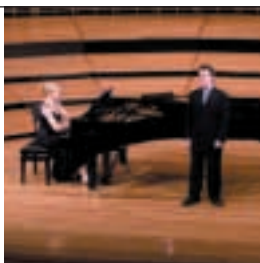
research into many areas – including plant breeding and cotton growing – from rural industry and development corporations. Among the faculty's research achievements in 2003 was the vast qualitative and quantitative data collected by Dr Inakwu Odeh about soils from north-west NSW and south-west Queensland. This research, which was funded by the CRC for Sustainable Cotton Production, will provide benchmarking of soil quality for future monitoring of the land resources and catchment health.

The Faculty of Veterinary Science attracted a research grant of \$3.2 million from the Meat and Livestock Association to investigate the early stages of John's disease in sheep and cattle. The faculty also received funding from the Fisheries Research and Development Corporation for its international reference laboratory for EHN virus. Postdoctoral Research Fellow Dr Julie Cavanagh developed a DNA test that has been sold worldwide for detecting a defect found in calves.

The Faculty of Rural Management held its first Research Day, and first Postgraduate Research Student Conference. The faculty also established the Rural Management Research Institute (RMRI) to promote, coordinate and support its research.

1.43pm

Tenor Adam Player and accompanist Kate Golla perform in the Conservatorium's lunchtime concert series in Verbruggen Hall.



A Centre for Rural Sustainability was established to coordinate research into sustainable systems. Research into China's experiences with agricultural cooperatives was undertaken by the faculty's Asian Agribusiness Research Centre.

The Faculty of Rural Management and the School of Chemistry launched their first joint project for research students.

In June, in conjunction with the School of Civil Engineering at the University of New South Wales, the Centre for Advanced Structural Engineering organised the International Conference on Advances in Structures. This conference was held at the Powerhouse Museum and attracted leading researchers in structural engineering from more than 30 countries.

Faculty of Agriculture, Food and Natural Resources

Dr Robert Park was appointed Grain Research and Development Corporation Professor of Cereal Rust Research and leader of the Australian Cereal Rust Control Program. Professor Park, who is based in the Plant Breeding Institute at Cobbitty, will lead a world-class research program into rust diseases of cereals.

Ms Jillian Smith-White was awarded the Allan Kerr Prize and Medal for outstanding postgraduate research at the 8th International Congress of Plant Pathology in February.

In July, at the CRC for Sustainable Cotton Production review, PhD student Michael Rose, Research Fellow Dr Angus Crossan and Professor Ivan Kennedy were presented with an achievement award for outstanding innovation in research.

Electron Microscope Unit

A significant number of large grants were awarded to researchers at the unit in the ARC funding for 2003.

Faculty members who were recognised for their research included:

- Associate lecturer Dr Lisa Stadtmueller, who was awarded a Georgina Sweet Fellowship for 2004 by the Australian Federation of University Women Inc, and
- Associate lecturer Dr Wendy Reade, who won two awards – a Postgraduate Research Scheme scholarship (from the Carlyle Greenwell Bequest) and the Near Eastern Archaeology Foundation Catherine Southwell-Keely Travel Grant.

In October, Senator John Tierney launched the Nanostructural Analysis Network Organisation, Major National Research Facility (NANO-MNRF). NANO will offer Australian researchers a unique level of national access to high-resolution nano-scale investigative tools and resources. Funding includes a Commonwealth grant of \$11.5 million as part of the Backing Australia's Ability initiative.

Faculty of Engineering

All the full-time academic staff in the Department of Chemical Engineering were named as chief investigators on ARC grants in 2003.

Professor Branka Vucetic and Professor Robert Minasian from the School of Electrical and Information Engineering were elected Fellows of the Institute of Electrical and Electronics Engineers (IEEE) – an honour granted to less than 0.1 per cent of IEEE members each year.

VAST Audio, a University of Sydney biotech spin-off company won the Best Operations Plan and Best Overall Business Plan at the NSW Enterprise Workshop and also received a Biotechnology Innovation Fund grant of \$244,000.

Department of Civil Engineering researchers Professor John Carter and Professor Greg Hancock were each awarded the Doctor of Engineering Degree by the University.

Optical Fibre Technology Centre (OFTC)

During 2003, OFTC research staff presented papers at 14 international conferences.

Faculty of Rural Management

The faculty experienced a five-fold increase in postgraduate research student completions relative to the years 2000–2002 and continued to increase its numbers of postgraduate research student enrolments.

Lecturer in ecological management Dr Anantanarayanan Raman received a grant from the German Academic Exchange Service to undertake a two-month research sabbatical to the Ruprecht-Karls University in Heidelberg.

Senior lecturer Dr Margaret Mc Kerchar was awarded second place in the OECD Jan Francke Tax Research Award.

Faculty of Science

In June, the American Society of Ichthyologists and Herpetologists awarded Professor Risk Shine

the 2003 Henry S Fitch Award for Outstanding Contributions to Herpetology.

The Australian Academy of Science presented three major prizes to faculty researchers:

- ARC QEII Fellow, Dr Madeleine Beekman, received the JG Russell Award, which is given to support research in biology or physics
- Professor Marcela Bilek was awarded the Pawsey Medal, which recognises outstanding research in physics by Australian residents under 40 years of age, and
- Dr Cameron Keperter won the 2003 Le Fèvre Memorial Prize, which recognises outstanding research in chemistry by scientists under 40 years of age.

Professor Max Crossley was invited to become a Fellow of the Japanese Society for the Promotion of Science. The fellowship includes funding of collaborative research with the Fukuzumi group at the University of Osaka.

Professor Peter Robinson and his team were awarded the Royal Societies of Australia Eureka Prize for Interdisciplinary Scientific Research for developing a new model of the brain's electrical activity.

See Supplementary section for information about research centres; University chairs; awards to staff; departments of the University; University medallists; academic and general staff statistics; and capital works.

1.46pm

Paper trail. The noticeboard outside the library on the Cumberland Campus is one of several public-information areas across the University.



1.49pm

A student advertising for a prospective flatmate from the Cumberland Campus student body adds her poster to the noticeboard.



Internationalisation

The University of Sydney will further enhance its position as a university of high standing in the international community of scholars.

Goal Four, *The University of Sydney Strategic Plan 1999–2004*

The number of overseas students commencing full-degree programs at the University of Sydney rose by 37 per cent in 2003. By Semester Two, 4330 international students had commenced studying in a full-degree program, compared to 3147 in 2002 and 2211 in 2001. A total of 7381 full-degree program international students were studying at the University in the second semester of 2003.

The University continued to draw students from around the world, with the majority of new enrolments coming from China, Hong Kong, Singapore and South Korea. India occupied a position in the top five for the first time. The non-English-speaking member nations of the European Community, if classified as a single country, would rank sixth as a source of international students.

The University also continued to attract high-quality international students from those who complete their secondary studies in Australia. Figures for the 2003 UAC admission process period showed a 39 per cent increase in first preferences from international students compared to the 2002 intake, making it the first-choice NSW university among these students, and resulting in more than 430 offers of enrolment.

A University-wide review of internationalisation took place which, together with the Administrative Services Review, commended the work of the International Office and noted that considerable changes had occurred during the previous five years. Recommendations are being implemented for 2004 that will shape the University's future in the areas of services; develop diversity in the student profile; and widen its activities of internationalisation.

International marketing

In 2003 the International Marketing Unit of the International Office expanded from three staff to

seven with the appointment of a deputy director, two marketing officers and a web and publications officer. The unit conducted a number of marketing presentations and workshops within University academic colleges.

Support for international students

International Merit Scholarships are awarded annually and provide payment of either full or half tuition fees to students already enrolled in a degree program at the University. In 2003, 74 awards were made to students from 21 different nations. Most faculties, Wesley College and the University of Sydney Foundation participated in the International Merit Scholarship program in 2003.

The Centre for English Teaching, located in Mallett Street, Camperdown, offers English-language programs to prospective University students who wish to improve their language proficiency prior to enrolment, and for those simply wishing to achieve better English language skills. For both the General and Academic English programs, there is high demand from all regions of the world, in particular China, Japan and South Korea. The centre recorded capacity enrolment in each of the five teaching terms (a total of 1800 for the year). The majority of these students pursued formal studies after their language training.

The Learning Centre offers courses for students of non-English speaking backgrounds (NESB) in grammar, oral presentation, discussion skills and academic reading and writing. Slightly more than half the 1614 enrolments in these workshops in 2003 were by students of NESB. The centre also conducted teaching programs for more than 2000 students in 11 faculties. About a third of

these were designed for students of NESB.

The centre made plans to expand its program of English-language workshops in 2004 to meet the needs of the increasing number of international students attending the University.

The Mathematics Learning Centre provides free tutorials and one-to-one assistance to students, including international students who have studied mathematics in other languages.

Study Abroad and Exchange

The University's Study Abroad Program enables international students to study at the University of Sydney for one semester or one year. The University's Exchange Program enables University of Sydney students and students of international partner universities to incorporate an overseas study period into their degree program without having to extend their degree or pay for overseas tuition fees. In 2003 more than 1155 students participated in the Study Abroad Program (compared to 870 in 2002) and 262 Sydney students and 297 international students participated on the International Student Exchange program (compared to 210 and 226 respectively for 2002). Students in both programs come from many different countries with the majority from the United States, Germany, Norway, Sweden and Mexico.

In 2003, the University renewed a number of existing Study Abroad and Exchange agreements with partner universities. New agreements were established with 14 international universities in the United States, Italy, China, Taiwan, Norway, the UK and Cyprus. (See supplementary section for a full list of new agreements and memoranda of understanding.)



2.07pm

Passing through. Bachelor of Education (Secondary:Mathematics) graduate Luke Fisher avoids the traffic on his way to a movie in Newtown.

2.00pm 2.04pm 2.07pm 2.09pm 2.12pm 2.16pm 2.20pm 2.22pm 2.25pm



2.08pm Fisher librarian Alex Gawronski returning books to the shelves of the reference library, known colloquially as 'The Stack'.

Increasing the University's international links

Seven young people associated with the University were selected in 2003 as Australian Youth Ambassadors for Development in 2003. They included:

- Science graduate Kim-Yen Phan-Thien, who will be working with horticultural research scientists in China to characterise natural disease resistance in melons, an important cash crop, and
- Physiotherapy graduate Melissa McConaghy, who will work at the Srisangwan Foundation for the Welfare of the Crippled in Thailand to implement a sustainable staff development program encouraging health promotion, evidence-based practice and efficient staff training.

In 2003, the University hosted the second cohort of senior Chinese university science and mathematics teachers undertaking a specialised professional development program in teaching the sciences in English. This program – which is delivered by the faculties of Science and Education and Social Work – forms the basis of a three-year agreement between the University and the China Scholarship Council. Of the five universities selected to provide this program

internationally, Sydney is the only Australian university, the others being in the United States and the United Kingdom.

In December, the Vice-Chancellor led a high-level delegation from the University to sign a research agreement with Nanjing University in the People's Republic of China. Two research projects were selected as the basis for collaborative research with Nanjing – one from the Faculty of Economics and Business' Work and Organisational Studies unit and the other from the Key Centre for Microscopy and Microanalysis. Projected outcomes from this program are:

- formal memoranda of understanding between Nanjing and Sydney Universities permitting the free exchange of staff, postgraduate students and course and curriculum information
- tailoring postgraduate courses at Sydney to requirements of students from Nanjing leading to an increase in the number of international postgraduate coursework students
- increasing knowledge and understanding in Nanjing of the range of expertise available at Sydney
- identifying areas of mutual and complementary expertise, and

- identifying factors that will make the University of Sydney a desirable destination for students from Nanjing, developing Australia as a real alternative to the United States for overseas graduate and postgraduate education.

Overseas visitors to the University

In 2003, the University of Sydney hosted visits from more than 150 delegations and received overseas visitors from Austria, Burma, Canada, Czech Republic, Denmark, Ethiopia, Finland, France, Germany, Hong Kong, India, Indonesia, Iran, Italy, Japan, Jordan, Korea, Macao, Malaysia, Mauritius, Mexico, The Netherlands, Norway, Oman, Pakistan, People's Republic of China, Qatar, Romania, Russia, Saudi Arabia, Singapore, Sweden, Taiwan, Thailand, Turkey, Uganda, United Kingdom, United States of America and Vietnam.

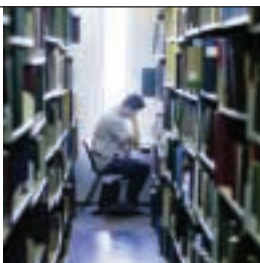
The University also participated in two Australian Vice-Chancellor's Committee Shadowing Projects. These were the:

- Austrian Rectors' Conference
- People's Republic of China, Female University Administrators and Leaders Visit.

Significant visitors included the delegations from the ministries of education from China, Malaysia

2.11pm

Lost in thought. Bachelor of Arts (Informatics) student Toby Griffin in Fisher Library studying the phonetics of neo-Melanesian pidgin languages.



2.21pm

With more than five million catalogued items, the University Library contains a vast volume of printed and electronic material.



and Saudi Arabia and the Ugandan Minister for Finance.

The University hosted visits from presidents and vice-presidents of Peking, Tsinghua and Nanjing universities in the People's Republic of China; Tohoku University in Japan; and the universities of Oregon, Denver, Washington and the State University of New York.

High-level delegations visited from Regents College and the universities of Exeter and Bristol in the United Kingdom; the City University of Hong Kong; Korea University and Seoul National University in Korea; the Royal Institute of Technology, Sweden; St Petersburg State Transport University, Russia; and Bangkok University, Thammasat University and the University of the Thai Chamber of Commerce from Thailand.

The University hosted visits from the:

- Korean Council for University Education
- Council of University Presidents of Thailand
- National Science Council of Taiwan
- Vice-Minister for Science and Technology People's Republic of China, Mr Zhongse Wu (who visited to explore potential collaboration in the area of biotechnology and gene exploitation for agricultural purposes)
- Secretary of the Indian Department of Secondary and Higher Education, Mr SK Tripathi, and
- Shanghai Academy of Social Sciences.

Delegations from institutions in the People's Republic of China included Tsinghua University, Zhejiang University, Dalian University of Technology, Huazhong University of Science and Technology, Southwest Jiaotong University and Nanjing Normal University. The University also received visits from the Chinese Academy of Science and the China Scholarship Council.

Academic initiatives

Two Fulbright Scholarships were granted to University graduates in 2003.

- The Fulbright Visual and Performing Arts Award was won by Andrew Robbie, who gained a BA/BMus, majoring in linguistics and with first-class honours and the University Medal in composition. Mr Robbie took up a PhD program at Harvard, studying a combination of linguistics and music theory.

- The Fulbright MBA Award was won by Joseph Tevsic, who graduated with a BA/LLB with first-class honours in law. He enrolled in the Master of Business Administration at Harvard Business School.

Four Fulbright scholars were based at the University in 2003.

- Mr Melvin Rader from Tufts University was researching climate and agriculture in the School of Land, Water and Crop Sciences
- Mr Ian Schmutte from the University of Missouri studied for his Master in Industrial Relations and Human Resource Management in the Faculty of Economics and Business
- Ms Sara Stevens from Columbia University Teachers College studied Music Education Research Methods at the Sydney Conservatorium of Music, and
- Dr John Buck from the University of Massachusetts (Dartmouth) researched whale migration as a member of the Ocean Technology Group within the Faculty of Engineering.

The University's Research Institute for Asia and the Pacific (RIAP) expanded its delivery of multi-disciplinary short courses to executives, senior government officials and students throughout the Asia Pacific region. A total of 934 people from eight countries participated in 21 courses.

RIAP expanded its training markets to Canada, attracting undergraduate students from the University of Toronto, and hosted more than 20 high-profile political, academic and corporate visits to the University during the year.

RIAP's research project titled Building Institutional Capacity in Asia is funded by the Japanese Ministry of Finance to provide assessments and policy recommendations to people making decisions about the allocation of international aid in the Asia-Pacific. RIAP managed Transnational Corporate Cultures, an ongoing ARC project, which was presented at the "Challenges of Immigration and Integration in the European Union and Australia" conference in February.

The Young Professionals Program was launched by RIAP in July, and attracted more than 320 young professionals from corporate, government, NGO and education sectors across the region.

RIAP hosted 16 executive management training programs for more than 330 delegates from

10 municipal governments of the People's Republic of China.

Research portfolio

The University won two of the 14 ARC Linkage International Fellowships awarded nationally: one in chemistry, collaborating with Laboratoire de Chimie Agro-Industrielle in France, and another in electrical and information engineering, collaborating with Hansung University in South Korea.

IT portfolio

Exchanges took place between the University of Sydney and University of British Columbia senior business and IT executives. The University continued to seek appropriate international universities to use as benchmarks.

College and faculty achievements

College of Health Sciences

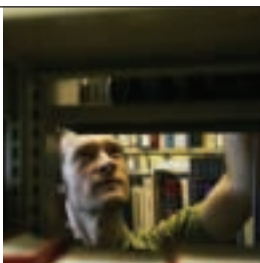
The college experienced strong growth in its international student numbers, mainly from South East Asia, the United States, Canada and the UK. As well, increased interest was shown from the Middle East by potential students. Discussions were also held at inter-government level concerning the development of health-training programs in Bahrain.

The college added to its professional-development and non-award short courses, including collaborating with the Centre for English Teaching to introduce English for Health Professionals, a course for international health professionals of non-English-speaking background.

Other important college-wide initiatives included the introduction of new flexible and distance education opportunities for international students. The cross-disciplinary nature of some of these popular courses was innovative.

Faculty of Dentistry

The faculty continued to attract high-calibre international students. Canadian interest in the Graduate Dental Program was particularly noteworthy, as was interest in postgraduate studies from Thailand and China. The faculty continues to host short courses for Japanese



2.25pm

Book keeper, Alex Gawronski replaces items in strict Dewey system order in one of the nine levels of Fisher Stack.

students and, this year in particular, provided the opportunity for three dentists from Lebanon to work with clinicians at Westmead Dental Hospital.

International collaborations were initiated with organisations and facilities in Turkey (orthodontics) and Thailand (prosthodontics).

Professor of Orthodontics Ali Darendeliler spoke at major international conferences, such as the World Symposium of Orthodontics.

Faculty of Health Sciences

The faculty reviewed and updated its agreement with Singapore Institute of Management and has increased the range of health sciences programs delivered in Singapore.

Academic staff from the School of Health Information Management continued to assist similar schools overseas in 2003 and conduct short courses for the World Health Organization. The school provides consultative advice in Malaysia, East Timor, Fiji and Thailand.

The faculty made major representations to overseas conferences and symposia, particularly in the fields of ageing and gerontology, speech pathology, physiotherapy, exercise and sport science and orthoptics.

Development Director of the English Institute of Sport Mike Colvin and the British Sports Minister's private secretary visited the faculty in November to explore and contrast the service and delivery of health programs between the UK and Australia.

Faculty of Medicine

An Internationalisation Committee was appointed to review the faculty's policies governing international links, with a view to strengthening associations with selected universities and hospitals, including exchanges of students and staff with Sweden's Karolinska University.

The faculty began moves to develop cotutelle agreements with selected universities for PhD programs, in particular with institutions in Vietnam, building on the Hoc Mai Program, which facilitates medical-educational exchange between Australia and Vietnam.

The continuing exchange of students from Dresden University to participate in problem-based learning blocks has led to the cooperation

in curriculum development and assessment workshops at Dresden University.

Peter Liu from the ANZAC Institute was awarded an NHMRC Neil Hamilton Fairley Fellowship for four years of postdoctoral studies in the United States.

Faculty institutes have attracted high-calibre research students from all over the world and the Institute for International Health undertook major developments in China, Taiwan and India.

Faculty of Nursing

In 2003, the number of students visiting the faculty as part of the Study Abroad program increased markedly, particularly from the nursing management program at the Hochschule, Bremen, Germany.

The faculty's recently re-vamped Alumni and Professional Relations Office has contributed to professional-development programs and short courses for Japanese nurses.

Informal links were established with UniTech and Waikato Universities in New Zealand.

The calibre of international students has continued to increase, particularly with the raising of English-language prerequisites. The faculty continues to collaborate with the Faculty of Health Sciences to deliver high-quality undergraduate and postgraduate programs through the Singapore Institute of Management.

Faculty of Pharmacy

Competition between international students for undergraduate places continued to be very strong. The faculty's main source of international students continued to be Asia, although a large number of applications in 2003 came from the Middle East, particularly Syria and Iran.

The faculty is in the process of drawing up exchange agreements with the University of Florida (Gainesville) and the Royal Danish School of Pharmacy.

With the assistance of the International Development Fund, the faculty hosted a number of Thai pharmacy deans and began exploring opportunities for exchange with Thai pharmacy schools.

The President of Beijing University of Traditional Chinese Medicine visited the Herbal Medicine Research and Education Centre. This led to

collaborative research into antidiabetic and lipid-lowering herbs.

College of Humanities and Social Sciences

To assist the growing number of students seeking to include overseas study in their degree programs, the college established the CHASS Student Travel Scholarships – 22 scholarships were offered valued at \$3000 each.

To assist with the international marketing and development initiatives of the faculties of Arts, and Education and Social Work, the college is funding two positions in marketing in these faculties for three years. Sydney College of the Arts, Sydney Conservatorium of Music and the Faculty of Law received financial support from the college Strategic Development Fund to pursue their international marketing initiatives.

Faculty of Arts

The Faculty of Arts introduced two degree programs in 2003 that have compulsory overseas study components: the Bachelor of Arts (Languages) and Bachelor of Liberal Studies (International).

At the departmental level, three associations were formed to provide extra support for students, the:

- University of Sydney Italian Studies Association
- Chinese Studies Alumni Association, and
- Society for Promotion of Indian Studies.

In August, the Department of Studies in Religion received a second major grant of \$600,000 from the Dhammakaya Foundation in Thailand, which will be used to extend the Buddhist Studies and Research Program from 2003 to 2013.

Senior lecturer Kate Lilley was invited to be Fannie Hurst Poet-in-Residence at Brandeis University for Semester One, 2004. Her book of poems, *Versary*, won the Grace Leven Prize for Poetry and the William Baylebridge Memorial Prize for 2002.

Professor Virginia Spate was made a *Chevalier des artes et des lettres* and accepted a one-year appointment as Samuel H Kress Professor at the Center for Advanced Study in the Visual Arts, at the National Gallery of Art, Washington, the first Australian academic to hold this distinguished position.

2.32pm

Helping hands. A mentoring group for postgraduate students from the Faculty of Economics and Business meet at the Wentworth Building.



2.45pm

Student of accounting and international business Myeong Jai Lee, from South Korea, shares his experiences with other international students.





2.50pm

Face in the crowd. Master of Commerce candidate Pan Wei listens intently to his Faculty of Economics and Business mentor.

Professor John Clark was elected *Membre Supplémentaire* of the *Comité Internationale d'Histoire de l'Art*, the peak international Art History body.

Ken and Yasuko Myer Fellowships, to fund internships for Media and Communications students overseas, were awarded to Georgia Ditton (Phnom Penh), Meredith Griffiths (Kuala Lumpur), Karina May (Bangkok), and Celina Ribeiro (Philippines).

Danielle Malek, a graduate student in Old Irish, received a General Sir John Monash Award, one of just eight announced nationally. She will receive \$150,000 over three years to complete a Master of Laws at Harvard.

Faculty of Law

The Australian Network for Japanese Law (ANJeL) was launched in May, with Dr Luke Nottage of the University as a co-director. The network will promote research, teaching and other scholarly engagement between participating Australian universities and the rapidly evolving Japanese legal system. Over 2003, ANJeL:

- hosted four Research Visitors, held or co-hosted seven seminars, and supported the efforts of the co-directors in obtaining an ARC Discovery Grant to investigate Japan's commercial regulation reforms since the 1990s

- encouraged further collaboration in developing and delivering Japanese Law courses at the network's law faculties, and
- established course prizes at each faculty together with a nationwide (law-firm sponsored) Essay Prize.

The Sydney Centre for International and Global Law was launched in August with Associate Professor Donald Rothwell as director.

In September, 13 faculty members took part in the 28th International Congress on Law and Mental Health, which attracted 750 delegates to Sydney and was chaired by the faculty's research director, Professor Terry Carney.

Also in September, members of the faculty were prominent at the 2003 Annual Congress of the International Fiscal Association, in Sydney, including:

- Challis lecturer Justice Graham Hill, who was the president of the congress committee, and
- Professor Richard Vann, who was general reporter for one of the principal topics.

The faculty co-hosted the second annual Clayton Utz International Arbitration Lecture, which was delivered by Vice-Chairman of the International Court of Arbitration of the International Criminal Court Fali Nariman, who is also the president of India's Bar Association and former president of the International Council of Commercial Arbitration.

Faculty of Education and Social Work

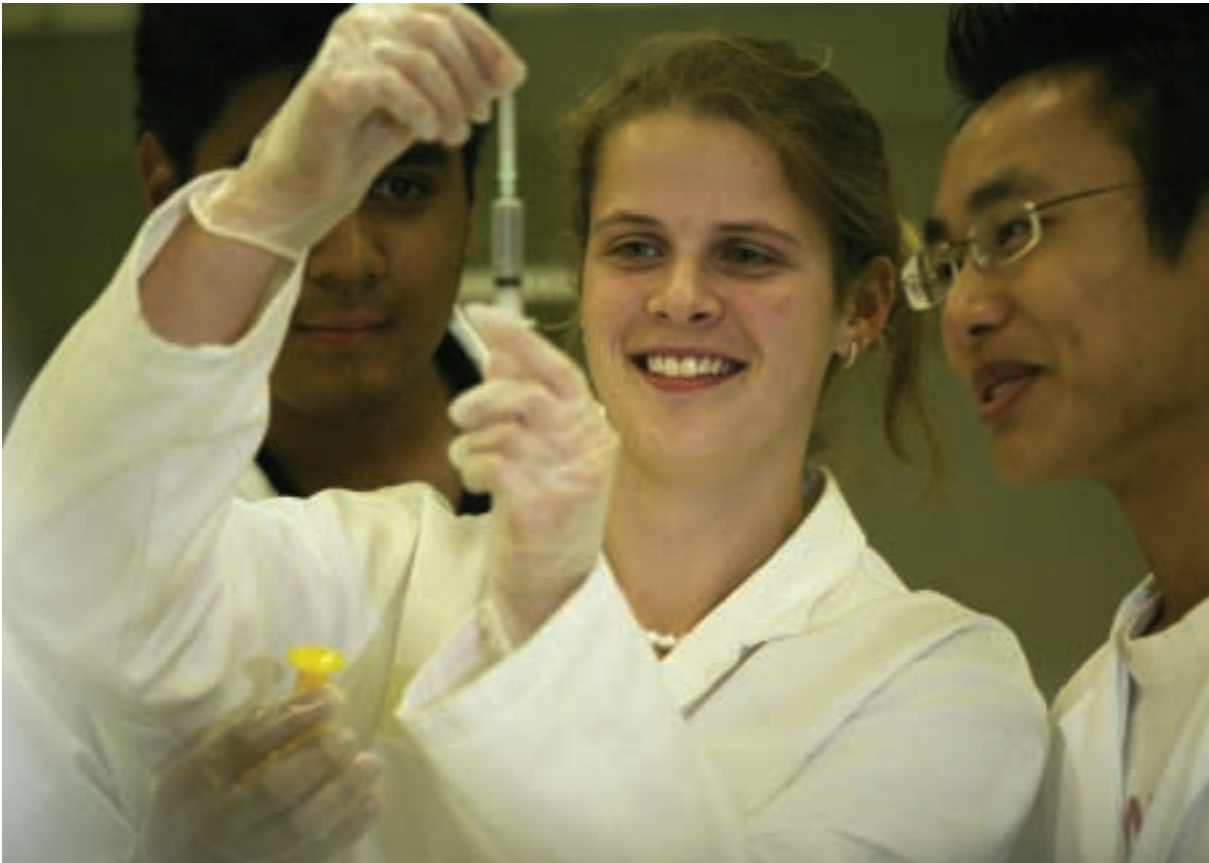
In 2003 the faculty finalised arrangements to offer the Master of Education (teaching English to speakers of other languages) off-shore at four universities in China. Staff from the faculty travelled to China to present the first lectures in intensive mode. Students from the participating universities will have the option of attending the University to complete their final two units of study.

Plans were made to offer the MEd (Management and Human Resource Development) at the Central China Normal University College of International Culture Exchange.

Faculty of Economics and Business

More than 30 lecturers and scholars from 11 nations visited the faculty during 2003 and two member of the faculty were appointed to key positions internationally:

- Professor Russell Lansbury is president-elect of the International Industrial Relations Association for 2003–2006, and
- the dean, Professor Peter Wolnizer joined the Education Committee of the US-based International Federation of Accountants.



3.06pm Students Lyndal Bartlett and Ivan Chee prepare a syringe during a medical radiation therapy practical on Cumberland Campus.

Pursuant to gaining international accreditation for the degree programs in business administration and accounting, the faculty filed self-evaluation reports with the Association to Advance Collegiate Schools of Business. These reports documented core learning goals for each undergraduate and postgraduate degree program and demonstrated how these were being measured and achieved.

Professors Sid Gray and Stephen Nicholas were appointed to chairs in international business and as heads of school.

The faculty appointed an international development manager and is systematically reviewing its existing international exchange agreements and memoranda of understanding.

Other initiatives included joining the European Foundation for Management Development as well as the Pacific Asian Consortium for International Business Education and Research, a consortium of leading universities dedicated to promoting international business education, research and exchange of information between member faculties and students.

Sydney College of the Arts (SCA)

Student exchanges flourished at the SCA in 2003 with the introduction of 16 international exchange scholarships each worth \$5000, to help students travelling to Europe, Scandinavia, and the United States to further their studies.

The year also saw the presentation of the introduction of the Fauvette Loureiro Memorial Artists Travel Scholarship, which has an annual value of \$28,000. The inaugural scholarship was presented to Juliana Bartulin, a Master of Visual Arts graduate of SCA who plans to travel to southern France to take up the post of artist-in-residence at Association Cantagal in St Privat.

Sydney Conservatorium of Music

A visit with associated videoconference was undertaken to the Beijing Central Conservatory of Music with visits also to the Shanghai Conservatorium and the Tianjin Conservatory of Music. A feature was the teaching and performance abilities of Conservatorium staff as well as the depth and quality of the overseas music students.

International exchange agreements were established with Hochschule für Musik, Detmold

(Germany), Staatliche Hochschule für Musik, Freiburg (Germany) and the Norwegian Academy of Music.

The Conservatorium Chamber Orchestra toured Noumea and the Conservatorium began implementing an international development plan to position it as the institution of choice in the Asia Pacific.

Australian Graduate School of Management (AGSM)

AGSM played host to many distinguished international research visitors in 2003 including:

- Professor Blake Ashforth (Arizona State University) – socialisation at work, and dysfunctions of organisations.
- Professor Christian Berggren (Linköping University, Sweden) – work studies and leadership.
- Professor Danny Kahmeman (Princeton University) – co-winner of the 2002 Nobel Prize for Economic Sciences, and
- Associate Professor David Sparling (University of Guelph, Canada) – biotechnology management.

3.14pm

Point taken. Bachelor of Applied Science (Nuclear Medicine) students Lyndal Bartlett and Jeffrey Cabrera, check their measurements at Cumberland Campus.



College of Sciences and Technology

The college extended its memorandum of understanding with Microsoft Asia for exchanges of staff and students.

In a project funded by the Australian Centre for International Agricultural Research (ACIAR), Dr Jenny-Ann Toribio from the Faculty of Veterinary Science will assist farmers in the Philippines to improve their pig production systems.

The Faculty of Rural Management is undertaking a range of research projects – necessitating staff and student exchanges – into agriculture in China, under the Asian Agribusiness Research Centre and the Centre for Rural Sustainability.

The Faculty of Agriculture, Food and Natural Resources is the Australian host to a number of large ACIAR projects in Vietnam, China and Indonesia. These projects aim to build capacity and conduct research of mutual benefit to Australia and the overseas host nation.

Many of the college's faculties and research units added to their international collaborations in 2003.

Faculty of Veterinary Science

The faculty hosted the first site inspection by the American Veterinary Medical Association review team prior to full accreditation, which is expected in April 2005. This process will ultimately result in global recognition of the University's BVSc degree.

Faculty of Agriculture, Food and Natural Resources

Senior research fellow Dr Brett Whelan delivered one of the two invited keynote papers at the joint 4th European Conference on Precision Agriculture and 1st European Conference on Precision Livestock Production in Berlin in June.

Dr Raphael Viscarra-Rossel delivered the keynote address at the International Workshop on Sugarcane Agronomy held in July in the Mauritius Sugar Industry Research Institute on its 50th anniversary.

In September, Dr Budiman Minasny and Professor Alex McBratney were awarded the International Union of Soil Sciences Pedometrics Working Group prize for the Best Paper Published in the Field of Pedometrics for 2001 at the 5th

International Conference on Pedometrics held at the University of Reading, England.

Electron Microscope Unit

The Australian Key Centre for Microscopy and Microanalysis at the unit continues to develop collaborative international partnerships and, as the headquarters of the Nanostructural Analysis Network Organisation, Major National Research Facility, recently established an agreement with Japan's National Institute of Materials Science that offers the opportunity for Australian students in materials science and technology to conduct research in Tsukuba, Japan. Likewise, a memorandum of understanding was signed with Nankai University in China to foster collaborative research.

Faculty of Engineering

In 2003, the Department of Chemical Engineering invested significant resources in marketing and promotion, particularly aimed at attracting international students (including a new website).

In Electrical and Information Engineering, a final-year project in international engineering education was completed. As well, programs for mentoring international students and fostering an international student community were devised for implementation in 2004.

The Civil Engineering Department's Project Management outreach program was redesigned as a Project Management graduate program and offered to a large cohort of international students online.

A new Associate Dean (International) was appointed to help guide the faculty's strategic direction.

An agreement was signed with Dalian University of Technology, China, for linked undergraduate and postgraduate programs and research collaboration.

Faculty of Rural Management

In 2003, the faculty established a memorandum of understanding with the Vellore Institute of Technology, India, to investigate teaching and research collaborations and offer a double masters' program for the Master of Sustainable Management and Master of Sustainable Agriculture.

The Asian Agribusiness Research Centre hosted

three visiting researchers from China, for periods from three weeks to 12 months.

Director of the Centre for Rural Sustainability Professor David Kemp obtained funding from the ACIAR to work with major World Bank projects on rehabilitating small-holder incomes and degraded grasslands in western China.

The Faculty's Associate Dean (Teaching and Learning) Mr Chris Morgan spent five months at Lingnan University, Hong Kong, as an invited Visiting Scholar.

Faculty of Science

Professor Norm Dancer was awarded the Alexander von Humboldt Research Award for Scientific Cooperation between Australia and Germany.

See Supplementary section for information about international memoranda of understanding and exchange agreements and awards to staff.

3.22pm

Liquid gold.
Cumberland Campus
Nuclear Medicine students
Anna Chesterman (left)
and Laura Andrighetto
manipulate a reagent
inside a protective cabinet.



Engaging with industry and the professions

The University of Sydney will continue to make a significant contribution to the well-being and enhancement of the wide range of occupations with which it engages.

Goal Five, *The University of Sydney Strategic Plan 1999–2004*

The number and monetary value of industry agreements in which the University of Sydney is involved continued to grow during 2003 to 800 agreements worth a total of \$62 million, a rise of more than 500 per cent in seven years. As well, by the end of the 2003, the University had launched a further five spin-off companies as a result of research commercialisation, bringing the total to more than 20.

The University has research contracts with all the rural industry research development corporations (RDCs) and, in 2003, received support for more than 75 projects totalling more than \$5 million from such agencies. These projects require communication and collaboration with industry, other universities, state government departments and the CSIRO.

Many of the University's nearly 200 academic departments and research centres conduct research with industry partners, and each of its 43 foundations has a governing council that includes external representatives.

The University continued to develop long-term relationships with industry through faculty and alumni initiatives as well as:

- the commercialisation of intellectual property
- the Cooperative Research Centre program
- consultancies
- the Australian Research Council's industry-collaborative schemes, and
- collaborative and contract research.

Commercialisation of the University's intellectual property underwent a sharp rise in 2003.

Revenue from licences and other intellectual property commercialisation increased to \$4.4 million in 2003 from just over \$1 million in 2002.

Australian Research Council industry-collaborative projects

The University of Sydney received nine grants worth a total of \$4.5 million under the Australian Research Council (ARC) Linkage Infrastructure and Equipment Facilities (LIEF) from grants announced in the 2003 round of offers. This was more than any other Australian university for the fourth year in succession. The funding is for facilities based in Sydney as well as for the International Gemini Partnership (\$1.8 million), which is an intergovernmental partnership formed to build and operate astronomical telescopes in Chile and Hawaii (for which the University is the administering institution).

Other items funded were an interactive network for plasma and surface analysis (Physics: \$726,000) and a nuclear magnetic resonance imaging cryosystem for structural and functional biology (Molecular and Microbial Biosciences: \$370,000).

Complementing this success, significant growth in industry collaboration has taken place during the past four years under the ARC's Linkage Project Grant Scheme, a scheme in which the ARC matches cash and in-kind contributions by industry to fund specific projects as well as Australian Postdoctoral Fellowships (Industry) and Australian Postgraduate Awards (Industry). In 2003, the University was awarded 10 ARC industry-linked grants in the first round of offers.

Outreach to industry

The University of Sydney is an active participant in Australian Technology Park Innovations (ATPI) where an incubator program nourishes new companies, some of which were established by

the Business Liaison Office or the University's former staff and students. In February, ATPI completed phase one of construction for hosting the BioFirst Biotech Incubator, which is funded by the NSW Government to provide state-of-the-art facilities for biotechnology start-up companies.

In May, the University became a foundation member of the InnovationXchange, a body established with backing from Commonwealth, NSW, Victorian and Queensland governments to bring together for the first time Australia's industry, education and research sectors. Through InnovationXchange, the University will be linked to professional and industry associations that represent more than 40,000 companies.

Support for industry-related research

Research grants are administered by the Research Office while contracts for research funded by industry are administered by the Business Liaison Office. These offices work closely together and report to the Deputy Vice-Chancellor (Research and Innovation).

The Business Liaison Office exchanges information with its counterparts in other universities, especially through participation in industry associations. These associations include Knowledge Commercialisation Australasia, at whose Forum and Fair of Ideas in April the University won a number of awards and hosted 29 of the 190 exhibits, including four from the Australian Photonics Cooperative Research Centre. Companies established to commercialise intellectual property emerging from research conducted at the University presented five of the 10 projects short-listed by independent judges for the grand prize, and three won prizes.

3.42pm

Checking data at the University's Visualisation and High-Performance Computing Laboratory (Vislab) – the national leader in advanced visualisation and computing.



3.31pm 3.39pm 3.42pm 3.45pm 3.47pm 3.50pm 3.52pm 3.56pm 3.58pm



3.50pm

Vislab video engineer Christopher Willing (left) and visual systems developer Steve Smith discussing the results of an experiment.

- The NSW State Prize went to Inhalix Pty Ltd, a medical device company focused on preventing hay fever.
- The Engineering/Manufacturing Prize was won by a fibre-optics current sensor, submitted through Australian Photonics Pty Ltd, and
- The \$100,000 Peter Doherty Prize for Innovation was won by WeldPrint, a technology for testing welding quality.

Research centres

The University is a core or supporting participant in 23 Cooperative Research Centres (CRCs). One of these, the Australian Biosecurity CRC, began its education and training program at the University in 2003, with the aim of developing new technology platforms for surveillance of diseases that threaten human and animal health in Australia.

