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Charles Sturt University Annual Report 1997

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April 1998

Dear Minister

The Board of Governors of Charles Sturt University has the honour to submit the following report of the proceedings of the University and audited financial statements for the year ended 31 December 1997 for your presentation to the New South Wales Parliament.

The Annual Report and financial statements have been prepared in accordance with the Annual Report (Statutory Bodies) Act 1984 and the Public Finance and Audit Act 1983.

Yours sincerely

D J Asimus, AO
Chancellor

C D Blake, AM
Vice-Chancellor

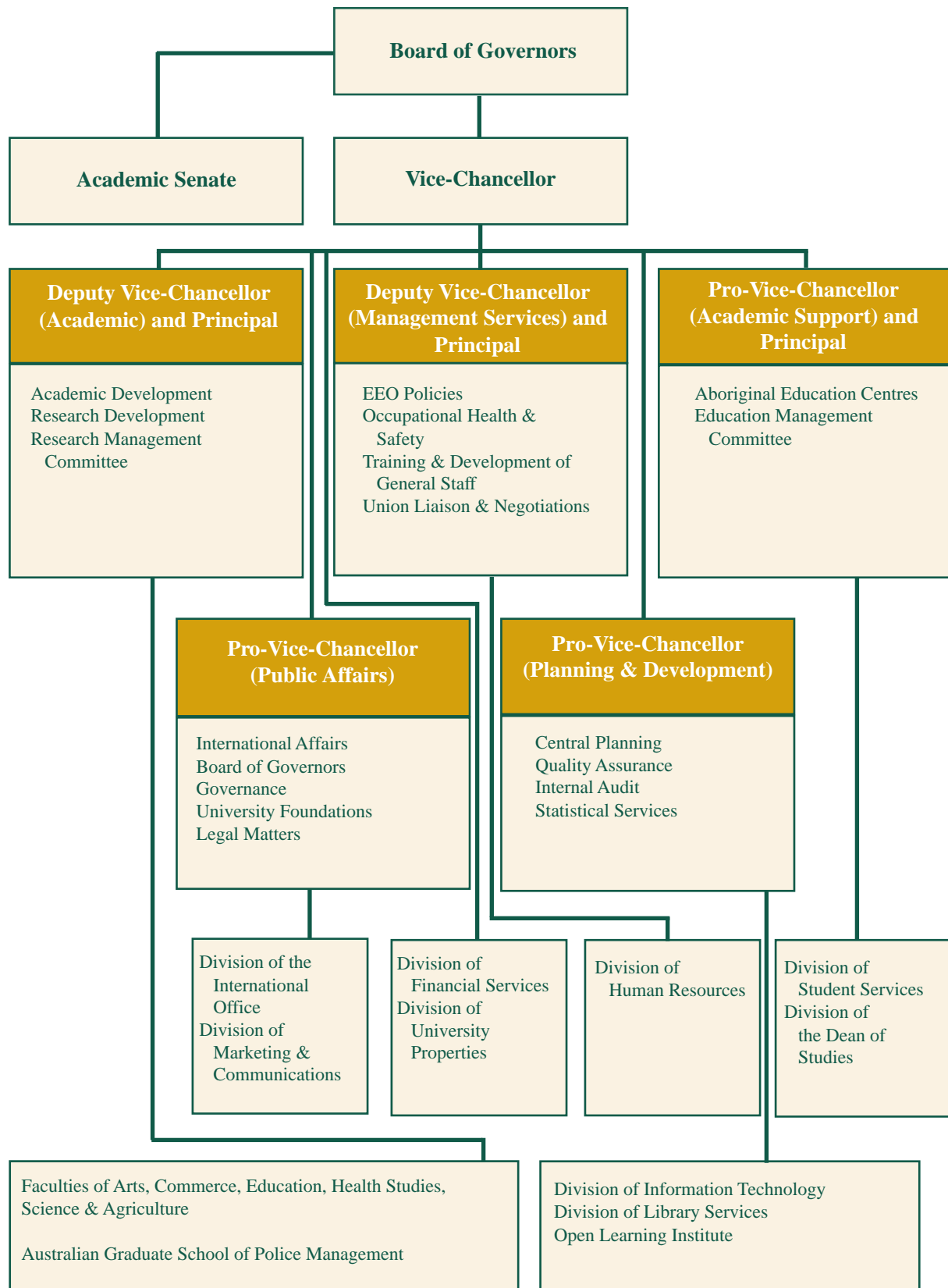


Charles Sturt University has been awarded the prestigious annual award for Australian universities:

**The University of the Year -
The University of the First Generation.**



Structure of the University



The University's mission

To produce graduates with a professional edge who are competitive in meeting the present and changing needs of society, commerce and industry.

The University's mission is to produce graduates with a professional edge who are competitive in meeting the present and changing needs of society, commerce and industry.

The University seeks to achieve this mission by:

- balancing professional and vocational course needs with the development of skills for and positive attitudes towards life-long learning;
- attracting students nationally and internationally because of the excellence of its courses, teaching, scholarship and support to students;
- being committed to open learning through access, articulation and student support programs;
- providing a variety of learning environments to meet the different needs of students drawn from diverse educational, social, ethnic and economic backgrounds;
- conducting high quality research of regional significance and international distinction;
- combining a dynamic regional commitment with a growing international reputation; and
- providing a flexible, innovative and challenging environment in which to teach, learn, research and work.

Statement of values

Charles Sturt University:

- is committed to the discovery, preservation, refinement, and dissemination of knowledge;
- recognises the primary importance of its students, local communities, and the other client groups it seeks to serve;
- pursues quality and excellence;
- accepts the need for accountability, ethical conduct and integrity;
- prizes flexibility and responsiveness;
- is committed to the pursuit of social justice and the provision of equity of access and opportunity;
- recognises the contribution of all staff; and
- is an active participant in the globalisation of higher education.



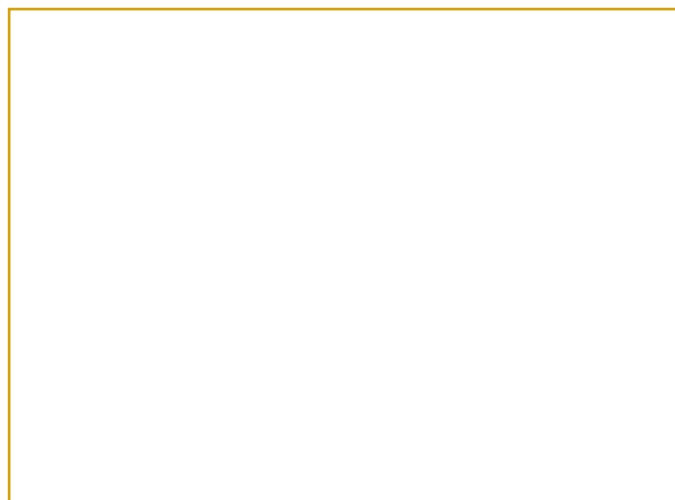


The year's highlights

Charles Sturt University (CSU) was named *The University of the Year for 1997 – The University of the First Generation* for its exemplary ability to provide university education for first generation students.

The other highlights for the University in 1997 included:

- Honourable Justice James Wood, the Royal Commissioner into the NSW Police Service, addressed graduates from the Centre for Professional Development (Policing) at Goulburn.
- The University signed a major agreement with the private education group, IRI (Hong Kong) Pty Ltd, providing the potential for a ten-fold expansion in the number of international distance education students enrolling with CSU.
- The foundation stone for the first academic building at the Thurgoona campus at Albury-Wodonga was laid by the Governor-General of the Commonwealth of Australia, His Excellency The Honourable Sir William Deane, AC, KBE.
- The University signed an agreement with leading British-based private education provider, Study Group International, resulting in two new international campuses in Sydney and Brisbane.
- The NSW HSC On-Line project (a joint venture of CSU and the NSW Department of School Education) was launched, giving students fingertip access to resource and exam material on the internet.
- Newcrest Mining, owner of the Cadia Mines, signed a half-million dollar agreement with the University to assist the company in critical environmental management issues.
- The University was again recognised among Australia's innovative teaching institutions with three lecturers awarded major grants totalling more than \$120 000 under this year's Higher Education Innovation Program.
- An agreement between the University and the Zoological Parks Board of NSW was signed at the new campus at Dubbo, fostering new opportunities for research into zoological studies and practice.
- The State's new Wine & Grape Industry Centre, based at the campus at Wagga Wagga, commenced work providing research and education to winegrowers around Australia.
- The Chancellor, Mr David Asimus, AO, was presented with an honorary doctorate, Doctor of Agricultural Economics *honoris causa*, by the University of Sydney in recognition of his commitment to the wool industry.
- The University hosted the *Rural Australia: Toward 2000* conference at the campus at Wagga Wagga, opened by the Deputy Prime Minister, Mr Tim Fischer.
- Australia's third, non-commercial, independent national radio news service, National Radio News (NRN) was launched at the campus at Bathurst.
- One hundred years of teacher education training was celebrated at the campus at Bathurst.
- President of the Business Council of Australia and Chair of Coles-Myer, Mr Stan Wallis, AO, delivered this year's Nowik lecture at the campus at Albury-Wodonga.
- Federal Minister for the Environment, Senator Robert Hill, officially opened the largest ever annual conference of the Ecological Society of Australia at the campus at Albury-Wodonga.
- The new home for the School of Teacher Education at the campus at Bathurst, Allen House, was officially opened.
- The University's first graduation in Tasmania took place at the Tasmania Police Academy. The eight graduates were the first group to graduate internationally with a Bachelor's Degree in Emergency Management by distance education.
- Construction commenced on the \$2.5 million St Francis residential college at the campus at Wagga Wagga.



The Vice-Chancellor, Professor C D Blake, AM, accepting the 1997 University of the Year Award from the then Minister for Education, Training & Youth Affairs, Senator Amanda Vanstone.



The Vice-Chancellor's report

The Charles Sturt University (CSU) community can look back on 1997, the year in which CSU became the *The University of the Year – The University of the First Generation*, with considerable pride and satisfaction.

There have been developments on many fronts, for example we:

- exceeded our assigned quota of grant funded places significantly, at both undergraduate and postgraduate levels;
- established a summer term as a viable and profitable program;
- substantially increased income from research and consultancy activities;
- achieved record enrolments of foreign students, both on-shore and off-shore;
- added significantly to the inventory of buildings, plant and equipment;
- developed a significant and permanent presence for the University in Albury-Wodonga, in Dubbo, at the Australian Graduate School of Police Management in Manly and in Goulburn;
- consolidated the financial position of the University;
- upgraded and extended our communication networks;
- improved the range of student support services, including some significant upgrades in the catering and residential services; and
- established a number of valuable academic support units, such as:

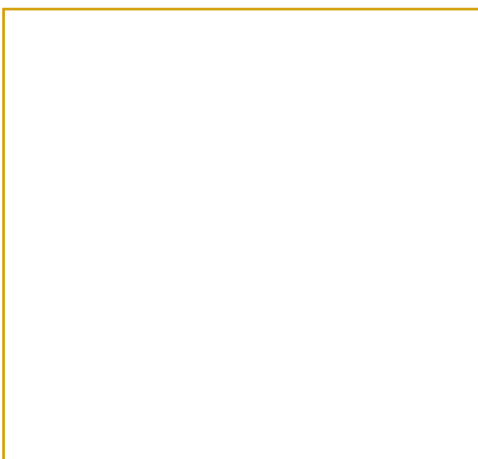
The Centre for Excellence in Learning and Teaching (CELT);

The Continuing and Professional Education Centre (CPEC); and

The Spatial Area Network (SPAN).

Probably even more significant than these individual achievements is the growing acceptance of CSU in the Australian higher education sector. Charles Sturt University is now recognised as a dynamic and responsive university with a clear mission and strong identity, to which students and Governments now look for services of various kinds.

I commend the staff for their individual contributions and together with them look forward with optimism and enthusiasm to 1998.



Professor C D Blake, AM, Vice-Chancellor.





Goal 1 Goal 1

Balancing
professional and
vocational course
needs with the
development of skills
for, and positive
attitudes towards,
life-long learning

The Faculties

The University is conscious of the need to meet the changing demands of its students and of the marketplace. To this end, the consolidation of existing course areas and the development of new courses are an integral part of CSU's commitment to providing the highest quality education for its students. This has been extended through the achievements of the six faculties throughout the year.