In 2003, the Nanostructural Analysis Network Organisation (NANO), which is based at the Electron Microscope Unit, launched a two-year partnership with BHP Billiton to develop world-leading methods of characterising and assessing raw materials.

The Research Institute for Asia and the Pacific's Young Professionals Program (YPP) attracted

sponsorship from Macquarie Bank and was launched in July.

RIAP's contracted research, executive and inter-cultural training programs provide strong links to Federal and state government departments, as well as governments in the region.

Consultant services were provided to the corporate, community and government sectors.

RIAP advises various international business councils, in particular the Australian-East Timor Business Council.

The Careers Centre

The Careers Centre provides career counselling and advice, career education workshops and career guidance testing to students, staff and alumni; graduate recruitment programs for final-year students; and a wide range of services to employers. The centre also analyses graduate employment data and gives feedback about employer satisfaction to faculties and departments.

The "2003 Careers Endeavour", held by the centre in April, attracted more than 2900 students and 59 organisations. The Alternative Law Fair took place in August.

The Australian Public Service "Meet and Greet" function, held for the third time in 2003, was a popular way for representatives of major Federal Government departments to meet students.

The Careers Centre also hosted the NSW Department of Education's Teacher Interview Program, held numerous faculty-specific and general career skills workshops, and provided one-to-one careers assistance to 2000 students.

University Library

During 2003, the Library collaborated with the Copyright Agency Ltd to republish out-of-print classic Australian novels.

Other industry interactions were the Digital Objects Repository Management Forum, a national workshop that explored the potential value and role of institutional repositories, and collaborative purchasing schemes coordinated by the Council of Australian University Librarians.

IT portfolio

The University continued to enjoy strategic relationships and sponsorship through significant discounts with global corporations including Sybase, Sun Microsystems, PeopleSoft and Microsoft.

3.56pm

Vislab director Dr Masa Takatsuka in 3-D glasses at the screen that generates images for visiting researchers.



3.58pm

Plug-ins. Checking the connections between the Vislab computers, which create images for disciplines ranging from astrophysics to economics and archaeology.



4.03pm

Learning curve. Jasmine Tay in a lecture titled "The Birth of Modern Science" in the Eastern Avenue lecture theatre complex.

College and faculty achievements

College of Health Sciences

Faculty of Health Sciences

Faculty staff are increasingly undertaking executive positions in influential national and international societies of allied health professionals.

Academic staff from the School of Communication Sciences and Disorders played a leading role in developing self-regulation among speech pathologists in Australia and contributed to agreed competency standards for beginning practitioners.

Throughout 2003, academic staff of the School of Applied Vision Sciences continued to develop strong links with the Orthoptic Association of Australia (OAA). Staff made invaluable contributions towards the key functions of OAA, such as registering orthoptists, upholding professional standards and facilitating ongoing education of its members through conferences and a peer-reviewed journal.

Academic staff in the School of Medical Radiation Sciences contributed to the regulation and registration of X-ray equipment in NSW and mammography nationally. They also continued

to serve on a number of boards of professional bodies, including the Australian Institute of Radiography, Australian Society of Nuclear Medicine, Australian Society of Ultrasound in Medicine, and Australian College of Physicists, Scientists and Engineers in Medicine.

Faculty of Medicine

The faculty was associated with high-level roles in medical professional bodies during 2003, including the Royal Australasian College of Psychiatrists and Royal Australasian College of General Practitioners. Faculty members are also involved in major medical research funding agencies, in particular, the National Health and Medical Research Council and the Australian Health Information Council, as well in committees that advise the NSW Health Minister. Faculty members also fulfil high-level clinical and management roles in the state's hospitals.

Faculty of Nursing

Two courses introduced in 2003 – the Bachelor of Nursing (Pre-registration) and Bachelor of Nursing (Indigenous Australian Health) – received accreditation by the NSW Nurses Registration Board (NRB) for seven years, which is the longest period allowed. More broadly, the faculty and its staff work with the NRB on a range of policy matters, research-grant schemes and disciplinary committees.

The faculty consulted with NSW Health to develop a graduate program in mental health nursing.

Collaboration with South East Sydney Area Health Service is ongoing through a program of joint clinical professorships.

College of Humanities, Arts and Social Sciences

In 2003, the college funded a Chair of Social Work for three years, to secure professional accreditation for the Faculty of Social Work and Education's programs.

The Accounting Foundation worked closely with industry and the profession to coordinate skills from the various branches of accounting.

Professor Roger Benjamin was appointed as director of the Power Institute Foundation for Arts and Visual Culture.

Sydney College of the Arts

Fourteen jewellers from Sydney and Melbourne participated in a masterclass with world-renowned jeweller Otto Künzli during his 2003 residency at Sydney College of the Arts. The class culminated in an exhibition at SCA Gallery.

Faculty of Arts

The introduction of the Bachelor of Arts (Advanced) in 2003 was a direct response to requests from the teaching profession.

4.07pm

History and Philosophy of Science lecturer Dr Ofer Gal instructing students in The Birth of Modern Science.



4.08pm

Students listen attentively in the Eastern Avenue lecture theatre complex.



The Department of English decided to offer a Graduate Certificate in HSC English Studies from 2004. This program was developed in consultation with the Board of Studies and NSW Department of Education, and is designed to meet the needs of HSC English teachers.

The faculty played a leading role in establishing the Centre for Regional Education at Orange, a venture supported by the University, the Western Institute of TAFE and the Commonwealth and state Departments of Education.

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Faculty of Health Sciences students unwind with a game of two-on-one half-court basketball at Cumberland Sports Centre gym.



Engaging with industry and the professions

The University of Sydney will continue to make a significant contribution to the well-being and enhancement of the wide range of occupations with which it engages.

Goal Five, *The University of Sydney Strategic Plan 1999–2004*

The number and monetary value of industry agreements in which the University of Sydney is involved continued to grow during 2003 to 800 agreements worth a total of \$62 million, a rise of more than 500 per cent in seven years. As well, by the end of the 2003, the University had launched a further five spin-off companies as a result of research commercialisation, bringing the total to more than 20.

The University has research contracts with all the rural industry research development corporations (RDCs) and, in 2003, received support for more than 75 projects totalling more than \$5 million from such agencies. These projects require communication and collaboration with industry, other universities, state government departments and the CSIRO.

Many of the University's nearly 200 academic departments and research centres conduct research with industry partners, and each of its 43 foundations has a governing council that includes external representatives.

The University continued to develop long-term relationships with industry through faculty and alumni initiatives as well as:

- the commercialisation of intellectual property
- the Cooperative Research Centre program
- consultancies
- the Australian Research Council's industry-collaborative schemes, and
- collaborative and contract research.

Commercialisation of the University's intellectual property underwent a sharp rise in 2003.

Revenue from licences and other intellectual property commercialisation increased to \$4.4 million in 2003 from just over \$1 million in 2002.

Australian Research Council industry-collaborative projects

The University of Sydney received nine grants worth a total of \$4.5 million under the Australian Research Council (ARC) Linkage Infrastructure and Equipment Facilities (LIEF) from grants announced in the 2003 round of offers. This was more than any other Australian university for the fourth year in succession. The funding is for facilities based in Sydney as well as for the International Gemini Partnership (\$1.8 million), which is an intergovernmental partnership formed to build and operate astronomical telescopes in Chile and Hawaii (for which the University is the administering institution).

Other items funded were an interactive network for plasma and surface analysis (Physics: \$726,000) and a nuclear magnetic resonance imaging cryosystem for structural and functional biology (Molecular and Microbial Biosciences: \$370,000).

Complementing this success, significant growth in industry collaboration has taken place during the past four years under the ARC's Linkage Project Grant Scheme, a scheme in which the ARC matches cash and in-kind contributions by industry to fund specific projects as well as Australian Postdoctoral Fellowships (Industry) and Australian Postgraduate Awards (Industry). In 2003, the University was awarded 10 ARC industry-linked grants in the first round of offers.

Outreach to industry

The University of Sydney is an active participant in Australian Technology Park Innovations (ATPI) where an incubator program nourishes new companies, some of which were established by

the Business Liaison Office or the University's former staff and students. In February, ATPI completed phase one of construction for hosting the BioFirst Biotech Incubator, which is funded by the NSW Government to provide state-of-the-art facilities for biotechnology start-up companies.

In May, the University became a foundation member of the InnovationXchange, a body established with backing from Commonwealth, NSW, Victorian and Queensland governments to bring together for the first time Australia's industry, education and research sectors. Through InnovationXchange, the University will be linked to professional and industry associations that represent more than 40,000 companies.

Support for industry-related research

Research grants are administered by the Research Office while contracts for research funded by industry are administered by the Business Liaison Office. These offices work closely together and report to the Deputy Vice-Chancellor (Research and Innovation).

The Business Liaison Office exchanges information with its counterparts in other universities, especially through participation in industry associations. These associations include Knowledge Commercialisation Australasia, at whose Forum and Fair of Ideas in April the University won a number of awards and hosted 29 of the 190 exhibits, including four from the Australian Photonics Cooperative Research Centre. Companies established to commercialise intellectual property emerging from research conducted at the University presented five of the 10 projects short-listed by independent judges for the grand prize, and three won prizes.

3.42pm

Checking data at the University's Visualisation and High-Performance Computing Laboratory (Vislab) – the national leader in advanced visualisation and computing.



3.31pm 3.39pm 3.42pm 3.45pm 3.47pm 3.50pm 3.52pm 3.56pm 3.58pm



3.50pm

Vislab video engineer Christopher Willing (left) and visual systems developer Steve Smith discussing the results of an experiment.

- The NSW State Prize went to Inhalix Pty Ltd, a medical device company focused on preventing hay fever.
- The Engineering/Manufacturing Prize was won by a fibre-optics current sensor, submitted through Australian Photonics Pty Ltd, and
- The \$100,000 Peter Doherty Prize for Innovation was won by WeldPrint, a technology for testing welding quality.

Research centres

The University is a core or supporting participant in 23 Cooperative Research Centres (CRCs). One of these, the Australian Biosecurity CRC, began its education and training program at the University in 2003, with the aim of developing new technology platforms for surveillance of diseases that threaten human and animal health in Australia.

In 2003, the Nanostructural Analysis Network Organisation (NANO), which is based at the Electron Microscope Unit, launched a two-year partnership with BHP Billiton to develop world-leading methods of characterising and assessing raw materials.

The Research Institute for Asia and the Pacific's Young Professionals Program (YPP) attracted

sponsorship from Macquarie Bank and was launched in July.

RIAP's contracted research, executive and inter-cultural training programs provide strong links to Federal and state government departments, as well as governments in the region.

Consultant services were provided to the corporate, community and government sectors.

RIAP advises various international business councils, in particular the Australian-East Timor Business Council.

The Careers Centre

The Careers Centre provides career counselling and advice, career education workshops and career guidance testing to students, staff and alumni; graduate recruitment programs for final-year students; and a wide range of services to employers. The centre also analyses graduate employment data and gives feedback about employer satisfaction to faculties and departments.

The "2003 Careers Endeavour", held by the centre in April, attracted more than 2900 students and 59 organisations. The Alternative Law Fair took place in August.

The Australian Public Service "Meet and Greet" function, held for the third time in 2003, was a popular way for representatives of major Federal Government departments to meet students.

The Careers Centre also hosted the NSW Department of Education's Teacher Interview Program, held numerous faculty-specific and general career skills workshops, and provided one-to-one careers assistance to 2000 students.

University Library

During 2003, the Library collaborated with the Copyright Agency Ltd to republish out-of-print classic Australian novels.

Other industry interactions were the Digital Objects Repository Management Forum, a national workshop that explored the potential value and role of institutional repositories, and collaborative purchasing schemes coordinated by the Council of Australian University Librarians.

IT portfolio

The University continued to enjoy strategic relationships and sponsorship through significant discounts with global corporations including Sybase, Sun Microsystems, PeopleSoft and Microsoft.

3.56pm

Vislab director Dr Masa Takatsuka in 3-D glasses at the screen that generates images for visiting researchers.



3.58pm

Plug-ins. Checking the connections between the Vislab computers, which create images for disciplines ranging from astrophysics to economics and archaeology.



4.03pm

Learning curve. Jasmine Tay in a lecture titled "The Birth of Modern Science" in the Eastern Avenue lecture theatre complex.

College and faculty achievements

College of Health Sciences

Faculty of Health Sciences

Faculty staff are increasingly undertaking executive positions in influential national and international societies of allied health professionals.

Academic staff from the School of Communication Sciences and Disorders played a leading role in developing self-regulation among speech pathologists in Australia and contributed to agreed competency standards for beginning practitioners.

Throughout 2003, academic staff of the School of Applied Vision Sciences continued to develop strong links with the Orthoptic Association of Australia (OAA). Staff made invaluable contributions towards the key functions of OAA, such as registering orthoptists, upholding professional standards and facilitating ongoing education of its members through conferences and a peer-reviewed journal.

Academic staff in the School of Medical Radiation Sciences contributed to the regulation and registration of X-ray equipment in NSW and mammography nationally. They also continued

to serve on a number of boards of professional bodies, including the Australian Institute of Radiography, Australian Society of Nuclear Medicine, Australian Society of Ultrasound in Medicine, and Australian College of Physicists, Scientists and Engineers in Medicine.

Faculty of Medicine

The faculty was associated with high-level roles in medical professional bodies during 2003, including the Royal Australasian College of Psychiatrists and Royal Australasian College of General Practitioners. Faculty members are also involved in major medical research funding agencies, in particular, the National Health and Medical Research Council and the Australian Health Information Council, as well in committees that advise the NSW Health Minister. Faculty members also fulfil high-level clinical and management roles in the state's hospitals.

Faculty of Nursing

Two courses introduced in 2003 – the Bachelor of Nursing (Pre-registration) and Bachelor of Nursing (Indigenous Australian Health) – received accreditation by the NSW Nurses Registration Board (NRB) for seven years, which is the longest period allowed. More broadly, the faculty and its staff work with the NRB on a range of policy matters, research-grant schemes and disciplinary committees.

The faculty consulted with NSW Health to develop a graduate program in mental health nursing.

Collaboration with South East Sydney Area Health Service is ongoing through a program of joint clinical professorships.

College of Humanities, Arts and Social Sciences

In 2003, the college funded a Chair of Social Work for three years, to secure professional accreditation for the Faculty of Social Work and Education's programs.

The Accounting Foundation worked closely with industry and the profession to coordinate skills from the various branches of accounting.

Professor Roger Benjamin was appointed as director of the Power Institute Foundation for Arts and Visual Culture.

Sydney College of the Arts

Fourteen jewellers from Sydney and Melbourne participated in a masterclass with world-renowned jeweller Otto Künzli during his 2003 residency at Sydney College of the Arts. The class culminated in an exhibition at SCA Gallery.

Faculty of Arts

The introduction of the Bachelor of Arts (Advanced) in 2003 was a direct response to requests from the teaching profession.

4.07pm

History and Philosophy of Science lecturer Dr Ofer Gal instructing students in The Birth of Modern Science.



4.08pm

Students listen attentively in the Eastern Avenue lecture theatre complex.



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Effective management

The University of Sydney will improve its position as an efficient, effective and responsible institution, striving to meet the needs of students and staff, and committed to quality in all aspects of its operations.

Goal Six, *The University of Sydney Strategic Plan 1999–2004*

Two newly created positions on the University's Senior Executive Group – Senior Deputy Vice-Chancellor and Deputy Vice-Chancellor (Research and Innovation) – were filled in 2003, the former by the promotion of Deputy Vice-Chancellor Professor Ken Eltis and the latter by an international recruitment process. Three other Senior Executive Group positions changed hands.

By December 2003, the Senior Executive Group included the Vice-Chancellor, Senior Deputy Vice-Chancellor, Chief Financial Officer, Deputy Vice-Chancellor (Academic and International), Deputy Vice-Chancellor (Research and Innovation) and the Pro-Vice-Chancellors (College). The new members in 2003 were:

- Deputy Vice-Chancellor (Research and Innovation) Professor Tim Hirst – Before taking up his appointment in September, Professor Hirst held the Chair of Microbiology at the University of Bristol, where he led an internationally recognised team researching the toxins that cause cholera and related diseases.
- Pro-Vice-Chancellor (College of Health Sciences), Professor Don Nutbeam – Professor Nutbeam came to the University after three years as Head of Public Health in the UK, where he led policy development in a range of major public health challenges.
- Pro-Vice-Chancellor (College of Humanities and Social Sciences), Professor June Sinclair – Immediately before taking up her post in July, Professor Sinclair had spent six years as Deputy Vice-Chancellor at the University of Pretoria, and
- Pro-Vice-Chancellor (College of Sciences and Technology), Professor Beryl Hesketh – Professor Hesketh became Pro-Vice-Chancellor of the College of Sciences and Technology in March 2003. She is former Dean of the

University's Faculty of Science and a Fellow of the Academy of Social Sciences Australia.

The review of Senate's performance by the Honourable Terry Ludeke QC at the end of 2002 was considered by Senate at its 2003 February Retreat.

Senate decided to commission Mr Ludeke to report annually on its performance, with each review to be considered at the Senate Retreat immediately following.

At the 2003 Retreat, Senate approved the introduction of a mentoring system for new Fellows and the widening of the terms of reference of the Audit Committee (and appropriate renaming to the Audit and Risk Committee) to include a compliance function to ensure the existence of systems for handling risk.

During 2003 revised formats were introduced for the agenda of Senate meetings and reports of the Finance Committee and Audit and Risk Management Committee. Arrangements were also made for earlier dispatch of agenda papers.

Senate established the position of Pro-Chancellor, to be occupied in the first instance by two Fellows of Senate chosen by Senate on the recommendation of the Chancellor. A Pro-Chancellor may act in the Chancellor's place at graduation ceremonies.

In October, Senate and a Senate Committee produced a statement in response to the National Governance Protocols for public higher-education institutions proposed in the Commonwealth Government's Review of Higher Education.

One aspect of governance included in the protocols was the issue of maximum terms in office, which Senate at its April meeting had resolved be reviewed by the Honourable Terry

Ludeke QC. Senate agreed that it should adopt binding rules for maximum terms for positions other than the Vice-Chancellor, Chair of the Academic Board and elected Fellows, with the period in office for Fellows with maximum terms not to exceed two consecutive terms, except in cases where a dispensation was supported by a two-thirds majority of Senate.

Academic Board

The Academic Board undertook transitional arrangements for the introduction of a new structure from 2004. The changes were made following recommendations arising from the Review of the Academic Board and Academic Forum in 2002. Changes to the Board's committee operations, approved by Senate, were phased in throughout the year.

Also as a result of the review, the Board considered and revised its communication processes with the University community.

The budget process

The Budget Advisory Committee provides advice to the Vice-Chancellor about the development of the University Budget, including an overview of strategic considerations, recommended budget priorities and evaluations of budget proposals.

Budget submissions, including preliminary operational plans for the coming year, are required mid-year from all budget units, aggregated to the level of each college and administrative portfolio. The committee then meets with senior managers to discuss their submissions.

This process facilitates the committee's understanding of planning throughout the University and allows early identification and solving of problems.



5.08pm

Tae Kwon Do recreation class instructor Zooyong Szo demonstrates a throw on a student at Cumberland Sports Centre gym.

5.08pm 5.11pm 5.14pm 5.15pm 5.18pm 5.20pm 5.23pm 5.27pm 5.32pm



5.13pm Potential members of Sydney University Women's Soccer Club first-grade team compete for a header at training on The Square.

Refinement of the matrices associated with budget submissions has led to a much more inclusive and revealing picture. Faculty and college staff have gained a better understanding of the budget process, aided by a series of training programs.

The committee has introduced significant improvements in control processes across the University, reflected in stronger performance in budget reporting.

The Capital Development Program

Future campus planning was enhanced by endorsement of the new Campus Planning Strategy for the Camperdown and Darlingtong campuses. This document provides a sound basis upon which to make informed decisions about the future development of these campuses. Facilities planning studies were completed into the future needs of:

- Fisher Library, and
- medical researchers, particularly those associated with the Blackburn Building.

The planning study of the library resulted in long-term directions for providing new-technology

library services and meeting the likely future needs of students and academics.

See page 78 for a more detailed report on the Capital Development Program, including Campus 2010+ Building for the Future.

Administrative services quality reviews

Quality reviews of administrative services commenced in 2003. The service areas examined in the first round included Student Administration and Support Services, Human Resources and EEO, Research Management, the Library and the International Office, with the remaining areas to be reviewed in 2004. The aim of the Administrative Service Review process is to:

- identify and appraise the quality of services, programs and activities, and examine how well these meet objectives specified in the University's Strategic Plan and in operational plans at the divisional/departmental levels, and
- evaluate all processes currently undertaken that assure quality and improvements for service, programs and activities.

The self-evaluation review was a precursor to review panel visits. The review panel includes the

Chair of the Quality Advisory and Co-ordination Group (QACG), a member of the QACG, an Academic Board representative, a head of an administrative division and an external member. Review visits comprise a series of structured interviews between the review panel and groups of service providers from central and decentralised service areas.

Administrative review reports are sent out to the head of the relevant unit for a response before being forwarded to the QACG. A summary of the report is placed on the University's QA website. To ensure effective implementation, the QACG monitors the follow-up process on recommendations. All reviewers are trained before being selected for a panel. At each review, one observer is present to provide the panel with critical feedback on its performance.

Guarantee of service and handling of complaints

The University of Sydney is committed to the values of:

- University autonomy
- intellectual freedom and social responsibility
- recognition of the importance of ideas and pursuit of critical and open inquiry

5.15pm

Students try out for a place on the soccer team that represents the University in the city's first-grade women's competition.



5.20pm

Up, up and away. A student demonstrates his flexibility during Tae Kwon Do recreation class on Cumberland Sports Centre gym.





5.35pm Air supply. Researcher Dr Natalie Edwards connects a sleep-research subject to breathing and heart-rate monitors at the David Read Laboratory.

- tolerance, honesty and respect as the hallmarks of relationships throughout the University community
- understanding the needs and expectations of the communities it serves, and
- constantly improving the quality and delivery of its services.

Subject to the above, the University has established a range of mechanisms for dealing with complaints. At the core of the process is the University's Code of Conduct, which sets out guidelines for staff to follow in the conduct of their University business. The University recently developed a general complaints policy to supplement the Code. In addition, the University's Academic Board has developed a range of codes of practice covering dealings between University staff and students.

The majority of complaints are of a minor nature and are satisfactorily resolved at a local level or through established appeals mechanisms. In 2003 a total of 24 complaints were handled at the University level. These complaints related to student administration (6), employment issues (3), admission to courses (2), examination results (2), security (2), alleged discrimination (2) and

other matters (7). Eight of these complaints were resolved by the simple provision of an explanation, five are awaiting determination by an external authority, three resulted in revised outcomes, three led to a review of policy or procedure, three were withdrawn or were refused by an external authority, one was the subject of a legal settlement and one remains, as yet, unresolved.

Environment and heritage

The University's commitment to the effective management of environment and heritage issues was boosted through two key staff appointments: manager of heritage policy and projects, and manager of environmental strategies. These roles will ensure best possible environmental practice is applied to the planning, design and operation of campuses and facilities.

Fourth-year students from the Faculty of Engineering's Advanced Engineering Program evaluated the environmental aspects of the design of the new School of Information Technologies Building. This challenged the designers to consider all aspects of the building's environmental performance over its planned lifespan.

Employee relations

The Commonwealth Equal Opportunity for Women in the Workplace Agency conferred upon the University an 'Employer of Choice for Women' Award in late 2003. A title given to only 114 organisations nationally, this was recognition of the University's commitment to equal opportunity.

The second phase of a University-wide Performance Management and Development program was introduced in 2003, enabling recognition of staff performance and achievement as well as providing support for staff to undertake learning and development.

University of Sydney policies, strategies and programs that support and promote the careers of the University's women staff include the annual Women in Leadership Program (for academic and general staff), the Sydney University Network for Women, and, in its fifth year, the Career Development Support Program for General Staff Women.

The 2003 Career Development Support Program provided grants to 13 applicants whose projects added value to their departments and their own careers. Administered by the Staff and Student Equal Opportunity Unit, the scheme is supported by the three academic colleges and two central administrative portfolios which, in total, contributed \$20,000 to the program.

Ten of the recipients took up further study. They were: Toni Adler (Personnel Services CHASS); Anne Christian (School of Architecture); Kym Fizzell (FlexSIS Project, Major Projects Group); Roula Kazzaz (Postgraduate Foundation in Veterinary Science); Jennifer Moore (School of English, Art History, Film and Media); Susan Murray-Smith (University Library); Helena Poropat (The Power Institute); Vivian Puccini-Scuderi (Centre for English Teaching); and Ina Waiying Yau (Fisher Library). The three other recipients used the grant for travel and conference or course registration fees. Rowanne Couch (Research Institute for the Humanities and Social Sciences) attended the Digital Resources for the Humanities 2003 Conference at the University of Gloucestershire, UK; Eleanor Kable (Electron Microscope Unit) attended a course in Optical Microscopy in the Biological Sciences at the University of Texas Health Science Centre, San Antonio; and Valerie Odewahn (Sydney College of



5.37pm

Sweet dreams. Dr Natalie Edwards puts the finishing touches to monitoring equipment at the David Read sleep research laboratory.

the Arts) attended the Society of North American Goldsmiths' 2003 Conference in San Francisco.

Archives and record management

The Archives and Record Management Service (ARMS) operates a comprehensive training and awareness program about the legislation that directs its activities.

During the year, 455 University staff attended 23 courses conducted by ARMS. In particular, a successful presentation was held for staff at the Faculty of Rural Management, Orange. ARMS also conducted 35 consultancies to areas of the University that have particular recordkeeping issues.

As a result of these outreach activities, the number of staff registered as users of the University's corporate files grew by 25 per cent. The number of people using RMS Search – which allows staff to locate and request files over the Internet – grew by 70 per cent to 593. A total of 25,780 requests for files were lodged.

The Disaster Preparedness Plan was completed by ARMS staff in 2003. This plan sets out the steps for responding to a disaster that affects the University's Archives or its student, staff or corporate administrative records.

The deployment of the University's records-management software to the International Office and the faculties of Health Sciences, Medicine, and Economics and Business, led to more efficient recordkeeping in those areas.

After a major refurbishment, the University Archives re-opened in January. Nearly 400 visits were made by researchers during the year, to access more than 1200 items. As well, archives staff responded to nearly 300 reference enquiries.

Teaching and Learning portfolio

The University formed a Governance Group chaired by the Pro-Vice-Chancellor (Teaching and Learning) to administer and fund information and communication technology in teaching and learning. The group recommended:

- secondment of a coordinator
- appointment of additional staff to the central help desk for Web Course Tools (WebCT), and
- recruitment of support staff at college level.

Research portfolio

The first dean of graduate studies, Professor Masud Behnia, was appointed in 2003. This position manages postgraduate activities within the University and works closely with the Research Office, faculty-based coordinators and Sydney University Postgraduate Representative Association to raise the internal profile of graduate education and ensure best practice is adopted throughout the University.

The new role provides a link between policy-setting bodies and:

- faculties and departments
- University Research Committee, and
- Graduate Studies Committee.

Because grant applicants who received assistance from the Director of Research Development in 2002 were significantly more successful in winning funding from the Australian Research Council, the University created the new position of Director of Strategic Development in 2003. This position will develop research opportunities across the University's portfolios and provide advice and support for staff applying for funding from the National Health and Medical Research Council.

Policies were developed to optimise opportunities for mutual benefit arising from associations between industry and the University's researchers.

IT portfolio

Almost nine out of ten (18,000) students used the Internet to manage their enrolment in 2003, an increase of 37 per cent in 12 months.

Web-enabled software for managing research grant applications was created by the University IT team, and new methods introduced for providing user support.

The Strategic Planning and Architecture Unit was established to manage the University's IT architecture, policy development and communications.

A service for managing software licences improved productivity and lowered the University's risk through better licence controls.

The rate of critical support issues involving PeopleSoft users fell after a combined team was created to support the application.

Faculty-based computer support personnel were given access to a centrally managed service that provides software updates. This improved the effectiveness of these teams and protected the University against data loss through virus attacks and software insecurities.

The wireless network was extended, and secure remote access to files was made available.

University Library

In 2003, the University began several initiatives that improved management practices including:

- developing draft building briefs for the proposed Law and SciTech libraries and for the renovation of the Fisher Library, and
- introducing delivery of digitised copies of journal articles and book chapters from items in the Darlington Repository Library to individuals' workstations.

College and faculty achievements

College of Health Sciences

In 2003, the college changed its committee structure, developed a proposal to amalgamate its two personnel teams and reviewed possible ways to apply the University's delegations of authority.

The college also established a Financial Services Board of Management to provide advice and financial services to all college units, with the aim of bringing the finance function up to best practice standards. Measures will cover:

- all aspects of financial management and reporting
- ongoing development and review of these measures to incorporate relevant performance indicators
- development of a mechanism for influencing University-wide financial processes and procedures, and
- input into recommendations on financial matters to other University committees and units as appropriate.

The board is chaired by the college manager of finance and resources and its members include the chief financial officer, the Pro-Vice-Chancellor

5.46pm

Hard wired. Electrodes attached to a skull cap measure the electrical activity in the brains of sleep subjects as they doze.



(Health Sciences), the college accountant and the faculty accountants.

Faculty of Dentistry

Postgraduate research and coursework facilities were improved and a research-active associate professor recruited.

Faculty of Health Sciences

All aspects of research were reviewed and changes foreshadowed to academic structure, incentives and recruitment, with a view to enhancing the faculty's international research reputation.

Faculty of Medicine

A Faculty Research Committee began reassessing the faculty's research strategic directions.

Faculty of Nursing

During 2003 a major review resulted in a realignment of research priorities under four headings:

- ageing
- midwifery
- indigenous health and nursing, and
- the patient – processes of care and the illness experience.

A committee structure was introduced to match and complement that of the University.

Significant improvements were made in student administration, including streamlined processes and longer opening hours.

The faculty redeveloped its website to increase navigability by all users.

Faculty of Pharmacy

The faculty's website was redeveloped to better conform to the University's image and improve navigability by all users.

College of Humanities and Social Sciences

A College Retreat, which focused on performance management, infrastructure and student recruitment and marketing, was held in October. Key outcomes were that:

- Operations will be refined subsequent to delineation of levels of authority and identification of target policies and practices, and

- An overall performance management strategy will be introduced.

To effect these initiatives CHASS began reviewing and clarifying roles and accountabilities in administration, finance, human resources and various support functions.

The college established a Financial Services Board of Management to improve financial management and reporting practices.

Sydney College of the Arts (SCA)

In 2003 Sydney College of the Arts launched a new visual identity which involved redesigning the faculty logo and all printed material. SCA also updated its website to better present information about its academic programs, research achievements and exhibition program.

Faculty of Arts

Policies were introduced that contributed to more effective management. These included a policy delegating responsibilities within and between schools and the faculty, as well as policies governing academic-staff workloads and special-studies programs.

Other policies were introduced to address aspects of student equity, access and representation. These were the policies for:

- Undergraduate Admissions
- First Year Academic Orientation and Transition
- Student Assessment, and
- Student Representation.

In 2003 the faculty introduced an annual off-campus day for departmental chairs, which provided a forum to present strategic directions and collect feedback.

The second annual General Staff Forum provided information about faculty policies and procedures.

The faculty amalgamated its Language Centre and IT Unit to form the Multimedia and Educational Technologies in Arts Centre. Headed by an academic director, the centre's brief is to promote and implement new technologies in teaching and research.

A director of postgraduate development was appointed by secondment for one year, and a director of first-year teaching and learning seconded for three.

Sydney Conservatorium of Music

The Conservatorium worked with the NSW Department of Education and Training to implement new reporting requirements for the Conservatorium High School, to be implemented during 2004.

The Conservatorium also restructured the Australian Centre for Applied Research in Music Performance to achieve synergies with teaching units.

Australian Graduate School of Management (AGSM)

In 2003 the University of Sydney and the University of New South Wales conducted a major review of the Joint Venture Agreement under which they manage the AGSM. The review:

- confirmed continuation of the Joint Venture for another 10 years
- restructured the board of directors
- redesigned the AGSM Advisory Council to help capture a wider set of connections with the external community, and
- affirmed the AGSM would seek further ways to engage its two parent universities.

College of Sciences and Technology

The college implemented a consultative process for monitoring faculties' implementation of recommendations from Academic Board reviews: the Pro-Vice-Chancellor (Sciences and Technology) and a 'neutral' dean from within the college met with each of the faculties to discuss progress in implementing recommendations.

College Showcases were held to encourage inter- and intra-college communication. Topics covered included:

- plant science
- grid computing and e-science
- structural biology
- management and commercialising of research, and
- teaching and learning.

The college implemented practices to encourage greater collaboration across its administrative groups. For example, regular meetings were held between the college financial manager and faculty finance staff.

6.03pm

Students of St Andrews, one of the University's residential colleges, enter the dining hall for Formal Dinner.



6.06pm

Old-world charm. Academic gowns are *de rigueur* for students attending weekly Formal Dinners, a tradition for more than a century.



The Faculty of Engineering achieved greater integration of administrative services across schools by appointing its finance staff centrally and seconding them to work in particular schools. Most faculties improved their induction systems for new staff and conducted administrative and other reviews

- Science reviewed its schools of Geosciences, Mathematics and Statistics, and Molecular and Microbial Biosciences.
- Engineering reviewed its School of Mechanical and Mechatronic Engineering.
- Rural Management reviewed its various programs and the physical resources of its vineyard, farm and equine centre.
- Architecture initiated a review of its non-degree programs as well as its new structure, including benchmarking with similar programs nationally and internationally.
- The Plant Breeding Institute commissioned an external review that resulted in a Plant Sciences Strategic Plan, and
- The college finance officer arranged reviews of several financial activities within the faculties.

The college initiated several staff training programs and Future Focus discussions, including:

- a training program to help staff understand the purchasing policy including the operations of the Tender Board
- training programs for departmental heads and administrative staff to explain personnel policies and procedures
- training sessions about the purchase card
- budget briefings delivered as an open forum for all college staff
- a college-wide marketing forum attended by a cross-section of general and academic staff
- a Future Focus day for the college's finance and personnel staff, and
- a college-wide Future Focus session, in November, which formed the starting point for detailed planning for 2004 and beyond.

In December, the annual Peter Dunlop Memorial OHS Award was presented to the manager of Arthursleigh Farm, Mr Stephen Burgun, for developing and implementing an occupational health and safety risk management program that has become a model for other University farms.

Faculty of Architecture

The Faculty of Architecture began the second of four stages of major refurbishments. Work scheduled for completion by early 2004 included:

- four design computing laboratories
- four art-workshop studios
- consolidation and major upgrades to School of Wood Technology and Metalastics studios
- space for the CRC for Construction Innovation and PhD students in Design Computing and Cognition, and
- relocation of the Tin Sheds Gallery to the Wilkinson Building.

Stage 3 was being designed in 2003, and scheduled to open by 2006.

The faculty also commenced a number of minor projects including new PhD office space and wireless technology throughout the Wilkinson Building, and facilities for the Planning Research Centre.

Faculty of Engineering

A new management structure was introduced. This comprises six associate deans, each with responsibility for an existing or emerging faculty area: international, graduate school, research, first-year teaching, undergraduate studies, and teaching and learning. This team, along with the heads of the four departments and schools, Australian Centre for Innovation and International Competitiveness Director Professor Ron Johnston, faculty executive officer Mr Eric van Wijk and faculty secretary Mr Michael Whitley, form the faculty's management committee.

Optical Fibre Technology Centre (OFTC)

OFTC steadily improved its IT-based workflow by implementing a system for managing optical-fibre supply. Plans were made to continue adopting IT-based management systems, including for research projects.

Faculty of Rural Management

A project was commenced to benchmark three undergraduate programs – Farm Management, Horticultural Management and Equine Business Management – against other national and international providers.

An induction process was introduced for new academic staff and further refinements made to workload planning processes for academics.

Investigations were conducted into possible course-structure rationalisation and the administrative support resources available to academic staff.

Faculty of Science

The psychology/arts refurbishment commenced and planning for the new School of Information Technology Building neared completion.

Faculty of Veterinary Science

Nineteen staff from the Faculty of Veterinary Science completed leadership training. The faculty's approach to developing leadership was placed on the Best Practice database on the University's Quality Assurance website.

The Faculty of Veterinary Science initiated:

- replacement of the asbestos roofing, upgrading the laboratories and furnishing postgraduate research centres in the JL Shute Building, Camden
- Stage 1 of the Valentine Charlton Cat Centre at the small animal teaching hospital. This redevelopment will include a world-class cat centre, new public entrance, pharmacy, dog hospital reception area, clinical tutorial and staff facilities and new isolation rooms that fulfil requirements of the American Veterinary Medical Association accreditation
- a Wildlife Health and Conservation Centre worth more than \$2 million at the Camden Campus, and
- development of the Camden Campus, possibly including a new lecture theatre complex.

The staff induction program was modified and all new staff provided with mentors.

Postgraduate student support structures were improved and quality-control measures introduced for supervisors' performance.

See Supplementary section for information about undergraduate and postgraduate enrolments; academic and general staff; research centres; departments of the University; Senate committees and attendance; capital works; Freedom of Information and privacy legislation; risk management; and publications about the University

6.17pm

Toast of the town. Green cordial is distributed at St Andrew's as a non-alcoholic alternative to the house wine.



6.22pm

St Andrew's residents William Saunders and Allison O'Brien charge their glasses for the Royal Toast at Formal Dinner.



Service to the community

By providing knowledge, opportunity and encouragement, the University of Sydney will maintain and enhance its position as a leading contributor to the opinions and ideas, cultures and lifestyles of the many communities it serves, locally, nationally and internationally.

Goal Seven, *The University of Sydney Strategic Plan 1999–2004*

The links between the University and the external communities it serves occur at all levels, from centrally organised University-wide events to a multitude of activities in faculties, departments and administrative units. All of these activities serve the community and enhance the close relationship between the University and the community.

A number of activities in 2003 highlighted the University's interest in social justice issues.

- Reconciliation in Practice, a forum held at the University's Centre for Peace and Conflict Studies in May, which featured eight international guests from Lebanon, South Africa and the Solomon Islands.
- The presentation of the annual \$50,000 Sydney Peace Prize to Palestinian rights activist Dr Hanan Ashrawi by Premier Bob Carr. Dr Ashrawi was recognised by the Sydney Peace Foundation – a Foundation within the University – for her commitment to human rights and the peace process in the Middle East, as well as efforts to tackle corruption, injustice and human-rights abuse.
- The Research Institute for Asia and the Pacific's Islam in South East Asia research project hosted three Diversity of Islam seminars, each of which provided a forum for dialogue and greater understanding.
- The Charles Perkins Memorial Oration in the Great Hall in September. The guest orator for 2003 was the director of the University of Melbourne's Centre for the Study of Health and Society, Associate Professor Ian Anderson, and
- Monthly Asian dialogue forums hosted by the Research Institute for Asia and the Pacific, whose guest speakers included Macau's

Secretary of Administration and Justice Florinda Da Rose Silva Chan.

Academics' research also touched the wider community. A steering committee comprising leading researchers in the faculties of Medicine and Health Sciences was established to direct numerous projects aimed at maintaining health and independence in older people. Specific areas of research were:

- functional independence and optimal ageing
- care and pathophysiology of chronic illness
- psychosocial aspects of health
- developmental disability over the life course
- sensory loss and communication disabilities, and
- services and policy.