Australian Graduate School of Police Management (AGSPM)

The AGSPM has experienced continued growth in student numbers in the articulated coursework Master degree program.

Enrolments by police in the distance education mode now come from every Australian state and territory, New Zealand and Papua New Guinea. Increased interest has also been shown by non-policing organisations, including the military, fire services and the Australian Protective Service.

Customised programs, negotiated with clients, are continuing to be developed. These highly successful initiatives are taking higher education to the policing industry in a form that meets specific needs. For example, Victoria Police officers seeking initial promotion are expected to complete a Graduate Certificate in Police Management. The AGSPM addressed this issue and in 1997 two cohorts of approximately 25 students each undertook the Graduate Certificate by a combination of distance education and a residential school. Most of these are now pursuing further studies with the Graduate School. Further courses have been scheduled over the next three years.

Short duration non-award courses have again been conducted during the year with the West Australia Police, Australian Protective Service and the Royal Papua New Guinea Constabulary. The success of these courses has encouraged further contracts for consultancies, such as a review of officer training in the Papua New Guinea Constabulary.

A highlight of 1997 was the approval by Academic Senate of a restructured coursework program in which students in the Diploma and Master Degree courses now complete electives as well as a core of subjects.

A further and significant development, approved by Academic Senate, was a research Master Degree by thesis and a Professional Doctorate Degree consisting of four advanced level subjects and a major, original thesis.

The quality of design and delivery of the curriculum is continually being evaluated and takes into account the advice of clients. This provides for emerging and individual needs.

The Faculty of Arts

Demand for the Faculty's courses in 1997 continued to be high. The Bachelor of Arts (BA) (Communication), the BA (Television Production) and postgraduate programs in psychology, child welfare, theology and investigations experienced strong growth in demand while other courses maintained previous levels. A number of new courses were offered this year: BA (Photography); BA (Design for Theatre & Television); Bachelor of Social Science (Rehabilitation Counselling); and the Graduate Diploma of Child Protection Investigation. The latter was developed in response to new training needs of the NSW Police Service following the Wood Royal Commission.

This year saw very strong enrolments in the Faculty's new research degree programs in New Testament studies.

The Faculty's psychology and public relations programs were accredited in 1997 by the Australian Psychological Society and the Public Relations Institute of Australia respectively.

The broadcast journalism programs underwent a major development this year with the establishment of National Radio News, a non-commercial, independent national radio news service. Staff and students provide a daily news service to community radio stations throughout Australia, adding a valuable practical element to the journalism courses. Twenty-seven stations have subscribed to the service so far.

A feature of the year was the success of continuing professional education programs, particularly a scriptwriting program developed for Nine Network staff, and investigation and fraud risk management programs developed for the RAAF. An on-line continuing professional education program in collaboration with the Fairfax organisation was also introduced.



New courses to be introduced next year are a Bachelor of Social Science (Social Welfare) at the Dubbo campus, and doctoral programs in the visual and performing arts.

A feature of the Faculty's research profile in 1997 were successes in policing. Professor Seumas Miller was awarded the Sir Maurice Byers Fellowship to undertake research in police ethics. A team of Faculty staff led by Professor John Tulloch and Associate Professor Deborah Lupton were awarded a major tender by the Criminology Research Council to undertake research into fear of crime.

The Faculty of Commerce

The Faculty launched its new full fee paying, distance education Master of Business Administration degree (MBA) in February. It was one of CSU's most successful full fee paying postgraduate program launches, attracting 92 students. It is now proposed to market the program to off-shore students.

The MBA specialisation in Global Trade Management continues to attract high overseas student enrolments. The course was introduced in response to interest from national, and in particular, regional firms expanding their export trade in the Asia-Pacific region. Together with the MBA in International Business, the Faculty is rapidly becoming a leading national and international provider of international trade management.

The agreement between the University and leading private education provider Study Group International will allow international students the opportunity to study the Bachelor of Business program through either Sydney or Brisbane international campuses. The agreement allows for articulation of Diploma of Business students into the Bachelor of Business program.

The Faculty of Education

The year saw the development of a more efficient and competitive course profile for the Faculty.

A Bachelor of Education (Technology & Applied Studies) was introduced in response to a critical shortage of teachers across Australia in this key learning area. Similarly, the Graduate Diploma of Education (Primary) is to be offered by distance education from 1998, meeting a growing demand for graduate training in primary school education. Together with continued growth in vocational education

and training, special education, recreation and human movement and English as a second language programs, the Faculty has a positive outlook for the next few years.

The number of international students studying with the Faculty both in Australia and overseas rose steadily through 1997. CSU's programs attract students from North America, New Zealand, the Pacific and South East Asia, with an increasing number electing to study in their own country by distance education. The Faculty's strength in Recreation & Human Movement has been recognised internationally, with a Bachelor of Sport & Recreation planned to be offered in Malaysia in 1998 or 1999.

Faculty involvement with the wider professional community remains a prime objective. Secondment programs with the Department of School Education and TAFE have been fostered and encouraged and many of the Faculty's staff are active participants in a range of professional bodies such as the Ministerial Advisory Council on the Quality of Teaching, the Teacher Education Council of NSW and the Australian Association for Research in Education.

The Faculty of Health Studies

Teaching facilities in the Faculty of Health Studies were given a boost this year with the injection of \$1.3 million in capital funding for the new pharmacy, physiotherapy and nuclear medicine facilities. Building commenced on a new anatomy laboratory at the campus at Albury-Wodonga and a new pharmacy laboratory and nuclear medicine facility at the campus at Wagga Wagga. Next year, building will also begin on new science laboratories at the campus at Bathurst.

The number of courses for distance education students expanded half-way through the year, with the first intake of students into the Bachelor of Nursing, the Bachelor of Health Science (Community & Public Health) and the Bachelor of Applied Science (Nuclear Medicine Technology) Conversion.

The Community & Public Health course, intended for Aboriginal or Torres Strait Islander health workers seeking to upgrade their qualifications to Bachelor's degree level, has been established to address health service delivery to Aboriginal people. The Nuclear Medicine Conversion course allows clinically

qualified nuclear medicine technologists who hold a recognised certificate, associate diploma or diploma in Nuclear Medicine Technology awarded by an Australian tertiary institution, or equivalent, to upgrade to degree level status.