The University's museums and art collection actively pursue engagement with the community.

The University Art Curator mounted a diverse range of exhibitions in the War Memorial Art Gallery. These included:

- *Japanese Prints 1950 to 1990* in two parts
- *The Way of the Brush* – paintings by Ian Fairweather, Tony Tuckson and Roy Jackson, and
- drawings, watercolours and prints by Lionel and Norman Lindsay.

A conservation demonstration was given in conjunction with the exhibition *Temptation*, which showcased the art collection of Sir Charles Nicholson.

The art collection continued to benefit from the generosity of individual and corporate benefactors.

- Several donors made contributions towards the restoration of the French tapestry in the Great Hall and significant paintings of the 18th and 19th centuries.

- Twelve valuable paintings were donated to the Australian collection by Dr K (David) G Edwards, including major paintings by artists Arthur Boyd and Charles Blackman.
- Professor Jonathan Stone donated six original drawings by Allan Gamble of the architecture of the Anderson Stuart Building.
- A painting by Juliana Bartulin, a graduate of Sydney College of the Arts, was given by the University of Sydney Women's Group in memory of Barbara Brown, and
- Pamela Hansford donated a major painting by Matthys Gerber, a contemporary artist and lecturer at Sydney College of the Arts.

An active program of external loans to other institutions included paintings lent to the National Gallery of Australia, the State Library of Victoria, the National Trust and Mosman Art Gallery.

The Sydney College of the Arts Gallery presented an annual program of exhibitions featuring local and international artists and designers at the forefront of contemporary art and design practice and supported by public lectures, artist talks and an artist in residence program.

During 2003, the SCA Gallery program included:

- *Intersections* – an exhibition presented in collaboration with the Synergy: Art, Health and Design World symposium
- *X Melbourne* – work by Melbourne-based artists at the centre of contemporary art practice in Australia
- *Insula* – new photographic work by SCA staff member Anne Ferran, and
- *Pulp Fiction: Views from the Subconscious* – a collaborative exhibition between Massachusetts College of Art staff and Sydney College of the Arts alumni.



6.31pm

Guest lecturer, Egyptologist Dr Boyo Ockinga, with Friends of the Nicholson Museum president Suzanne Kelly before his lecture.

6.31pm 6.34pm 6.37pm 6.39pm 6.45pm 6.47pm 6.52pm 6.56pm 6.58pm 7.03pm



6.45pm

Lying in state. A member of the Friends of the Nicholson Museum admires a wooden sarcophagus after the society's annual general meeting.

The Nicholson Museum launched an exhibition and associated catalogue entitled *Ancient Voices – Modern Echoes: Theatre in the Greek World*. Visitor numbers reached a record of 17,700, including 4580 schoolchildren who were participating in the museum's School Education Program. The number of schools visiting the museum was the largest since the program began 10 years ago.

Substantial donations were received from Mr William Gale (which was used to purchase a rare Greek coin) and the estate of the late Mary Tancred, a long-standing benefactor who left \$50,000 to the museum for a new object to honour its former honorary curator, Professor Alexander Cambitoglou.

In 2003, the Macleay Museum hosted:

- *Virtual Empire: Stereo Photography in Britain and Australia, 1851–1879* – a major temporary exhibition
- *Robert Hunt 1830–1892: Sydney Pioneer photographer* – an online exhibition featuring more than 100 images never previously exhibited, and
- several smaller displays including *A Case of Inches*, developed by students from the school of philosophical and historical enquiry.

The museum received 5500 visitors, 750 of whom were schoolchildren. It loaned material to the Queensland Art Gallery, National Museum,

Museum of Victoria, Australian Museum, Field Museum Chicago, and CSIRO among many other institutions in Australia and the world.

In May, the University appointed Mr David Ellis to the new role of director of the University Museums and Art Collection. Mr Ellis was previously programs manager with the NSW Ministry for the Arts. The role of director was created to strategically drive community awareness and usage of the Nicholson and Macleay museums and the art collection. The newsletters produced by each of the collections have been consolidated into a quarterly *Museums' Newsletter* that is mailed to supporters of the individual institutions.

A review of the marketing strategies for the museums and art collection was conducted and further initiatives to increase community access were scheduled for implementation in 2004.

The University maintained its commitment to repatriating indigenous heritage. Negotiations were held with landowners, local councils and communities to rebury ancestral remains in their places of origin. Consultations were also undertaken with the Yorta Yorta Nations, and NSW Aboriginal communities including those in Dubbo, Bega and Nyngan.

The Centre for Continuing Education continued to be a major contributor to the University's

profile in the general community. The centre is the largest provider of continuing education short courses in the Australian university sector.

A new director, Mr Russell Smith, was appointed in April to lead the centre. More than 26,000 students enrolled in the broad range of short courses, professional development programs and national and international study tours offered across the centre's four seasonal terms. Language and business courses were particularly popular. The centre is self-funding and income from fees totalled nearly \$6 million for the year.

Supporting secondary education

The University has a schools liaison program which is guided by a reference group of school career advisers who meet quarterly.

The Summer School program included, for the second time, two one-unit HSC courses. Both these units focus on research and critical-thinking skills and are presented in a format that allows students to sample University-style teaching. Negotiations continued with the Board of Studies, NSW, to introduce two further one-unit HSC courses for the 2004 Summer School.

More than 220 careers advisers from NSW schools attended the Careers Advisers and

6.47pm

A couple enters the open lecture titled "New Excavations at the Tomb of the Dancers in the Theban necropolis".



Teachers day organised by the Marketing and Student Recruitment Unit (MSRU) in April, and received regular follow-up information through *CommUNicate*, a newsletter produced for them by the University. MRSU also began work on a video entitled *A Day in the Life*, which follows two typical University students and will be used as a classroom resource to help aid the transition between school and university.

Academic Excellence Awards were presented to the student who topped Year 10 in each of 40 key schools in NSW.

In June, more than 1000 Year 10 students and their parents attended a talk in the Eastern Avenue lecture theatre about subject selection and University study.

A University fellowship had been established in 2002 to support creativity, exploration and inspiration among NSW secondary science teachers. It provides a year's salary for the selected teacher to pursue a project of their own making and is supported by the Department of Education, Science and Technology.

The 2002–2003 Fellow was Matthew Ryan, of Brigidine College Randwick, who used his Fellowship to construct a radio observatory and space communication centre for students from kindergarten to Year 12.

A free online resource for IT teachers was established in June by academics from the School of Information Technologies, working with Monash and Queensland universities. Called *webworkforce* (www.webworkforce.org), the system stores learning materials for teachers and students in schools, universities and TAFE colleges.

The alumni community

Numerous alumni activities were arranged, and awards presented in recognition of outstanding professional and career achievements and community service from among Sydney's 180,000 alumni.

In September, Sir Charles MacKerras AC, CBE, graduate of the Sydney Conservatorium of Music, was awarded an Honorary Doctorate of Music degree.

The Standing Committee of Convocation consists of 50 elected members representing graduates of all faculties. The Committee undertakes a number

of activities, including liaising with the University's alumni associations, hosting the annual Alumni Associations Forum, facilitating alumni association involvement in joint projects of University-wide significance, and supporting the University's fundraising programs.

In 2003 the Standing Committee:

- contributed to the Senate's submissions on Higher Education Reforms and University Governance
- represented the University at the Annual Australian Universities Alumni Forum, held in Tasmania in November, and
- co-hosted the Annual Alumni Associations Forum in September.

At the annual Graduates' Dinner in November, the Standing Committee of Convocation awarded Convocation Medals to two recent graduates who had each excelled in their undergraduate studies and contributed significantly to either the University community or the community at large.

- Louise Pounder (Arts/Law) contributed to the access to justice for indigenous people through her work with the Wurringa Baiya Aboriginal Women's Legal Centre and as co-chair of the Indigenous Justice Stream for the Global Alliance for Justice Education, and
- Sam Williams (Science/Arts) contributed to the social and cultural life of the campus as editor of the *Union Recorder* in 1999 and *Hermes* in 2001 and 2002, served on various Union, SRC and departmental committees, and worked in the Katherine area as a volunteer, preparing two dictionaries of the indigenous languages of the area.

Also at the dinner, the University presented its annual Alumni Awards for Achievement in Community Service to:

- Professor Margaret Burgess AO (research in immunology)
- Mr Phil Tuckerman (placing people with disabilities into the workforce), and
- Dr Mabel Lee (translation of significant texts including the Nobel-Prize-winning novel *Soul Mountain*).

During the year, University of Sydney alumni gatherings were held throughout Australia, Asia, Europe and the United States, including meetings of the Sydney University Graduates Union of

North America, the UK Alumni Association and an inaugural gathering of alumni in Frankfurt, Germany.

Support from the community

Alumni and friends of the University were generous in their support in 2003. Total gifts received fell just short of \$21 million. Among the highlights were:

- The Veterinary Science Foundation made significant progress on its campaign to build a new, state-of-the-art, small animal medical centre and teaching hospital. (Gifts and pledges to this important project now exceed \$2.5 million).
- The Medical Foundation raised nearly \$550,000 for critical research, scholarships and related projects, and
- The Science Foundation for Physics raised an additional \$130,000 towards its \$3.5 million campaign to provide much-needed endowment for the International Science School (a biennial project bringing Year 11 and 12 students on campus for a fortnight, to learn from the international leaders in physics, chemistry, astronomy).

The 2003 Annual Appeal, *Thinking Outside the Quadrangle*, achieved its best result since 1997, reaching \$418,486. This represented a rise of 18 per cent over the 2002 total and was only the second time in a decade it has achieved more than \$400,000.

Of the total raised, \$162,460 was allocated to University priorities (such as top-up funding for projects that enhance the University's reputation for excellence), \$96,641 to scholarships, \$29,973 to refurbishment and restoration, \$30,502 to the Library and \$40,579 to research.

An appeal to corporate citizens and the general public for the funds needed to establish the University's Brain and Mind Research Institute resulted in about \$2.5 million being raised in 2003 towards the three-stage project.

The Chancellor's Committee continued to support the University's activity. During 2003, the committee donated more than \$70,000 to University projects. These were:

7.09pm

Night shift. After a day's work, Athena Koliouos attends a Centre for Continuing Education class in Public Relations and Media.



7.15pm

Centre for Continuing Education lecturer in Public Relations and Media Judy Goldman making her point.



Koori Centre Scholarship	\$9486 (ongoing)
Sponsorship to Art Association	\$5000
Great Hall tapestry restoration	\$8980
Allan Bromley Award	\$10,000
Exchange Scholarship	\$10,000 (ongoing and indexed to inflation)
Research Scholarship	\$20,009 (ongoing and indexed to inflation)
University of Sydney Graduate Choir Sponsorship	\$4000
Geology plaques in Blue Mountains	\$4000
Allan Gamble boss on Main Quadrangle	\$4000

In May, the University launched the NSW Residency Expatriate Scientists Awards Project jointly with the CSIRO and the NSW Department of Education and Training. The project will sponsor world-class Australian scientists living overseas to return during the northern hemisphere summer break for research and to work with high school students in NSW.

University of Sydney Union

In 2003, more than 750 students from the University were involved in Union volunteer programs. Many of the programs involved University of Sydney students working closely with the local community, and one of the most successful, the School Tutoring Program, provided students as unpaid tutors for Year 11 and 12 students from local disadvantaged high schools. This program was complemented by the Union's Mentoring Program and Careers Days for boys and girls, designed to provide high-school students in Year 9 and Year 10 with information and advice about further study and employment opportunities.

Sport

Sydney University Sport contributed to the community of Sydney sports fans in September when it officially took over the franchise of the Women's National Basketball League club, the Sydney Flames. Renamed the Sydney Uni Flames, the team trained on campus at HK Ward Gymnasium and played its home games at the Sydney University Sports and Aquatic Centre.

Sportsmen and women from the University made significant contributions to local, state and



7.20pm Expression of interest. Public Relations and Media student Athena Koliuos focuses on lecturer Judy Goldman.

national competitions in 2003, individually and in team sports.

Fifteen University of Sydney athletes from five sports were selected in the Australian University Team for the World University Games in Daegu, South Korea, in August.

As well, the University again dominated the annual Australian University Games, held in Newcastle in 2003, winning its fifth in succession and seventh in the past 10 years.

The women's hockey team helped secure the championship on the final afternoon of competition by winning its fifth successive title and maintaining a 50-game winning streak in Games' competition since the final of the 1998 Games.

In total the University won gold medals in women's hockey, softball, netball, swimming, rugby union sevens and mixed touch; silver medals in men's hockey, baseball, athletics, diving, judo, women's badminton and ultimate Frisbee; and bronze medals in tae kwon do and women's soccer. At the conclusion of the Games, 42 Sydney University athletes gained selection in Green and Gold teams.

Other highlights of the year included the:

- Lions (men's water polo team) successfully defending its National League in April

- First XI (men's cricket team) winning its first Sydney Grade Cricket title in 89 years in April
- women's soccer club winning its first NSW State League title in September
- men's rugby union club providing four members of the Australian team for the Rugby World Cup as well as becoming the first club in the history of the Sydney competition to win four Colts premierships in the same season
- women's netball club qualifying to play in the State League
- University Sportswoman of the Year (2002) Ann Procter retaining her world water skiing crown.

IT portfolio

In March 2003, the University's corporate website was relaunched after undergoing major redesign. The new website which resulted from a widely consultative process was designed to communicate more effectively with the University's many communities, both internal and external. User feedback was overwhelmingly positive. Work continued throughout the year to improve the websites of faculties and administrative units around the University, with an emphasis on content management and on creating sites

which were more coherent and uniform in their look, feel and navigation.

The University also designed web portals for current students and alumni, which were scheduled for release in early 2004.

A website was designed, and is being piloted, to improve the currency of alumni data to facilitate better management of contact with the alumni community. The website will allow former students to maintain their forwarding address and personal details, find old friends and book for alumni events.

College and faculty achievements

College of Health Sciences

The college realigned the role of its Australian Health Policy Institute to become a key contributor to public debate about health issues in Australia and internationally. Three major themes were identified for future activity by the institute: equity, the future of the health-care system and control of non-communicable diseases.

During 2003, college staff continued to make a substantial contribution to the community, particularly by developing health policy and planning health services.

College staff were consulted in relation to the key health-care issues arising during the year, such as the outbreak of Sudden Acute Respiratory Syndrome.

Information evenings were arranged for employees of government departments, non-government agencies and consultancy companies who might be interested in pursuing a career in the health sciences.

Faculty of Health Sciences

Units belonging to the faculty made significant community contributions during the year.

- The Communication Disorders Treatment and Research Clinic provided speech pathology and hearing services.
- The Rehabilitation Research Centre offered specialised clinical diagnostic and therapy services.
- The Driver Rehabilitation and Fleet Safety Services Clinic made driving assessment and rehabilitation programs available to corporate fleet drivers and instructors, and

- The FitAbility Clinic in the School of Exercise and Sport Science provided a variety of fitness programs.

As well, the School of Exercise and Sport Science helped athletes prepare for the 2004 Olympics.

Faculty of Medicine

Many faculty members served on various NHMRC and ARC panels and the executive committees of their professional organisations.

Professor John Horvath was appointed chief medical officer of the Commonwealth Department of Health and Ageing and Professor Jim Bishop was appointed NSW chief cancer officer. The dean, Professor Andrew Coats, was appointed chair of the NSW Ministerial Advisory Council for Medical and Health Research. Other council members from the University were professors Jim Bishop, Judy Black, John Chalmers, Simon Chapman, Tony Cunningham, Carol Pollock and Peter Sainsbury.

Professors Judy Black (chair), Carol Armour, Rick Kefford, Bruce Robinson, Phillip Robinson, Tanya Sorrell and Ron Trent served on the research committee of the NHMRC.

Faculty of Nursing

The faculty's Alumni and Professional Relations Office (APRO) continued to contribute to the professional development local and international clients by offering a range of high-quality short courses and other activities including specially designed study days for international visitors.

APRO established the first Nursing Alumni Association of its kind in Australia. In 2003 the office was involved in implementing recruitment strategies, organising reunions and producing a twice-yearly newsletter.

A number of staff served on panels and committees for the NSW Nurses Registration Board.

Staff were actively involved with professional bodies such as the College of Nursing, the Australian College of Critical Care Nurses, the Australian College of Midwives and the Congress of Aboriginal and Torres Strait Islander Nurses.

College of Humanities and Social Sciences

The college provided financial support for units involved in community outreach projects. These

included the Centre for the Mind, Australian Gay and Lesbian Research Centre, and Human Ethics Committee.

Sydney College of the Arts (SCA)

The year concluded for the SCA with two major exhibitions – the *Undergraduate Degree Show* and the *Postgraduate Degree Show* – which attracted thousands of visitors. These two exhibitions present innovative and accomplished artwork by students in their final year of study. The degree shows provide the local and broader arts community with an opportunity to engage with the faculty and its programs while promoting the SCA's position as a leader in the education of contemporary visual artists.

Faculty of Arts

Archaeology staff worked on projects at the Iraq National Museum and Angkor Wat (in Cambodia), and presented their results at the National Arts Research Showcase in Canberra.

Faculty members were also active in the revitalisation of the Arts Association, which continued its lecture series and launched a newsletter to provide reports on developments in the faculty. In May, the faculty hosted two well-attended public events:

- *Arts Generations* – which presented reminiscences of the faculty by past and present students, and
- *All Things Human* – a showcase of research in the arts at the University of Sydney.

Arts faculty staff were prominent in the activities of the Research Institute for the Humanities and Social Sciences (RIHSS), including public workshops on geographical information systems for the humanities and digital audio archiving.

Both the Centre for Medieval Studies and Sydney Society of Literature and Aesthetics offered public lecture and conference programs.

Faculty of Economics and Business

Academic and general staff from the faculty lectured and served as team mentors at:

- NSW Australian Business Week – a six-day residential school that enables 80 of the state's top Year 11 and 12 students to develop their leadership, business, communication and teamwork skills and to sample University life.

8.33pm

Canberra-based Gearstick Theatre Company performing *Sexual Perversity in Chicago* by David Mamet, at the Seymour Centre.



8.38pm

The beat goes on. A group of students at a Beatsoc-sponsored Dance Party at Manning Bar.



9.01pm

A Beatsoc disc jockey watches his turntable while the music soars at a Manning Bar Dance Party.



- The Young Achievement Australia Business Skills Program, in which students from the University of Sydney entered two teams.

The faculty also sponsored the Australian Model United Nations Conference which was hosted by the University.

Faculty of Education and Social Work

Members of the School of Social Work and Policy Studies were involved in the ongoing development of a long-term community project based on key social issues arising for state housing tenants in Glebe. The school provides:

- a member on the reference group that will establish community development initiatives
- initiatives to find funding for a community-development position on the project, and
- two social work students to work on early consultation processes.

Faculty of Law

The inaugural Grand Reunion Faculty of Law Alumni Dinner was held in November. Titled "Across the Years", the dinner attracted nearly 400 alumni from the previous 60 years. The

dinner was held to celebrate the success and achievements of graduates and provide an opportunity for alumni to connect, and reconnect, with each other and the University.

Sydney Conservatorium of Music

The Conservatorium established a Performance Outreach and Communication Unit which attracted industry support from Yamaha Australia and considerable media interest for its innovative work in videoconferencing. Working with researchers from CSIRO on fast Internet capability, the unit gave a pioneering live webcast concert to Perth and Armidale that featured CD-quality sound.

College of Sciences and Technology

The college's pro-vice-chancellor, Professor Beryl Hesketh, represented the University at the Inquiry by the Standing Committee on State Development into science and its commercialisation in NSW.

In October, the dean of Agriculture, Food and Natural Resources, Professor Les Copeland, was asked to make a submission to the House of Representatives Standing Committee on Science

and Innovation Inquiry into Salinity, and appear before a hearing of the committee.

The Plant Breeding Institute held a very successful field day in September, which was attended by more than 100 growers and representatives from the grains industries, and where it released two new commercial plant varieties.

The Faculty of Engineering participated in the Honeywell Engineering Summer School, which provided a taste of tertiary engineering courses to prospective students from all over Australia.

The Faculty of Science, through its School of Information Technologies, organised the Compuware Summer School, a collaboration which won a Business and Higher Education Round Table Award.

The Psychology Clinic and the Gambling Treatment Clinic continued to offer high-level psychological services to people within the Sydney area.

The Veterinary Science Foundation's highest profile promotional event in 2003 was Australia's Biggest Dog Wash, staged in September at Sydney Olympic Park, creating a strong link between the University and the public. More

9.05pm

Master blaster. The night is young at Manning Bar as the guest disc jockey smiles and relaxes between tracks.





9.30pm

All aboard. University bus driver Khosrow Milani jokes with passengers on the second-last bus from Fisher Library to Redfern Station.

than 250 students and staff volunteered on the day, and senior veterinary students performed 600 health checks on participating pets.

UniServe Science, the Australian clearing house for information about the use of technology in science education, continued to provide secondary science teachers in NSW with online resources, including materials applicable to Higher School Certificate syllabi. In 2003, UniServe Science also made resources available for geography teachers.

The Faculty of Science continued its Sydney Science Forum public lecture series, beginning with Dr Karl Kruszelnicki's address "Great Moments in Science" and continuing with lectures by Professor Andy Short, Associate Professor Tony Masters, Dr Robyn Williams, Dr Rachel Ankeny and Associate Professor Merlin Crossley.

Dr Kruszelnicki and University Senate Fellow Adam Spencer hosted a highly successful show titled "Sleek Geek" in Sydney and other cities nationally, attracting audiences ranging in size from 750 to 1700.

In his role as the Julius Sumner Miller Fellow, Dr Kruszelnicki continued a strong radio and media presence, visited many schools, and released his 22nd book, *Bum Breath, Botox and Bubbles*.

Since 2000 the Faculty of Science has run a program for students entitled "Jumpstart your Career". The program includes guidance on resume writing, interview techniques and job searching.

Science in the City, a collaborative venture with the Australian Museum, University of Technology, Sydney and the University of New South Wales, continued to attract large numbers of secondary school students.

The School of Mathematics and Statistics appointed a high schools liaison officer.

Faculty of Rural Management staff continued to provide service to numerous Orange and regional community organisations including:

- Orange Multicultural Group
- service organisations such as Rotary, Apex, Lions, and Zonta
- Centre for Rural and Remote Mental Health
- Central West Olive Growers
- Meals on Wheels, and the
- Cancer Council's Relay for Life.

More than 340 students from high schools across NSW toured the Key Centre for Microscopy and Microanalysis during the Schools' Open Days in June. These tours included hands-on access to transmission and scanning electron microscopes,

instruction in the history and mechanics of microscopy and microanalysis, and practice in specimen preparation techniques.

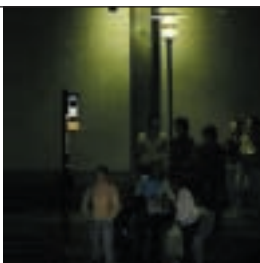
During 2003, the Optical Fibre Technology Centre (OFTC) hosted school visits and visits from other universities of groups of students as well as providing lectures to the community about photonics.

The OFTC's Australian Research Council senior research fellow Dr Leon Poladian was deputy director of the National Mathematics Summer School held in Canberra in January.

See Supplementary section for information about: awards to staff; honorary degrees awarded in 2003; and other publications about the University.

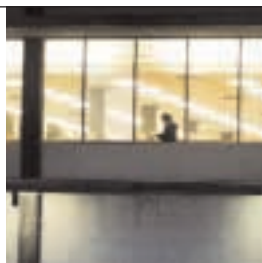
9.54pm

Right on queue. A line of students waits patiently outside Fisher Library for the last bus of the night.



9.58pm

With two minutes until the doors close for the night, a student appears in silhouette in Fisher Library.



Student statistics

Undergraduate enrolments 1998–2003

Enrolment status	1998	1999	2000	2001	2002	2003
Full-time (female)	12,980	13,709	14,185	14,942	15,669	16,226
Full-time (male)	9,369	9,932	9,990	10,339	10,774	11,262
Part-time (female)	2,701	3,182	3,263	2,702	2,640	2,758
Part-time (male)	1,884	2,009	2,254	1,712	1,661	1,588
Total	26,934	28,832	29,692	29,695	30,744	31,834

Postgraduate enrolments 1998–2003

Enrolment status	1998	1999	2000	2001	2002	2003
Full-time (female)	1,371	1,615	1,689	2,054	2,422	3,338
Full-time (male)	1,386	1,816	1,768	1,972	2,215	3,488
Part-time (female)	3,039	3,333	3,417	3,148	3,456	3,900
Part-time (male)	2,417	3,223	3,384	3,113	3,583	3,634
Total	8,213	9,987	10,258	10,287	11,676	14,360

Undergraduate and postgraduate enrolments by faculty 2000–2003

Faculty	Undergraduate enrolments				Postgraduate enrolments				Total enrolments			
	2000	2001	2002	2003	2000	2001	2002	2003	2000	2001	2002	2003
Agriculture, Food and Natural Resources	547	535	596	683	171	137	144	153	718	672	740	836
Architecture	471	501	538	610	433	423	521	647	904	924	1,059	1,257
Arts	6,294	6,416*	6,442	6,047	936	889	908	964	7,230	7,305	7,350	7,011
Australian Graduate School of Management	n/a	n/a	n/a	n/a	2,404	2,482	2,774	3,221	2,404	2,482	2,774	3,221
Dentistry	287	280	280	280	84	81	79	81	371	361	359	361
Economics and Business	3,118	3,229	3,474	3,662	1,291	1,289	1,650	2,708	4,409	4,518	5,124	6,370
Education and Social Work	1,694	1,782	1,874	2,240	478	428	452	503	2,172	2,210	2,326	2,743
Engineering	2,213	2,319	2,497	2,563	304	338	413	492	2,517	2,657	2,910	3,055
Health Sciences	3,509	3,701	3,841	4,095	844	826	985	1,140	4,353	4,527	4,826	5,235
Law	709	758	869	874	719	752	999	1,166	1,428	1,510	1,868	2,040
Medicine	791	850	908	937	1,096	1,106	1,066	1,182	1,887	1,956	1,974	2,119
Nursing	1,298	1,132	1,016	1,023	329	315	263	204	1,627	1,447	1,279	1,227
Pharmacy	743	788	813	834	102	113	94	119	845	901	907	953
Rural Management	1,006	890	802	830	57	75	78	95	1,063	965	880	925
Science	3,865	4,203	4,403	4,546	726	769	949	1,289	4,591	4,972	5,352	5,835
Sydney College of the Arts	555	524	533	502	93	96	102	116	648	620	635	618
Sydney Conservatorium of Music	534	547	543	545	95	72	94	119	629	619	637	664
Veterinary Science	503	526	553	582	75	69	73	99	578	595	626	681
Special programs	1,555	714	762	981	21	27	32	62	1,576	741	794	1,043

* was incorrectly reported as 7,305 in 2001.

Postgraduate enrolments by level 2000–2003

Enrolment level	2000	2001	2002	2003
Higher doctorate	2	0	0	0
Doctor of philosophy	2,675	2,544	2,511	2,555
Doctorate (coursework)	0	0	25	26
Masters (research)	781	674	686	714
Masters (coursework)	3,777	3,814	4,568	6,290
Masters (preliminary)	7	1	1	1
Diploma (postgraduate)	1,464	1,671	1,986	2,618
Graduate certificate	1,442	1,473	1,751	1,949
Non-award (postgraduate)	65	61	80	130
Cross-institutional (postgraduate)	45	49	68	77
Total	10,258	10,287	11,676	14,360

Major destinations of University of Sydney first-degree graduates, 1998–2003

	1998	1999	2000	2001	2002	2003
	%	%	%	%	%	%
Further study*	29.3	29.5	38.5	34.4	38.3	36.4
Public sector	18.5	18.3	17.5	15.0	15.5	13.7
Private sector	28.6	28.7	25.7	26.6	26.9	25.1
Other employment**	6.0	6.0	4.3	6.4	5.9	7.1
Not working, seeking full-time work	3.8	3.3	2.2	3.2	2.2	4.1
Not working, seeking part-time work only	0.7	0.7	0.5	0.6	0.3	0.5
Working part-time, seeking full-time work	5.8	5.2	3.6	4.6	4.1	5.2
Working part-time, not seeking full-time work	4.5	4.9	4.0	5.0	4.6	5.2
Unavailable for work or study	2.8	3.4	3.7	4.2	2.2	2.7
Total	100	100	100	100	100	100

The year refers to the date of the survey – Australian citizens and permanent residents who completed their degree studies in the previous year or mid-year in the survey year.

* From 2000, further study data is supplemented from University records.

** "Other employment" includes those working in educational and non-profit organisations.

Mean UAIs for students commencing at the University of Sydney

	2000	2001*	2002	2003
Agriculture	86.55	86.45	86.80	84.40
Architecture	94.55	93.65	94.40	95.40
Arts	85.60	85.35	88.95	90.05
Economics	93.00	93.45	94.40	95.35
Education	82.05	82.70	86.55	87.90
Engineering	93.60	93.50	92.90	93.10
Health Sciences	85.90	86.15	86.45	86.90
Law	99.50	99.55	99.65	99.80
Liberal Studies		89.60 **	91.35 **	94.60 **
Nursing	79.00	81.30	80.55	78.65
Science	89.40	89.95	92.15	92.60
Veterinary Science	99.00	99.00	98.95	98.75
Overall mean	88.15	88.60	90.35	90.50

* Figures for 2001 Mean UAIs have been recalculated since the 2001 annual report was published.

** In previous years, Liberal Studies students' UAIs have been included in the calculation for the Arts mean UAI.

Note: data are included only for those degrees for which entry is via the UAC system, excluding students admitted under flexible entry or special admissions schemes.

Ethnic Affairs Priority Statement Report 2003

The University of Sydney is committed to increasing awareness of, and promoting positive values and attitudes towards the diverse cultural, religious and linguistic needs of its staff and student body. To this end, the University's Ethnic Affairs Priority Statement links a range of initiatives and strategies to the seven major goals of the University's Strategic Plan 1999–2004. The following is an outline of the University's commitments under the Ethnic Affairs Priority Statement, and an overview of the University's cultural diversity achievements during 2003 and initiatives for 2004.

Diversity in teaching and learning

The University of Sydney is dedicated to providing quality teaching and learning that is responsive to the culturally diverse local, national and international communities in which students and staff participate as graduates and professionals. In order to achieve this, the University fosters the development of culturally inclusive teaching methods and curricula across all of its academic, administrative and service areas. For example, in 2003:

- The Faculty of Arts introduced degree programs with compulsory overseas study components, namely, Bachelor of Arts (Languages) and Bachelor of Liberal Studies (International). Many departments have specific 'in-country' or 'exchange' units. At the departmental level, three associations were formed to provide extra support for students: the University of Sydney Italian Studies Association, the Chinese Studies Alumni Association, and the Society for Promotion of Indian Studies.
- The Faculty of Nursing introduced a new four-year degree, the Bachelor of Nursing (Indigenous Australian Health) in 2003. It is the first of its kind, and will provide students with an opportunity to focus on indigenous health and culture. The faculty has also sought to encourage and increase the number of enrolled indigenous students, and has

employed several indigenous academics and general staff members to support this process.

- The Faculty of Pharmacy introduced a new four-year degree, the Bachelor of Pharmacy (Rural) to increase the exposure of pharmacy students to the needs of a culturally and regionally diverse society. The degree will provide students with the opportunity to focus on issues specific to the practice of pharmacy in regional and remote areas, including indigenous health.
- The Conservatorium of Music commenced a major study into diversity within the music school. First-year students completed an extensive survey aimed at providing qualitative and quantitative information across a broad spectrum of student experience, including social and cultural background, employment, and personal and learning difficulties. The survey also seeks to gauge responses to the existing curriculum in relation to diversity issues, and will continue in 2004.
- The Faculty of Health Sciences has, through its Yooroang Garang School of Indigenous Health Studies, continued throughout 2003 to provide ongoing funding for indigenous community initiatives including the Koori Youth Access Project, which partners schools in Western Sydney. This project encourages indigenous students to stay on and complete their secondary school studies and assists in their transition to tertiary studies. Yooroang Garang also continued to develop a range of flexible teaching options for indigenous students in 2003. Flexible entry requirements, scholarships and preparation courses are making tertiary study a more achievable goal for indigenous students.

The University's Centre for Continuing Education offers short courses that investigate the history, cultures and belief systems of many ethnic groups represented in the Australian population. The cultural and educational opportunities include study tour programs that explore historical or cultural interests in Europe, Asia and

the Middle East, and regular trips to the Top End of Australia. The centre has a strong base of community languages including Chinese, Arabic, German, Irish, Indonesian, Spanish, Russian and Japanese. Courses that attract students from diverse ethnic backgrounds, such as University Preparation Courses, place particular emphasis on developing literacy and research skills for tertiary study.

The University's Schools Liaison Program was enhanced during 2003 by the recruitment of student ambassadors from various ethnic backgrounds. Student ambassadors conduct campus tours, undertake school visits and represent the University at tertiary exhibitions throughout NSW. It is hoped that these students will become role models to prospective students.

The library system is an essential partner in the teaching, learning and research programs of the University. Services are provided from 20 locations on nine campuses as well as via the library website. The needs of the University's diverse community are supported by the provision of a comprehensive range of services and information resources.

Staff development

The Institute for Teaching and Learning (ITL) coordinated the Vice-Chancellor's Teaching and Learning Showcase in 2003, entitled "Graduates for the World". This was a high-profile event designed to highlight and share good practice across the University community in relation to issues of cultural diversity and internationalisation in teaching and learning. Presentations by more than 130 of the University's academic staff focused on enhancing the learning of students from culturally diverse backgrounds, educating global citizens, and encouraging more inclusive teaching practices. The ITL, which recently completed a report into diversity and inclusive teaching within the University, is currently setting up a diversity homepage as a teaching and learning resource for staff.

Support to students from non-English speaking backgrounds

The Learning Centre, within Student Services, offers designated courses in grammar, academic reading and writing skills, oral presentation and discussion skills for students of non-English speaking backgrounds (NESB). Of a total of 1614 enrolments in the centre's workshop program in the year, 843 (52.23 per cent) were students of NESB. The Learning Centre also conducted teaching programs for more than 2000 students in 11 faculties, of which about 30 per cent specifically targeted local and international students of NESB. The centre introduced several new programs in 2003, including diagnostic assessment of student writing, thesis consultation for NESB postgraduate research students and a course for credit in economics and business, as well as engineering, for students of NESB, focusing on the development of their writing. The centre plans to expand its program of English-language workshops in 2004 to meet the needs of the increasing number of international students attending the University.

The Mathematics Learning Centre, also within Student Services, provides free tutorials and one-to-one assistance to students, including international students who have studied mathematics in other languages. In 2003, about one third of students attending the Mathematics Learning Centre spoke a first language other than English.

The Counselling Service within Student Services continues to support students from various cultural backgrounds. In 2003, more than one fifth of the service's clients identified themselves as being of NESB.

International House is a co-educational residential college for international and Australian students and visiting academics. It houses about 200 people from many countries in a resident community of scholars and who commit themselves to the value and importance of international understanding and fellowship.

The staff:

- organise seminars about cultural-diversity issues
- provide English-language classes and assistance in the editing of English in assignments
- offer opportunities for residents to share cultures and beliefs
- assist in organising visits to other areas of Australia, and
- where possible, assist residents with professional connections.

The Careers Centre continues to provide assistance in career preparation, job searching and individual careers counselling for all students. The centre has tailored many of its services, such as a job alert email system and web pages, specifically for international students.

The School of Electrical and Information Engineering, within the Faculty of Engineering, has developed mentoring and community programs for international students, to be implemented in 2004. The Faculty of Veterinary Science implemented a first-year experience program to identify and assist students with poor English early in first year and to stimulate development of teamwork skills.

The Faculty of Education and Social Work introduced the English and Academic Skills Support Project in 2003. As part of this project the faculty appointed a lecturer to develop and facilitate English and academic skills for students. In Semester One 2003, short courses were offered in writing, oral English, English for teaching, and pronunciation. Students with particular difficulties were invited to seek one-to-one consultations with staff. An orientation session was offered to the faculty's commencing international students in Semester Two. The Support Project also offers web support with access to model assignments, resource lists, available courses, useful links, materials and activities. Preliminary evaluation of the project determined that in 2004 all Education 101 students will have a validated test of reading and writing included in their program.

The faculty also appointed a First Year Experience Coordinator, who has developed a mentoring program for all first-year students in Education. The program consists of one-hour workshops conducted by senior undergraduate and Master of Teaching students, which enable students to begin establishing a social network at the University, and provide them with academic skills such as seminar presentation, academic writing, accessing databases and preparation for professional practice.

The Faculty of Economics and Business provides a learning environment in which the diversity of students and academic staff is actively promoted and a wide variety of perspectives supported. The faculty's new Centre for Teaching and Learning, established in late 2003, will play a key role in supporting its commitment to diversity, access and equity. It will provide:

- language and learning support to students from a variety of backgrounds
- strategic, teaching and learning support to staff in relation to international students, and
- orientation, teaching and language skills to tutors.

Special admissions

In 2003 there were 289 local undergraduate students enrolled under the Broadway Scheme, of which 211 spoke a language other than English at home and 141 were born overseas. Of a total 200 enrolments under the Mature Age Entry Scheme and Cadigal Program, 43 students were born overseas and 19 students spoke a language other than English at home. Of the students who enrolled in the combined-law program for 2003, 15 per cent were admitted under the Broadway Scheme.

Research and critical reflection

The Research Office, overseen by the Deputy Vice-Chancellor (Research and Innovation) is responsible for coordinating the management and administration of all external public sector and internal funding for research projects. The Research Office and the Director of Research

Development actively encourage and provide support to University departments and staff members undertaking research projects that examine cultural diversity issues.

Recently funded research projects include:

- The impact of migrants on Australian public law: an historical and cultural study
- Islam, nationalism and secession in Aceh, Indonesia
- Communications and national identity in early modern France, and
- The role of recent international exhibitions in creating a new 'Asian art'.

The Research Institute for Asia and the Pacific (RIAP) is the leading international projects and multidisciplinary agency of the University of Sydney and is overseen by the Deputy Vice-Chancellor (Academic). RIAP undertakes applied research producing studies with a specific application in view. Current applications include international aid, cultural development, policy development, strategic planning and capacity building in organisations.

Throughout 2003 RIAP hosted two ARC funded research fellows and seven visiting research fellows – five from the People's Republic of China, one from Japan and one from the United States. RIAP also managed "Transnational Corporate Cultures", an ongoing ARC-funded project, which explores intercultural relationships between Asia and Australia in the corporate sector. RIAP's "Islam in South East Asia" research project hosted three "Diversity of Islam" seminars offering forums for dialogue and greater understanding within the community. These events were titled:

- Australian Islam
- The New Global Terrorism and the Limits of Citizenship
- Contested Discourses of Islam
- National Identity and Citizenship in Australia: Oppressions and Resistance, and
- The Power of Demographics: Sunni & Shi'a Islamist Movements and the West – Future Relations.

The Faculty of Law launched the Sydney Centre for International and Global Law on 14 August 2003. Of importance to the centre is the future practice and research of international law in Sydney and Australia. The centrepiece of the launch was a roundtable forum titled "International Law: Where to after Iraq?" The centre planned a number of initiatives for 2004 and is expected to further enhance the strength of international law in the faculty and University.

A new role in 2003, Associate Dean (International) within the Faculty of Engineering, actively participates in determining the faculty's strategic direction. In 2003, an agreement was signed with Dalian University of Technology in the People's Republic of China to embark on collaborative research and linked undergraduate and postgraduate programs.