Another innovative new course is the Bachelor of Nursing by distance education, which enables enrolled nurses with the Advanced TAFE Certificate in Enrolled Nursing or equivalent to articulate their existing TAFE qualification and experience to a university degree. Other students who have completed the first year of the Bachelor of Nursing full-time on campus, or who have equivalent credit, are eligible to enrol in the third and later sessions of the degree as a distance education student.

The Faculty had its first graduation of students from the Bachelor of Social Science (Emergency Management). This ceremony boasted a number of firsts for the University: the group of eight graduates were the first to graduate internationally with a Bachelor's Degree in Emergency Management by distance education; it was the University's first graduation in Tasmania; and one of the graduates was the first woman in the world to graduate with this degree by distance education.

Three new undergraduate on campus courses will receive their first intakes from the beginning of 1998: the Bachelor of Applied Science (Nuclear Medicine Technology); the Bachelor of Health Science (Speech Pathology); and the Bachelor of Physiotherapy. Speech Pathology and Physiotherapy will expand the course offerings from the School of Community Health in Albury-Wodonga, while Nuclear Medicine will operate from the School of Medical Radiation Science in Wagga Wagga.

A Master of Applied Science (Medical Imaging), with specialisations in breast imaging and diagnostic radiography, will be launched next year and the Bachelor of Health Science (Pre-Hospital Care) will have its first intake of on campus students at Bathurst.

In 1998, the first graduates from the four-year Occupational Therapy course from the campus at Albury-Wodonga will be entering the workforce.

From January next year, the School of Nursing & Health Science will replace the School of Nursing & Health Administration, and the School of Public Health will replace the School of Paramedical Studies.





Year 12 student, Tim Scott, using the NSW HSC On-line site.

Photo: Western Advocate

The Faculty of Science & Agriculture

This year has been one of consolidation and development of previously instituted projects.

The new National Wine & Grape Industry Centre has been established at CSU, a joint initiative of the University, NSW Agriculture and the NSW Wine Industry Association. This new centre is intended to be developed as the premier centre for the integration of research, education and training for technology adoption by the Australian wine industry.

Led by the Faculty's professoriate, research activity increased once again in 1997. Several large research grants were awarded for projects in information technology, ecology/environmental science and animal science. Staff travelled to such diverse locations as South Africa and Brazil to present research papers at conferences.

This year marked the introduction of a new Faculty-wide Bachelor of Information Technology course that provides students with a high level of flexibility though eight possible major specialisations. The course replaces the Faculty's three previous campus-specific courses and has allowed for significant rationalisation and cost-saving.

Following on from the undergraduate course, the Faculty finalised details of a new Graduate Diploma in Information Technology that will be introduced in 1998.

With the increased public focus on environmental issues and the rehabilitation of degraded and contaminated sites, the Faculty has produced the new Master of Applied Science (Environmental Management & Restoration) that will also be available for the first time in 1998. Using subjects from this course, the Faculty will also introduce a Graduate Diploma of Environmental Management.

Given the increased need to generate fee paying income, the Faculty introduced three new Graduate Certificates in 1997 that have had strong market appeal. These courses are the Graduate Certificate in Irrigation, the Graduate Certificate in Network Publishing and the Graduate Certificate in Biometrics. All of these courses were developed with significant input from industry.

Several additional niche-market Graduate Certificate courses were readied for introduction next year. The Graduate Certificate in Applied Science (Ornithology) has been developed to cater to the needs of both professionals and amateurs and is the only course of its type in Australia. The Graduate Certificate in Applied Science (Captive Vertebrate Management) was developed in collaboration with the Western Plains Zoo, Dubbo, and is in strong demand by prospective students.

New scientific instrumentation was purchased for installation in the Environmental and Analytical Laboratory (EAL) at a cost of about \$200 000. This equipment will greatly enhance the EAL's research and commercial capabilities.

Construction commenced on new animal science and agronomy laboratories at the School of Agriculture to augment the recently refurbished Sutherland Laboratories complex.

Construction of the cheese production facility and pilot scale food processing plant was near completion at the end of the year. The commercial production of cheese will begin in 1998 to be sold alongside CSU's award winning wines. These facilities will also provide students enrolled in food science courses with valuable "hands-on" experience.

The indoor arena at the Equine Centre was completed and officially opened in April. Several overseas Olympic teams have inquired about using the Centre as a training base leading up to the 2000 Olympic Games.

Professor Geoff Scollary was appointed Professor of Wine Science and also head of the National Wine & Grape Industry Centre at CSU. The University has received national and international recognition as a centre for excellence in wine science and it is expected Professor Scollary will play a key role in its continued development into the next millennium. He has also taken on the role of Head of the School of Wine & Food Science following the retirement of Associate Professor Alan Nichol. Professor Nichol was the driving force in the development of food science at CSU and made significant contributions to the development of the Faculty.





Goal 2 Goal 2

Attracting students nationally and internationally because of the excellence of its courses, teaching, scholarship and support to students

A National Overview

In 1997, Charles Sturt University further secured its position as a premier regional university.

The naming of Charles Sturt University as *The University of the Year for 1997 – The University of the First Generation* by the Good Universities Guide was recognition of its substantial achievements in a competitive and changing environment.

The University won this prestigious award on the basis of its exemplary ability to offer a university education to first generation students, that is, students who are the first of their families to go on to tertiary studies.

In announcing the award at Parliament House on 24 July, the then Minister for Education, Training and Youth Affairs, Senator Amanda Vanstone said it was “particularly pleasing to see that a regional university has won this coveted accolade. Charles Sturt is innovative and adaptive, and a model for all universities, not just regional institutions.”

The award was received for teaching students well and giving them the best possible chance in the employment market.

From campuses at Albury-Wodonga, Bathurst, Dubbo and Wagga Wagga plus centres at Broken Hill, Canberra, Goulburn and Manly, CSU offers more than 300 courses to almost 25 000 students by on campus and distance education study.

Today CSU is the largest provider of distance education in Australia, with about half its students enrolled in distance education courses.