A joint project initiated by the Faculty of Veterinary Science and the National Dairy Development Board of India has the potential to boost the economic and social situation of India's 11 million dairy farmers. The project is funded through the Australian Centre for International Agricultural Research. The faculty is also assisting farmers in the Philippines to improve their pig production systems to achieve measurable and sustainable improvements in profit, energy efficiency and the environment.

At the Conservatorium of Music, work progressed on an ARC-funded study into cross-cultural elements of child play.

Diversity and internationalisation: making connections

The Faculty of Agriculture, Food and Natural Resources is the Australian host to large Australian Centre for International Agricultural Research projects in Vietnam, China and Indonesia. The projects, which aim to build capacity and conduct research of mutual benefit to Australia and the overseas host nation, include:

- efficient nutrient use in rice production in Vietnam using inoculant biofertilisers
- reducing aflatoxin in peanuts using agronomic

management and bio-control strategies in Indonesia and Australia, and

- a study on the impacts of alternative policy options on the agricultural sector in Vietnam.

The Faculty of Economics and Business was represented in Nanjing during December 2003 when the Vice-Chancellor led a small, high-level delegation from the University of Sydney to sign a research agreement. Two research projects were selected as the basis for collaborative research with Nanjing – one from Work and Organisational Studies and the other from the Key Centre for Microscopy and Microanalysis. The faculty also developed a number of other links with international academic and professional communities throughout 2003. In particular, the faculty became a member of the Pacific Asian Consortium for International Business Education and Research (a consortium of leading universities dedicated to establishing links that will promote international business education, research and exchange of information among faculty and students).

The Faculty of Law launched, on 9 May 2003, the Australian Network for Japanese Law (ANJEL): a collaborative initiative of the law faculties of the University of Sydney, the Australian National University and the University of New South Wales.

Academic staff in the School of Health Information Management in the Faculty of Health Sciences continued to assist overseas schools similar to their own, and to conduct World Health Organization short courses. The school also provides consultative advice in Malaysia, East Timor, Fiji and Thailand.

The Sydney Conservatorium of Music's international program was vigorous and purposeful in 2003. Typical of the international activities was the visit to China by the Development Manager and the Head of School who attended meetings at the Shanghai International Cultural Association, the Shanghai Conservatory of Music, the Nanjing Arts Institute, the Beijing Conservatory of Music and the Tianjin Conservatory of Music. International contacts

were continued with Germany where exchange agreements were established with Hochschule für Musik, Detmold and Staatliche Hochschule für Musik, Freiburg.

The Faculty of Pharmacy, through the assistance of a grant, can now further plans to establish formal links with the Regional Schools of Pharmacy Consortium of Thailand in 2004. To this end, a number of Thai pharmacy deans visited the faculty in 2003, and it is expected that the links will foster cross-cultural understanding and an exchange of expertise.

Managing and promoting cultural diversity

The University collects data about the cultural background of students annually through the enrolment process. Of total enrolments in 2003, 29.3 per cent of local students were born outside Australia and 30.6 per cent spoke a language other than English. The University keeps data on specific countries and languages represented among these groups, and also reports to DEST in the triennial Equity Plan about issues relating to students of NESB.

The Staff Support and Development Unit (SSDU), within Personnel Services, continues to provide development and training for University staff. The code of practice for all SSDU programs is that they incorporate an awareness of cultural diversity issues. SSDU includes a cultural diversity workshop in its staff development and training program and manages the University's Staff Assistance Services policy. The SSDU training course "Selecting the Best Person for the Job" is a two-day course that contains a section on cultural diversity issues in relation to recruitment. This session is conducted by the Staff and Student Equal Opportunity Unit (SSEOU), as is training for Academic Board nominees, which also includes a briefing session on cultural diversity. University staff members are able to take special leave for religious and cultural purposes and the SSEOU promotes and encourages staff to participate in the Skillmax program, aimed at maximising the skill of

overseas trained immigrants who wish to improve their workplace communication skills.

The University's Harassment and Discrimination Prevention policies specifically make it clear that every student and employee has a right to study or work in an environment that is free from discrimination and harassment, and a right to be treated with dignity and respect, regardless of their race. Their effect is therefore to promote an harmonious University community by emphasising the rights of all members of ethnic communities to practice their religious and cultural beliefs free from harassment and discrimination. Staff and students wishing to talk confidentially to someone about a discrimination or harassment issue, or needing information about what they can do to have a discrimination or harassment issue resolved, can contact a Harassment and Discrimination Support Officer.

These people are ordinary employees who have been specially trained to help anyone who has, or thinks they may have, a harassment or discrimination problem, concern or complaint. Many of these officers speak a language other than English, making them accessible to people from non-English speaking backgrounds.

University of Sydney centres, research centres and institutes

at 31 December 2003

Australian Research Council Centres of Excellence

Centre for Autonomous Systems
Centre for Quantum Computing
Centre for Ultrahigh-bandwidth Devices for Optical Systems (CUDOS)
National Information and Communication Technology Australia (NICTA)

Australian Research Council Special Research Centres

Ecological Impacts of Coastal Cities

Australian Research Council Key Centres of Teaching and Research

Australian Key Centre for Field Robotics
Key Centre for Polymer Colloids

Major National Research Facilities

Australian Proteome Analysis Facility
Gemini and Square Kilometre Array
Nanostructural Analysis Network Organisation (NANO)

National Health and Medical Research Council Centres of Clinical Research Excellence

Centre for Clinical Research Excellence to Improve Outcomes in
Chronic Liver Disease
Centre for Clinical Research Excellence in Renal Medicine

Cooperative Research Centres

Australian Biosecurity Cooperative Research Centre
Australian Photonics Cooperative Research Centre
Australian Poultry Cooperative Research Centre
Cooperative Research Centre for Advanced Composite Structures
Cooperative Research Centre for Asthma
Cooperative Research Centre for Biological Control of Pest Animals
Cooperative Research Centre for Cochlear Implant, Speech
and Hearing Research
Cooperative Research Centre for Construction Innovation
Cooperative Research Centre for Innovative Grain Food Products
Cooperative Research Centre for Mining
Cooperative Research Centre for Polymers
Cooperative Research Centre for Smart Internet Technology
Cooperative Research Centre for Sustainable Cotton Production
Cooperative Research Centre for Sustainable Resource Processing
Cooperative Research Centre for Sustainable Rice Production
Cooperative Research Centre for Welded Structures
Innovative Dairy Products Cooperative Research Centre
Technology Enabled Capital Markets Cooperative Research Centre
The Vision Cooperative Research Centre
Value Added Wheat Cooperative Research Centre

University-wide centres

Centre for the Mind
Electron Microscope Unit (EMU) (includes NWG Macintosh Centre
for Quaternary Dating)

Academic and International Portfolio

Centre for Continuing Education
Centre for English Teaching
Institute for Teaching and Learning
Law Extension Committee
The Koori Centre
Research Institute for Asia and the Pacific
The Sydney Summer School

Planning and Resources Portfolio

Learning Centre
Mathematics Learning Centre

College of Health Sciences

Australian Centre for Agricultural Health and Safety
Australian Centre for Health Promotion
Australian Health Policy Institute
Australian Pharmacy Research Centre
Australian Stuttering Research Centre
Brain and Mind Research Institute
Centre for Education and Research on Ageing
Centre for Perinatal Health Services Research
Centre for the Study and Treatment of Dieting Disorders
Centre for Values, Ethics and the Law in Medicine
Clinical Immunology Research Centre
Family Medicine Research Centre
Herbal Medicines Research and Education Centre
Institute for Biomedical Research
National Centre for Classification in Health
National Health and Medical Research Council Clinical Trials Centre
Nursing History Research Unit
Pain Management and Research Centre
Rehabilitation Research Centre
Research Centre for Adaptation in Health and Illness
Sydney Nursing Research Centre
Sydney University Biological Information and Technology Centre
(jointly between the Faculties of Science and Medicine)
WHO Collaborating Centre for Rehabilitation
WHO Collaborating Centre in Health Promotion

Associated research units

ANZAC Health and Medical Research Institute
Australian Centre for Effective Healthcare
Australian Red Cross Blood Bank (NSW branch)
AW Morrow Gastroenterology and Liver Centre
Centenary Institute of Cancer Medicine and Cell Biology
Children's Cochlear Implant Centre

Children's Medical Research Institute
 CSAHS Drug and Alcohol Unit
 Department of Anatomical Pathology, Royal Prince Alfred Hospital
 Department of Endocrinology, Royal Prince Alfred Hospital
 Department of Forensic Medicine, Central Sydney Area Health Service
 Heart Research Institute
 Institute for Immunology and Allergy Research
 Institute for International Health
 Institute of Bone and Joint Research
 Institute of Clinical Neurosciences
 Institute of Clinical Pathology and Medical Research
 Institute of Magnetic Resonance Research
 Institute of Neuromuscular Research, Children's Hospital
 Institute of Paediatric Endocrinology, Diabetes and Metabolism
 James Fairfax Institute of Paediatric Clinical Nutrition
 Kanematsu Laboratories
 Kolling Institute of Medical Research
 Melanoma and Skin Cancer Research Institute
 Menzies School of Health Research
 National Centre for Immunisation Research
 NSW Breast Cancer Institute
 Sydney Melanoma Unit
 Westmead Millennium Institute of Health Research
 Woolcock Institute of Medical Research

College of Humanities and Social Sciences

Accounting Research Centre
 Australian Centre for Applied Research in Music Performance
 Australian Centre for Environmental Law
 Australian Centre for Industrial Relations Research and Training (ACIRRT)
 Australian Gay and Lesbian Research Centre
 Centre for Asian and Pacific Law
 Centre for Celtic Studies
 Centre for Classical Civilisation
 Centre for Computer Assisted Learning and Cognition
 Centre for Cypriot Archaeology
 Centre for European Studies
 Centre for International and Public Affairs
 Centre for Medieval Studies
 Centre for Microeconomic Policy Analysis
 Centre for Peace and Conflict Studies
 Centre for Performance Studies
 Centre for Practitioner Research
 Centre for Research and Teaching in Civics
 Centre for South Asian Studies
 Centre for the Study of the History of Economic Thought
 China Education Centre
 Classical Languages Acquisition Research Unit
 Evelyn McCloughan Children's Centre
 Health Education Unit
 Institute of Criminology
 Institute of Transport Studies
 International Centre for Research in Organisational Discourse, Strategy and Change
 International Institute for Educational Development
 Julius Stone Institute of Jurisprudence
 Language Centre
 National Children's and Youth Law Centre
 Principals' Institute
 Research Institute for Humanities and Social Sciences
 Ross Parsons Centre of Commercial, Corporate and Taxation Law
 Shakespeare Globe Centre Australia
 Sydney Centre for International and Global Law
 Teaching Resources and Textbooks Research Unit (TREAT)

College of Sciences and Technology

Asian Agribusiness Research Centre
 Australian Centre for Innovation and International Competitiveness
 Australian Centre for Precision Agriculture
 Australian Key Centre for Microscopy and Microanalysis
 Australian Marine Mammal Research Centre
 Australian Mekong Resource Centre
 Australian Membrane and Biotechnology Research Institute
 Australian National Genomic Information Service
 Australian Research Council Special Research Centre for Offshore Foundation Systems
 Centre for Advanced Materials Technology
 Centre for Advanced Structural Engineering
 Centre for Advanced Technologies in Animal Genetics (Reprogen)
 Centre for Animal Immunology Research
 Centre for Conservation Biology
 Centre for Geotechnical Research
 Centre for Heavy Metals Research
 Centre for Human Aspects of Science and Technology
 Centre for Risk, Environment and Systems Technology Analysis
 Centre for Rural Sustainability
 Centre for Salinity Assessment and Management
 Centre for Structural Biology and Structural Chemistry
 Centre for Wave Physics
 Finite Element Analysis Centre
 Fruit Fly Research Centre
 IA Watson Grains Research Centre
 Ian Buchan Fell Housing Research Centre
 Institute of Astronomy
 Institute of Medical Physics
 Institute for Information Technology and the Knowledge Economy
 Institute of Wildlife Research
 Key Centre for Design Computing and Cognition
 Molonglo Observatory
 One Tree Island Research Station
 Optical Fibre Technology Centre
 Organic Synthesis Centre
 Plant Breeding Institute
 Research Centre for Theoretical Astrophysics
 Rural Management Research Centre
 Spatial Science Innovation Unit
 Sydney Regional Visualisation Laboratory (VISLAB)
 Sydney University Biological Information and Technology Centre
(jointly between the Faculties of Science and Medicine, with the Australian National Genomic Information Service and the Faculty of Veterinary Science)
 Sydney University Nitrogen Fixation Centre
 Sydney University Stellar Interferometer
 University of Sydney Institute of Marine Science

Centres within the Australian Graduate School of Management *(jointly hosted with the University of New South Wales)*

Centre for Applied Marketing
 Centre for Corporate Change
 Fujitsu Centre

Departments and schools of the University of Sydney

at 31 December 2003

College of Health Sciences

Faculty of Dentistry

No departments or schools

Faculty of Health Sciences

Applied Vision Sciences
Behavioural and Community Health Sciences
Biomedical Sciences
Communication Sciences and Disorders
Exercise and Sport Science
Health Information Management
Medical Radiation Sciences
Occupation and Leisure Sciences
Physiotherapy
Yooroang Garang, School of Indigenous Health Studies

Faculty of Medicine

School of Biomedical Sciences
School of Public Health
School of Rural Health
Canberra Clinical School
Central Clinical School
Northern Clinical School
Western Clinical School (Nepean)
Western Clinical School (Westmead)
Children's Hospital at Westmead Clinical School

Faculty of Nursing

Clinical Nursing
Family and Community Nursing

Faculty of Pharmacy

No departments or schools

College of Humanities and Social Sciences

Faculty of Arts

English, Art History, Film and Media
Languages and Cultures
Philosophical and Historical Inquiry
Society, Culture and Performance

Faculty of Economics and Business

Business
Economics and Political Science

Faculty of Education and Social Work

Development and Learning
Policy and Practice
Social Work and Policy Studies

Faculty of Law

No departments or schools

Graduate School of Government

No departments or schools

Sydney College of the Arts

No departments or schools

Sydney Conservatorium of Music

Performance and Academic Studies

College of Sciences and Technology

Faculty of Agriculture, Food and Natural Resources

No departments or schools

Faculty of Architecture

Architecture, Design Science and Planning

Faculty of Engineering

Aerospace, Mechanical and Mechatronic Engineering
Chemical Engineering
Civil Engineering
Electrical and Information Engineering

Faculty of Rural Management

No departments or schools

Faculty of Science

Biological Sciences
Chemistry
Geosciences
Information Technologies
Mathematics and Statistics
Molecular and Microbial Biosciences
Physics
Psychology

Faculty of Veterinary Science

No departments or schools

Jointly with the University of New South Wales

Australian Graduate School of Management

Management Studies

Departments and schools of the University of Sydney

at 31 December 2003

College of Health Sciences

Faculty of Dentistry

No departments or schools

Faculty of Health Sciences

Applied Vision Sciences
Behavioural and Community Health Sciences
Biomedical Sciences
Communication Sciences and Disorders
Exercise and Sport Science
Health Information Management
Medical Radiation Sciences
Occupation and Leisure Sciences
Physiotherapy
Yooroang Garang, School of Indigenous Health Studies

Faculty of Medicine

School of Biomedical Sciences
School of Public Health
School of Rural Health
Canberra Clinical School
Central Clinical School
Northern Clinical School
Western Clinical School (Nepean)
Western Clinical School (Westmead)
Children's Hospital at Westmead Clinical School

Faculty of Nursing

Clinical Nursing
Family and Community Nursing

Faculty of Pharmacy

No departments or schools

College of Humanities and Social Sciences

Faculty of Arts

English, Art History, Film and Media
Languages and Cultures
Philosophical and Historical Inquiry
Society, Culture and Performance

Faculty of Economics and Business

Business
Economics and Political Science

Faculty of Education and Social Work

Development and Learning
Policy and Practice
Social Work and Policy Studies

Faculty of Law

No departments or schools

Graduate School of Government

No departments or schools

Sydney College of the Arts

No departments or schools

Sydney Conservatorium of Music

Performance and Academic Studies

College of Sciences and Technology

Faculty of Agriculture, Food and Natural Resources

No departments or schools

Faculty of Architecture

Architecture, Design Science and Planning

Faculty of Engineering

Aerospace, Mechanical and Mechatronic Engineering
Chemical Engineering
Civil Engineering
Electrical and Information Engineering

Faculty of Rural Management

No departments or schools

Faculty of Science

Biological Sciences
Chemistry
Geosciences
Information Technologies
Mathematics and Statistics
Molecular and Microbial Biosciences
Physics
Psychology

Faculty of Veterinary Science

No departments or schools

Jointly with the University of New South Wales

Australian Graduate School of Management

Management Studies

Staff awards 2003

Community awards to staff

Officers of the Order of Australia (AO)

Professor Martin Tattersall

Professor of Cancer Medicine

Professor Margaret Burgess

Professor of Paediatrics and Preventive Medicine

Professor Malcolm Fisher

Clinical Professor and Head of Intensive Care at Royal North Shore Hospital

Mr Peter Burrows

President of the Medical Foundation and Fellow of the Senate from Dec 1997 to Nov 2001

Members of the Order of Australia (AM)

Professor Norbert Berend

Director of the Woolcock Institute for Medical Research

Dr Christine Jenkins

Head of Asthma Clinical Trials at the Woolcock Institute

Associate Professor Alexandra Bune

Associate Professor and Coordinator of Medical Education, Northern Clinical School

Associate Professor Noel Dan

Clinical Associate Professor in Surgery

Dr John Greenaway

Endocrinologist (Department of Medicine)

Associate Professor John Mahony

Clinical Associate Professor in Renal Medicine

Associate Professor Paul Torzillo

Clinical Associate Professor in Respiratory Medicine, Asthma and Aboriginal Health

Associate Professor Robert Hunter

Honorary Research Associate in Physical Chemistry

Order of Australia Medal (OAM)

Mr Albert Thiele

Honorary Associate in Loudspeaker Design

Centenary Medalists

Professor Bruce Armstrong (Public Health)

Professor Tony Basten (Cancer Medicine and Cell Biology)

Emeritus Professor John Bennett (Information Technologies)

Professor Max Bennett (Biomedical Sciences)

Professor Bob Bilger (Aerospace, Mechanical and Mechatronic Engineering)

Emeritus Professor Peter Bishop (Physiology)

Professor Gavin Brown (Vice-Chancellor)

Ms Quentin Bryce (Women's College)

Professor David Burke (Health Sciences)

Professor Alexander Cambitoglou (Australian Archaeological Institute at Athens)

Professor John Chalmers (Institute for International Health)

Philip Chan (Health Sciences)

Professor Richard Charteris (Music)

Professor John Clark (Art History and Theory)

Professor Margaret Clunies Ross (Medieval Studies)

Emeritus Professor Richard Collins (Physics)

Professor Max Crossley (Chemistry)

Patrick Cunningham (Finance Office)

Professor Norm Dancer (Mathematics and Statistics)

Professor Emeritus Serge Domicelj (Architecture)

Professor Rifaat Ebied (Semitic Studies)

Professor Les Field (Acting Pro-Vice-Chancellor Research)

Emeritus Professor Hans Freeman (Chemistry and Molecular and Microbial Biosciences)

Professor Stephen Garton (Dean of Arts)

Professor Stephen Gaukroger (Philosophy)

Professor Bob Gilbert (Chemistry)

Dr Diana Horvath (Medicine)

Associate Professor Bob Hunter (Chemistry)

Emeritus Professor Noel Hush (Molecular and Microbial Biosciences)

Dr Helen Irving (Law)

Professor Graham Johnston (Pharmacology)

Mrs Renata Kaldor (Deputy Chancellor)

Professor Vrasidas Karalis (Modern Greek)

Associate Professor Ray Kearney (Infectious Diseases)

Emeritus Professor Max Kelly (Mathematics and Statistics)

Professor Hal Kendig (Dean of Health Sciences)

Emeritus Professor Paul Korner (Physiology)

Professor Karl Kruszelnicki (Physics)

Professor Philip Kuchel (Molecular and Microbial Biosciences)

Professor Gus Lehrer (Mathematics and Statistics)

Professor Len Lindoy (Chemistry)

Professor Robert Lusby (Surgery)

Professor Roy Macleod (History)

Professor Yui-Wing Mai (Aerospace, Mechanical and Mechatronic Engineering)

Adjunct Professor Dick Manchester (Physics)

Professor James Martin (Linguistics)

Professor Ron McCallum (Dean of Law)

Dr Kathy McClellan (Ophthalmology)

Professor James McLeod (Medicine)

Professor Don Melrose (Physics)

Steve Moore (Wheat Research Centre)

Graeme Morrison (Pathology Museum)

Professor Nerida Newbigin (Italian)

Professor Dan Potts (Archaeology)

Emeritus Professor Harry Poulos (Civil Engineering)

Ms Val Pratt (Fellow of Senate)

Professor Huw Price (Philosophy)

Professor Leo Radom (Chemistry)

Honorary Professor Sally Redman (Public Health)

Professor Peter Reeves (Molecular and Microbial Biosciences)

Professor Bruce Robinson (Medicine)

Professor Jose Romagnoli (Chemical Engineering)

Adjunct Professor Mark Sceats, (Australian Photonics CRC)

Professor Peter Sculthorpe (Music)

Professor Eugene Seneta (Mathematics and Statistics)

Professor Ivan Shearer (Law)

Professor Allan Snyder (Physics)

Professor Virginia Spate (Art History and Theory)

Professor Ross Steele (French)

Emeritus Professor Sev Sternhell (Chemistry)

Professor Colin Sullivan (Medicine)

Professor Roger Tanner (Aerospace, Mechanical and Mechatronic Engineering)

Professor Tony Underwood (Marine Ecology)

Professor Gerry Wake (Molecular and Microbial Biosciences)

Professor Elizabeth Webby (English)

Professor David Weisbrot (Law)

Professor John Young (Physiology)

Staff elected as Fellows of academies in 2003

Australian Academy of the Humanities

Associate Professor Geraldine Barnes

Department of English

Australian Academy of Technological Sciences and Engineering

Professor John Carter

Associate Dean (Teaching and Learning), Faculty of Engineering/Department of Civil Engineering

Peter North

Chair, Warren Centre for Advanced Engineering

Professor Judy Raper

Dean of the Faculty of Engineering (until November 2003)

Australian Academy of Science

Professor Richard Shine

School of Biological Sciences

The Institute of Electrical and Electronic Engineering

Professor Robert Minasian

Department of Electrical and Information Engineering

Professor Branka Vucetic

Department of Electrical and Information Engineering

Professor Albert Zomaya

School of Information Technologies

Professor Dagan (David) Feng, School of Information Technologies was inadvertently omitted from the University's 2002 Annual Report as an IEEE Fellow elected in 2002.

Appointment renewals to University Professor

– for continuing superior research at the highest international standard

Professor Max Bennett

Department of Physiology

Professor Don Melrose

School of Physics

Promotions to Professor

Professor Peter Butt

Faculty of Law

Professor John Clark

Department of Art History and Theory

Professor C Martijn de Sterke

School of Physics

Professor Gary Halliday

Faculty of Medicine

Professor Richard Hunstead

School of Physics

Professor WM Chis Maxwell

Faculty of Veterinary Science

Professor Eduardo Nebot

School of Aerospace, Mechanical and Mechatronic Engineering

Professor Garth Nicholson

Faculty of Medicine

Professor Kathryn North

Department of Paediatrics and Child Health

Professor Mark Onslow

Australian Stuttering Research Centre

Professor Elspeth Probyn

Department of Gender Studies

Professor Damon Ridley

School of Chemistry

Professor Andrew Short

School of Geosciences

Professor Benjamin Tipton

School of Economics and Political Science

Professor William Webster

Department of Anatomy and Histology

Professor Anthony Weiss

School of Molecular and Microbial Biosciences

Professor Lin Ye

School of Aerospace, Mechanical and Mechatronic Engineering

Professor Lianchi Zhang

School of Aerospace, Mechanical and Mechatronic Engineering

Honorary degrees awarded at 2003 graduations

21 March 2003

Adjunct Professor Fred Argy AM, OBE

MEc

Visiting Fellow, Public Policy Program, Australian National University; adjunct professor, University of Queensland
Honorary Doctor of Science in Economics

28 March 2003

Professor Romaldo Giurgola AO

BArch Rome MSc(Arch) Col Hon DSc UNSW, FRAIA

Architect; adjunct professor in the Faculty of Architecture, University of Sydney
Honorary Doctor of Science in Architecture

Mr Jørn Utzon

Architect, Sydney Opera House; recipient of the Pritzker Prize, 2003
Honorary Doctor of Science in Architecture (awarded in absentia)

11 April 2003

Dr Peter Mervyn Elliott AM

MBBS DGO, FRCOG Hon FACOG FRACOG Hon FSLCOG FAOFOG CGO

Consultant gynaecological oncologist, Royal Prince Alfred Hospital since 1992 and consultant gynaecologist, NSW Masonic Hospital
Honorary Doctor of Medicine

9 May 2003

Mr Robert Raymond OAM

Journalist and network and independent film maker
Honorary Doctor of Letters

23 September 2003

Sir (Alan) Charles (MacLaurin) Mackerras AC, CBE

Conductor

Honorary Doctor of Music

17 October 2003

Professor Peter E Wright

MSc PhD Auck Hon MD Karolinska Inst Stockholm, FAAAS

Molecular biologist and structural biochemist; chair of the Department of Molecular Biology at the Scripps Research Institute in La Jolla, California
Honorary Doctor of Science

19 December 2003

Emeritus Professor Clifford Turney

BA MEd PhD

Managing director, Sydney Academic Press; foundation dean of the Faculty of Education from 1986 to 1993
Honorary Doctor of Letters

Professor Per-Ingvar Brånemark

MD PhD Lund Hon OD Hon MD Hon ScD Hon PhD, Hon FDSRC

Hon FRSM Hon FFDRCS

Major achievements in the field of implant dentistry
Honorary Doctor of Dental Science (awarded in absentia)

Honorary Fellow

30 May 2003

Mr Bruce W Ross

BA UNSW

Former lecturer and senior lecturer in the Department of Economics for 28 years; president of the Sydney University Sports Union since 1991

University medals presented at 2003 graduation ceremonies

for students completing their studies in 2002

Faculty of Agriculture, Food and Natural Resources

Bachelor of Agricultural Economics

Paul John Burke

Jared William Greenville

Bachelor of Science in Agriculture

Alison Rose Bentley

Simon Paul De Graaf

Faculty of Architecture

Bachelor of Architecture

Matthew Leigh Bennett

Faculty of Arts

Bachelor of Arts

Mischa Barr

Jeremy Liam Burgess

Damian Harold Evans

Sarah Louise Irving

Kit Camille Morrell

Daniel Stephen Addison

Alexander William James Cameron

Henrik Nils Latter

Sebastian Sequoiah Grayson

Hannah Margaret M Williams

Michelle Anne Kelly

Alison Anne O'Harae

James Benjamin Smith

Madelaine Sophie Healey

David Smith

Samuel Joseph Williams

Board of Studies in Music

Bachelor of Music

Alison Frances Packham

Andrew David Robbie

Faculty of Dentistry

Bachelor of Dental Surgery

Cassandra Amy O'Brien

Faculty of Economics and Business

Bachelor of Commerce

Daniel Ryan Smith

Bachelor of Commerce (Liberal Studies)

John James O'Mahony

Bachelor of Economics

Jane Louise Healy

Michelle Angela Wright

Bachelor of Economics (Social Sciences)

Rebecca Jane Hamilton

Tanzil Rahman

Faculty of Engineering

Bachelor of Engineering (Electrical Engineering)

Kwan Hee Lee

Bachelor of Engineering (Mechatronic Engineering)

Peter Auchterlonie

Bachelor of Engineering (Telecommunications Engineering)

Jason Wong

Faculty of Health Sciences

Bachelor of Applied Science (Medical Radiation Sciences) Diagnostic Radiography

Louise Marie Fogarty

Bachelor of Applied Science (Physiotherapy)

Emily Jane Patrick

Faculty of Law

Bachelor of Laws

Erin Joy Walsh

Jonathan Richard Pickering

Faculty of Nursing

Bachelor of Nursing

Amy Rachel Monk

Faculty of Pharmacy

Bachelor of Pharmacy

John William Mars Crofts

Faculty of Science

Bachelor of Computer Science and Technology (Advanced)

Mark Joseph Assad

Kathryn Elizabeth Kasmarik

Bachelor of Medical Science

Daniel Macarthur

Bachelor of Science

Patick John Fogarty

Michael Dudley Johnson

Seung Won Yang

Michelle Suzanne Zappavigna

Angela Louise Moncrieff

Gemma Clare Solomon

Fiona Williams

Emma Jane Darlene Carr

Julia Inge Ellyard

Rachel Barbara Cosgrove

Evan James Livesey

Ben Charles Richards

Bachelor of Science (Advanced)

Jonathan Peter Dixon

Mark Peter Hertzberg

Peter David Moore

Luke Ryves

Prasad Viswanathan Ganesan

Sonia Graham

Nilay Hazari

Simon Ho

Ngoc Bao Nguyen

Clare Kerry Underwood

Leanne Joy Robinson

Heidi Mary Tugwell

Bachelor of Science (Advanced Mathematics)

Max Morgan Skipper

Bachelor of Science (Nutrition)

Claire Zara Larter

Faculty of Veterinary Science

Bachelor of Veterinary Science

Katherine Anne Briscoe

Sydney College of the Arts

Bachelor of Visual Arts

Emma Sally White

Memoranda and exchange programs

Memoranda of Understanding signed in 2003

University-wide

Al-Hussein Bin Talal University

Faculty/College specific

Deans of Graduate Schools of Public Universities of Thailand
 – Australian Council of Deans and Directors of Graduate Studies
 Huazhong University of Science and Technology – Faculty of Engineering
 Kasetsart University – Faculty of Agriculture
 Kokusai Gakuin Saitama Junior College – Faculty of Science
 (Human Nutrition Unit)
 Lebanese University – Faculty of Engineering
 Manipal Institute of Technology – Faculty of Architecture
 Massachusetts Institute of Technology – Faculty of Architecture
 Norwegian Academy of Music – Sydney Conservatorium of Music
 Rajabhat Institute Suratthani – Faculty of Education and Social Work
 Shanghai Normal University – College of Humanities and Social Sciences
 The Technical University of Eindhoven – Faculty of Architecture
 Universitas Negeri Padang – Faculty of Education and Social Work
 University of Central England – Sydney Conservatorium of Music
 University of Cyprus – Faculty of Arts (Department of Modern Greek)
 University of Seville – Faculty of Arts
 Waseda University – Faculty of Architecture

Memoranda of Understanding renewed in 2003

University-wide

Peking University
 University of Geneva

Faculty/College specific

University of Geneva – Faculty of Arts
 University of Hong Kong – Faculty of Architecture

Cotutelle agreements signed in 2003

Faculty/College specific

Eindhoven University – Faculty of Science (Key Centre for Polymer Colloids)
 St Petersburg State Polytechnic University – Faculty of Science
 (School of Physics)
 University Francois Rabelais of Tours – Faculty of Medicine (Department
 of Pharmacology)
 University of Tabriz – Faculty of Science (School of Physics)

Study abroad agreements renewed in 2003

Faculty/College specific

University of North Carolina – faculties of Arts, and Economics and Business

Student exchange agreements signed in 2003

University-wide

Freie Universität Berlin
 University of Verona
 Yuan Ze University

Faculty/College specific

Fudan University – Faculty of Arts (School of East Asian and
 Middle Eastern Languages and Studies)
 Karolinska Institutet – Faculty of Science (School of Molecular and
 Microbial Biosciences)
 Middlesex University – Faculty of Education and Social Work
 Norwegian Academy of Music – Sydney Conservatorium of Music
 Shanghai Normal University – College of Humanities and Social Sciences
 Staatliche Musik Hochschule Freiburg – Sydney Conservatorium of Music
 The George Washington University – Faculty of Economics and Business
 University of Central England – Sydney Conservatorium of Music
 University of Cyprus – Faculty of Arts (Department of Modern Greek)
 University of Georgia – Faculty of Education and Social Work

Student exchange agreements renewed in 2003

University-wide

University of Geneva

Faculty/College specific

Case Western Reserve University – Faculty of Economics and Business
 Maastricht University – Faculty of Science (School of Psychology)
 University of Geneva – Faculty of Arts
 University of Hong Kong – Faculty of Architecture

Senate committees

- Advisory Committee for the Selection of Candidates for Honorary Awards
- Audit and Risk Management Committee
- Chair Appointments Committee
- Finance Committee
- Remuneration Committee
- Senate/Sports Liaison Committee
- Senate/SRC Liaison Committee
- Senate/SUPRA Liaison Committee
- Student Academic Appeals Committee
- Student Appeals Committee (Exclusions and Re-admissions)

Committee membership as at December 2003

Advisory Committee for the Selection of Candidates for Honorary Awards

The three ex-officio members:

The Chancellor (The Hon Justice Kim Santow)
 The Deputy Chancellor (Mrs Renata Kaldor)
 The Vice-Chancellor and Principal (Professor Gavin Brown)

The Deputy Vice-Chancellors (non-voting):

Professor Ken Eltis
 Professor Geoffrey Sherington

The Chair of the Academic Board:

Professor Judyth Sachs

Not more than six other Fellows:

Mr Bohdan Bilinsky
 Dr Robin Fitzsimons
 Dr Suzanne Jamieson
 Mr John McCarthy
 Emeritus Professor Ann Sefton (Chair)
 vacancy

Audit and Risk Management Committee

The Chair of the Committee appointed by Senate on the nomination of the Chancellor after consultation with the Chair of the Finance Committee (and should not be a member of University of Sydney staff or student):

Mr Bruce Corlett

In addition, not less than one or more than three Fellows of Senate appointed by Senate after consultation with the Chancellor, Vice-Chancellor and Chair of the Finance Committee (none of whom should be members of University of Sydney staff or students):

Mr Bohdan Bilinsky
 Mrs Margaret Varady
 vacancy

In addition, one or two co-opted external members, with appropriate professional expertise and experience, appointed by Senate:

Mr Paul Davis
 Dr Michael Sharpe

Chair Appointments Committee

The three ex-officio members:

The Chancellor (The Hon Justice Kim Santow)
 The Deputy Chancellor (Mrs Renata Kaldor)
 The Vice-Chancellor and Principal (Professor Gavin Brown)

A Deputy Vice-Chancellor on the nomination of the Vice-Chancellor:

Professor Geoffrey Sherington

The Chair of the Academic Board:

Professor Judyth Sachs

Five other Fellows:

Mr Bohdan Bilinsky
 Dr Robin Fitzsimons
 Professor Margaret Harris
 Emeritus Professor Ann Sefton
 vacancy

Finance Committee

The Chair of the Finance Committee elected by Fellows of Senate annually:

Mr David Hoare

The three ex-officio members:

The Chancellor (The Hon Justice Kim Santow)
 The Deputy Chancellor (Mrs Renata Kaldor)
 The Vice-Chancellor and Principal (Professor Gavin Brown)

The Chair of the Academic Board:

Professor Judyth Sachs

Five other Fellows elected by Fellows of Senate annually:

Dr Suzanne Jamieson
 Mr John McCarthy
 Ms Valerie Pratt
 Mr Adam Spencer
 vacancy

Two external members appointed by Senate every two years:

Mr Terrey Arcus
 Mr Robert Elstone

Remuneration Committee

The three ex-officio members:

The Chancellor (The Hon Justice Kim Santow)
 The Deputy Chancellor (Mrs Renata Kaldor)
 The Chair of the Finance Committee (Mr David Hoare)

One person appointed from outside the University:

Mr Ian Johnson

Senate/Sports Liaison Committee

The six ex-officio members:

The Vice-Chancellor and Principal (Professor Gavin Brown)
 The Chair of the Academic Board (Professor Judyth Sachs)
 The Executive Director, Sydney University Sport (Mr Greg Harris)
 The Deputy Director, Sydney University Sport (Ms Ann Mitchell)
 The President, Sydney University Sport (Mr Bruce Ross)
 The Senior Vice-President, Sydney University Sport (Ms Denise Wee)

Undergraduate Fellow of the Senate:

Ms Jo Haylen

Postgraduate Fellow of the Senate:

Mr Matt Hall

Not less than three Fellows of Senate, appointed by Senate, one of whom is the Convenor:

Mr John McCarthy (Convenor)
 Mr Bohdan Bilinsky
 Mr Bruce Corlett

Not less than three alumni representatives, including at least one female alumni representative or alternate, recommended by the Executive Director, SU Sport and appointed by Senate:

Ms Sue Pratt; Ms Ann Titterton (alternate)
Mr John Boulton
Mr Peter Montgomery

Senate/SRC Liaison Committee

The three ex-officio members:

The Chancellor (The Hon Justice Kim Santow)
The Deputy Chancellor (Mrs Renata Kaldor)
The Vice-Chancellor and Principal
(Professor Gavin Brown)

Four other Fellows:

Ms Jo Haylen
Emeritus Professor Ann Sefton
Mr Adam Spencer
vacancy

Four SRC nominees:

varies each meeting

Senate/SUPRA Liaison Committee

The three ex-officio members:

The Chancellor (The Hon Justice Kim Santow)
The Deputy Chancellor (Mrs Renata Kaldor)
The Vice-Chancellor and Principal
(Professor Gavin Brown)

Four other Fellows:

Dr Robin Fitzsimons
Mr Matthew Hall
Dr Suzanne Jamieson
Mr Adam Spencer

A Deputy Chair of the Academic Board (nominated by the Chair of the Board):

Associate Professor Russell Ross
(Chair of the Graduate Studies Committee)

Three members of the Graduate Studies Committee (nominated by the Chair of the Graduate Studies Committee):

Associate Professor Geoff Gurr
Associate Professor Anthony Masters
vacancy

Four SUPRA nominees:

varies each meeting

Student Academic Appeals Committee

The three ex-officio members:

The Chancellor (The Hon Justice Kim Santow)
The Deputy Chancellor (Mrs Renata Kaldor)
The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Chair of the Academic Board:

Professor Judyth Sachs

A Deputy Chair of the Academic Board, to be drawn from the following, as nominated by the Chair:

Associate Professor Deirdre Dragovich
Professor Graeme Gill

Associate Professor Peter McCallum
Associate Professor Anne Reynolds
Associate Professor Russell Ross

Two student Fellows of Senate:

Ms Jo Haylen
Mr Matthew Hall

Two Fellows of Senate who are not members of the academic staff:

Mr Bohdan Bilinsky
Mr Adam Spencer

Student Appeals Committee (Exclusions and Re-admissions)

The three ex-officio members:

The Chancellor (The Hon Justice Kim Santow)
The Deputy Chancellor (Mrs Renata Kaldor)
The Vice-Chancellor and Principal
(Professor Gavin Brown)

The Chair of the Academic Board:

Professor Judyth Sachs (Chair)

The Deputy Chairs of the Academic Board:

Associate Professor Deirdre Dragovich
Professor Graeme Gill
Associate Professor Peter McCallum
Associate Professor Anne Reynolds
Associate Professor Russell Ross

The student Fellows:

Ms Jo Haylen
Mr Matthew Hall

Up to four other Fellows:

Professor Margaret Harris
Dr Suzanne Jamieson
Mr Adam Spencer
Ms Kim Wilson

Meetings of the Senate

Attendance at Senate in 2003 was as follows:

	Formal Senate meetings attended including an adjourned meeting, plus a Senate Retreat	Maximum possible
The Hon Justice G F K Santow OAM	13	13
Mrs R R Kaldor AO	11	13
Professor G Brown	13	13
Professor J Sachs	12	13
Ms T Anthony	12	12
The Hon J J Aquilina MP	3	8
Mr B Bilinsky	13	13
Dr G J Butler	10	12
Mr R B Corlett	13	13
Professor L D Field	13	13
Dr R B Fitzsimons	13	13
Mr K Greene MP	-	5
Mr M D Hall	1	1
Professor M A Harris	11	13
The Hon J Hatzistergos MLC	3	5
Ms J E Haylen	1	1
Mr D M Hoare	13	13
Dr S P Jamieson	13	13
Associate Professor A F Masters	1	1
Mr J A McCarthy QC	12	13
Ms V Pratt AM	12	13
Associate Professor R Ross (Acting Chair, Academic Board)	1	1
Emeritus Professor A E Sefton AM	12	13
Mr A B Spencer	11	13
The Hon H S-L Tsang OAM, MLC	5	8
Mrs M Varady	11	13
Ms M Watts	10	12
Ms K Wilson	11	13

Staff statistics

as at 31 March 2003

Academic staff by level, appointment term and gender

Classification level	Salary range	No. of women	% of level who are women	% of women at this level	No. of men	% of level who are men	% of men at this level	TOTAL
Tenured								
Level E & above	\$109,822+	37	16.4	6.7	188	83.6	23.3	225
Level D	\$85,256-\$93,924	52	24.8	9.4	158	75.2	19.6	210
Level C	\$70,806-\$81,644	151	38.8	27.2	238	61.2	29.5	389
Level B	\$57,801-\$68,639	265	57.2	47.7	198	42.8	24.6	463
Level A	\$40,461-\$54,910	51	68.0	9.2	24	32.0	3.0	75
Sub-total		556	40.8	100.0	806	59.2	100.0	1,362
Fixed term								
Level E & above	\$109,822+	17	18.9	4.0	73	81.1	13.0	90
Level D	\$85,256-\$93,924	14	18.7	3.3	61	81.3	10.9	75
Level C	\$70,806-\$81,644	50	37.3	11.8	84	62.7	15.0	134
Level B	\$57,801-\$68,639	134	47.7	31.7	147	52.3	26.3	281
Level A	\$40,461-\$54,910	208	51.6	49.2	195	48.4	34.8	403
Sub-total		423	43.0	100.0	560	57.0	100.0	983
Total		979	41.7	100.0	1,366	58.3	100.0	2,345

General staff by level, appointment term and gender

Classification level	Salary range	No. of women	% of level who are women	% of women at this level	No. of men	% of level who are men	% of men at this level	TOTAL
Tenured								
HEO 10 & above	\$70,883+	34	43.6	2.7	44	56.4	4.4	78
HEO 9	\$66,312-\$69,971	40	34.8	3.2	75	65.2	7.6	115
HEO 8	\$57,179-\$64,487	102	43.0	8.2	135	57.0	13.7	237
HEO 7	\$51,087-\$55,656	137	52.9	11.0	122	47.1	12.3	259
HEO 6	\$46,519-\$50,174	261	62.1	21.0	159	37.9	16.1	420
HEO 5	\$40,426-\$45,299	313	70.5	25.2	131	29.5	13.3	444
HEO 4	\$37,381-\$39,512	224	67.1	18.0	110	32.9	11.1	334
HEO 3	\$32,812-\$36,468	62	46.6	5.0	71	53.4	7.2	133
HEO 2	\$31,289-\$32,203	60	30.6	4.8	136	69.4	13.8	196
HEO 1 & below	<= \$29,156-\$30,375	9	64.3	0.7	5	35.7	0.5	14
Sub-total		1,242	55.7	100.0	988	44.3	100.0	2,230
Fixed term								
HEO 10 & above	\$70,883+	24	43.6	3.6	31	56.4	9.4	55
HEO 9	\$66,312-\$69,971	18	43.9	2.7	23	56.1	7.0	41
HEO 8	\$57,179-\$64,487	68	63.6	10.1	39	36.4	11.8	107
HEO 7	\$51,087-\$55,656	98	66.7	14.6	49	33.3	14.8	147
HEO 6	\$46,519-\$50,174	151	72.9	22.5	56	27.1	17.0	207
HEO 5	\$40,426-\$45,299	176	68.0	26.2	83	32.0	25.2	259
HEO 4	\$37,381-\$39,512	75	76.5	11.2	23	23.5	7.0	98
HEO 3	\$32,812-\$36,468	47	79.7	7.0	12	20.3	3.6	59
HEO 2	\$31,289-\$32,203	12	63.2	1.8	7	36.8	2.1	19
HEO 1 & below	<= \$29,156-\$30,375	3	30.0	0.4	7	70.0	2.1	10
Sub-total		672	67.1	100.0	330	32.9	100.0	1,002
Total		1,914	59.2	100.0	1,318	40.8	100.0	3,232

Combined totals of academic and general staff by appointment term and gender

Appointment term	No. of women	% of women	No. of men	% of men	TOTAL
Tenured	1,798	50.1	1,794	49.9	3,592
Fixed term	1,095	55.2	890	44.8	1,985
Total	2,893	51.9	2,684	48.1	5,577

Academic staff by level, appointment term and gender 1999–2003

Classification level	1999			2000			2001			2002			2003		
	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL
Tenured															
Level E & above	20	148	168	26	169	195	31	175	206	35	166	201	37	188	225
Level D	47	174	221	50	179	229	49	178	227	46	180	226	52	158	210
Level C	140	278	418	152	285	437	145	266	411	140	238	378	151	238	389
Level B	190	164	354	237	167	404	234	165	399	240	181	421	265	198	463
Level A	44	21	65	62	40	102	61	36	97	58	27	85	51	24	75
Sub-total	441	785	1,226	527	840	1,367	520	820	1,340	519	792	1,311	556	806	1,362
Fixed term															
Level E & above	18	71	89	15	87	102	14	60	74	16	66	82	17	73	90
Level D	24	69	93	12	56	68	16	47	63	17	49	66	14	61	75
Level C	48	101	149	30	78	108	30	79	109	39	81	120	50	84	134
Level B	141	155	296	118	164	282	134	144	278	134	129	263	134	197	281
Level A	209	213	422	172	197	369	185	199	384	198	208	406	208	195	403
Sub-total	440	609	1,049	347	582	929	379	529	908	404	533	937	423	560	983
Total	881	1,394	2,275	874	1,422	2,296	899	1,349	2,248	923	1,325	2,248	979	1,366	2,345

General staff by level, appointment term and gender 1999–2003

Classification level	1999			2000			2001			2002			2003		
	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL
Tenured															
HEO 10 & above	9	18	27	21	30	51	30	35	65	42	50	92	34	44	78
HEO 9	26	42	68	28	55	83	31	70	101	36	70	106	40	75	115
HEO 8	55	91	146	79	97	176	92	111	203	98	121	219	102	135	237
HEO 7	79	106	185	106	118	224	112	117	229	127	113	240	137	122	259
HEO 6	161	139	300	213	149	362	217	152	369	257	155	412	261	159	420
HEO 5	236	116	352	278	125	403	280	127	407	289	130	419	313	131	444
HEO 4	182	103	285	230	118	348	220	122	342	215	111	326	224	110	334
HEO 3	68	97	165	70	69	139	70	74	144	69	71	140	62	71	133
HEO 2	59	112	171	68	146	214	73	154	227	60	140	200	60	136	196
HEO 1 & below	3	1	4	3	1	4	3	0	3	3	1	4	9	5	14
Sub-total	878	825	1,703	1,096	908	2,004	1,128	962	2,090	1,196	962	2,158	1,242	988	2,230
Fixed term															
HEO 10 & above	33	46	79	30	35	65	22	36	58	24	29	53	24	31	55
HEO 9	20	25	45	17	12	29	13	14	27	17	19	36	18	23	41
HEO 8	48	45	93	44	32	76	45	36	81	58	29	87	68	39	107
HEO 7	87	62	149	62	42	104	83	39	122	83	37	120	98	49	147
HEO 6	184	84	268	137	75	212	134	58	192	141	64	205	151	56	207
HEO 5	212	91	303	183	66	249	146	66	212	148	72	220	176	83	259
HEO 4	149	38	187	82	37	119	71	19	90	76	18	94	75	23	98
HEO 3	44	15	59	33	17	50	28	11	39	40	11	51	47	12	59
HEO 2	21	31	52	21	10	31	16	9	25	13	12	25	12	7	19
HEO 1 & below	10	11	21	7	11	18	6	9	15	7	5	12	3	7	10
Sub-total	808	448	1,256	616	337	953	564	297	861	607	296	903	672	330	1,002
Total	1,686	1,273	2,959	1,712	1,245	2,957	1,692	1,259	2,951	1,803	1,258	3,061	1,914	1,318	3,232

Combined totals of academic and general staff by appointment term and gender 1999–2003

Classification level	1999			2000			2001			2002			2003		
	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL	No. of women	No. of men	TOTAL
Tenured	1,319	1,610	2,929	1,623	1,748	3,371	1,648	1,782	3,430	1,715	1,754	3,469	1,798	1,794	3,592
Fixed term	1,248	1,057	2,305	963	919	1,882	943	826	1,769	1,011	829	1,840	1,095	890	1,985
Total	2,567	2,667	5,234	2,586	2,667	5,253	2,591	2,608	5,199	2,726	2,583	5,309	2,893	2,684	5,577

Capital works

Significant projects completed in 2003

Project	Cost
Biochemistry and Microbiology fume cupboard replacement Stage III	\$0.83m
Badham Library refurbishment Stage I	\$0.75m
Refurbish Law School lecture theatres	\$0.4m
Shute Building refurbishment, Camden	\$2m
Dermatology Laboratory – Blackburn Building	\$0.6m
Medical Foundation Building refurbishment Stage I	\$2.6m
Barrier Removal Program 2003	\$0.26m
New Research and Teaching Dairy, Camden	\$1.3m
Pharmacy Building lecture theatre refurbishment	\$0.9m
Carslaw Building lecture theatre refurbishment	\$0.7m
Refurbishment of space for the Graduate School of Government	\$0.3m
Refurbishment of accommodation for Arts/Psychology buildings Stage II	\$3.8m
PC2 Laboratory refurbishment Stage I	\$0.8m
Economics Building audiovisual installation	\$0.3m
Security Services relocation	\$1.9m

Significant works initiated or continuing in 2003 and continuing into 2004

Project	Cost
Centre for Regional Education Orange Stage II	\$2.9m
Refurbishment of accommodation for Arts/ Psychology Stage III	\$18m
Badham Library refurbishment Stage II	\$0.2m
Upgrade Small Animal Hospital	\$3.7m
University and College of Surgeons Development and Rodent Facility	\$15m
Dubbo and Orange Clinical Schools	\$6.7m
Brain and Mind Research Institute Stage I	\$4.6m
Medical Foundation Building refurbishment Stage II	\$8.7m
Wilkinson Building refurbishment Stage II	\$3.5m
Veterinary Science forecourt and link road	\$1.1m
Fitout of accommodation for the Centre of Continuing Education	\$1.6m
Barrier Removal Program 2004	\$0.3m
Conservation of Quadrangle stonework	\$0.2m
Anderson Stuart façade restoration	\$0.5m
Refurbishment/replacement of windows in Engineering buildings	\$0.9m
Roof refurbishment on Pharmacy and Bank Building	\$0.5m
Roof refurbishment Heydon Lawrence Building	\$0.3m
Roof refurbishment Old School Building	\$0.4m
Provision of airconditioning to School of Public Health Accommodation	\$0.65m
New sub-station Seymour Centre	\$0.4m
Refurbishment of space for the Electron Microscope Unit	\$0.9m

Growth and change

The year 2003 marked a major milestone in the University's physical development with approval being given to begin the Campus 2010+ Building for the Future program. This major initiative is in addition to the ongoing investment in capital infrastructure that occurs through the Capital Development Program. Both were brought together under the guidance of the Capital Program Advisory Committee chaired by Senior Deputy Vice-Chancellor Professor Ken Eltis.

Capital Development Program

The Campus 2010+ projects comprise only one aspect of a much broader program of investment in the future success of the University. A number of other significant strategic capital development initiatives are already underway or in the advanced stages of planning. These projects are funded through the University's five-year rolling Capital Development Program. Total expenditure of \$248 million is planned between 2003 and 2008. This program includes the key initiatives listed on the previous page.

Campus 2010+ Building for the Future

Campus 2010+ Building for the Future will address key strategic accommodation needs of the University by enhancing the campus environment and providing new facilities for the Faculty of Law, the School of Information Technologies, a range of student services, the science and technology libraries and the School of Geosciences. The campus will be upgraded through a Public Domain project that will span the Camperdown and Darlington campuses from the Quadrangle through to the Shepherd Street entrance. Most surface parking in these areas will be relocated to facilities under the new Faculty of Law and School of Information Technologies buildings. A new bridge across City Road is planned with extensive landscaping and pedestrian-access works along the full length of the route. The program will involve an investment of more than \$200 million between 2003 and 2007.

Intensive activity has occurred throughout the year on a number of fronts. Capital Insight Pty Ltd was appointed as project director and manager of the program. Architects were selected through a competitive process for the first project in the program, the School of Information Technologies Building. Francis Jones Morehen Thorp (FJMT) Pty Ltd was appointed for this major new building. This firm has a previous track record on the campus through the design of the Eastern Avenue Auditorium and Lecture Theatre Complex and its contribution to master planning in the various planning studies leading up to the Campus 2010+ Building for the Future program. Design of the School of Information Technologies Building has proceeded swiftly and a development application was lodged with Sydney City Council in August 2003. Construction is planned to commence in 2004.

With the School of Information Technologies Building underway a major international design competition was initiated for the other components of the Campus 2010 program including the Faculty of Law Building, the USyd Central Building (providing facilities for student services and the combined sciences and technologies libraries) and the Public Domain works. The competition was advertised widely and 120 submissions were received from around the world. Fifteen firms were selected to prepare detailed competition submissions. Through a process of public exhibitions, presentations and review by the competition jury, the winning firms were selected and announced in December. The successful firm for the Faculty of Law Building was FJMT. The winner of the USyd Central project was John Wardle/Wilson Architects/GHD. The Public Domain project was divided between two firms: Jeppe Aagaard Anderson/Turf Design Studio, for the Camperdown Campus; and Taylor Cullity Lethlean, for the Darlington Campus. The jury for the competition was chaired by NSW Government Architect Professor Chris Johnson and included Professor Tom Heneghan from the University's Faculty of Architecture as well as senior management representatives from the University who were associated with the projects.

Risk management

The University is committed to developing and maintaining internal controls to manage risk, quality and efficiency. During 2003, considerable progress was made in raising the profile of risk management among staff and in developing governance, risk-management and compliance mechanisms and frameworks. In keeping with this, the University Senate increased the responsibilities listed in the Audit Committee's charter to include risk management as a key focus area. To accommodate these changes, the new Audit and Risk Management Committee was expanded to include risk-management expertise. As well, the existing terms of reference were amended to ensure the University will continue to effectively manage both financial and non-financial risk and to oversee the development of an integrated risk-management program.

A first-phase strategy and plan was developed by the Risk Management Office to implement an integrated risk-management framework that would incorporate the University's existing risk-management activities into a cohesive approach. For 2003, the main activities in relation to this plan were focused on operational risk, with a number of initiatives being developed to improve administrative processes both in efficiency and control. These included initiatives in procurement, asset management, business travel and financial reporting.

Risk Management Office

The University employs a Risk Management Office (RMO) to coordinate and facilitate risk management and to manage the University's occupational health and safety (OHS), workers compensation/injury management and insurance programs. The RMO's main focus is to advise the University community, including the provision of training and resource development. Staff training in occupational health and safety continues to be a high priority, with courses being conducted in emergency control organisation, radiation safety for laboratory workers, OHS risk management, manual handling,

office ergonomics, driver safety and first aid. Staff and contractors involved in construction work attended accredited construction industry OHS induction courses. Newsletters were published and forums held quarterly to disseminate information about current risk-management issues within the University. An improved RMO website was launched at the end of the year to allow staff and students better access to information, including policies, protocols and guidance materials.

The University's insurance program

Insurance markets continued to be difficult during 2003, resulting in some increases in premiums and restrictions in cover for the 2004 renewal. Concerns about security, stability and service prompted the University's withdrawal from the Australian and New Zealand Universities Protection and Indemnity Foundation (Unimutual) and prompted it to appoint an independent insurance broker, Chamber Gallop McMahon (by tender) to assist in designing and acquiring insurance coverage for 2004. The University's insurance program was successfully renewed by using commercial insurers from both Australia and the London insurance markets. Insurance coverage for medical malpractice, particularly for clinical academics working in public hospitals, continues to be a problem area. NSW Health agreed to extend its current indemnity until 31 March 2004 while a more permanent arrangement is explored between itself and the University. Insurance claims for 2003 continued to be low for all classes of insurance with no major claims being recorded.

Workers compensation and injury management

Continual improvement of workers compensation systems occurred over the past year to ensure compliance with legislative requirements for early reporting and prompt commencement of treatment and injury management.

The number of claims was similar to those

recorded in 2002 although the total costs have risen. This is despite continued control over lost time and return to work programs for injured staff. However, through close monitoring of all claims estimates and regular claims reviews with insurers, the workers compensation premium has remained steady. The University maintained a healthy return-to-work rate for employees who lodged workers compensation claims (96 per cent of cases returned to full employment). As well, the rate of staff who, at the close of their cases, had a permanent restriction affecting their duties decreased in 2003 to only 4 per cent, compared to 8 per cent the previous year.

The University successfully participated in the Premium Discount Scheme, offered by the NSW WorkCover Authority, which provides discounted workers compensation insurance premiums to participants who pass an audit. As part of the scheme, a WorkCover-accredited auditor twice examined the University's OHS, workers compensation and injury management systems and processes. On both occasions the auditor found the University's systems to be of a high standard and deserving of the full allowable premium discount of \$75,000.

Occupational health and safety

OHSRM Program

The University's occupational health and safety risk management (OHSRM) program, introduced in February 2002, provides a systematic approach and a consistent framework for managing OHS risks. In May 2003, an audit was conducted to monitor implementation of the program at faculty and divisional levels. While the audit report provided some recommendations to improve the program, overall the results demonstrated that occupational health and safety risk management is typically being included on the agenda of management meetings and mechanisms are being established to promote and monitor OHSRM locally. An OHS Consultation Statement was adopted and the University's *Occupational Health and Safety Policy Statement* and

Occupational Health and Safety Policy Guide for Staff revised to reflect recent legislative changes and reference the OHSRM program.

Biosafety

The Institutional Biosafety Committee meets quarterly to assess biological research project applications and discuss issues arising from the recent gene technology legislation. During 2003, the committee assessed 60 applications. Also, in accordance with the *Guidelines for the Certification of PC2 Facilities/Physical Containment Requirements*, a total of 22 Physical Containment Level 2 (PC2) facilities were upgraded. A new project was initiated during the year to upgrade another 22 facilities at PC1 level in accordance with *AS/NZS 2243.3 Safety in Laboratories Part 3: Microbiological aspects and containment facilities*.

Emergency management

The management of building and larger-scale emergencies received ongoing attention. New tools were developed to assist staff with responsibility for managing building emergencies. Training was provided for emergency wardens and trial evacuations conducted. The Emergency Management Committee met quarterly and coordinated a simulated tabletop exercise on 12 November 2003 that demonstrated the effectiveness of the University's Site Emergency Plan and the communication between the agencies that respond to an emergency. Representatives of the NSW police, fire and ambulance services all participated as well as University staff from the Security Service, Fisher Library and Risk Management Office.

OHS committees

OHS committees continued to play a key role in monitoring the management of OHS issues and actively reviewing OHS-related University policies and guidelines. Accredited OHS consultation training was provided for 16 new OHS committee members. Chairing of the Central OHS Committee passed from Senior Deputy Vice-Chancellor Professor Ken Eltis to Chief

Financial Officer Bob Kotic. Pro-Vice-Chancellor, College of Health Sciences Professor Don Nutbeam was appointed deputy chair.

The Peter Dunlop Memorial OHS Award

The Peter Dunlop Memorial OHS Award for 2003 was presented to the manager of Arthursleigh Farm, Mr Stephen Burgun. Mr Burgun was recognised for having developed and implemented an impressive OHSRM program, which has become a model for other University farms. Former chair of the Central OHS Committee Professor Ken Eltis presented the award at a ceremony on 10 December 2003.

Publications about the University of Sydney

Many departments and offices produce publications which provide information about the University and its activities. Listed below is a selection of the more general publications. For information about the activities of a specific office or department, please contact them directly or explore the University's website.

The University of Sydney website: **www.usyd.edu.au**

The website provides information about the University, including much of the information available in printed publications.

Available from Archives and Records Management Services

Summary of Affairs and Statement of Affairs, both produced in accordance with the *NSW Freedom of Information Act 1989*.

Privacy Management Plan produced in accordance with the *NSW Privacy and Personal Information Protection Act 1998*.

The Record published annually (usually): A small magazine about aspects of the history of the University, and about the records the archives holds, written by both the staff of the archives and researchers who have used the records and acquired specialist knowledge.

Available from the International Office

Undergraduate study for international students 2004: general information about the University and its undergraduate courses for international students.

Postgraduate Study for International Students 2003–2004: general information about the University and its graduate courses for international students.

Study Abroad 2003–2004: information about study abroad and exchange programs at the University.

Course Fees for International Students 2004

Available from the Marketing and Student Recruitment Office

Studying at Sydney Uni 2005: general information about the University and its undergraduate courses for local students.

Studying at Sydney Uni: a brochure for Year 10 students.

Available from the Planning Support Office

The University of Sydney Strategic Plan 1999–2004

Research Degree Completion Rates

Statistics 2003

Also see www.planning.usyd.edu.au

Available from the Publications Office

Annual Report 2003

The University of Sydney Gazette: a magazine for graduates produced twice each year.

Uninews: a fortnightly newspaper providing news and information about the University. Twenty-two issues are produced each year, including two special editions of international news and one special edition for prospective students.

Australia's first university: a DL brochure providing an overview of the University's achievements.

Available from the Scholarships Unit

Undergraduate Scholarships at Sydney Uni: details of the University's scholarships for first-year students.

Available from the Student Centre

The University of Sydney Calendar 2004: statutes and regulations governing the University and details of senior staff.

General information DL brochures: Mature Age Entry, Admissions, Accommodation, Sydney Welcome Orientation and Transition (also available from faculties).

Postgraduate Studies Coursework and Research Handbooks: general information for graduate students about regulations and services.

Faculty handbooks x 14 volumes: Agriculture, Food and Natural Resources; Architecture; Arts; Dentistry; Economics and Business; Education and Social Work; Engineering; Health Sciences; Law; Nursing; Pharmacy; Science; Social Work; Sydney College of the Arts (Visual Arts); Sydney Conservatorium of Music; Veterinary Science.

University of Sydney Map Guide

Student Information Bulletin

Other publications

Faculty of Health Sciences Postgraduate Handbooks 2004: available from the Cumberland campus.

Faculty of Rural Management Handbook 2004: available from the Faculty.

Course information DL brochures including brochures in Agriculture, Architecture, Arts, combined degrees (including Arts/Law, Science/Law, Nursing/Arts, Nursing/Science), Computer Science, Dentistry, Education, Health Sciences, Law, Liberal Studies, Medical Science, Nursing, Pharmacy, Psychology, Science, Social Work, Sydney Conservatorium of Music, Veterinary Science, Visual Arts: available from faculties.

Continuing Education Program: a seasonal program, available from the Centre for Continuing Education. Four produced each year.

The University's Code of Conduct is available at www.usyd.edu.au/audit/policy/policy.shtml.

Freedom of information and privacy legislation

Under the NSW Freedom of Information Act 1989, the University is required to include in its Annual Report information on the processing of requests received by the University. The tables below show the figures for calendar year 2003 with the figures for 2002 given in brackets.

Section A

Numbers of new FOI requests – information relating to the numbers of new FOI requests received, those processed and those incomplete from the previous period

FOI requests	Personal	Other	Total
A1 New (incl. transferred in)	23 (12)	2 (4)	25 (16)
A2 Brought forward	1 (1)	0 (0)	1 (1)
A3 Total to be processed	24 (13)	2 (4)	26 (17)
A4 Completed	23 (12)	2 (4)	25 (16)
A5 Transferred out	0 (0)	0 (0)	0 (0)
A6 Withdrawn	1 (0)	0 (0)	1 (0)
A7 Total processed	24 (12)	2 (4)	26 (16)
A8 Unfinished (carried forward)	0 (1)	0 (0)	0 (1)

Section B

What happened to completed requests? (Completed requests are those on line A4)

Result of FOI request	Personal	Other
B1 Granted in full	12 (7)	1 (1)
B2 Granted in part	8 (4)	1 (3)
B3 Refused	3 (1)	0 (0)
B4 Deferred	0 (0)	0 (0)
B5 Completed*	23 (12)	2 (4)

* Note: The figures on line 5 should be the same as the corresponding ones on A4

Section C

Ministerial Certificates – number issued during the period

C1 Ministerial Certificates issued	0 (0)
------------------------------------	-------

Section D

Formal consultations – number of requests requiring consultations (issued) and total number of formal consultation(s) for the period

	Issued	Total
D1 Number of requests requiring formal consultation(s)	2 (2)	2 (2)

Section E

Amendment of personal records – number of requests for amendment processed during the period

Result of amendment request	Total
E1 Result of amendment – agreed	0 (1)
E2 Result of amendment – refused	0 (0)
E3 Total	0 (1)

Section F

Notation of personal records – number of requests for notation processed during the period

F1 Number of requests for notation	0 (0)
------------------------------------	-------

Section G

FOI requests granted in part or refused – basis of disallowing access – number of times each reason cited in relation to completed requests which were granted in part or refused

Basis of disallowing or restricting access	Personal	Other
G1 Section 19 {application incomplete, wrongly directed}	0 (0)	0 (0)
G2 Section 22 {deposit not paid}	0 (0)	0 (0)
G3 Section 25(1)(a1) {diversion of resources}	2 (0)	0 (0)
G4 Section 25(1)(a) {exempt}	7 (4)	1 (2)
G5 Section 25(1)(b), (c), (d) {otherwise available}	1 (1)	0 (0)
G6 Section 28(1)(b) {documents not held}	3 (0)	0 (1)
G7 Section 24(2) {deemed refused, over 21 days}	0 (0)	0 (0)
G8 Section 31(4) (released to medical practitioner)	0 (0)	0 (0)
G9 Total	13 (5)	1 (3)

Section H

Costs and fees of requests processed during the period (i.e. those included in lines A4, A5 and A6)

	Assessed costs	FOI fees received
H1 All completed requests	\$1,730.00 (\$1,550.00)	\$1,130.00(\$1,550.00)

Section I

Discounts allowed – numbers of FOI request processed during the period where discounts were allowed

Type of discount allowed	Personal	Other
I1 Public interest	0 (0)	0 (0)
I2 Financial hardship – pensioner/child/student	5 (3)	0 (0)
I3 Financial hardship – non-profit organisation	0 (0)	0 (0)
I4 Total	5 (3)	0 (0)
I5 Significant correction of personal records	0 (0)	0 (0)

Section J

Days to process – number of completed requests (A4) by calendar days (elapsed time) taken to process

Elapsed time	Personal	Other
J1 0–21 days	8 (9)	0 (4)
J2 22–35 days	13 (2)	1 (1)
J3 Over 35 days	2 (0)	1 (0)
J4 Total	23 (11)	2 (5)

Section K

Processing time – number of completed requests (A4) by hours taken to process

Processing hours	Personal	Other
K1 0–10 hours	7 (9)	0 (3)
K2 11–20 hours	13 (2)	1 (2)
K3 21–40 hours	3 (0)	1 (0)
K4 Over 40 hours	0 (0)	0 (0)
K5 Total	23 (11)	2 (5)

Section L

Review and appeals – number finalised during the period

L1 Number of internal reviews finalised	4 (1)
L2 Number of Ombudsman reviews finalised	0 (0)
L3 Number of District Court appeals finalised	0 (0)

Details of internal review results – in relation to reviews finalised during the period

Bases of internal review	Personal		Other	
Grounds on which internal review requested	Upheld*	Varied*	Upheld*	Varied*
L4 Access refused	3 (0)	1 (0)	0 (0)	0 (0)
L5 Deferred	0 (0)	0 (0)	0 (0)	0 (0)
L6 Exempt matter	0 (0)	0 (0)	0 (1)	0 (0)
L7 Unreasonable charges	0 (0)	0 (0)	0 (0)	0 (0)
L8 Charge unreasonably incurred	0 (0)	0 (0)	0 (0)	0 (0)
L9 Amendment refused	0 (0)	0 (0)	0 (0)	0 (0)
L10 Total	3 (0)	1 (0)	0 (1)	0 (0)

* Note: relates to whether or not the original agency decision was upheld or varied by internal review.

The year 2003 saw a number of large and complex Freedom of Information applications, many of which were not able to be processed within the statutory time frame. In these cases the applicants were informed of the delays and the reasons for them.

Some applications from students of the University revealed issues related to student recordkeeping and the documentation of particular processes within the University. Steps have been taken by the University's Archives and Records Management Services (ARMS) to make staff aware of the need for quality recordkeeping in relation to students. The ongoing training and awareness program conducted by ARMS made use of the lessons from some of the FOI applications. In addition, the section of the University Recordkeeping Manual relating to students was revised partly in response to the matters raised by the applications.

There were no official investigations carried out by the Ombudsman during the year, nor were any matters referred to the NSW Administrative Decisions Tribunal.

NSW Privacy and Personal Information Protection Act

Section 33(3) of the NSW Privacy and Personal Information Protection Act 1998 (the Act) requires the University to report on the actions it has taken to comply with the Act and to provide statistical details of any review conducted by or on its behalf.

A significant feature of the Act is the requirement for all NSW public sector agencies to prepare a Privacy Management Plan. The Privacy Management Plan sets out the policies and practices the University has adopted to ensure compliance with the Act. It provides details on how the policies are to be disseminated throughout the University, and also details the procedures adopted by the University for dealing with applications for the internal review of privacy complaints.

The steps taken by the University to comply with the Act include:

- adding privacy notices to electronic and hardcopy forms used to collect personal information
- adding privacy statements to the University's websites
- referencing privacy issues in relevant resolutions and rules
- adding warnings against the unauthorised disclosure of personal information to login screens of major computer systems
- administering an awareness and training program on the Act and privacy related matters
- widely disseminating copies of the Privacy Management Plan
- incorporating a section on privacy into the University Recordkeeping Manual. The manual is available in hardcopy and on the University's website at www.usyd.edu.au/arms/privacy
- providing timely and accurate advice about privacy to members of the University community. During the year the University's privacy officers dealt with 38 written enquiries regarding implementation of the University's Privacy Management Plan, and
- revising the section of the University Recordkeeping Manual that relates to student records. Some changes were made to provide additional protection to personal information about students.

Reviews conducted under Part 5 of the Act

Three reviews were conducted under Part 5 of the Act during 2003. Two of the applicants were students of the University and the third a member of the public.

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- The address of the University is:
 The University of Sydney
 NSW 2006 Australia
 Telephone: +61 2 9351 2222
 Website: www.usyd.edu.au
- Hours of opening:**
- Switchboard**
 Monday–Friday, 8.30am–5pm
- Fisher Library** (during semester)
 Monday–Thursday: 8.30am–10pm
 Friday: 8.30am–8pm
 Saturday: 9am–5pm
 Sunday: 1pm–5pm
- Library hours outside semester vary throughout the year. (See the website at www.library.usyd.edu.au for these details and for opening hours of other University libraries.)
- University of Sydney Union facilities**
 (during semester): 7.30am–7.30pm
- Hours for specific services vary. Non-semester opening hours are reduced and vary throughout the year.
- Many offices of the University are open beyond the above times. To check opening times, please telephone the unit or department you wish to visit.
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GPO BOX 12
SYDNEY NSW 2001

INDEPENDENT AUDIT REPORT THE UNIVERSITY OF SYDNEY

To Members of the New South Wales Parliament

Audit Opinion Pursuant to the *Public Finance and Audit Act 1983*

In my opinion, the financial report of The University of Sydney:

- (a) presents fairly The University of Sydney's and the consolidated entity's financial position as at 31 December 2003 and their financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and
- (b) complies with:
 - (i) section 41B of the *Public Finance and Audit Act 1983* (the Act), and
 - (ii) The Guidelines for the Preparation of the Annual Financial Reports for the 31 December 2003 Reporting Period by Australian Higher Education Institutions, issued pursuant to the *Higher Education Funding Act 1988*.

Audit Opinion Pursuant to the *Charitable Fundraising Act 1991*

In my opinion:

- (a) the accounts of The University of Sydney and the consolidated entity show a true and fair view of the financial result of fundraising appeals for the year ended 31 December 2003
- (b) the accounts and associated records of The University of Sydney and the consolidated entity have been properly kept during the year in accordance with the *Charitable Fundraising Act 1991* (the CF Act) and the *Charitable Fundraising Regulation 1998* (the CF Regulation)
- (c) money received as a result of fundraising appeals conducted during the year has been properly accounted for and applied in accordance with the CF Act and the CF Regulation, and
- (d) there are reasonable grounds to believe that The University of Sydney and the consolidated entity will be able to pay its debts as and when they fall due.

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

The Senate's Role

The financial report is the responsibility of the Senate. It consists of the statements of financial position, the statements of financial performance, the statements of cash flows and the accompanying notes for The University of Sydney and the consolidated entity. The consolidated entity comprises The University of Sydney and the entities controlled at the year's end, or during the financial year.

The Auditor's Role and the Audit Scope

As required by the Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides *reasonable assurance* to Members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Senate in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report.

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that members of the Senate had not fulfilled their reporting obligations.

My opinion does *not* provide assurance:

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

Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The Act further promotes independence by:

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



R J Sendt
Auditor-General

SYDNEY
16 April 2004



The University of Sydney

STATEMENT BY APPOINTED OFFICERS

In accordance with a resolution of the Senate of The University of Sydney dated 4 February 1991 and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that to the best of our knowledge and belief:

1. The financial reports present a true and fair view of the financial position of the University at 31 December 2003 and the results of its operations and transactions of the University for the year then ended;
2. The financial reports have been prepared in accordance with the provisions of the New South Wales Public Finance and Audit Act 1983 and the Commonwealth Guidelines for the Preparation of Annual Financial Statements for the 2003 Reporting Period by Australian Higher Education Institutions;
3. The financial reports have been prepared in accordance with applicable Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board and Consensus views of the Urgent Issues Group.
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate.
5. There are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due; and,
6. The amount of Commonwealth grants expended during the reporting period was for the purposes for which it was granted.

The Hon. Justice Kim Santow, OAM
Chancellor

Professor Gavin Brown
Vice-Chancellor and Principal

Mr David Hoare
Chair, Finance Committee



2003 ANNUAL FINANCIAL REPORT

Statement of financial performance for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Revenue from ordinary activities					
Commonwealth government financial assistance	2.1	373,227	353,691	373,227	353,691
Higher education contributions scheme (HECS):					
Student contributions	40.1	25,810	22,327	25,810	22,327
Commonwealth payments	40.1	80,369	81,556	80,369	81,556
Post graduate education loans scheme (PELS)	40.1	14,096	5,401	14,096	5,401
New South Wales government financial assistance	2.2	2,796	2,704	2,796	2,704
Superannuation:					
Deferred government contributions	30	46,315	77,305	46,315	77,305
Commonwealth supplementation	2.1	1,957	2,169	1,957	2,169
Fees and charges	2.3	167,126	136,598	167,126	136,598
Investment income	2.4	53,197	45,649	53,186	45,638
Royalties, trademarks and licences	2.5	3,658	3,708	3,658	3,708
Consultancy and contract research	2.6	66,415	67,829	66,415	67,829
Other revenue	2.7	86,523	94,875	86,174	94,634
Total revenue from ordinary activities		921,489	893,812	921,129	893,560
Share of net result of associates and joint ventures accounted for using the equity method	33.1	5,199	493	0	0
Total revenue		926,688	894,305	921,129	893,560
Expenses from ordinary activities					
Employee benefits:					
Academic	3.1	236,965	223,511	236,965	223,511
Non-academic	3.1	217,297	197,367	217,297	197,367
Deferred employee superannuation	3.1	46,315	77,305	46,315	77,305
Depreciation and amortisation	3.2	46,621	43,112	46,621	43,112
Buildings and grounds expenses	3.3	26,519	30,772	26,519	30,772
Bad and doubtful debts	3.4	1,988	555	1,988	555
Other expense	3.6	256,319	241,331	256,188	240,946
Borrowing cost expenses	4	0	0	0	0
Loss on disposal of controlled entity	1.2, 35	0	13,730	0	0
Total expenses from ordinary activities		832,024	827,683	831,893	813,568
Operating result from ordinary activities before income tax expense		94,664	66,622	89,236	79,992
Income tax (expense)/benefit related to ordinary activities	1.4, 5	33	(28)	0	0
Operating result after related income tax		94,697	66,594	89,236	79,992
Net operating result		94,697	66,594	89,236	79,992

Statement of financial performance (continued) for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Net operating result		94,697	66,594	89,236	79,992
Net operating result attributed to parent entity		94,697	66,594	89,236	79,992
Increase/(decrease) in reserves arising from revaluations excluding shares of associates increase/(decrease) in reserves	22.1	32,588	(18,710)	32,588	(18,710)
Share of associates increase/(decrease) in reserves	22.1	660	(13)	0	0
Total revenue, expense, valuation and adjustments attributed to the parent entity and recognised directly in equity	22.1	33,248	(18,723)	32,588	(18,710)
Total changes in equity other than those resulting from transactions with owners as owners	22.3	127,945	47,871	121,824	61,282

Statement of financial position as at 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Current assets					
Cash	36.1	4,990	12,478	4,968	12,101
Inventories	1.7, 8	1,081	824	1,053	804
Receivables	1.7, 9	52,304	43,409	52,263	41,793
Other financial assets	1.7, 10.1	399,899	313,421	399,699	313,231
Other	11	0	1,876	0	1,875
Total current assets		458,274	372,008	457,983	369,804
Non-current assets					
Other financial assets	1.7, 10.2	433,519	446,471	433,519	448,792
Investment properties	12	83,273	64,758	83,273	64,758
Amounts owing by Commonwealth/State Governments	29	370,763	324,448	370,763	324,448
Property, plant and equipment	1.7, 13	1,180,428	1,177,837	1,180,424	1,177,822
Heritage assets	1.7, 14	159,362	151,690	159,362	151,690
Library	1.7, 15	489,617	493,664	489,617	493,664
Works in progress	1.7, 16	64,479	33,953	64,479	33,953
Other non-current assets	1.7, 17	3,050	1,930	3,050	1,924
Intangibles	1.10, 18	1,699	3,422	1,622	1,160
Joint ventures operation/partnership	1.14, 32, 33.2, 34	1,345	356	0	5
Associated entities	1.15, 31, 33.2	9,971	5,073	0	0
Total non-current assets		2,797,506	2,703,602	2,786,109	2,698,216
Total assets		3,255,780	3,075,610	3,244,092	3,068,020
Current liabilities					
Accounts payable	1.8, 19	60,627	55,802	60,641	53,781
Provisions	21.1	29,719	27,049	29,696	27,031
Other	20	6,659	6,519	6,659	6,516
Total current liabilities		97,005	89,370	96,996	87,328
Non-current liabilities					
Joint ventures liabilities		3,157	1,209	3,157	1,209
Provisions	21.2	470,593	427,951	470,574	427,942
Total non-current liabilities		473,750	429,160	473,731	429,151
Total liabilities		570,755	518,530	570,727	516,479
Net assets		2,685,025	2,557,080	2,673,365	2,551,541
Equity					
Reserves	1.13, 22.1	1,934,362	1,899,144	1,924,171	1,894,048
Accumulated funds	22.2	750,663	657,936	749,194	657,493
Total equity	22.3	2,685,025	2,557,080	2,673,365	2,551,541



Statement of cash flows for the financial year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Cash flows from operating activities					
Inflows:					
Financial assistance:					
Commonwealth Government		370,972	355,860	370,972	355,860
New South Wales State Government		2,778	2,946	2,778	2,946
Higher Education Contribution Scheme:					
Student payments		25,810	24,875	25,810	24,875
Commonwealth payments		82,175	81,636	82,175	81,636
Postgraduate Education Loan Scheme		19,692	5,401	19,692	5,401
Fees and charges		172,877	132,412	172,877	132,318
Dividends		2,051	3,484	2,051	3,484
Interest		34,325	6,189	34,325	6,178
Other investment income		20,422	63,968	20,411	63,968
Other		157,033	160,829	156,180	158,239
Outflows:					
Employee benefits		(461,055)	(406,231)	(461,055)	(406,231)
Other payments		(299,786)	(282,029)	(298,922)	(279,399)
Net cash provided by operating activities	36.2	<u>127,294</u>	<u>149,340</u>	<u>127,294</u>	<u>149,275</u>
Cash flows from investing activities					
Inflows:					
Proceeds from sale of investments		475,638	150,026	475,638	150,026
Proceeds from sale of shares and properties		10,542	8,316	10,542	8,316
Proceeds from sale of assets		4,613	4,898	4,613	4,898
Proceeds from joint venture partnership		1,948	1,209	1,948	1,209
Rental income		0	6,531	0	6,531
Outflows:					
Purchases of property, plant and equipment		(82,806)	(64,892)	(82,806)	(64,876)
Purchases of investments		(494,898)	(86,833)	(494,898)	(86,833)
Net cash provided/(used) in investing activities		<u>(84,963)</u>	<u>19,255</u>	<u>(84,963)</u>	<u>19,271</u>
Cash flows from financing activities					
Inflows:					
Issue of share capital & borrowings		0	286	0	0
Net cash provided/(used) in financing activities		<u>0</u>	<u>286</u>	<u>0</u>	<u>0</u>
Net increase/(decrease) in cash held		42,331	168,881	42,331	168,546
Cash at beginning of reporting period		305,599	139,737	305,034	136,488
Cash attributable to disposal of controlled entities		(345)	(3,019)	0	0
Cash at end of reporting period	36.1	<u>347,585</u>	<u>305,599</u>	<u>347,365</u>	<u>305,034</u>

Notes to the financial reports for the year ended 31 December 2003

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Notes to the financial reports for the year ended 31 December 2003

1. Significant accounting policies

1.1 Basis of preparation

This general purpose financial report has been prepared in accordance with The Public Finance and Audit Act 1983, the Public Finance and Audit Regulation 2000, the Guidelines for the Preparation of Annual Financial Statements by Australian Higher Education Institutions issued by the Department of Education, Science and Training (DEST) and is drawn up in accordance with applicable Australian Statutory Reporting and other mandatory professional reporting requirements.