In order to support this market in the best possible way, CSU has become a leader in the delivery of information technology services, allowing students to study from all over the world. The University operates one of the busiest mainstream web servers in Australia, receiving almost 15 million inquiries to its homepage each year.

The University prides itself on giving graduates a head-start in employment through practical components in many courses, industry involvement in curricula and long-standing cooperative associations with industry. The University’s rapidly developing scholarship program reflects the support CSU receives from employers.

International Operations

The University’s achievements in Australia were supported by continued growth in its international operations during the year.

International student numbers grew again in 1997 with significant growth in the off-shore program, especially in the areas of commerce and information technology. The off-shore program now provides courses in Hong Kong, Singapore, Malaysia, New Zealand, Portugal, Canada and the United Kingdom with student numbers continuing to grow. The off-shore program covers a wide range of courses and includes areas such as wine science, medical imaging and emergency services.

The International office continues to run two ELS English Language Centres, with strong enrolments at the Wagga Wagga campus and a growing cohort at the second campus in Sydney.

The ELS franchise targeted specific groups during the year with specially designed English language packages. Successful programs were begun with the Japanese Local Government Association, training Japanese Local Government officials, and with the Council for International Education Exchange, providing English language preparation for international exchange students.

In a major new venture, the University signed an agreement during the year with the private education group IRI (Hong Kong) Pty Ltd, which has the potential to create a ten-fold expansion in the number of international distance education students enrolling with the University. The agreement creates a new external CSU program to be taught through the company’s network of teaching centres across Asia. The first courses will be delivered through the HELP Institute in Malaysia in 1998.

The University continued to manage the Australian Consortium for Higher Education in Malaysia (ACHEM) program delivered through the Yayasan Pelajaran MARA. The program moved during the year from leased premises in Trolak north of Kuala Lumpur to new premises at Bangi, close to the proposed new capital city development.



The year also saw the launch of CSU international campuses in Sydney and Brisbane in conjunction with a large British private provider, Study Group International. The campuses, located in the central business districts of both cities, will begin Business and Information Technology courses in 1998.

The successful on-shore student program also grew in 1997. Marketing has intensified in an attempt to maintain numbers in the adverse climate beginning to be experienced towards the end of the year.

The Division maintained active interaction with a range of international student associations through orientation, international student nights and valedictory ceremonies. In collaboration with the Division of Student Services, ongoing tutorial support has been enhanced at the campus at Bathurst.

International graduations were held in Malaysia, Hong Kong, Canada and the United Kingdom, catering for distance graduates and on-shore students who had returned home.

A significant area of activity for the Division was the coordination of many international visits to the University. These included visitors from many partner institutions with which the University has student and staff exchange agreements and the placement of a senior Thai University official for a seven-week internship.

Report on Overseas Travel

The following University staff made promotional visits during the period January–December 1997

Staff Member	Faculty/Division	Month	Destination	Purpose
Noyes, G	ACHEM	March	Malaysia	education exhibition
Bannikoff, A	International	March	Asia	education exhibition
Harding, J	International	March	Hong Kong	education exhibition
Fish, K	International	March	Asia	education exhibition
Savage, S	International	April	Orient	education exhibition
Hudson, B	International	April	Pakistan	education exhibition
Gray, P	International	May	Canada	course promotion
Allan, J	Health	May	Canada	course promotion
Hudson, B	International	May	Asia	education exhibition
Meyenn, R	Education	June	Canada	course promotion
Bannikoff, A	International	August	India	education exhibition
Gray, P	International	August	Asia	education exhibitions
Hudson, B	International	August	South America	education exhibition
Fish, K	International	September	Asia	education exhibition
Hudson, B	International	September	Pakistan	education exhibition
Lindley, D	Science & Agriculture	December	Pakistan	education exhibition
Savage, S	International	December	Indonesia	education exhibition





Goal 3 Goal 3

Being committed
to open learning
through access,
articulation and
student support
programs

Charles Sturt University has a strong tradition of flexible learning, most apparent through the comprehensive selection of courses offered by distance education.

The University's technology strategy supports the increasing use of computers and the internet by students and has implemented World Wide Web (WWW) technology as its standard for communication.

To coordinate efforts in support of teaching and learning, particularly in the area of technology support, the University established the Information and Learning Systems Group (ILSG) in 1995 following a recommendation by the McKinnon Review. The group comprises the Executive Directors of the Division of Information Technology, the Division of Library Services and the Open Learning Institute.

Since its formation, the group has instigated an active program of projects in the areas of staff development and the application of on-line technologies in learning and teaching.

The short term objective is that by 1999, all subjects offered by the University will be supported on-line in addition to most administrative and support services used by students.

Open Learning Institute

The Open Learning Institute (OLI) provides a focus for the definition of "openness" at the University, as well as holding responsibility for the provision and support of many of the open learning activities. The OLI is committed to the development of excellence in learning and teaching through the innovative use of communications and technology.

The Centre for the Enhancement of Teaching and Learning (CELT) was established in January. The Centre combines existing units of the OLI and has particular responsibilities for research into learning and teaching issues; academic staff development; and educational design and education innovation, including the use of technology in education.

In June, the Continuing and Professional Education Centre (CPEC) was established within the OLI to be responsible for the marketing and management of the continuing education activities of the University.

This year, the number of subjects offered by distance education increased by 16 per cent and the number of distance education students increased by 11 per cent. This was achieved without an increase in staff and with significant cost savings.

New ways of delivering essential information to students were found to deliver further savings.

A successful trial of on-line support for subjects this year will be extended in 1998 to whole courses, with the aim of all courses being supported on-line by the start of the 1999 academic year.

The OLI warehouse building was modified in April to accommodate two vertical carousels to enable vertical storage of distance learning materials with computer-controlled retrieval of individual items. The carousels have a capacity of eight million pages of printed material and store up to 80 per cent of materials for dispatch.

Division of Information Technology

During the year, the Division of Information Technology made further progress towards establishing an audited QA system with the continuation of a technical writing course and progressive internal auditing of documentation.

Other developments in technology to enhance learning and teaching during 1998 included:

- a rapid growth in the availability of on-line support to subjects across the University;
- the successful completion of project based work involving staff from the constituent members of the ILSG in relation to on-line activities;
- the introduction of Windows NT as the standard desktop operating system; and
- the commencement of construction of the CSU microwave system providing high speed data connectivity between campuses.