The Financial Report has been prepared on an accrual accounting basis and on the basis of historical costs and except where stated in note 1.7, does not take into account changing money values or current valuations of non-current assets. The accounting policies have, except where a change is noted, been applied consistently throughout the period.

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

1.2 Principles of consolidation

The consolidated Financial Report is prepared in accordance with AAS 24 "Consolidated Financial Reports". The Financial Report includes the accounts of the parent entity, The University of Sydney and the accounts of the economic entity, comprising the University of Sydney and the entities it controlled at the end of or during the financial year, as shown in note 35.

The balances and effects of transactions between controlled entities included in the consolidated financial report have been eliminated.

Separate financial reports are also prepared by the University's controlled entities and are audited by the Auditor General of New South Wales.

1.3 Insurance

The University and its controlled entities have insurance policies for coverage of properties, public liability, professional indemnity, directors and officers personal accident/travel, motor vehicles, workers compensation, aviation liability, principal controlled contract works, marine hull, livestock, transit and crops. There are elements of self-insurance within the overall insurance program including cover for University staff and students engaged in veterinary clinical activities.

1.4 Income tax

The University is exempt from income tax under Commonwealth income tax legislation. Within the consolidated entity there are entities that are not exempt from income tax. For these entities, the consolidated entity adopts the liability method of tax effect accounting whereby the income tax expense for the period is based on the profit from ordinary activities adjusted for any permanent differences between taxable and accounting income.

Timing differences, which arise due to different accounting periods in which items of revenue and expense are included in the determination of accounting profit and taxable income, are recognised as either a provision for deferred income tax or as a future income tax benefit at the rate of income tax applicable to the period in which the benefit will be received or the liability will become payable.

Future income tax benefits, including tax losses, are not recognised unless realisation of the benefit is virtually certain.

The recognition of income tax benefits is based on the assumption that adverse changes will not occur in income tax legislation and the consolidated entity will derive sufficient future assessable income so the benefits may be realised and comply with the conditions of deductibility imposed by the law.

Notes to the financial reports for the year ended 31 December 2003

1.5 Revenue recognition

Operating revenue

The University's operating activity income consists of Commonwealth Grants, Higher Education Contribution Scheme, Postgraduate Education Loans Scheme (PELS), NSW State Government Grants, Other research grants and contracts, Investment Income, and Fees and charges. Apart from the Deferred government contribution to superannuation income, the remaining balance of income is from outside operating activities. The University has treated the operating and research income received from the Commonwealth in 2003 in advance for the year 2004, as income in the year of receipt. Revenue is recognised where it can be reliably measured in the period to which it relates. However where there is not an established pattern of income, revenues are recognised on a cash receipt basis.

Operating grants in advance - In accordance with AAS15 DEST operating grants which are received in advance of the period for which they are appropriated are recognised as revenue in the period in which funds are received. However the advance payment for the next year from the Higher Education Trust Fund (HECS and PELS) is treated as income in advance. Refer to note 40.1 for financial comparison and materiality.

Fees and charges – Student fees are recognised as debtors following the census date for each session. Revenue from rendering services is recognised in the period in which the service is provided, having regard to the stage of completion of the service.

Investment income – Investment income is recognised as it accrues. The revenue recognition policies for investment income are described in note 1.7.

Rental income – Rental income is recognised as it accrues over the period that the properties are leased to third parties.

Asset sales – The gross proceeds of asset sales are included as revenue (note 2.7), and the carrying amount of these assets is recognised as an expense (note 3.5).

Other revenue – Represents contributions from external organisations and miscellaneous income not derived from core business.

1.6 Goods and services tax

Revenues, expenses and assets 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 Tax Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the item of expense.

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

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position. Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.



Notes to the financial reports for the year ended 31 December 2003

1.7 Valuation of assets

The University in accordance with AASB 1041 had the option of measuring each class of non-current asset on either a cost basis or fair value basis. The University adopted either cost or fair value for each of the classes as indicated below.

Under AASB1041 with effect from 1 January 2001, the University elected to apply the cost basis to its plant and equipment, library collections and non-commercial teaching and research land, buildings and infrastructure and the fair value basis for commercial teaching and research land, buildings, infrastructure, heritage assets, livestock and investments.

Land, buildings and infrastructure were recategorised into non-commercial teaching and research land, buildings and infrastructure and commercial teaching and research land, buildings and infrastructure.

Non-commercial land, buildings and infrastructure are those assets, which are subject to specific restrictions eg. land grants, zoned specific use and specific contractual arrangements. These assets have been carried at a deemed cost basis, being the valuation applied in 1996 or at cost for subsequent acquisitions. These assets can not be readily disposed of in the open market. The significant cost associated with a fair value assessment of these assets every three years would be of little value in the management of the University.

The value of commercial land, buildings and infrastructure used for teaching and research purposes (and not forming part of the Investment class) but not subject to the same restrictions as the non-commercial teaching and research land, buildings and infrastructure are to be valued every three years. The next valuation is due 31 December 2004. However the University, in accordance with accounting standards, carried out a review of the market values of its commercial land, buildings and infrastructure as at 31 December 2003 with the result that no significant movements in valuation were identified.

In changing the policy for the measurement of its property, plant and equipment no retrospective adjustment had to be made as the valuation applied in 1996 was deemed to be the cost and subsequent acquisitions were brought to account at cost.

Each year the University undertakes a process of rolling perpetual stocktake of its plant and equipment. This form of stocktake means that the University reviews the assets held by each area at least once per annum.

Other financial assets

Other financial assets are initially brought to account at cost and subsequently carried at market value (fair value). Increases or decreases in the value of current asset investments are reflected as investment gains or losses, respectively, in the statement of financial performance in the period in which they arise. Increases in the value of non-current other financial assets are required by accounting standards to be credited directly to the asset revaluation reserve unless they are reversing a previous decrement charged to the statement of financial performance in which case the increment is credited to the statement of financial performance. Decreases in the value of non-current other financial assets are charged as investment losses in the statement of financial performance unless they reverse a previous increment credited to the asset revaluation reserve in which case the decrement is debited to the asset revaluation reserve.

The University has investments in a number of companies that are unquoted. These are brought to account at cost as there is no available market value. Based on the latest available published financial accounts the University estimates that the recoverable amounts are greater than cost. The following organisations provide the University with an equity interest in excess of \$1M each in unquoted shares which are recorded at nil cost to the University:-

Aurema Pty Ltd

Australian Photonics Pty Ltd (*including Redfern Photonics Pty Ltd*)

ObjectiVision Pty Ltd

Smart Internet Technology Pty Ltd

Land

With the application of AASB 1041 for the 2001 reporting period the University adopted the cost basis for its non-commercial teaching and research land, buildings and infrastructure and the fair value basis for commercial teaching and research land, buildings and infrastructure.

Notes to the financial reports for the year ended 31 December 2003

Buildings

With the application of AASB 1041 for the 2001 reporting period the University adopted the cost basis for its non-commercial teaching and research land, buildings and infrastructure and the fair value basis for commercial teaching and research land buildings and infrastructure.

The University buildings have been insured at replacement cost of \$1,400,286,407.

Infrastructure

Infrastructure includes roadways, paths and paving, ovals, playing fields, perimeter fencing, boundary gates, farm fencing (wire, electric or post and rail), water supply, electricity, gas, telecommunications services, sewerage, drainage, bridges, pedestrian ramps, surface carparks, power generation plants, reservoirs, dams and landscaping. With the application of AASB 1041 for the 2001 reporting period the University adopted the cost basis for its non-commercial teaching and research land, buildings and infrastructure and the fair value basis for commercial teaching and research land buildings and infrastructure.

Plant and equipment

The University's plant and equipment are recorded at historical cost. All items with a cost of acquisition in excess of \$5,000 are capitalised at cost. All items with a cost of less than \$5,000 are expensed

Motor vehicles

The University's motor vehicles are recorded at historical cost

Major IT software

Major IT software represents the cost to the University of major information technology systems that have been purchased/developed and/or implemented. These are recorded at historical cost

Heritage assets

Valuations for the University's heritage assets were provided by the curators of each collection. The valuation for the University's rare books collection was as at 31 December 2003. The Power Collection of Contemporary Art is owned by the University and is on loan under a management agreement to the Museum of Contemporary Art. The collection was last valued in 1999 by the Chief Curator of the Museum of Contemporary Art Limited and is recorded on the University's books at a value of \$15,978,450. The entire collection has been insured at a value of \$18,500,000. The valuation for the other collections was at 31 December 2000 and they are based on current market value using a combination of prices at auction of similar works and the curator's experience. Where assets are valued in a foreign currency they are translated into \$A equivalent at reporting date. These assets are not subject to depreciation. With the application of AASB 1041 the valuations are arrived at by curator's using the fair value method.

Library

Valuations for the University's libraries were provided by University librarians. The University's research and undergraduate collections were capitalised as at 31 December 1998 based on 1997 prices indexed to 1998 prices to reflect current market value. With the application of AASB 1041 for the 2001 reporting year the University adopted the cost basis for valuation of its library collections. The undergraduate collection only has been subject to depreciation; the research collection does not diminish in value because of the nature of the collection.

Works in progress

Works in progress represent the cost of unoccupied and incomplete building projects and other major capital works projects at reporting date. It also includes the costs of Major Information Technology (IT) systems developments that had not been implemented as at the reporting date.

Notes to the financial reports for the year ended 31 December 2003

Other non-current assets

Milk quota

As a result of dairy deregulation, the Dairy Adjustment Authority advised the University that its entitlement to compensation would be \$901,779 payable in 32 quarterly instalments. A total of \$394,520 has been received.

Self generating and regenerating assets (SGARA)

These assets comprise livestock and other living assets such as crops. The University values its SGARA's on a fair value basis.

• Livestock

Livestock was valued at current market prices by independent valuers at reporting date.

• Crops

The University has a number of crops at its farms. All winter crops had been harvested and sold by 31 December 2003. Some summer crops were growing at that time but had not reached sufficient maturity to enable them to be insured with an underwriter. Therefore no value has been recognised in the accounts at reporting date.

The vineyard at Faculty of Rural Management (Orange Campus) continues to be included as part of infrastructure assets on the basis that it is an integral part of that campus. The value is \$507,480.

Inventories

Inventories consist of store stock. Inventories are valued at cost. Costs have been assigned to inventory quantities on hand at reporting date using the first in first out basis.

Receivables

All debtors are recognised at the amounts receivable and are due for settlement in no more than 30 days. A provision is raised for any doubtful debts based on a review of all outstanding amounts at reporting date. Bad debts are written off in the period in which they are identified.

1.8 Accounts payable

Accounts payable, including accruals not yet billed, represent liabilities for goods and services provided to the economic entity prior to the end of the reporting period. These amounts are unsecured and are usually settled within 30 days of recognition.

1.9 Foreign currency transactions

Foreign currency transactions are translated into Australian currency at rates of exchange ruling at the dates of the transactions. Amounts receivable and payable in foreign currency at reporting date are translated at the rates of exchange ruling on that date. Exchange differences relating to amounts payable and receivable in foreign currencies are brought to account as exchange gains or losses in the statement of financial performance.

1.10 Intangibles

The University in the course of its normal operations expends substantial sums on pure and applied research along with training and development activities consistent with its strategic plans and subject to budgetary constraints. Such sums are included as expenditure within the statement of financial performance. If a commercial advantage arises a patent is taken out, the costs of which are capitalised. If there is no exploitation of the patent it is written off.

Notes to the financial reports for the year ended 31 December 2003

1.11 Employees entitlements

Employee entitlements comprising annual leave, long service leave and superannuation benefits together with related on-costs have been fully provided. The total liability in respect of employee entitlements has been brought to account, in accordance with AASB1028.

(i) Annual leave

Liabilities for annual leave are recognised and measured as to the amount unpaid at the reporting date at current pay rates in respect of employees' service up to that date.

Accrued annual leave is treated as a current liability.

(ii) Long service leave

A liability for long service leave is recognised, and is measured using the present value method by applying an actuarial assessed factor for Universities to the nominal calculation based on services provided by employees up to the reporting date.

Accrued long service leave is treated as a non-current liability.

(iii) Superannuation

The University provides for superannuation based on information and formulae provided by the Superannuation Administration Corporation in respect of contributors to the defined benefit schemes administered by the SAS Trustee Corporation. These schemes include the State Superannuation Scheme, the State Authorities Superannuation Scheme and the State Authorities Non-Contributory Scheme. In addition the University contributes to the Superannuation Scheme for Australian Universities which is a fully funded defined benefits scheme. The University also contributes to the University of Sydney Professorial Superannuation System.

1.12 Depreciation

Depreciation is calculated on a straight line basis. The depreciation rates are based on the estimated useful lives of the various classes of assets employed. Pro-rata depreciation is charged in the year of purchase and disposal. Depreciation rates by class of assets are as follows:-

	Per annum
Plant and equipment	10%
Computing equipment	25%
Motor vehicles	5%
Buildings	2%
Library undergraduate collection	20%
Leasehold improvements	2%
Major IT Projects	40%
Infrastructure	2%

Notes to the financial reports for the year ended 31 December 2003

1.13 Reserves

The University has the following reserves:-

Initial asset valuation reserve

This reserve was created in 1992 for the purpose of bringing to account the University's assets for the first time and includes the transfer of properties between the University and the Department of School Education in 1994; this transfer did not involve any cash transactions.

Asset revaluation reserve

This reserve is used to account for the increases or decreases in the value of assets as a result of revaluations and was created in accordance with AAS10 "Accounting for the revaluation of non-current assets".

Increases in the value of non-current asset investments are required by accounting standards to be credited directly to an asset revaluation reserve unless they are reversing a previous decrement charged to the statement of financial performance in which case the increment is credited to the statement of financial performance. Decreases in the value of non-current asset investments are charged as investment losses in the statement of financial performance unless they reverse a previous increment credited to asset revaluation reserve.

Associates reserves

This represents the reserves held by associated entities and is brought to account in the consolidated financial report using the equity method of accounting.

1.14 Joint ventures

The proportionate interests in the assets, liabilities and expenses of joint venture operations have been incorporated in the financial report under the appropriate headings. Details of the joint ventures are set out in notes 32 and 34.

1.15 Associates

The proportionate interests in the profits or losses of associates have been incorporated in the financial report. Details of the associated entities are set out in note 31.

Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003	2002	2003	2002
		\$'000	\$'000	\$'000	\$'000
2. Revenue from ordinary activities					
2.1 Commonwealth Government financial assistance (including superannuation contributions from the Commonwealth, but excluding HECS and PELS)					
Teaching and learning	40.1				
Operating purposes excluding HECS and PELS		162,702	159,551	162,702	159,551
Higher education innovation program		81	879	81	879
Teaching hospitals		928	908	928	908
Equality of opportunity		224	182	224	182
Australian Research Council (ARC)	40.2				
Discovery projects (large grants)		18,964	15,882	18,964	15,882
Discovery fellowships		2,454	3,004	2,454	3,004
Discovery federation fellowships		2,554	1,566	2,554	1,566
Linkage - infrastructure		3,997	10,081	3,997	10,081
Linkage - international researcher exchange		291	244	291	244
Linkage - projects		5,785	5,266	5,785	5,266
Linkage - Centres		5,785	1,748	5,785	1,748
DEST	40.3				
Institutional grants Scheme		27,304	27,109	27,304	27,109
Research infrastructure block		14,774	12,600	14,774	12,600
Research training scheme		56,521	54,336	56,521	54,336
Systemic infrastructure initiative		5,135	3,064	5,135	3,064
Australian postgraduate awards pre 2002		3,267	3,267	3,487	3,267
Australian postgraduate awards 2002 onwards		5,214	5,224	4,994	5,224
International postgraduate research		1,465	1,339	1,465	1,339
Sub-total pursuant to Higher Education funding act		317,445	306,250	317,445	306,250
Other Commonwealth Government financial assistance					
Environment, sport and territories		303	593	303	593
Education, science and training		9,080	8,912	9,080	8,912
Human services and health		35,978	28,685	35,978	28,685
Industry, technology and regional development		3,335	3,654	3,335	3,654
Primary industry and energy		7,138	6,311	7,138	6,311
Other		1,905	1,455	1,905	1,455
Sub-total other Commonwealth Government financial assistance		57,739	49,610	57,739	49,610
Total Commonwealth Government financial assistance received excluding HECS and PELS*		375,184	355,860	375,184	355,860
* The total Commonwealth government financial assistance received excluding HECS and PELS is represented in the Statement of financial performance as:					
Commonwealth government financial assistance		373,227	353,691	373,227	353,691
Superannuation - Commonwealth supplementation		1,957	2,169	1,957	2,169
		375,184	355,860	375,184	355,860

Notes to the financial reports for the year ended 31 December 2003

Notes	Economic entity [Consolidated]		Parent entity [University]	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
2.2 New South Wales State Government financial assistance				
Sydney Conservatorium of Music	1,616	2,019	1,616	2,019
Other	1,180	685	1,180	685
Total state government financial assistance	2,796	2,704	2,796	2,704
2.3 Fees and charges				
Continuing education	10,339	10,101	10,339	10,101
Fee-paying non-overseas undergraduate students	14,226	10,706	14,226	10,706
Fee-paying overseas students	102,238	77,934	102,238	77,934
Fee-paying non-overseas postgraduate students	10,433	9,514	10,433	9,514
Law extension course fees	1,713	1,491	1,713	1,491
Summer school fees	7,633	5,950	7,633	5,950
Course fees	7,183	7,732	7,183	7,732
Students undertaking non-award courses	205	285	205	285
Fees late enrolment	120	135	120	135
Hire of equipment and venues	1,687	1,579	1,687	1,579
Library fines	758	777	758	777
Parking fees	2,030	1,731	2,030	1,731
Rental- other	911	1,417	911	1,417
Student residences	4,842	4,280	4,842	4,280
Miscellaneous	943	892	943	892
Library service charges	1,865	2,074	1,865	2,074
Total fees and charges	167,126	136,598	167,126	136,598
2.4 Investment income				
Rental income from investment properties	1,799	2,251	1,799	2,251
Interest:				
affiliated parties	195	216	184	205
other	35,976	33,424	35,976	33,424
Dividends received - other	3,686	3,579	3,686	3,579
Distributions from managed funds	11,167	7,116	11,167	7,116
Realised gain/(loss) on investments	79	(821)	79	(821)
Revaluation gain/(loss) on investments	295	(116)	295	(116)
Total investment income	53,197	45,649	53,186	45,638
2.5 Royalties, trademarks & licences				
Licence and royalty income	3,658	3,708	3,658	3,708
Total royalties, trademarks & licences	3,658	3,708	3,658	3,708
2.6 Consultancy and contract research				
Consulting fees	47,134	53,316	47,134	53,316
State government research grants	2,089	2,628	2,089	2,628
Research grants industry	2,886	1,494	2,886	1,494
Research grants individuals & foundations	5,147	3,356	5,147	3,356
Research grants overseas organisations	5,593	3,986	5,593	3,986
Miscellaneous	3,566	3,049	3,566	3,049
Total consultancy and contract research	66,415	67,829	66,415	67,829

Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
2.7 Other revenue					
Contributions (external organisations)		23,270	24,983	23,270	22,675
Shop sales (incl. commercial services)		5,109	6,036	5,109	6,036
Veterinary / medical practice		5,029	5,406	5,029	5,406
Special events income		1,523	927	1,523	927
Commission received		712	683	712	683
Membership and subscriptions		753	735	753	735
Farms		5,508	5,573	5,508	5,573
Scholarships and prizes		1,983	1,360	1,983	1,385
Donations and bequests		23,419	26,406	23,419	26,406
Proceeds from sale of assets	3.5.1	4,613	13,214	4,613	13,214
Other		14,604	9,552	14,255	11,594
Total other revenue		86,523	94,875	86,174	94,634
3. Expenses from ordinary activities					
3.1 Employee benefits					
Academic					
Salaries		190,404	173,686	190,404	173,686
Contributions to superannuation and pension schemes:					
Emerging costs		7,516	8,744	7,516	8,744
Funded		17,536	20,401	17,536	20,401
Payroll tax		12,283	12,498	12,283	12,498
Workers compensation insurance		2,184	2,076	2,184	2,076
Long service leave expense		5,776	5,489	5,776	5,489
Annual leave		1,266	617	1,266	617
Total academic excluding deferred superannuation		236,965	223,511	236,965	223,511
Deferred employee benefits for superannuation*		24,198	40,390	24,198	40,390
Total academic		261,163	263,901	261,163	263,901
Non-academic					
Salaries:		175,361	158,741	175,361	158,741
Contributions to superannuation and pension schemes:					
Emerging costs		6,888	6,287	6,888	6,287
Funded		16,072	14,668	16,072	14,668
Payroll tax		11,240	11,283	11,240	11,283
Workers compensation insurance		1,796	1,600	1,796	1,600
Long service leave expense		4,609	4,192	4,609	4,192
Annual leave		1,331	596	1,331	596
Total non-academic excluding deferred superannuation		217,297	197,367	217,297	197,367
Deferred employee benefits for superannuation*		22,117	36,915	22,117	36,915
Total non-academic		239,414	234,282	239,414	234,282
Total employee benefits		500,577	498,183	500,577	498,183
Total employee benefits excluding deferred superannuation		454,262	420,878	454,262	420,878
Deferred superannuation*		46,315	77,305	46,315	77,305
		500,577	498,183	500,577	498,183

* Total deferred superannuation for 2003 is \$46,315K (2002 \$77,305K), this is offset by the recognition of revenue of the same amount (see note 29 & note 30).



Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
3.2 Depreciation and amortisation					
Plant, equipment and office furniture		9,438	8,932	9,438	8,932
Motor vehicles		563	564	563	564
Computer equipment		3,383	3,496	3,383	3,496
Infrastructure		2,612	2,475	2,612	2,475
Buildings		16,600	15,485	16,600	15,485
Libraries		8,972	9,188	8,972	9,188
Leasehold improvements		419	426	419	426
Major IT software		3,326	1,250	3,326	1,250
Commercial T & R building		1,302	1,290	1,302	1,290
Commercial T & R infrastructure		6	6	6	6
Total depreciation and amortisation		46,621	43,112	46,621	43,112
3.3 Building and grounds expenses					
Maintenance of buildings and grounds		13,716	18,551	13,716	18,551
Other buildings and grounds expenses		12,803	12,221	12,803	12,221
Total buildings and grounds		26,519	30,772	26,519	30,772
3.4 Bad & doubtful debts					
Bad debts		563	144	563	144
Doubtful debts		1,425	411	1,425	411
Total bad and doubtful debts		1,988	555	1,988	555
3.5 Sales of non-current assets					
3.5.1 Property, plant & equipment					
Proceeds from sale	2.7	4,612	4,898	4,612	4,898
Carrying amount of assets sold	3.6	(7,669)	(6,664)	(7,669)	(6,664)
Net profit/(loss) on proceeds of sale of property		(3,057)	(1,766)	(3,057)	(1,766)
3.5.2 Investment - shares & properties*					
Proceeds from sale		10,542	8,316	10,542	8,316
Carrying amount of assets sold		(10,463)	(6,659)	(10,463)	(6,659)
Net profit/(loss) on proceeds of sale of investment	2.4	79	1,657	79	1,657

* For 2003 the net surplus/(deficit) from sale of investments is shown in note 2.4 as realised gain/(loss) on investments. In 2002 the proceeds were reflected as income in note 2.7 and the carrying amount as an expense in note 3.6.

Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
3.6 Other expenses					
Advertising and promotion		3,038	3,322	3,038	3,322
Audit fees, bank charges, legal costs, insurance and taxes		7,388	6,246	7,388	6,246
Carrying amount of assets sold	3.5.1	7,669	13,323	7,669	13,323
Consultants and contractors		21,672	23,891	21,672	23,706
Equipment and maintenance		5,569	6,420	5,569	6,420
Farm operations		3,983	3,380	3,983	3,380
Investments- amortisation expense		2,382	2,899	2,382	2,899
Laboratory, medical supplies and materials		18,777	16,963	18,777	16,963
Library materials		10,283	8,325	10,283	8,325
Licences, patents, copyright and commissions		5,358	5,790	5,358	5,776
Minor equipment		20,385	20,053	20,385	20,053
Miscellaneous expenses		9,364	6,024	9,233	5,838
Operating lease rental expenses		4,074	2,225	4,074	2,225
Printing, postage and stationery		5,777	5,770	5,777	5,770
Rent and room hire		2,212	1,481	2,212	1,481
Scholarships, grants & prizes		35,202	32,009	35,202	32,009
Teaching & research grants, contracts-external organisations		63,865	55,689	63,865	55,689
Telecommunications		7,840	7,547	7,840	7,547
Travel, staff development & entertainment		21,481	19,974	21,481	19,974
Total other expenses		256,319	241,331	256,188	240,946
4. Borrowing cost expense		0	0	0	0
		0	0	0	0
5. Income tax expense (benefit)		(33)	28	0	0
		(33)	28	0	0

6. Responsible persons and executive officers

6.1 Responsible persons

The Senate of the University oversees all major decisions concerning the conduct of the University including staff appointments and welfare, student welfare and discipline, financial matters and the physical and academic development of the University. Apart from members of staff serving on Senate receiving remuneration as per their employment conditions, the Fellows of Senate received no remuneration in their capacity as fellows of Senate.

A list of the Fellows of Senate are shown in the University's Annual Report in the Chapter entitled 'The Senate'.

Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 No.	2002 No.	2003 No.	2002 No.
6.2 Executive officers					
\$100,000 to \$109,999 (resigned 7/03)		1	0	1	0
\$110,000 to \$119,999 (appointed 7/03)		1	0	1	0
\$130,000 to \$139,999 (appointed 7/03)		1	0	1	0
\$150,000 to \$159,999 (appointed 3/03)		1	0	1	0
\$160,000 to \$169,999		0	1	0	1
\$210,000 to \$219,999 (appointed 2/03)		1	2	1	2
\$220,000 to \$229,999		0	1	0	1
\$260,000 to \$269,999		0	1	0	1
\$290,000 to \$299,999		0	1	0	1
\$330,000 to \$339,999		1	0	1	0
\$420,000 to \$429,999		1	0	1	0
\$490,000 to \$499,999		0	1*	0	1*
\$510,000 to \$519,999		1*	0	1*	0
		2003	2002	2003	2002
		\$'000	\$'000	\$'000	\$'000
Aggregate remuneration of executives		1,996	1,888	1,996	1,888
The above figures include superannuation, performance loading, housing interest assistance, motor vehicle usage and the associated FBT costs for the period that these executives have held this office during the relevant year.					
* As a responsibility of office, one executive occupies a residence owned by the University. The residence is required to be available and used regularly for official University functions and promotional activities. The deemed value of this benefit for the executive is \$104,000. The associated costs, including FBT are valued at \$301,000 (2002: \$281,000).					
7. Remuneration of auditors					
Auditing of the annual financial report		319	312	307	292
Audits by NSW Auditor General of specific Commonwealth funding arrangements		19	0	19	0
Audit services by private sector contractors		146	34	146	34
		484	346	472	326
8. Inventories					
Finished goods		2	3	2	3
Other		1,079	821	1,051	801
		1,081	824	1,053	804
9. Receivables					
Current					
Accrued income		16,558	14,964	16,556	14,964
Debtors**		33,970	25,233	33,964	23,617
Provision for doubtful debts		(2,482)	(1,495)	(2,482)	(1,495)
GST recoverable		2,997	2,136	2,997	2,136
Other		1,261	2,571	1,228	2,571
		52,304	43,409	52,263	41,793

** The consolidated balance for 2003 has been reduced by \$2,390K to reflect the disposal of Medsaic Pty Ltd. \$2,356K and Ucom Three Pty Ltd \$22K, and the change of interest in Evisense Pty Ltd. \$12K.

Notes to the financial reports for the year ended 31 December 2003

Notes	Economic entity [Consolidated]		Parent entity [University]	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
10. Other financial assets				
10.1 Current				
Investment securities at market valuation:				
Government and government guaranteed stock	43,234	55,357	43,234	55,357
Bank securities and deposits	284,214	171,741	284,014	171,551
Unsecured convertible notes	395	0	395	0
Promissory notes	72,056	86,123	72,056	86,123
	<u>399,899</u>	<u>313,221</u>	<u>399,699</u>	<u>313,031</u>
Other investments				
Loans to affiliated organisations	0	200	0	200
	<u>0</u>	<u>200</u>	<u>0</u>	<u>200</u>
Total current other financial assets	<u>399,899</u>	<u>313,421</u>	<u>399,699</u>	<u>313,231</u>
10.2 Non-current				
Investment securities at market valuation:				
Government and government guaranteed stock	82,411	132,361	82,411	132,361
Bank securities and deposits	65,896	79,332	65,896	79,332
Non-government bond	4,492	0	4,492	0
Secured company loan	9,101	9,300	9,101	9,300
Shares – quoted	70,039	62,629	70,039	62,629
Shares – unquoted	6,157	502	6,157	502
Convertible notes – quoted	0	1,001	0	1,001
Property trusts –quoted	2,171	1,614	2,171	1,614
External fund managers – domestic equities	102,774	79,409	102,774	79,409
External fund managers – foreign equities	63,935	45,879	63,935	45,879
External fund managers – property equities	21,919	29,496	21,919	29,496
Investment in controlled entity	0	0	0	2,321
	<u>428,895</u>	<u>441,523</u>	<u>428,895</u>	<u>443,844</u>
Other investments:				
Loans to affiliated organisations	4,624	4,948	4,624	4,948
	<u>4,624</u>	<u>4,948</u>	<u>4,624</u>	<u>4,948</u>
Total non-current other financial assets	<u>433,519</u>	<u>446,471</u>	<u>433,519</u>	<u>448,792</u>
Total other financial assets	<u>833,418</u>	<u>759,892</u>	<u>833,218</u>	<u>762,023</u>

Notes to the financial reports for the year ended 31 December 2003

Notes	Economic entity [Consolidated]		Parent entity [University]	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
10. Other financial assets (continued)				
10.3 Summarised by class				
Bank securities and deposits	350,100	251,073	349,910	250,883
Promissory notes	72,056	86,123	72,056	86,123
Non-government bonds	4,492	0	4,492	0
Convertible notes – quoted	0	1,001	0	1,001
Convertible notes – unsecured	395	0	395	0
Government and government guaranteed stock	125,645	187,718	125,645	187,718
Loans to associated organisations	4,624	5,148	4,624	5,148
Property trusts – quoted	2,171	1,614	2,171	1,614
Shares – unquoted	6,157	502	6,157	502
Shares – quoted	70,039	62,629	70,039	62,629
Secured company loans	9,101	9,300	9,101	9,300
External fund managers – domestic equities	102,774	79,409	102,774	79,409
External fund managers – foreign equities	63,935	45,879	63,935	45,879
External fund managers – property equities	21,919	29,496	21,919	29,496
Investment in controlled entity	0	0	0	2,321
	<u>833,408</u>	<u>759,892</u>	<u>833,218</u>	<u>762,023</u>

10.4 Summarised by maturity date

Within 3 months	342,587	293,121	342,397	292,933
Within 4 to 12 months	57,302	20,298	57,302	20,298
Within 1 to 2 years	31,975	105,904	31,975	105,904
Within 2 to 5 years	92,431	88,787	92,431	88,787
More than 5 years	22,190	12,689	22,190	12,689
No maturing date (shares, convertible notes, property trusts, etc.)	286,923	239,093	286,923	241,412
	<u>833,408</u>	<u>759,892</u>	<u>833,218</u>	<u>762,023</u>

11. Other current assets

Current

Deposits on assets*	0	1,876	0	1,875
Total other current assets	<u>0</u>	<u>1,876</u>	<u>0</u>	<u>1,875</u>

* The consolidated balance for 2003 has been reduced by \$1K to reflect the disposal of Medsaic Pty Ltd.

12. Non-current assets – investment properties

Freehold**	83,273	57,044	83,273	57,044
Plus Arthursleigh Farm – recategorised	0	7,714	0	7,714
	<u>83,273</u>	<u>64,758</u>	<u>83,273</u>	<u>64,758</u>

** In 2003 freehold consisted of 67 properties including 35 home units (in 2002: 68 properties including 35 home units).

Notes to the financial reports for the year ended 31 December 2003

13. Property, plant and equipment

With adoption of AASB1041 for non commercial land, buildings and infrastructure, no retrospective adjustment had to be made as the carrying amount from 31 December 2000 was deemed to be the cost in accordance with the standard and subsequent acquisitions were brought to account at cost. The bases of valuation are as set out in note 1.6.

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Non-commercial teaching & research land					
Balance 1 January		172,564	177,724	172,564	177,724
Less: recategorisation – Arthursleigh Farm		0	(5,160)	0	(5,160)
Written down value 31 December		172,564	172,564	172,564	172,564
Non-commercial teaching & research buildings					
Balance 1 January		808,239	779,492	808,239	779,492
Add: completed capital works	16	18,856	35,774	18,856	35,774
revaluation		(58)	0	(58)	0
acquisitions		328	361	328	361
		827,365	815,627	827,365	815,627
Less: retirements		(271)	(138)	(271)	(138)
recategorisation		(587)	(5,947)	(587)	(5,947)
recategorisation – Arthursleigh Farm		0	(1,303)	0	(1,303)
Balance 31 December		826,507	808,239	826,507	808,239
Less: accumulated depreciation		(103,447)	(87,007)	(103,447)	(87,007)
Written down value 31 December		723,060	721,232	723,060	721,232
Non-commercial teaching & research infrastructure					
Balance 1 January		132,383	127,755	132,383	127,755
Add: completed capital works	16	66	5,478	66	5,478
acquisitions		45	240	45	240
recategorisation		0	156	0	156
revaluation		0	5	0	5
		132,494	133,634	132,494	133,634
Less: recategorisation – Arthursleigh Farm		0	(1,251)	0	(1,251)
Balance 31 December		132,494	132,383	132,494	132,383
Less: accumulated depreciation		(19,862)	(17,250)	(19,862)	(17,250)
Written down value 31 December		112,632	115,133	112,632	115,133
Commercial teaching & research land					
Balance 1 January		14,508	14,508	14,508	14,508
Add: recategorisation		2,708	0	2,708	0
revaluation		1,323	0	1,323	0
Balance 31 December		18,539	14,508	18,539	14,508

* During 2002 the property known as Arthursleigh Farm was recategorised as freehold investment property. The total value transferred was \$7,714K, represented by Land (\$5,160K), Buildings (\$1,303K), and Infrastructure (\$1,251K), see note 12.



Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
13. Property, plant and equipment (continued)					
Commercial teaching & research buildings					
Balance 1 January		64,993	64,190	64,993	64,190
Add: acquisition		100	0	100	0
recategorisation		(2,138)	803	(2,138)	803
Balance 31 December		62,955	64,993	62,955	64,993
Less: accumulated depreciation		(2,687)	(1,385)	(2,687)	(1,385)
Written down value 31 December		60,268	63,608	60,268	63,608
Commercial teaching & research infrastructure					
Balance 1 January		320	320	320	320
Less: accumulated depreciation		(13)	(6)	(13)	(6)
Written down value 31 December		307	314	307	314
Plant and equipment					
Balance 1 January		123,417	120,626	123,392	119,530
Add: recategorisation / transfer		292	392	292	392
Add: acquisitions		15,249	11,165	15,249	11,149
		138,958	132,183	138,933	131,071
Less: disposal of controlled entities* disposals		(16) (3,367)	(1,093) (7,679)	0 (3,367)	0 (7,679)
Balance 31 December		135,575	123,411	135,566	123,392
Less: accumulated depreciation		(82,567)	(75,840)	(82,562)	(75,836)
Written down value 31 December		53,008	47,571	53,004	47,556
* The consolidated balance for 2003 has been reduced by \$16K to reflect the disposal of Medsaic Pty Ltd \$4K and the change of interest in Evisense Pty Ltd \$12K.					
Motor vehicles					
Balance 1 January		11,839	11,980	11,839	11,910
Add: recategorisation / transfer acquisitions		0 5,820	(37) 5,741	0 5,820	(37) 5,741
		17,659	17,684	17,659	17,614
Less: disposal of controlled entities disposals		0 (5,488)	(70) (5,775)	0 (5,488)	0 (5,775)
Balance 31 December		12,171	11,839	12,171	11,839
Less: accumulated depreciation		(2,040)	(1,834)	(2,040)	(1,834)
Written down value 31 December		10,131	10,005	10,131	10,005

Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
13. Property, plant and equipment (continued)					
Computer equipment					
Balance 1 January		30,122	31,107	30,122	30,837
Add: recategorisation / transfer acquisitions		(280)	(432)	(280)	(432)
		2,539	3,808	2,539	3,808
		32,381	34,483	32,381	34,213
Less: disposal of controlled entities disposals		0	(270)	0	0
		(2,639)	(4,091)	(2,639)	(4,091)
Balance 31 December		29,742	30,122	29,742	30,122
Less: accumulated depreciation		(23,445)	(22,596)	(23,445)	(22,596)
Written down value 31 December		6,297	7,526	6,297	7,526
Leasehold improvements					
Balance 1 January		21,914	29,896	21,914	22,282
Add: acquisitions		900	(368)	900	(368)
Less: disposal of controlled entities		0	(7,614)	0	0
Balance 31 December		22,814	21,914	22,814	21,914
Less: accumulated depreciation		(4,088)	(3,669)	(4,088)	(3,669)
Written down value 31 December		18,726	18,245	18,726	18,245
Major IT software					
Balance 1 January		9,401	2,550	9,401	2,550
Add: completed capital works	16	1,092	6,851	1,092	6,851
Balance 31 December		10,493	9,401	10,493	9,401
Less: accumulated depreciation		(5,597)	(2,270)	(5,597)	(2,270)
Written down value 31 December		4,896	7,131	4,896	7,131
Total property, plant and equipment		1,180,428	1,177,837	1,180,424	1,177,822
14. Heritage assets					
Works of art – University collection					
Balance 1 January		26,984	33,406	26,984	26,869
Add: acquisitions		219	140	219	140
revaluation		1,157	(25)	1,157	(25)
recategorisation/transfer		5	0	5	0
Less: disposal of controlled entities		0	(6,537)	0	0
Balance 31 December		28,365	26,984	28,365	26,984
Rare books					
Balance 1 January		60,577	53,631	60,577	53,631
Add: acquisitions		844	78	844	78
revaluation		0	6,868	0	6,868
Balance 31 December		61,421	60,577	61,421	60,577
Museum collection					
Balance 1 January		64,129	64,129	64,129	64,129
Add: acquisitions		1,881	0	1,881	0
revaluation		3,566	0	3,566	0
Balance 31 December		69,576	64,129	69,576	64,129
Total heritage assets		159,362	151,690	159,362	151,690



Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
15. Library collections					
Undergraduate collection					
Balance 1 January		45,920	46,287	45,920	46,173
Add: acquisitions		721	476	721	476
recategorisation		0	(729)	0	(729)
		46,641	46,034	46,641	45,920
Less: disposal of controlled entities		0	(114)	0	0
disposals		(884)	0	(884)	0
Balance 31 December		45,757	45,920	45,757	45,920
Less: accumulated depreciation		(44,118)	(35,901)	(44,118)	(35,901)
Written down value 31 December		1,639	10,019	1,639	10,019
Research collection					
Balance 1 January		483,645	477,887	483,645	477,887
Add: acquisitions		6,213	6,212	6,213	6,212
recategorisation		0	729	0	729
		489,858	484,828	489,858	484,828
Less: disposals		(1,880)	(1,183)	(1,880)	(1,183)
Balance 31 December		487,978	483,645	487,978	483,645
Total library collections		489,617	493,664	489,617	493,664
16. Works in progress					
16.1 Capital works in progress					
Balance 1 January		28,642	41,047	28,642	41,047
Add: new capital works expenditure		42,283	28,847	42,283	28,847
		70,925	69,894	70,925	69,894
Less: completed capital works – buildings	13	(18,856)	(35,774)	(18,856)	(35,774)
completed capital works – infrastructure	13	(66)	(5,478)	(66)	(5,478)
Balance 31 December		52,003	28,642	52,003	28,642
16.2 Major IT works in progress					
Balance 1 January		5,311	4,442	5,311	4,442
Add: new capital works expenditure		8,257	7,720	8,257	7,720
		13,568	12,162	13,568	12,162
Less: completed major IT software	13	(1,092)	(6,851)	(1,092)	(6,851)
Balance 31 December		12,476	5,311	12,476	5,311
Total works in progress		64,479	33,953	64,479	33,953
17. Other non-current assets					
17.1 Livestock					
Balance 1 January		1,924	2,740	1,924	2,740
Add: acquisitions		311	0	311	0
Add: revaluation		815	0	815	0
Less: disposals		0	(816)	0	(816)
Balance 31 December		3,050	1,924	3,050	1,924
17.2 Deferred tax assets					
		0	6	0	0
Total other non-current assets		3,050	1,930	3,050	1,924

Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
18. Intangibles					
Patents*	1.10	1,697	3,422	1,622	1,160
Other – formation expenses		2	0	0	0
Total Intangibles		1,699	3,422	1,622	1,160

* The consolidated balance for 2003 has been reduced by \$2,262K to reflect the disposal of Medsaic Pty Ltd.

19. Accounts payable

Creditors**	20,605	29,558	20,621	27,537
Accrued expenses	9,869	7,958	9,867	7,958
Prepaid income	30,153	18,286	30,153	18,286
	60,627	55,802	60,641	53,781

** The consolidated balance for 2003 has been reduced by \$2,805K to reflect the disposal of Medsaic Pty Ltd \$2,696K and Ucom Three Pty Ltd \$52K and the change of interest in Evisense Pty Ltd \$57K.

20. Other current liabilities

Current				
Income in advance	1.5, 40.1	6,659	6,516	6,659
Deferred income tax liability***		0	3	0
		6,659	6,519	6,659

*** The consolidated balance for 2003 has been reduced by \$3K to reflect the change of interest in Evisense Pty Ltd.

21. Provisions

21.1 Current

Provision for annual leave

Balance 1 January	24,074	22,860	24,056	22,793
Less: disposal of controlled entities	0	(50)	0	0
Add/(less): net movements	2,551	1,264	2,546	1,263
Balance 31 December	26,625	24,074	26,602	24,056

Deferred contribution to superannuation schemes

Balance 1 January	2,975	2,861	2,975	2,861
Add/(less): net movements	119	114	119	114
Balance 31 December	3,094	2,975	3,094	2,975

Total current provisions

21.2 Non-current

Deferred contributions to superannuation schemes

Balance 1 January	352,120	274,926	352,120	274,926
Increase/(decrease) in unfunded liability (SASS,SANCS,SSS)	40,126	80,169	40,126	80,169
Increase/(decrease) in unfunded liability (professorial/widow)	0	(2,975)	0	(2,975)
Balance 31 December	392,246	352,120	392,246	352,120

Provision for long service leave

Balance 1 January	75,613	74,414	75,604	74,243
Less: disposal of controlled entities	0	(162)	0	0
Add/(less): net movements	2,672	1,361	2,662	1,361
Balance 31 December	78,285	75,613	78,266	75,604

Other

Balance 1 January	218	218	218	218
Add/(less): net movements	(156)	0	(156)	0
Balance 31 December	62	218	62	218

Total non-current provisions

	470,593	427,951	470,574	427,942
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Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
22. Reserves & equity					
22.1 Reserves					
Equipment and capital projects reserve					
Initial asset valuation reserve					
Balance 1 January		1,660,499	1,660,499	1,660,499	1,660,499
Balance 31 December		1,660,499	1,660,499	1,660,499	1,660,499
Asset revaluation reserve					
Balance 1 January		233,549	252,294	233,549	252,294
Add: transfers to reserves		9,297	7,567	9,297	7,567
Less: transfers from reserves		(11,762)	(7,602)	(11,762)	(7,602)
Revaluations		32,588	(18,710)	32,588	(18,710)
Balance 31 December		263,672	233,549	263,672	233,549
Associates reserves					
Balance 1 January		5,096	5,109	0	0
Add: transfers to reserves		4,435	0	0	0
Revaluation		660	(13)	0	0
Balance 31 December		10,191	5,096	0	0
Total reserves					
Balance 1 January		1,899,144	1,917,902	1,894,048	1,912,793
Add: transfers to reserves		13,732	7,567	9,297	7,567
Less: transfers from reserves and to accumulated funds		(11,762)	(7,602)	(11,762)	(7,602)
Revaluation increments and adjustments		33,248	(18,723)	32,588	(18,710)
Balance 31 December		1,934,362	1,899,144	1,924,171	1,894,048
Increase (decrease) in reserves arising from revaluations					
Reserves revaluation art works		1,161	(53)	1,161	(53)
Reserves revaluation buildings		(58)	(1,303)	(58)	(1,303)
Reserves revaluation livestock		815	(789)	815	(789)
Reserves revaluation asset other		3,566	5,966	3,566	5,966
Reserves revaluation land		1,323	(5,160)	1,323	(5,160)
Reserves revaluation infrastructure		0	(1,093)	0	(1,093)
Revaluation investments		25,781	(16,278)	25,781	(16,278)
Asset revaluation reserve		32,588	(18,710)	32,588	(18,710)
Associates reserve		660	(13)	0	0
		33,248	(18,723)	32,588	(18,710)
22.2 Accumulated funds					
Accumulated funds at the beginning of the reporting period		657,936	591,307	657,493	577,466
Plus net operating result		94,697	66,594	89,236	79,992
Transfer to and from reserves		(1,970)	35	2,465	35
Accumulated funds at the end of the reporting period		750,663	657,936	749,194	657,493

Notes to the financial reports for the year ended 31 December 2003

	Notes	Economic entity [Consolidated]		Parent entity [University]	
		2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
22. Reserves & equity (continued)					
22.3 Equity					
Equity at beginning of the reporting period		2,557,080	2,509,209	2,551,541	2,490,259
Total changes in equity other than those resulting from transactions with owners as owners		127,945	47,871	121,824	61,282
Equity at end of the reporting period		2,685,025	2,557,080	2,673,365	2,551,541

23. Commitments for expenditure

Capital expenditure commitments

Not longer than 1 year	32,437	14,503	32,437	14,503
Longer than 1 year and not longer than 5 years	0	0	0	0
Longer than 5 years	0	0	0	0
	32,437	14,503	32,437	14,503

Operating lease commitments

Not longer than 1 year	1,936	1,296	1,784	1,296
Longer than 1 year and not longer than 5 years	2,277	1,450	2,069	1,450
Longer than 5 years	0	11	0	11
	4,213	2,757	3,853	2,757

Other non-payroll expenditure commitments

Not longer than 1 year	19,673	16,293	19,673	16,293
	19,673	16,293	19,673	16,293

24. Operating leases income projections

Income projections for operating leases in respect of rental properties

Not longer than 1 year	2,245	2,299	2,245	2,299
Longer than 1 year and not longer than 5 years	3,237	4,209	3,237	4,209
Longer than 5 years	18,820	17,526	18,820	17,526
	24,302	24,034	24,302	24,034

The University has granted leases over properties within its investment portfolio as well as other properties for activities that support teaching and research activities.

25. Revenue recognition

In general, revenue is recognised, where it can be reliably measured, in the period to which it relates. However, where there is not an established pattern of income flow, revenue is recognised on a cash receipts basis.

Revenue, excluding deferred income government contributions for superannuation, was derived from:

	Economic entity [Consolidated]		Parent entity [University]	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Operating activities	790,192	718,417	784,982	717,913
Outside operating activities	90,181	98,583	89,832	98,342
Total	880,373	817,000	874,814	816,255



Notes to the financial reports for the year ended 31 December 2003

26. Contingent liabilities

The University currently has no significant legal claims outstanding, nor any outstanding claims which are not covered by appropriate insurance.

Consequent upon the HIH Insurance Group being placed in provisional liquidation on 16 March 2001 there is one outstanding claim in the amount of \$33,488.

27. Sydney University Village

The University of Sydney has entered into an agreement for the long term lease of land in Carillon Avenue Newton for the development and management of a 650 bed student housing complex to be known as Sydney University Village. The University is represented on the board of the management company. The lease became operative on 20th December 2002 and the company has advised that its operating targets were achieved in 2003. The lease income projections are included in note 24.

28. Remuneration of directors (as defined under the Public Finance and Audit Regulation 1985 s4(1) (I))

The members of the Senate and the Directors of the controlled entities (refer note 34) received no remuneration during the year for their services as directors.

29. Amounts owing by Commonwealth / State governments

Since 1987, the University has recognised amounts owing from the Commonwealth and State Governments for unfunded deferred liability for superannuation schemes on the basis of a number of past events. These events include correspondence that provides for the Commonwealth Government, together with the State Government, to meet the unfunded liability for the University's State Superannuation Schemes on an emerging cost basis. The events also include the State Grants (General Reserve) Amendment Act 1987, Higher Education Funding Act 1988 and subsequent amending legislation which authorises annual expenditure, and estimates for the expenditure in the Commonwealth's three-year forward program. Whilst there is no formal agreement and therefore no guarantee regarding these specific amounts between the State Government, the Commonwealth Government and the University, and the three-year life of the forward budget estimates is less than the time period which the Commonwealth Government would require to meet its obligations, the University has no evidence that the Commonwealth and State Governments will not continue to progressively meet this amount in accordance with current practice. The amount owing in respect of these schemes as at 31 December 2003 was \$370,762,893 (2002: \$324,448,238). The accounting adopted is consistent with UIG Issue Summary 02/4 dated 18 December 2002. (also see note 3.1)

Notes to the financial reports for the year ended 31 December 2003

30. Superannuation plans

State Authorities Trustee Corporation

The University maintains a reserve account within the State Authorities Superannuation Trustee Corporation to assist in financing the employer contributions to the State Authorities Superannuation Scheme (SASS), the State Authorities Non-contributory Scheme (SANCS) and the State Superannuation Scheme (SSS). The 2002 assessment of SASS, SANCS and SSS is based on the full requirements of AAS25. This requires that "market determined risk adjusted discount rate" be applied as the valuation interest rate in the calculation of the value of accrued benefits.

Economic assumptions used in the assessment were:

	2003/04	2004/05	thereafter
	p.a.	p.a.	p.a.
Rate of investment return	7.00%	7.00%	7.00%
Rate of general salary increase	4.00%	4.00%	4.00%
Rate of increase in CPI Sydney, all Groups	2.50%	2.50%	2.50%

The change in the actuarial assessment of superannuation as at 31 December 2003 provided by the State Authorities Superannuation Board resulted in a deferred income item of \$46,314,615 (2002: \$77,305,006) that is offset by an expenditure item under "Deferred employee benefits for superannuation" (see note 3.1).

Professorial superannuation scheme

The gross liability for the University of Sydney Professorial superannuation System was based on the KPMG Actuaries Pty Ltd assessment as at 31 December 2000. The economic assumptions used in the assessment were:

	Rate p.a.
Rate of investment return (after tax and investment related expenses)	8.00%
Rate of general salary increases	5.50%

Liability

A net unfunded liability for retirement benefits of \$389,673,220 (2002: \$355,095,216) is included in the statement of financial position as \$386,579,199 non-current liability and \$3,094,021 current liability \$370,762,893 of this is payable by the Commonwealth and State governments (refer note 29).

Liability and prepaid contributions comprise the following

	SASS	SANCS	SSS	Professorial	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Gross liability assessed by actuaries 31-12-03	52,842	26,448	675,352	18,910	773,552
Less- reserve account balance	(66,235)	(17,067)	(294,910)	0	(378,212)
Net liability/ (prepaid contributions)	(13,393)	9,381	380,442	18,910	395,340

Superannuation scheme for Australian Universities

In addition to the above State Superannuation Schemes the University contributes to the Superannuation Scheme for Australian Universities (SSAU) which is a fully funded defined benefits scheme. An actuarial assessment of SSAU was completed in 2003 and performed by Towers Perrin and conducted as at 31 December 2002. The accrued benefits have been calculated as the present value of expected future payments of benefits to members which arise from membership of the fund up to the reporting date, determined using the actuary's current expectations of earnings of the fund's assets, future inflation, salary levels and other relevant assumptions.

Details of the University's share of the scheme as at 30 June 2003:

	\$'000
Accrued benefits	133,522
Vested benefits	159,796
Net market value of assets	140,808
Difference between estimated net market value of assets and accrued benefits	7,286

Notes to the financial reports for the year ended 31 December 2003

31. Associated entities

Investments in associates are accounted for in the financial statements using the equity method of accounting. Information relating to the associates is set out below:-

Name of entity	Principal activity	Ownership interest		Carrying amount	
		2003	2002	2003 \$'000	2002 \$'000
Australian Technology Park Innovations Pty Ltd (ATPI)	Business incubation	25%	25%	5,307	4,590
SunPrime Seeds Pty Ltd	Commercial seed sales	33.33%	33.33%	389	481
Ucom Two Pty Ltd	Commercialisation of research	50%	50%	2	2
University of Sydney Solar Science Pty Ltd	Commercialisation of research	50%	n/a	3,255	0
Medsaic Pty Ltd	Commercialisation of research	25%	n/a*	853	0
University of Sydney Foundation Program Pty Ltd	Education programmes	50%	50%	24	0
Nuflora International Pty Ltd	Commercialisation of research	40%	40%	141	0
Acumine Pty Ltd	Commercialisation of research	33.33%	n/a	0	0
				9,971	5,073

For the purposes of the University's final accounts and due to the lack of audited or published accounts, the University's equity interest at 31 December 2003 is based on audited accounts as at 30 June 2003 for ATPI Pty Ltd, as at 30 September 2003 for Sunprime Seeds Pty Ltd, and based on management accounts as at 30 June 2003 for Ucom Two Pty Ltd, and Medsaic Pty Ltd, and as 31 December 2003 for University of Sydney Foundation Program Pty Ltd and University of Sydney Solar Science Pty Ltd and as at 30 June 2002 for Nuflora International Pty Ltd. Acumine Pty Ltd (previously Ucom Three Pty Ltd) was a controlled entity in year 2002 and the carrying amount of the investment in 2003 is below zero and therefore in accordance with AAS14 the investment has been recorded as zero.

In addition the University has interests in Australian Photonics Pty Ltd (APPL) and its subsidiary Redfern Photonics Pty Ltd as well as Benthic GeoTech Pty Ltd. APPL is the commercialisation of the Australian Photonics Co-operative Research Centre ("CRC"). I-care Medical Pty Ltd became a controlled entity in 2003 refer note 35.

* Medsaic Pty Ltd was a controlled entity as at 31 December 2002.

	Economic entity [Consolidated]	
	2003 \$'000	2002 \$'000
Movements in carrying amounts of investments:		
Carrying amounts of investments at the beginning of the year	5,073	4,970
Share of operating profits (losses) after income tax	4,238	116
Share of associates increase/(decrease) in capital	0	(28)
Share of increment/(decrement) on revaluation of land and buildings	660	15
Carrying amount at the end of the financial year	9,971	5,073
Profits attributable to associates		
Operating profits (losses) before income tax	4,205	142
Income tax expense	33	(26)
Operating profits (losses) after income tax	4,238	116
Transfer to reserves	(4,435)	0
Retained profits (losses) attributable to associates at the beginning of the financial year	(23)	(139)
Retained profits (losses) attributable to associates at the end of the financial year	(220)	(23)
Reserves attributable to associates		
Associates capital reserve		
Balance at the beginning of the financial year	5,096	5,109
Share of associates increase/(decrease) in capital	4,435	(28)
Share of associates increase/(decrease) on revaluation of land and buildings	660	15
Balance at the end of the financial year	10,191	5,096

32. Joint venture partnership

Name of entity	Principal activity	Ownership interest	
		2003	2002
Nanostructural Analysis Network Organisation	Facilitate commercial outcome of the Major National Research Facility	27.4%	27.4%

Equity accounted investment	Economic entity [Consolidated]	
	2003 \$'000	2002 \$'000
Movement in carrying amount of investment in partnership		
Carrying amount at the beginning of the financial year	351	0
Share of profits from ordinary activities before income tax	994	351
Share of increment on revaluation of freehold land and buildings	0	0
Carrying amount at the end of the financial year	<u>1,345</u>	<u>351</u>
Share of partnership's assets and liabilities		
Current assets		
Receivables	2,507	1,209
Non-current assets		
Plant and equipments	179	6
Total assets	<u>2,686</u>	<u>1,215</u>
Current liabilities	0	0
Non-current liabilities		
Payables	1,341	864
Total liabilities	<u>1,341</u>	<u>864</u>
Net assets	<u>1,345</u>	<u>351</u>
Share of operating result		
Operating revenue	4,211	1,351
Operating expenses	3,217	1,000
Operating result	<u>994</u>	<u>351</u>
Retained results:		
at the beginning of the financial year	351	0
at the end of the financial year	<u>1,345</u>	<u>351</u>

Lease commitments, capital commitments and contingent liabilities

There are no lease commitments, capital commitments and contingent liabilities at the end of financial year.

Notes to the financial reports for the year ended 31 December 2003

Notes	Economic entity [Consolidated]	
	2003	2002
	\$'000	\$'000

33. Investments accounted for using the equity method

33.1 Summary of results of associates and joint venture partnership before income tax:

Associated entities	31	4,205	142
Joint venture partnership	32	994	351
		<u>5,199</u>	<u>493</u>

33.2 Summary of net assets of associates and joint venture partnership:

Associated entities	31	9,971	5,073
Interest in joint venture partnership	32	1,345	351
		<u>11,316</u>	<u>5,424</u>

34. Joint venture operations

Name of entity	Principal activity	Ownership interest	
		2003	2002
Australian Institute of Steel Construction	Commercialisation of software package known as LIMSTEEL	50%	50%

For the purpose of the University's final accounts and based on the audited accounts of Australian Institute of Steel Construction as at 30 June 2003, the University's interest in assets employed in the above joint venture operations is nil.

Notes to the financial reports for the year ended 31 December 2003

34. Joint venture operations (continued)

The University has a 33.3% participating interest in the Australian Graduate School of Management (AGSM) joint venture with the University of New South Wales. The universities together formed a non profit company limited by guarantee for the purpose of providing a new centre of excellence for teaching and research in business. The University provides annual funding which is recognised as expenses in the Statement of Financial Performance. The University is negotiating with AGSM for approval in principle for a loan from the University's AGSM Foundation to AGSM.

Contributions in cash and in-kind are expensed and included in the Statement of Financial Performance. The interest % represents the University's share of contributions and are not included in the Statement of financial Position. In the event that a CRC research results in a move to commercialization a separate legal entity is established and the University's share of the new entity is treated as an investment, joint venture, associate or controlled entity in the Statement of financial Position as appropriate.

The University has an interest in the following joint ventures in the same proportion as the total economic entity contribution bears to the total contribution of all venturers:

	Interest	Contributions cash & in-kind 2003 \$'000
CRC for Australian Cotton, the principal activity of which is to enhance the development and growth of the Australian cotton industry through the application of collaborative research, education and the adoption of sustainable farming systems.	3.74%	440
CRC for Biological Control of Pest Animals, the principal activity of which is to develop new biological control agents for Australia's most damaging pest animals.	6.24%	557
CRC for Cochlear Implant, Speech and Hearing Research, the principal activity of which is to improve communication for the millions of hearing-impaired adults and children in Australia and the world.	0.59%	38
CRC for Construction Innovation, the principal activity of which is to deliver innovative and sustainable constructed assets to further the financial, environmental and social benefit to the construction industry and the community.	6.36%	482
CRC for Innovative Dairy Products, the principal activity of which is the development of innovative dairy products using genomic technology.	14.1%	1,608
CRC for Polymers, the principal activity of which is research into polymer synthesis.	3.56%	418
CRC for Sustainable Rice Production, the principal activity of which is to increase the economic contribution of the rice industry to the regional and national economy through increased production efficiency, increased revenue from new value added products and increased exports, and the improvements in the management of soil and water resources.	7.62%	2,049
CRC for Technology Enabled Capital Markets, the principal activity of which is to underpin the research and development effort of enterprises striving to be the technology provider of choice to global securities businesses/markets.	13.5%	1,143
CRC for Value Added Wheat, the principal activity of which is to stimulate commercial innovations and advances in quality wheat products and processes through an integrated program of basic, strategic and applied research, education and training.	18.83%	1,749
CRC for Mining Technology and Equipment, the principal activity of which is to deliver safety and productivity enhancing technologies to the Australian mining industry. CMTE limited, a company limited by guarantee was established to further these aims.	4.92%	437
CRC for Advanced Composite Structures, the principal activity of which is to conduct research and development programs into the design, manufacture, testing, durability and supportability of advanced composite structures. CRC for Advanced Composite Structures Limited, a company limited by guarantee was established to further these aims.	9.12%	546
CRC for Asthma, the principal activity of which is to reduce the burden of asthma on the Australian community. CRC for Asthma Limited, a company limited by guarantee was established to further this aim.	10.06%	249

Notes to the financial reports for the year ended 31 December 2003

34. Joint venture operations (continued)

	Interest	Contributions cash & in-kind 2003 \$'000
CRC for Welded Structures, the principal activity of which is to maximise the economic, environmental and social benefits to Australia through collaborative research, technology transfer and education in the total product life cycle engineering of welded structures. CRC for Welded Structures Limited, a company limited by guarantee was established to further these aims.	3.39%	169
CRC for Smart Internet Technology combines research in Artificial Intelligence, Social Interaction and Network Development to create enabling technologies for smart internet applications to allow users to manage the complexity.	7.21%	1,470
Australian Photonics CRC develops technologies for next generation systems, subsystems and components for sensors and communication networks.	12.27%	2,494

Notes to the financial reports for the year ended 31 December 2003

35. Controlled entities

	Country of incorporation	Ownership interest	
		2003	2002
Parent entity University of Sydney	Australia	100%	100%
Controlled entities Wentworth Annexe Limited was incorporated in 1987 as a company limited by guarantee. The objects include the administration of the planning and construction of the Wentworth Annexe and other building works the University of Sydney Students' Union may wish to undertake. A summary of the company's results is shown below.	Australia	The University approves the appointment of directors	The University approves the appointment of directors
Rural Australia Foundation Limited was incorporated in 1979 as a company limited by guarantee, Principal activities include the operation of Agrimart Bookshop and externally funded projects in co-operation with the University. A summary of the company's results is shown below.	Australia	The University approves the appointment of directors	The University approves the appointment of directors
I-Care Medical Pty Limited was acquired by the University in order to take commercial advantage arising out of patents. A summary of the company's results is shown below.	Australia	83%	n/a
Evisense Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents. The University share holding was changed from 100% to 47% in year 2003. A summary of the company's results is shown below.	Australia	47%	100%
Ucom Six Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents. A summary of the company's results is shown below.	Australia	100%	100%
Medsaic Pty Limited was a controlled entity as at 30 June 2002 and is an associate as at 30 June 2003. The gain on the disposal was \$105K.	Australia	n/a	71%
Acumine Pty Limited (previously Ucom Three Pty Limited) was a controlled entity as at 31 December 2002 and is an associate as at 31 December 2003. The gain on the disposal was \$8K.	Australia	n/a	100%
Ucom Seven Pty Limited was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents	Australia	100%	100%
Nucleos Pty Limited known as Ucom Eight Pty Limited previously was set up by the University initially as a non operating company in order to take commercial advantage arising out of patents.	Australia	100%	100%
Elastagen Pty Limited, Ucom Ten Pty Limited, Ucom Eleven Pty Limited, and Ucom Twelve Pty Limited were set up by the University initially as non operating company in order to take commercial advantage arising out of patents.	Australia	100%	100%



Notes to the financial reports for the year ended 31 December 2003

35. Controlled entities (continued)

	2003 \$'000	2002 \$'000
Wentworth Annexe Limited		
Gross income	4	5
Surplus/(deficit)	0	0
Net assets	0	0
Rural Australia Foundation Limited		
Gross income	134	78
Surplus/(deficit)	46	0
Net assets	273	227
I-Care Medical Pty Limited		
Gross income	75	0
Surplus/(deficit)	75	0
Net assets	75	0
Evisense Pty Limited (previously Ucom Five Pty Limited)		
Gross income	32	35
Surplus/(deficit)	(4)	7
Net assets	(4)	7
Ucom Six Pty Limited		
Gross income	2	0
Surplus/(deficit)	2	(1)
Net assets	0	(1)

Note: Nucleos Pty Limited and Ucom Seven Pty Limited were set up on 14 October 2002 have not had any activity up to 31 December 2003. Elastagen Pty Limited, Ucom Ten Pty Limited, Ucom Eleven Pty Limited, and Ucom Twelve Pty Limited were set up on 17 January 2003 and have not had any activity up to 31 December 2003.

35.1 Summary of results of controlled entities of 2003

	Gross income \$'000	Surplus/(deficit) \$'000	Net assets \$'000
Controlled entities as at 31 December 2003 (as above)	247	119	344
Disposal of Medsaic Pty Limited	105	105	0
Disposal of Acumine Pty Limited (previously Ucom Three Pty Limited)	8	8	0
Change of interest in Evisense Pty Limited (100% to 47%)	0	(3)	0
	360	229	344

Notes to the financial reports for the year ended 31 December 2003

36. Notes to the statement of cash flows

36.1. Reconciliation of cash

For the purposes of the statement of cash flows, and in accordance with AASB1026, the University considers cash to include cash on hand and in banks and all investments in the short term money market with maturities of up to but not exceeding three months. Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

	Economic entity [Consolidated]		Parent entity [University]	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Cash/bank balance *	4,990	12,478	4,968	12,101
Short term money market at call/maturity up to but not exceeding three months	342,595	293,121	342,397	292,933
	347,585	305,599	347,365	305,034

* Cash balance includes disposal of Medsaic Pty Limited \$283K and Ucom Three Pty Limited \$22K, and the change of interest in Evisense Pty Ltd \$40K.

36.2 Reconciliation of net operating result to net cash inflow

Net operating result	94,697	66,594	89,236	79,992
Depreciation expense	46,621	43,113	46,621	43,112
Bad and doubtful debts	0	555	0	555
Loss on sale of fixed assets	3,057	3,159	3,057	3,159
Unrealised (gain)/loss on foreign exchange	0	(49)	0	(49)
Investment revaluation	0	116	0	116
Non cash investment income	(4,588)	0	(4,588)	0
Non cash investment amortisation	2,380	0	2,380	0
Non cash other income and bequests	(4,683)	(843)	(4,683)	(843)
(Increase) / decrease in inventories	(256)	(38)	(249)	(37)
(Increase) / decrease in receivables	(6,897)	11,813	(6,842)	17,767
(Increase) / decrease in joint venture operation and associates	(4,233)	(467)	5	0
(Increase) / decrease in controlled entities	(110)	16,051	0	0
(Increase) / decrease in intangible	0	(2,447)	0	(193)
(Increase) / decrease in other assets	(80)	(1,798)	0	(1,802)
Increase / (decrease) in payables	3,241	9,632	3,232	3,556
Increase / (decrease) in provisions	45,311	79,937	45,297	79,932
Increase / (decrease) in other liabilities	143	82	143	80
Non cash adjustment for superannuation	(46,315)	(77,305)	(46,315)	(77,305)
Increase in patents	0	26	0	26
(Increase) / decrease in joint venture partnership	(994)	1,209	0	1,209
Net cash provided by operating activities	127,294	149,340	127,294	149,275

Included in the cash/bank balances of the University are the following foreign currency accounts. The balances shown are in Australian dollar equivalent as at 31 December 2003. The accounts and balances are:

	\$'000	\$'000
United States dollar bank account	80	231
English Pound bank account	817	888
Euro bank account	1,183	655
	2,080	1,774

Notes to the financial reports for the year ended 31 December 2003

37. Financial instruments

The following table details the economic entity's exposure to interest rate risk as at 31 December 2003:

2003	Average interest rate %	Variable interest rate \$'000	Fixed interest rate maturity			Non interest bearing \$'000	Total \$'000
			Less than 1 year \$'000	1 to 5 years \$'000	More than 5 years \$'000		
Financial assets							
Cash	3.95	4,990					4,990
Receivables (excl. prepaid)						35,746	35,746
Amounts owing by Commonwealth						370,763	370,763
Govt. and govt. guaranteed stock	9.62		43,234	82,411			125,645
Bank securities and deposits	5.26		284,214	35,945	29,951		350,110
Non government bonds	6.00			4,492			4,492
Secured company loans	8.03				9,101		9,101
Promissory notes	4.94		72,056				72,056
Shares – quoted						70,039	70,039
Shares – unquoted						6,157	6,157
Unsecured convertible notes	4.71		395				395
Property Trust – quoted						2,171	2,171
Freehold						83,273	83,273
Ext. fund managers–domestic equities						102,774	102,774
Ext. fund managers–foreign equities						63,935	63,935
Ext. fund managers–property equities						21,919	21,919
Loans to affiliated organisations	5.91			1,558	3,066		4,624
Total financial assets		4,990	399,899	124,406	42,118	756,777	1,328,190
Weighted average interest	6.32						
Financial liabilities							
Revenue received in advance						6,659	6,659
Creditors						20,605	20,605
Provisions for employee entitlements						500,312	500,312
Total financial liabilities		0	0	0	0	527,576	527,576
Net financial assets (liabilities)		4,990	399,899	124,406	42,118	229,201	800,614

Notes to the financial reports for the year ended 31 December 2003

37. Financial instruments (continued)

The following table details the economic entity's exposure to interest rate risk as at 31 December 2002:

2002	Average interest rate %	Variable interest rate \$'000	Fixed interest rate maturity			Non interest bearing \$'000	Total \$'000
			Less than 1 year \$'000	1 to 5 years \$'000	More than 5 years \$'000		
Financial assets							
Cash	3.89	12,478					12,478
Receivables (excl. prepaid)						28,445	28,445
Amounts owing by Commonwealth						324,448	324,448
Govt. and govt. guaranteed stock	9.59		55,357	132,361			187,718
Bank securities and deposits	5.47		171,741	60,772	18,560		251,073
Secured company loans	8.03				9,300		9,300
Unsecured company loans	4.73		33,651				33,651
Promissory notes	4.76		52,472				52,472
Shares – quoted						62,629	62,629
Shares – non quoted						502	502
Convertible notes – quoted	6.50				1,001		1,001
Property Trust – quoted						1,614	1,614
Freehold						64,758	64,758
Ext. fund managers–domestic equities						79,409	79,409
Ext. fund managers–foreign equities						45,879	45,879
Ext. fund managers–property equities						29,496	29,496
Loans to affiliated organisations	5.95		200	1,558	3,390		5,148
Total financial assets		12,478	313,421	194,691	32,251	637,180	1,190,021
Weighted average interest	6.80						
Financial liabilities							
Revenue received in advance						6,519	6,519
Creditors						29,558	29,558
Provisions for employee entitlements						455,000	455,000
Total financial liabilities		0	0	0	0	491,077	491,077
Net financial assets (liabilities)		12,478	313,421	194,691	32,251	146,103	698,944

Notes to the financial reports for the year ended 31 December 2003

37. Financial instruments (continued)

	Economic entity [Consolidated]	
	2003 \$'000	2002 \$'000
Reconciliation of net financial assets to net assets		
Net financial assets as above	800,614	698,944
Non-financial assets and liabilities:		
Inventories	1,081	824
Land, buildings, plant and equipment	1,180,428	1,177,837
Heritage assets	159,362	151,690
Library collections	489,617	493,664
Capital works in progress	64,479	33,953
Intangibles	1,699	3,422
Other assets	30,924	24,199
Other liabilities	(43,179)	(27,453)
Net assets as per statement of financial position	2,685,025	2,557,080

Interest rate risk

Cash at bank, loans and investments in government bonds, debenture and bank securities and deposits are exposed to the risk that their value will fluctuate due to changes in market interest rates.

Credit risk exposure

The maximum exposure to credit risk on financial assets of the economic entity, excluding investments, relates to receivables which are exposed to the risk of financial loss due to the other party to the contract failing to discharge a financial obligation.

The maximum credit risk exposure in relation to receivables is the carrying amount less the provision for doubtful debts as set out in note 9. The economic entity is not materially exposed to any individual or group.

Market risk

Shares, listed convertible notes and investments with managed funds are exposed to the risk that their value will fluctuate due to changes in market valuation.

Foreign currency risk

Balances in the foreign currency bank accounts are in that country's currency as part of investment program the University also has investments in foreign equities through external fund managers. These arrangements expose the economic entity to the risk of currency fluctuations.

Net fair value of financial assets and liabilities

The net fair value of cash and cash equivalents and non-investment financial assets and financial liabilities of the economic entity approximate their carrying value. The net fair value of investment assets is based upon market prices where a market exists or at the lower of cost or net recoverable amount where no ready market exists for the investment.

38. Non-cash financing and investing activities

The University had no non-cash financing or investing activities, with the exception of the following non-cash items received in 2003: books of \$2.651M (2002: \$734K), works of art gifted to the University of \$152K (2002: \$109K), museum collectibles \$1.845M and livestock of \$129K.

39. Financing facilities and balances

The University has access to an unsecured overdraft facility of \$5,000,000. At balance date the overdraft facility was unused. The University has no other borrowings.