In 1999, the Division will:

- continue the development of the Division so as to make its staff, services and facilities available to its clients across all campuses in a friendly, efficient and effective a manner as possible;
- continue the introduction of a QA system which complies with ISO9002



and which emphasises an ongoing development and review of quality assurance procedures, service level agreements and performance indicators covering all aspects of the Division's services;

- ensure that its staff remain abreast of development in technology by the provision of planned training activities and to support its staff in their vocational and professional development;
- work towards further standardising the desktop computing environment;
- complete the conversion of campus computing laboratories for 24 hour access;
- introduce high speed data backbones on all campuses;
- facilitate the introduction of high quality video conferencing for teaching to the Dubbo campus;
- actively develop the technology that underpins CSU On-line; and
- continue the support and project management of HSC On-line.

Division of Library Services

In 1998 the Division of Library Services expanded the provision of online services,

providing access to thousands of publications, journals and texts.

The University acknowledges the importance of providing remote access and considerable effort has been maintained in enhancing and developing these services.

Highlights included:

Library

- Electronic Reserve inaugurated
- Digitisation equipment acquired, installation partially complete
- Significant library resources and services provided for Online Supported Subjects
- Library Web pages revised and augmented
- Online Resource Guides commenced
- Marked increase in email requests
- Review of periodicals in the face of major financial stresses
- 2,000 online periodicals now available
- Move to image-based online products commenced
- National Council for Intellectual Disability collection incorporated at Albury

- Intercampus loan traffic increased
- Increased collaboration with Police Academy Library following the CSU/ NSW Police Service Agreement for the Constables' Education Program
- Advice on distance education library services sought by Australian and New Zealand Theological Librarians' Association

Archives

- Accessions managed on a database/ lateral filing introduced
- Letona Cannery Co-op records completely processed
- Records accessioned from the following sources:-
 - Joe Schipp's Wagga electoral office
 - Noel Hicks' Wagga and Griffith electoral office
 - Southern Riverina City Council
 - CSU School of Visual and Performing Arts
- Exhibitions prepared for Wagga Wagga Teachers' College Reunions for the years 1958-59 and 1966-67
- *Concise Guide to State Archives from Riverina and Murray Regions* published and available for 1998
- The Archives hosted Agriculture and Science 1997-98 summer research scholar, Troy Whitford
- Disposal work carried out on student files

Art Collection

- Extensive program of restoration and reframing to best practice standards
- Continuing acquisition of major Australian artists, including a Jeffrey Smart oil on canvas painting
- Recent acquisitions exhibition, *Landscape*, with publication of a fully illustrated catalogue
- Finalisation of a gift of over 500 art works by the artist, Professor David Green, through the Taxation Incentives for the Arts Scheme
- Planning for the tour of the *Landscape* show and the *Cinderella Gems* exhibition in 1999

Division of Student Services

The University is committed to providing the highest possible quality of support services for its students.

The Division of Student Services provides the following services for students: careers and graduate employment advice, counselling, chaplaincy, disability support, health services, International Students' support, learning skills, off campus accommodation assistance, Special Assistance Students Loans Scheme and Student Equity.

Flexible delivery of service provision continued to be a key priority for 1997, with the following highlights during the year:

- total number of recorded student contacts nearly doubled with only a fractional increase in resources;
- distance education student numbers accessing the Division's services continued to increase;
- student consultation services by phone, facsimile and email exceeded the number of face-to-face consultations;
- students accessing services in groups was nearly as large as the number of students serviced on the more traditional one-to-one basis;
- off campus orientation sessions for distance education students continued to grow; and
- current and planned delivery of on-line services also increased.

Other developments included:

- co-curricula student development programs were conducted as enabling courses for the faculties of Science & Agriculture and Commerce;
- support counsellor systems and procedures were established and developed to enhance student access to counselling services;
- a University-wide disability advisory group was established to facilitate provision and coordination of services for students with disabilities;
- a Student Services Consultative Committee was instituted as an additional mechanism to strengthen links and coordinate student representatives and other stakeholders; and
- a peer mentoring program for commencing distance education students was investigated and will be piloted in 1998.





Goal 4 Goal 4

Providing a variety
of learning
environments to
meet the different
needs of students
drawn from diverse
educational, social,
ethnic and economic
backgrounds

Charles Sturt University is dedicated to meeting the need of its students who are drawn from diverse educational, social, ethnic and economic backgrounds.

Ethnic Affairs

The University is currently in the process of developing an Ethnic Affairs Priorities Statement (EAPS). It already has, however, put in place many initiatives to facilitate cultural diversity.

Specific initiatives for 1997 included:

- the introduction of Study Skills for University Success – a language and culturally based university preparation program for students with English language difficulties;
- the appointment of an English Skills Adviser to the campus at Bathurst;
- cultural awareness training for staff, oriented to Aboriginal cultural and educational issues;
- a series of seminars and discussions run by the University's Centre for Enhancement of Learning and Teaching, focusing on responding to student diversity;
- the opening of a Muslim prayer room at the Bathurst campus to complement the Islamic Centre at the Wagga Wagga campus; and
- University support for an annual multicultural event organised on each campus by international students.

Key strategies for 1998 include:

- devolution of EAPS responsibilities through the University management structure;
- establishment of a database for staff and more focused analysis of staff and student data to provide information for the development of EAPS strategies;
- integration of diversity issues and equal employment opportunity principles into mainstream staff development programs; and
- a re-evaluation of all teaching activities to incorporate an approach responsive to the ethnic diversity of the student population, in the context of the policy on *Teaching & Learning* approved by the Academic Senate.

Student Equity

The success of the University in providing accessible and supportive higher education to students from non-traditional backgrounds was recognised this year by the award of *The University of the Year – The University of the First Generation*.

Many of the most successful equity programs at CSU have been integral to the functioning of the University for some years. For example:

- provision of a wide spectrum of courses by distance education, that enable even the most isolated students to participate in higher education;
- the Special Admissions Scheme, that gives consideration to a wide range of disadvantages on an individual basis; and
- provision of a wide range of personalised support services for students with a disability.