Notes to the financial reports for the year ended 31 December 2003

40. Acquittal of Commonwealth Government financial assistance

40.1 Teaching and learning

Parent entity [University] ONLY

	Operating financial assistance including super supplement excluding HECS & PELS		Higher education innovation program		Teaching hospitals		Equality of opportunity	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Financial assistance in advance (paid in previous reporting period)	12,616	11,821	0	0	74	72	13	12
Plus financial assistance received during reporting period	161,019	159,551	81	879	928	908	224	182
Less financial assistance in advance (received in the reporting period for the next reporting period)	(12,501)	(12,616)	0	0	(74)	(74)	0	(13)
Accrual Adjustments	1,683	0	0	0	0	0	0	0
Revenue attributed to the reporting period	162,817	158,756	81	879	928	906	237	181
Plus surplus/deficit prior year	0	0	42	142	0	0	0	232
Funds available for the reporting period	162,817	158,756	123	1,021	928	906	237	413
Less expenses for current period	(162,817)	(158,756)	(123)	(979)	(928)	(906)	(172)	(413)
Surplus/(deficit) for reporting period	0	0	0	42	0	0	65	0

	HECS (see note 20)		PELS	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Financial assistance in advance (paid in previous reporting period)	6,516	6,436	0	0
Plus financial assistance received during reporting period	81,592	81,636	14,096	5,401
Plus contributions actually received from students	25,810	22,327	0	0
Less financial assistance in advance (received in the reporting period for the next reporting period)	(6,659)	(6,516)	0	
Accrual Adjustments	(1,080)	0	5,596	0
Revenue attributed to the reporting period	106,179	103,883	19,692	5,401
Plus surplus/deficit prior year	0	0	(1,031)	0
Funds available for the reporting period	106,179	103,883	18,661	5,401
Less expenses for current period	(106,179)	(103,883)	(13,065)	(6,432)
Surplus/(deficit) for reporting period	0	0	5,596	(1,031)



Notes to the financial reports for the year ended 31 December 2003

40. Acquittal of Commonwealth Government financial assistance (continued)

40.2 Australian Research Council – Discovery

Parent entity [University] ONLY

	Discovery projects large grants		Discovery fellowships		Discovery federation fellowships	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Financial assistance in advance (paid in previous reporting period)	956	0	196	0	119	0
Plus financial assistance received during reporting period	19,257	15,882	2,468	3,004	2,554	1566
Less financial assistance in advance (received in the reporting period for the next reporting period)	0	(956)	0	(196)	0	(119)
Accrual Adjustments	(293)	0	(14)	0	0	0
Revenue attributed to the reporting period	19,920	14,926	2,650	2,808	2,673	1,447
Plus surplus/deficit prior year	5,874	619	0	688	0	0
Funds available for current period	25,794	15,545	2,650	3,496	2,673	1,447
Less expenses for current period	(18,910)	(9,671)	(2,563)	(3,496)	(2,375)	(1,447)
Surplus/(deficit) for current period	6,884	5,874	87	0	298	0

40.2 Australian Research Council – Linkage

Parent entity [University] ONLY

	Linkage – infrastructure		Linkage – international research exchange		Linkage – projects		Linkage – centres	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Financial assistance in advance (paid in previous reporting period)	6,105	0	4	0	274	0	132	0
Plus financial assistance received during reporting period	3,997	10,081	291	244	6,067	5,266	5,786	1,748
Less financial assistance in advance (received in the reporting period for the next reporting period)	0	(6,105)	0	(4)	0	0	0	(132)
Accrual Adjustments	0	0	0	0	(282)	(77)	0	0
Revenue attributed to the reporting period	10,102	3,976	295	240	6,059	5,189	5,918	1,616
Plus surplus/deficit prior year	3,640	166	0	(87)	797	115	0	(857)
Funds available for current period	13,742	4,142	295	153	6,856	5,304	5,918	759
Less expenses for current period	(5,042)	(502)	(190)	(153)	(2,114)	(4,507)	(5,214)	(759)
Surplus/(deficit) for current period	8,700	3,640	105	0	4,742	797	704	0

40. Acquittal of Commonwealth Government financial assistance (continued)

40.3 DEST research financial assistance

Parent entity [University] ONLY

	Institutional grants scheme		Research infrastructure block		Research training scheme		Systemic research infrastructure initiative	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Financial assistance in advance (paid in previous reporting period)	2,167	2,166	1,161	993	4,510	4,328	89	242
Plus financial assistance received during reporting period	27,304	27,109	14,774	12,600	56,521	54,336	5,135	3,064
Less financial assistance in advance (received in the reporting period for the next reporting period)	(2,333)	(2,167)	(1,392)	(1,161)	(4,539)	(4,510)	(238)	(89)
Accrual Adjustments							0	0
Revenue attributed to the reporting period	27,138	27,108	14,543	12,432	56,492	54,154	4,986	3,217
Plus surplus/deficit prior year	0	0	11,992	986	0	0	689	0
Funds available for current period	27,138	27,108	26,535	13,418	56,492	54,154	5,675	3,217
Less expenses for current period	(27,138)	(27,108)	(8,891)	(1,426)	(56,492)	(54,154)	(5,675)	(2,528)
Surplus/(deficit) for current period	0	0	17,644	11,992	0	0	0	689

	Australian postgraduate awards Pre 2002		Australian postgraduate awards 2002 onwards		International postgraduate research s'hips	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Financial assistance in advance (paid in previous reporting period)	0	0	0	0	0	0
Plus financial assistance received during reporting period	3,267	8,491	5,101	0	1,465	1,339
Less financial assistance in advance (received in the reporting period for the next reporting period)	0	0	0	0	0	0
Accrual Adjustments	220	0	(107)	0	0	0
Revenue attributed to the reporting period	3,487	8,491	4,994	0	1,465	1,339
Plus surplus/deficit prior year	63	(154)	0	0	262	150
Funds available for current period	3,550	8,337	4,994	0	1,727	1,489
Less expenses for current period	(3,550)	(8,274)	(4,757)	0	(1,708)	(1,227)
Surplus/(deficit) for current period	0	63	237	0	19	262



40. Acquittal of Commonwealth Government financial assistance (continued)

40.4 Summary of unspent financial assistance

	Amount of unspent financial assistance as at 31 December 2003	Amount of unspent financial assistance that is more likely will be approved by the Commonwealth for carry forward	Amount of unspent financial assistance that is more likely will be recovered by the Commonwealth
Category of grant	2003 \$'000	2003 \$'000	2003 \$'000
Teaching and learning			
Operating purposes excluding HECS and PELS	0	0	
Teaching hospitals	0	0	
Equality of opportunity	65	65	
HECS	0	0	
PELS	5,596	5,596	
Australian Research Council (ARC)			
Discovery projects (large grants)	6,884	6,884	
Discovery fellowships	87	87	
Discovery federation fellowships	298	298	
Linkage – infrastructure	8,700	8,700	
Linkage – International researcher exchange	105	105	
Linkage – projects	4,742	4,742	
Linkage – centres	704	704	
DEST			
Institutional grants Scheme	0	0	
Research infrastructure block	17,644	17,644	
Research training scheme	0	0	
Systemic infrastructure initiative	0	0	
Australian postgraduate awards pre 2002	0	0	
Australian postgraduate awards 2002 onwards	237	237	
International postgraduate research	19	19	
Total	45,081	45,081	

Notes to the financial reports for the year ended 31 December 2003

41. Charitable fundraising activities

The University of Sydney conducts direct fundraising through Foundations under its control.

Income received and the cost of raising income has been recognised in the Financial Statements of the University of Sydney.

Fundraising activities are dissected as follows:

	Income raised	Direct expenditure*	Indirect expenditure+	Net proceeds
	\$'000	\$'000	\$'000	\$'000
Appeals	8,528	783	289	7,456
Functions	386	105	2	279
Raffles	45	4	1	40
	<u>8,959</u>	<u>892</u>	<u>292</u>	<u>7,775</u>
Percentage of income	100%	10%	3%	87%

* Direct expenditure includes printing, postage, consulting fees etc.

+ Indirect expenditure includes overheads such as office staff administrative costs, cost apportionment of light, power, and other overheads.

The net proceeds were used for the following purposes:

Purchase of equipment & consumables	686
Scholarships/prizes & academic chairs	714
Held for research purposes or scholarships	1,858
Held for specific purchases	4,517
	<u>7,775</u>

The provisions of the Charitable Fundraising Act 1991 and the regulations under that Act have been complied with and internal controls exercised by the University of Sydney are considered appropriate and effective in accounting for all the income received in all material respects.

Notes to the financial reports for the year ended 31 December 2003

42. Disaggregation information

The University reports revenue, expenses and assets by segments in accordance with "Guidelines for the Preparation of Annual Financial Statements for the reporting period by Australian Higher Education Institutions" issued by Department of Education, Science & Training.

Consolidated

Industry	Revenue		Results		Assets	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Higher Education	827,705	805,960	88,206	59,871	3,244,092	3,071,648
TAFE	0	0	0	0	0	0
Other	98,983	88,345	6,491	6,723	11,688	3,962
	926,688	894,305	94,697	66,594	3,255,780	3,075,610

Geographical	Revenue		Results		Assets	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Australia	922,664	891,937	93,779	66,185	3,255,780	3,075,610
Asia	3,586	1,452	903	144	0	0
Other	438	916	15	265	0	0
	926,688	894,305	94,697	66,594	3,255,780	3,075,610

B J Kotic, FCPA
Chief Financial Officer

END OF FINANCIAL STATEMENTS
AUDITED BY THE AUDITOR GENERAL

Finance – Year 2003 in review

The University recorded an operating surplus of \$89.2 million for the year ended 31 December 2003 (\$80.0 million in 2002).

The surplus was derived from operating revenue of \$874.8 million, after excluding non-cash income of \$46.3 million for Deferred Government contributions to Superannuation, less operating Expenditure of \$785.6 million (excluding the \$46.3 million expenditure side of the Deferred Superannuation transaction). Expenditure on assets totalled \$83.8 million.

A comparison of the results to Year 2002 is set out hereunder:-

	2003		2002		Increase for year 2003
	\$M	\$M	\$M	\$M	\$M
Operating revenue	921.1		893.6		+27.5
(deduct)/add Non-cash revenue for contributions to Deferred Government superannuation	(46.3)		(77.3)		+31.0
Net operating revenue		874.8		816.3	+58.5
LESS					
Operating expenses	831.9		813.6		+18.3
(deduct)/add Non-cash expense for deferred Superannuation costs	(46.3)		(77.3)		+31.0
Net operating expenses		(785.6)		(736.3)	+ 49.3
Net operating result		89.2		80.0	+9.2
LESS					
Expenditure on assets					
Capital works program (including the acquisition of buildings)	43.6		29.1		
Equipment/I.T.	31.9		28.4		
Other	8.3		6.9		
Expenditure on assets		(83.8)		(64.4)	(19.4)
Surplus/(shortfall) for year		5.4		15.6	(10.2)
The 2003 surplus of \$5.4 million includes bequest income of \$7.9 million (\$17.4 million in 2002) which will be expended in future years.					

Deferred superannuation

As in previous years the revenue and corresponding expense items relating to deferred superannuation, each at \$46.3 million (\$77.3 million in 2002) are excluded from this review of the year 2003 as they are non-cash items which distort both the operating revenue and operating expense comparisons to the previous year.

The deferred non-cash revenue and the offsetting deferred non-cash expenses for superannuation, both with a value of \$46.3 million referred to above, relate principally to the movement on the assessed unfunded liability for superannuation as at 31 December 2003. The Commonwealth and State Governments have accepted responsibility for these unfunded amounts, which stand at \$370.8 million as at 31 December 2003.

Finance – Year 2003 in review

Operating surplus

The 2003 operating surplus of \$89.2 million was in line with the result for the previous year of \$80.0 million. The \$89.2 million operating surplus was used to fund expenditure on assets during 2003 totalling \$83.8 million.

The annual expenditures incurred by the University fall into four main categories:-

	2003	2002	Increase for Year 2003	
	\$M	\$M	\$M	%
1. Employee Benefits	454.3	420.9	+33.4	
2. Payments for services/purchase of minor equipment and Consumables/buildings and grounds	275.0	258.4	+16.6	
3. Non-cash expenses including depreciation	56.3	57.0	(0.7)	
Sub-total operating expenses	785.6	736.3	+49.3	
4. Expenditure on assets - including new equipment, building and infrastructure upgrades, as well as IT software and hardware	83.8	64.4	+19.4	
Total	869.4	800.7	+68.7	

The revenues generated to fund the above expenditures are recorded in the Statement of Financial Performance as part of operating revenue of \$874.8 million referred to above. However, in accordance with accounting standards, only the first three categories of expenditure shown above are included as operating expenses of \$785.6 million in the Statement of Financial Performance. The remaining expenditures, totalling \$83.8 million, appear separately in the Statement of Financial Position as they represent non-current assets of the University, having a life longer than one year and are not included in the calculation of the operating surplus.

The University's annual budget processes demand that there is a matching of revenues to support expenditures of both operating and capital nature in a given year. However, the presentation of results in the Annual Financial Report, in accordance with accounting standards, does not provide the matching of revenue and expenditure in a single statement.

Accordingly, the operating surplus of \$89.2 million, which is the product of categories 1-3 - operating expenses of \$785.6 million as reflected in the Statement of Financial Performance, needs to be read in the context as the source of funds for the expenditure on assets of \$83.8 million which occurred in the same year but which are reflected separately in the Statement of Financial Position. The \$89.2 million has effectively been applied to capital expenditure.

Operating revenue

Operating revenue for 2003 of \$874.8 million was \$58.5 million greater than for 2002. The major components of the increased revenue of \$58.5 million were:-

	2003	2002	Increase for Year 2003	
	\$M	\$M	\$M	%
Income from Students	274.4	233.1	+41.3	+17.7
Commonwealth Government operating grants	163.9	161.5	+2.4	+1.5
Research and Consultancy Activities	277.7	262.2	+15.5	+5.9
N.S.W. Government operating grant and				
Income from Private Sources	158.8	159.5	(0.7)	(0.4)
Total	874.8	816.3	+58.5	7.2

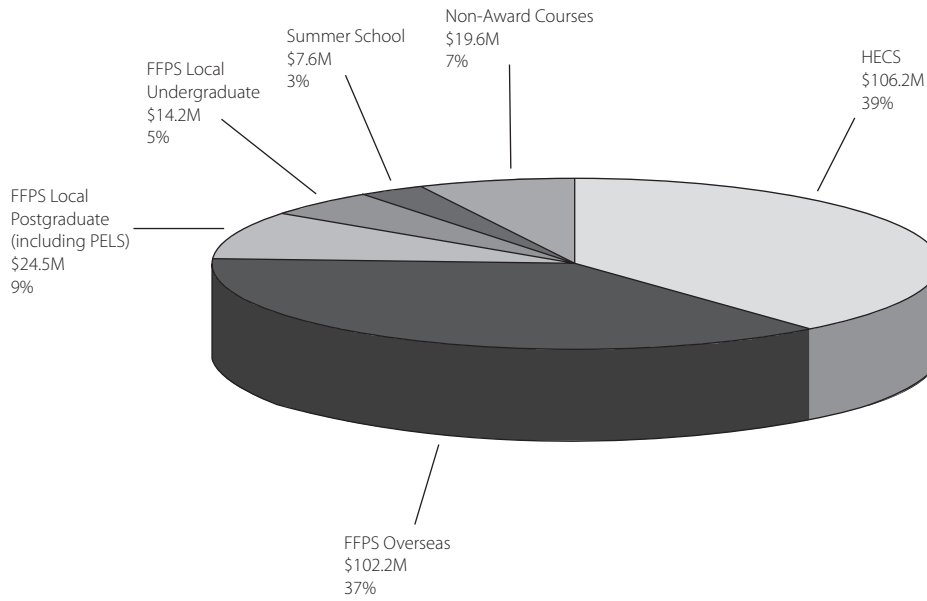
Income from Students

The increased revenue from students of \$41.3 million included additional fees from overseas students of \$24.3 million (+31%); local postgraduate students of \$9.6 million (+64%) and local undergraduate students of \$3.5 million (+33%).

Full fee-paying students (FFPS) continued to provide significant sources of income to the University and in 2003 exceeded that derived from HECS payments for the first time.

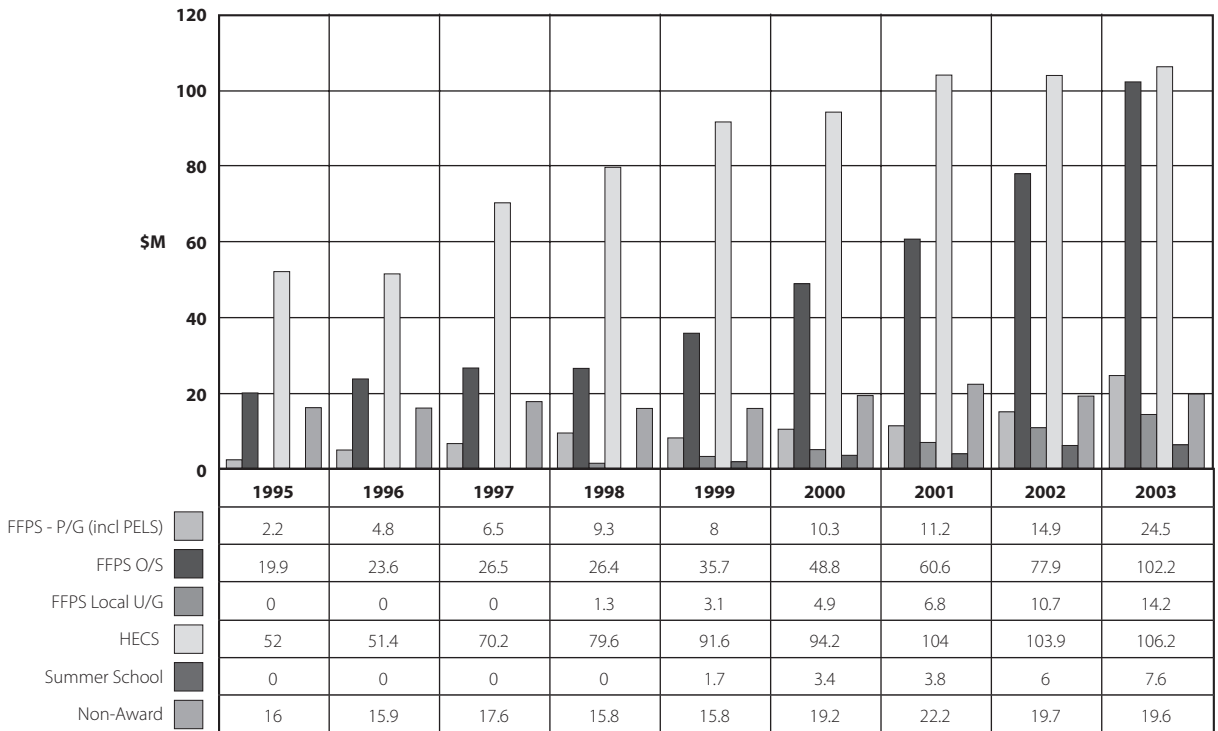
Finance – Year 2003 in review

Income from students 2003



The growth in income from Students over the period 1995 – 2003 has been across all categories of students.

Income from students 2003 (1995 – 2003) \$M



Finance – Year 2003 in review

Commonwealth Government funding

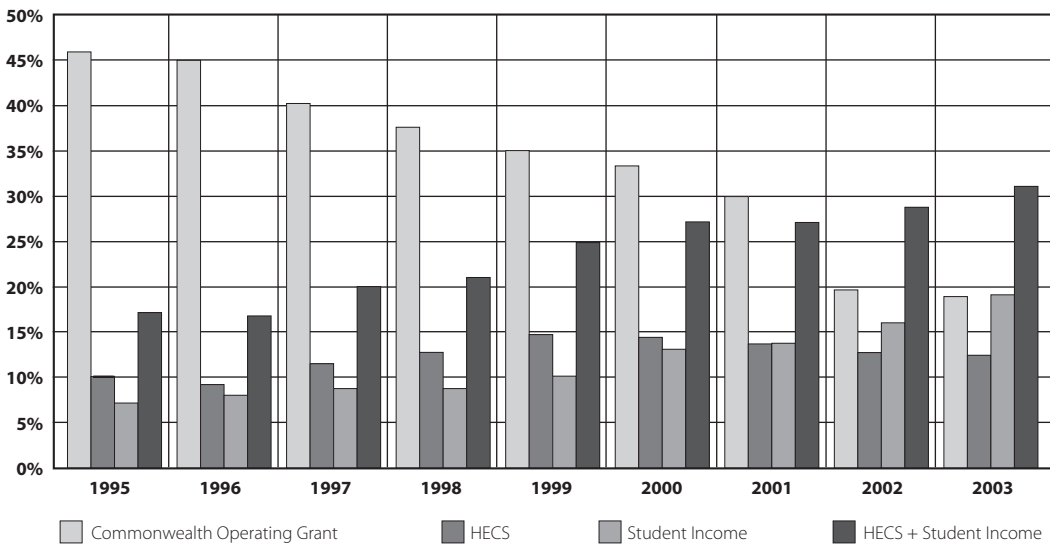
The overall level of funding from the Commonwealth increased by \$19.3 million or 5.4% in 2003, to \$375.1 million.

Commonwealth research funding increased by \$16.9 million or 8.7% to \$211.2 million and accounted for 88% of the overall additional Commonwealth Government funding of \$19.3 million. Funds for Teaching and Learning, principally represented by the operating Grant, increased by \$2.4 million or 1.5% to \$163.9 million.

	2003	2002	Variation
	\$M	\$M	\$M
Australian Research Council	39.8	37.8	+2.0
DEST – Research funding	113.7	106.9	+6.8
Other Commonwealth agencies research	57.7	49.6	+8.1
<i>Sub-total Commonwealth research funding</i>	211.2	194.3	+16.9
Teaching and learning operating grants	163.9	161.5	+2.4
Total Commonwealth funding	375.1	355.8	+19.3

The continued growth in student fee income / HECS and the relative decline of funding through the Commonwealth operating Grant meant that the proportion of the University revenue from HECS and student fee income increased to 31.4% (2002 = 28.6%) compared to the Commonwealth operating grants proportion of 18.7% which was down from 19.5% in 2002 and 46.0% in 1995. The continual financial pressure on the University arising from the ongoing decline in financial support from the Commonwealth is set out in the following graph:

University revenue sources as a % of total revenue



Finance – Year 2003 in review

Research and consultancy activities

Income received by the University for research, collaborative research / consultancy activities, increased by \$15.5 million or 5.9% to \$277.7 million. The Commonwealth research funding of \$211.2 million, represented 76% of the total funding in this category received by the University. The major sources of funding were:

	2003	2002	Variation
	\$M	\$M	\$M
Australian Research Council	39.8	37.8	+2.0
National Health and Medical Research Council	31.6	27.1	+4.5
DEST – Research Training Scheme	56.5	54.3	+2.2
– Institutional grants Scheme	27.3	27.1	+0.2
– Infrastructure funding	20.0	15.7	+4.3
– Postgraduate funding	9.9	9.8	+0.1
Other Commonwealth Agencies	26.1	22.5	+3.6
Sub-total Commonwealth research funding	211.2	194.3	+16.9
N.S.W. Government Research grants	2.1	2.6	(0.5)
Industry research grants	8.5	5.5	+3.0
Foundations and individual research grants	8.7	6.4	+2.3
Local collaborative research funds	13.3	13.9	(0.6)
Overseas collaborative research funds	23.9	28.5	(4.6)
Consultancies	10.0	11.0	(1.0)
Total research and consultancy income	277.7	262.2	+15.5

N.S.W. Government operating Grant and income from private sources

The operating grant provided by the N.S.W. Government, increased by \$0.1 million to \$2.8 million in 2003.

Income from Private Sources remained stable in 2003 at \$156.1 million, down \$0.6 million on the previous year.

The major components of this income group were:-

	2003	2002	Variation
	\$M	\$M	\$M
Investment income	53.2	45.6	+7.6
Contributions from external organisations	23.3	22.7	+0.6
Commercial activities	22.0	22.2	(0.2)
Donations, bequests, scholarships and prizes	25.4	27.8	(2.4)
Other	32.2	38.4	(6.2)
Total	156.1	156.7	(0.6)

Finance – Year 2003 in review

Operating expenses

The operating Expenditure of \$785.6 million is \$49.6 million greater than that reported for 2002. The major components of the increase were:-

	2003	2002	Increase for year 2003	
	\$M	\$M	\$M	%
Salaries	365.8	332.4	+33.4	+10.0
Payroll On-Costs	88.5	88.5	NIL	NIL
Total Employee Benefits	454.3	420.9	+33.4	+7.9
Payments for services/Purchase of minor equipment and consumables	248.5	227.6	+20.9	+9.2
Buildings and Grounds	26.5	30.8	(4.3)	(13.8)
Depreciation and Amortisation	46.6	43.1	+3.5	+8.1
Other (including the carrying amount of assets sold)	9.7	13.9	(4.2)	(30.4)
Total expenses	785.6	736.3	+49.3	+6.7

The increase of \$33.4 million in salary payments is 10% higher than the expenses for 2002 and included an additional \$3.4 million for part-time teaching expenses. Of the overall increase in salaries, \$16.7 million related to academic salaries and \$16.6 million to Non-academic salary costs. The interim Enterprise Bargaining agreement, being finalised in 2004, accounted for approximately \$10 million of these increases.

The lower operating expense reported under the category of Buildings and Grounds (\$4.3 million less than Year 2002) reflects a change in the mix for building and grounds activity between maintenance and capital in 2003 compared to the previous year. However, such expenditure needs to be considered with the expenditures on Capital Works in Progress to gain a true picture of the overall level of building and infrastructure construction, refurbishment and maintenance activity across the University.

The combined maintenance and capital level of activity on buildings and infrastructure was \$9.2 million above the previous year. The work in 2003 had a lower maintenance component than in the previous year resulting in more of the expenditure being reflected as non-current assets in the Statement of Financial Position and less as an operating expense. The mix of expenditure in this area between maintenance (operating expense) and asset improvements (Capital – Non-Current Asset) is shown in the following table.

	2003	2002	Increase/ (decrease) for 2003
	\$M	\$M	\$M
Buildings and grounds (Operating expense - Statement of financial performance)	26.5	30.8	(4.3)
Capital works in progress (Non-current asset - Statement of financial position)	42.3	28.8	+13.5
	68.8	59.6	+9.2

Finance – Year 2003 in review

Expenditure on assets

The operating surplus of \$89.2 million provided the University with the funds for its \$83.8 million expenditure on non-current assets. The major areas of expenditure were:-

	2003	2002	Increase for 2003
	\$M	\$M	\$M
Non-current assets			
Buildings	1.3	0.3	+1.0
Equipment	23.6	20.7	+2.9
I.T.	8.3	7.7	+0.6
Capital works program	42.3	28.8	+13.5
Other	8.3	6.9	+1.4
	83.8	64.4	+19.4

The significant expenditures on the Capital Works Program, \$42.3 million, reflects the University's commitment to the ongoing improvement of its teaching and research facilities, whilst maintaining a high level of new equipment acquisition.

The University of Sydney operating statement for the year ended 31 December, 2003

Parent entity University	Budget	Actual	Budget
	2003	2003	2004
	\$'000	\$'000	\$'000
Operating revenue			
Commonwealth government grants	369,502	373,227	358,204
Higher education contributions scheme			
Student contributions	23,277	25,810	25,957
Commonwealth payments	80,369	80,369	83,232
Postgraduate education loans scheme (PELS)	10,000	14,096	14,000
New South Wales government grants	1,562	2,796	1,598
Superannuation			
Deferred government contributions	46,315	46,315	46,315
Commonwealth supplementation	2,158	1,957	1,561
Fees and charges	162,137	167,126	176,061
Investment income	60,187	53,186	63,588
Royalties, trademarks and licenses	3,060	3,658	2,579
Consultancy and contract research	83,586	66,415	46,854
Other revenue	82,898	86,174	67,218
	925,051	921,129	887,167
Operating expenses			
Employee benefits	471,283	454,262	492,992
Deferred government contributions	46,315	46,315	46,315
Depreciation and amortisation	49,000	46,621	47,000
Buildings and grounds expenses	29,500	26,519	30,000
Bad and doubtful debts		1,988	
Other expense	342,653	256,188	238,637
	938,751	831,893	854,944
Total operating expenses			
	(13,700)	89,236	32,223

Notes

- (1) The approved budget, where possible, has been adjusted above to take account of the year end presentation of accounting adjustments, including deferred government contributions, fixed asset purchases and depreciation, to provide a meaningful comparison. However other year end statutory accounting requirements, are not included in the development of the approved budget. The budget operating deficit is fully offset by carry forward reserve funds.
- (2) The 2003 budget includes \$29m of grant income and expenditure for two education sector projects initially anticipated to be recorded in the University accounts. Funding was instead forwarded direct to individual educational locations and not fully recorded in the University accounts.
- (3) Of the total \$879m budget income (\$925m-\$46m deferred government contributions) for the University approximately 77% (\$676m) supports the general teaching and research activities.
- (4) Actual income for the year exceeded budget for Commonwealth grant income and some non-grant income (fees and charges and other income).
- (5) The budget for other expense includes internal charges eliminated in the annual accounts.
- (6) Actual expenditure levels overall were within operating budgets.
- (7) 2004 budgets for consultancy, contract research and other revenue will be reviewed during 2004.

The University of Sydney operating statement for the year ended 31 December, 2003

Financial services

The focus of financial services during 2003 continued to be for improved financial management effectiveness through efficiencies in processes and improved risk management. Potential process improvements commenced during the year included projects which were directed at taking advantage of e-Business opportunities in the procurement areas, IT equipment leasing and improved asset management.

After the successful completion of an initial pilot operation, a corporate purchase card system is being implemented on a phased basis. The system allows purchasing to be effected at the appropriate operational levels within colleges, faculties and departments whilst providing effective internal controls through workflow. The roll-out has been positive and is improving the efficiency of the purchasing process.

An information technology (IT) and related equipment master lease facility was developed for use across the University. The use of the master lease facility commenced in early 2004 and the improved IT equipment acquisition process will achieve cost savings in both procurement and transaction costs along with zero maintenance expenses. This project is being accompanied by concurrent moves to establish a single operating environment for IT equipment across the University. This separate but related initiative will further improve the effectiveness of this important resource tool.

The new processes for the acquisition of equipment are being supported by improved asset management systems. Investigations undertaken during the last quarter of 2003 have resulted in a project being established to implement web-based asset tracking and financial management systems which can be accessed by managers at a departmental level, who have day-to-day responsibility for the assets at a local level. This significant project will be developed and implemented during 2004.

The University has also embarked upon a review of its processes for travel arrangements. Potential benefits from improving the processes associated with organising domestic and overseas travel and accommodation, include not only direct cost savings but improved efficiencies and internal controls for the University community. The use of external expert advice to develop new policies and processes will see this project implemented in 2004.

Continued attention has been given to raising the profile of risk management across all areas of the University's operations. The University's commitment to strengthen risk management was evidenced by the appointment of a General Counsel in early 2004. Risk management now forms a key part of University governance and is recognised as such by the revised objectives and renaming of the Senate Audit and Risk Management Committee. This Committee includes an external professional who has been co-opted to assist the University to develop risk management policies and practices which will improve the effectiveness of overall University management.

Work has also commenced on reviewing the effectiveness and efficiency of the delivery of the support services to areas responsible for teaching and research. The present decentralized model for delivery of key support functions across the University does not guarantee optimum service performance or efficient use of both human resources and technology.

The University's management is committed to putting in place structures which will provide the optimum organisational performance for all of the key support functions.

Investments and investment performance

The University's investment portfolio is derived from a number of sources. These include balances of bequests and donations, government grants, research awards, fees and business activities. The funds are held for general operations, research, infrastructure, reserves and provisions.

Investments in fixed interest, money market and income securities represented 66 per cent of the total market value of funds in the portfolio. The balance was held in equities, property securities and real estate.

Under the Annual Reports (Statutory Bodies) Regulations, the University must include details of the investment performance of its surplus funds and, for comparison, the return on the appropriate NSW Treasury Corporation Hour-Glass investment facility. In the table below, the University's return for All Funds is compared with that of the NSW Treasury Corporation Hour-Glass Medium Term Growth units.

Investment performance

	University investment category All Funds	Treasury Hour-Glass benchmark Medium Term Growth units
Return 2003 (Return 2 years p.a.)	7.6%	5.4%
Return 2002	4.5%	
	1.5%	2.7%

The return on the University's All Funds for the year was 7.6 per cent as compared to 5.4 per cent for the Hour-Glass Medium Term Growth units.



The University of Sydney operating statement for the year ended 31 December, 2003

Creditors payment performance for the period ended 31 December 2003

	March quarter 2003		June quarter 2003		Sept quarter 2003		Dec quarter 2003	
	Actual	Target	Actual	Target	Actual	Target	Actual	Target
Percentage of accounts paid on time:								
by number of invoices	78%	80%	83%	80%	81%	80%	78%	80%
by value	85%	80%	76%	80%	83%	80%	74%	80%
	(\$'000)		(\$'000)		(\$'000)		(\$'000)	
Amounts of accounts paid on time	97,895		64,774		93,602		71,873	
Total amounts of accounts paid (excludes investments)	115,077		84,838		113,055		97,045	

Summary of land owned or occupied by the University

Land currently used or planned for teaching and research purposes

The major teaching and research facilities of the University are located on the Camperdown and Darlington campuses, adjoining Parramatta Road and City Road, Sydney, cover a total area of 50.6 hectares.

In addition, several teaching and research facilities are located away from these premises. These include the Law School, in Phillip Street, Sydney, the Faculty of Health Sciences, Lidcombe, the Sydney College of the Arts, Rozelle, Sydney Conservatorium of Music, Sydney, the Faculty of Nursing, Camperdown, the Australian Graduate School of Management, Kensington and City, the Australian Technology Park, Redfern, Faculty of Rural Management, Orange, the Australian Archaeological Institute at Athens and Thessalonike, Greece and the University Teaching Hospitals.

In addition, the teaching and research activities of the Faculties of Veterinary Science, Agriculture and Science are supported by 21 farms and/or field stations throughout eastern Australia, comprising a total area of approximately 16,000 hectares and owned by the University. The University holdings of land for teaching and research are largely under specialised land zonings and were valued as at 31 December 1996 at \$188,711,613.

Investment properties in support of teaching and research

The University owned 67 properties in this category as at 31 December 2003. These were valued at \$83,272,950 (book value: \$25,463,572).

Two properties were sold during 2003 with a gross realisation of \$2,378,710 (Book Value \$485,000). One property was acquired with a book value of \$3,410,000.

Controlled entities

Rural Australia Foundation Limited

The Rural Australia Foundation Limited is a company limited by guarantee. Its objectives are to promote the development of agriculture by research, scholarship and other suitable means and, in particular, the development of the University of Sydney Orange Campus and the Faculty of Rural Management in furthering its objectives.

In 2003 the Company has continued to support students at Orange through the operation of the campus bookshop and the PC Pye entrance scholarship.

The University of Sydney operating statement for the year ended 31 December, 2003

The Wentworth Annexe Limited

The Wentworth Annexe Limited administers the planning and construction of the Wentworth Annexe and other building work that the University of Sydney Students' Union may wish to be undertaken. As this is a non-trading enterprise, performance and accrual performance measures are not applicable.

All work associated with the redevelopment of Manning House is now complete and no residual matters are outstanding at 31 December 2003.

Evisense Pty Ltd, Ucom Six Pty Ltd, I-Care Medical Pty Ltd, Ucom Seven Pty Ltd, Nucleos Pty Ltd, Elastagen Pty Ltd, Ucom Ten Pty Ltd, Ucom Eleven Pty Ltd and Ucom Twelve Pty Ltd.

Evisense Pty Ltd was incorporated in 2001 as a company limited by shares. The company was formed for the purpose of commercialising a superior range of instruments for evaluating the mechanical properties of soft materials and fluids, with application in the medical and industrial fields.

Ucom Six Pty Ltd was incorporated in 2001 as a company limited by shares. The company exists for the purpose of commercialising Intellectual Property relating to intercalating compounds of the therapeutic treatment of cancer and other conditions.

I-Care Medical Pty Ltd was incorporated by a third party in 2000 as a company limited by shares. The company was restructured in 2002 and became a controlled entity. The core intellectual property relates to treatment for macular ocular degeneration.

Ucom Seven Pty Ltd was incorporated in 2002 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to Cu-Indomethacin based veterinary products with potential for human application.

Nucleos Pty Ltd was incorporated in 2002 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to technology that will be applied to ageing, initially for a specific disease, progeria, later expanding to more general applications which may measure and affect the ageing process.

Elastagen Pty Ltd was incorporated in 2003 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to the use of Human Recombinant Tropoelastin in wound management, tissue engineering and bio-active implants.

Ucom Ten Pty Ltd was incorporated in 2003 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to Anomalous Expansion Materials, these new materials do not expand on heating and have numerous potential applications.

Ucom Eleven Pty Ltd was incorporated in 2003 as a company limited by shares. The company exists for the purpose of commercialising intellectual property relating to Interactive 3D holography.

Ucom Twelve Pty Ltd was incorporated in 2003 as a company limited by shares. The company exists for the purpose of commercialising intellectual property. As at 31 December 2003 no business function had been allocated to the company.

Financial accounts for controlled entities

The financial accounts for the controlled entities which form part of the University's annual report tabled in Parliament are available on request by contacting the University's Publications Office on +612 9351 7595, fax +612 9351 3289 or email: Imaral@publications.usyd.edu.au.

These financial accounts include Wentworth Annexe Limited, Rural Australia Foundation Limited, I-Care Medical Pty Ltd, Evisense Pty Ltd and Ucom Six Pty Ltd. The remaining Ucom companies, Nucleos Pty Ltd and Elastagen Pty Ltd either had no transactions or had not been established for a full financial year and as a result no audited financial accounts are available.

Consultants

Name	Amount		
		Karl S Kruszelnicki P/L	78,750.00
Access Online Pty Ltd	62,712.50	Knapp & Moore Pty Ltd	34,000.00
Access Uts P/L	57,439.73	Lab Architecture Studio P/L	30,000.00
Alasdair Macdonald Architects	206,293.42	Lincolne Scott Australia P/L	1,837,918.09
Allen Jack & Cottier	30,000.00	Lonsdale & Associates	68,181.84
Andrew Simpson	60,760.00	M A Sargent & Associates P/L	40,500.00
Atkinson Capital Insight	86,076.25	Macca Training P/L	34,672.80
Barclays Global Investors Aust	168,872.49	Masson Wilson Twiney P/L	30,735.14
Bates Smart P/L	377,266.74	Maxiem	31,000.00
Benson & Forsyth	30,000.00	Mellisa Offord	43,050.00
Bligh Voller Nield	450,920.30	Mercer Investment Consulting	40,909.08
Brett Cohen	48,000.00	MGT Architects	32,500.00
Burnigula Developments P/L	55,910.00	Michael Davies Associates	64,186.58
Caloris C & R P/L	63,851.74	Mike Smith Design & Documentation P/L	38,182.50
Capital Insight	394,506.50	Netcare 2000 Group Pty Ltd	46,310.00
Caudit	39,825.00	Nexted Ltd	54,000.00
Central Sydney Area Health Service	43,158.00	Noel Bell, Risley Smith & Prtners	355,707.74
Clive Lucasstapleton & Ptnrs	30,501.89	Oracle Corp Australia P/L	54,534.00
Connell Wagner (Nsw) P/L	71,403.25	Prokop & Associates	33,212.00
Cooladdie P/L	33,076.01	Proudfoot Consulting	120,000.00
Cordiner King & Co P/L	52,236.72	QS Commercial Interiors P/L	38,868.77
Crawford Architects P/L	73,038.00	Richard Malik	64,800.00
Davidson Trahaire (Nsw) P/L	33,782.50	Robert Half Australia Pty Ltd	72,600.00
Davis Langdon Australia Pty Ltd	306,461.32	Royal Rehabilitation Centre Sydney	41,858.00
Designinc Sydney Pty Ltd	50,163.75	Rush/Wright Associates	30,000.00
Diagnosis P/L	35,778.48	Scientific Interiors (Aust) P/L	37,246.50
Dimod P/L	33,575.00	Spackmann & Mossop P/L	30,000.00
Donovan Hill Architects	30,000.00	Standard & Poors P/L	40,000.00
DTB Architects P/L	189,252.27	Strategic Project Solutions P/L	35,755.00
Eakin Mcaffery Cox	152,314.98	Sun Gard Bsr Inc	111,725.27
Elysium Investments P/L	30,000.00	Sydney Institute	73,326.15
Finrep Services	53,560.62	Sydney Project Consulting	34,500.00
Francis-jones Morehen Thorp	520,000.00	Taylor Cullity Lethlean	30,000.00
George Andary & Co P/L	52,317.50	Taylor Thomson Whitting P/L	108,629.10
Gordon & Valich Architects	192,639.56	Tungsten Group P/L	68,711.73
Grahame Feletti	53,156.00	Vantage Pointconsulting P/L	96,000.00
Heidrick & Struggles Australia Ltd	458,035.00	Web Development Group P/L	46,649.00
Hunter Valley Equine Research Ctr Ltd	35,000.00	What's On Consulting P/L	76,405.20
IBM Australia Ltd	65,023.41	WHP Architects Pty Ltd	250,096.82
ICAD Consultants P/L	105,550.00	Grand Total	<u>9,651,562.06</u>
Independent Loss Control P/L	31,560.00		
Integrated Business P/L	40,495.00	Total >30K	9,651,562.06
Jackson Teece Chesterman Willis	230,041.18	Total <30K	2,749,362.48
Jeppe Aagaard Andersen	30,000.00		
John C & Rochelle S Semmler	101,485.64	Total	<u>12,400,924.54</u>
John Wardle Architects	30,000.00		