Specific initiatives for 1997 included:

- the University was awarded 38 Commonwealth Merit Based Equity Scholarships, with equity staff providing counselling and advice to all winners;
- a series of information sessions in rural centres, hosted by TAFE, to promote access to university for non-school leavers;
- equity input into mainstream staff development programs, with Equity and Disability staff producing resources for on-line discussion, workshops and video conferences on the theme 'responding to a diverse range of students'; and
- the University being an active participant in the joint TAFE-University Regional Disability Liaison Officer initiative, hosting the officer for southwestern NSW.

Key equity strategies for 1998 include:

- expansion of outreach programs for students in rural and isolated areas;
- preparation and implementation of a peer mentoring program for distance education students in selected courses; and
- production of resources for use in promoting information technology studies to rural students, especially women.





Goal 5 Goal 5

Conducting high
quality research
of regional
significance and
international
distinction

Research & Graduate Studies

The significant growth in research income, particularly from industry and State and Commonwealth Government sources, and in research higher degree students which had been evident over the previous three years, continued in 1997.

Research highlights for the year were:

- the target of a minimum of five new ARC Large Grants per annum suggested in the McKinnon Walker Review (1995) was achieved for the first time;
- total research funding exceeded \$3 million for the first time;
- the signing of a research contract with Newcrest Mining to conduct environmental research relating to the impact of the company's mining activity will provide significant research funding over a five-year period;
- the research quantum was increased to \$806 000;
- the University hosted a visit by Professor R Johnstone, Chair of the ARC Small Grants Review Panel;
- the first Vice-Chancellor's Award for Research Excellence and Faculty Awards for Research Excellence were announced;
- following a review by the Research Management Committee, four of the five accredited research centres were reaccredited for a further three years;
- the first of what are intended to be annual seminar days for postdoctoral research fellows to present their research to the University community was held;
- admission of the first postgraduate research students under the joint agreement with Sukhothai Thammathirat Open University in Thailand;
- finalisation of policies on outside professional work and intellectual property;
- development of a minimum resources statement for postgraduate research students;
- further development of a code of practice for good research conduct;
- a comprehensive review of the research higher degree regulations;
- a review of the guidelines for ARC and CSU Small Grants;
- establishment of a summer vacation scholarship program;

- establishment of the National Wine & Grape Industry Centre and the National Rural Health Centre;
- continuation of research funding for four development groups, three for a second year and one for a third year;
- the University hosted the first Visiting Research Fellows funded by the Research Management Committee;
- five externally funded postdoctoral fellows took up their appointments at CSU;
- the University expanded its research links with a number of regionally based companies;
- establishment of the Spatial Analysis Unit as a research service unit;
- the allocation of Australian Postgraduate Research Awards increased from four to six;
- a significant increase in the number of students with scholarship support to study for research higher degrees;
- a review of the Teaching Fellowship Scheme (implemented at the end of 1995) was conducted; and
- the number of postgraduate research students increased by 10 per cent over the previous year.

Funding for Research

The University Research Fund was increased to provide additional support for research centres, research groups and individual staff members.

The CSU Seed Grant program supported small scale research projects to provide opportunities for new or inexperienced researchers. ARC Small Grants and CSU Small Grants were awarded to staff who submitted projects which were assessed as having potential for external funding at a later stage.

Staff support grants were provided to staff who were awarded a National Competitive grant. Thirty-six grants were awarded with amounts ranging from \$500 to \$3550 depending on the amount of the external grant. The \$66 500 CSU Staff Support fund complemented \$1.349 million of external funding.



CSU Research Fund – Major Programs

Contribution to University Research Centres	\$500 000
Seed Grant Program	\$ 30 000
Staff Support Grants	\$ 66 500
CSU Small Grants	\$ 30 000
International Collaborative Grants	\$ 40 000
CSU Postgraduate Studentships	\$264 000
CSU Studentship and APA Subsidies	\$ 50 000
Research Development Fund	\$ 45 000
Summer Scholarships	\$ 20 000
Visiting Fellowships	\$100 000
Writing Up Awards	\$ 17 000
Research Fellowships	\$100 000
Special Projects	\$ 40 000
Total	\$1 302 500

Research Infrastructure Block Grants

Centre for Cultural Risk Research/ Centre for Rural Social Research/ Australian Rural Health Institute at CSU <i>Research development officer</i>	\$40 999
Farrer Centre <i>Laboratory freeze drier</i>	\$30 245
Rural Biomedical Research Group <i>Base equipment for a pharmaceutical formulation unit</i>	\$23 719
School of Agriculture <i>Equipment for research in irrigation and water resources</i>	\$30 200
National Wine & Grape Industry Centre <i>High pressure liquid chromatography equipment</i>	\$46 305
School of Environmental & Information Sciences/ Division of Information Technology <i>Research support programmer</i>	\$42 532
Total	\$214 000

Dr Dirk Spennemann was presented the inaugural Vice-Chancellor's Award for Research Excellence.

Research Higher Degree Students – 1997

Faculty	Master Students	Doctoral Students	Total by Faculty
Arts	21	27	48
Commerce	5	18	23
Education	16	47	63
Health Studies	1	7	8
Science & Agriculture	30	53	83
Total	73	152	225





Goal 6 Goal 6

Combining a
dynamic regional
commitment with
a growing
international
reputation

Commitment to community services and enhancement of regional culture is an integral part of CSU's vision to remain Australia's premier regional university.

As well as developing and sustaining initiatives in these regions, the University continues to act globally, making a significant and growing contribution to the national and international communities.

Cultural Activities

Charles Sturt University coordinates and invests in a wide range of activities that enrich the cultural life of its regions, including the:

- Music Conservatorium Centres at Albury-Wodonga, Bathurst and Wagga Wagga;
- Riverina Playhouse at Wagga Wagga and the Ponton Theatre at Bathurst;
- University Library;
- CSU Art Collection;
- Booranga Writers Centre;
- CSU Regional Archives;
- professorial inaugural lectures;
- community radio station 2MCE-FM at Bathurst;
- CSU Friendship Exchange for international students;
- Islamic Study Centre on campus at Wagga Wagga; and
- the Regional Academies of Sport on campus at Wagga Wagga and Bathurst.

Industry and Affiliate Institute Linkages

Charles Sturt University offers a range of educational programs in cooperation with industry that facilitate the sharing of research infrastructure and the sponsorship of collaborative research projects and scholarships. Recent initiatives include an agreement with the Coleambally Irrigation Board to offer an education program and an agreement with NSW Agriculture and NSW Wine Industry Association to form the National Wine & Grape Industry Centre.

The University has formed strategic links with employers in Australia such as the Commonwealth and NSW Police Services, the NSW Ambulance Service, Tasmanian Emergency Services and the Royal Australian Navy; and off-shore with twinning arrangements such as the Northumbrian Ambulance Service in the United Kingdom.

Regional Development

The University is the largest single organisation in western NSW or northern Victoria, measured in both expenditure and employment terms. It employs 1500 people and creates an estimated 650 further jobs in the community.

Other examples of CSU's interaction with its regions include:

- The University Foundation, a company which provides support for the University and its students through sponsorship from individuals, companies, corporations, organisations or other interested groups;
- Professional, technical and information services, including the Environmental Analytical Laboratories, the Spatial Data Analysis Network and the Equitation Centre at Wagga Wagga, and the Psychology Services Centre at Bathurst;
- Research Centres and Groups, including the Centre for Rural Social Research, the Centre for Cultural Risk Research, the Farrer Centre for Conservation Farming, the National Wine & Grape Industry Centre, the Johnstone Centre for Parks, Recreation & Heritage, the Regional Economics Research Unit, the Group for Research in Employment and Training, the Group for Research into Teacher Education, the Rural Biomedical Research Group and the Australian Rural Health Research Institute; and
- The Bathurst Education Advancement Group which comprises 53 educational institutions in the Bathurst/Central West region.

Professional Contributions

Charles Sturt University staff play a major role in regional professional activities and are increasingly involved nationally and internationally. CSU is expanding its international activities both on-shore and off-shore and staff from the University are consultants to aid programs in the South Pacific mediated by AusAID.

Staff edit many international journals and represent Australia on a number of Boards, such as the Australian Education Office in North America and UNESCO Committee on Biosphere Reserves.

In the future, the University will continue to implement its strategies for the management and support of community service.





Goal 7 Goal 7

Providing a flexible,
innovative and
challenging
environment in which
to teach, learn,
research and work

Division of Human Resources

A new Division of Human Resources was formed in July as a result of a merger of the Staff Development and Training Unit, Equal Opportunity Unit, Occupational Health & Safety Unit and the Division of Personnel Services.

The objective of the Division is twofold. First, to support CSU's investment in people and their capacity to contribute to the University and, second, to assist in strengthening the University's standing within the higher education sector so it can continue to attract, retain and employ quality staff.

To meet this objective, the new Division provides a range of human resource and support services to enable the University to recruit, retain and develop staff within a safe and supportive working environment.

Employee Relations

In the last 12 months, the Division has:

- provided information and data to the University's employer association, the Australian Higher Education Industrial Association (AHEIA) on a range of matters including superannuation, enterprise bargaining, casual employment and non-continuing appointments;
- conducted seminars on each campus on industrial relations matters;
- published, via email, regular updates on industrial relations matters affecting the University and its staff;
- provided a consultancy service to Deans, Heads of School and Sections as well as staff on a range of employee and industrial relations matters;
- provided briefings for the University's solicitor in matters before the Human Rights Commission and the NSW Equal Opportunity Commission; and
- contributed to the fostering of harmonious industrial relations with the academic and general staff unions.

In addition, Academic and General Staff Consultative Committees continued to meet under the Chair of the Deputy Vice-Chancellor (Management Services) as an effective line of communication between management and staff.

The following enterprise agreements were certified by the Australian Industrial Relations Commission in 1997:

- Charles Sturt University (Academic Staff) Enterprise Agreement 1997–1999;
- Charles Sturt University (English Language Teachers) Enterprise Agreement 1997; and
- Charles Sturt University (General Staff) Enterprise Agreement 1997–1999.

Equal Opportunity

Developments in equal employment opportunity included:

- the purchasing of special equipment and arranging for workplace modification for existing and new staff with disabilities;
- cultural awareness training, focusing on indigenous Australians;
- a highly successful conference involving women in the community and the University, entitled "*Women Making a Difference*";
- consultations with women for the development of a new Affirmative Action Plan and reviewing the last five years' achievements which showed an increase in the representation of women. The increase among academic staff was 24 to 31 per cent, at senior lecturer level and above from 12 to 21 per cent and among management positions for general staff from 24 to 37 per cent; and
- the introduction of a package of flexible working conditions to accommodate the needs of workers with family responsibilities contained in the 1996 enterprise agreement.

Ethnic Affairs

The University is currently in the process of developing an Ethnic Affairs Priority Statement.



Organisational and Staff Development

Highlights for 1997:

- prepared staff for the introduction and implementation of performance management schemes. Related information sessions were held for management and will continue to be offered in the workplace for Schools and Sections until early 1998;
- conducted human resources forums for managers and supervisors. The most recent of these has been arranged to facilitate discussion of the enterprise agreement with a particular focus on managing the flexible working hours scheme;
- facilitated work-based activities involving whole sections or units;
- conducted the induction program for new staff in March and September at the three main campuses;
- designed and piloted a new program for selection and recruitment of staff;
- through the campus Human Resource Managers, assisted Academic Probation Review Committees in the review of a significant number of staff;
- assessed and acted on staff development needs of Heads of School and committees wherever possible;
- attended all probation reviews and disseminated Centre for Enhancement of Learning and Teaching (CELT) information on teaching portfolios and other support offered;
- assisted Deans of Faculty with debriefing unsuccessful applicants for promotion;
- awareness sessions offered to academic staff to ensure consistent understanding of guidelines and processes prior to applications for the 1997 round of Academic Promotions;
- commenced review of Human Resources Policy, procedures and guidelines to ensure coherence with other Human Resource processes applied to academic staff – recruitment, induction, probation and the Professional Development Scheme; and
- Human Resource staff attended training in Alternative Dispute Resolution; attended Australian Higher Education Developers Conference; undertaken development in AHRI, Human Resource awareness, information technology, administration skills, facilitation and counselling workshops and also attended a number of local OH&S seminars.

Grievances

In 1997, 86 complaints were made under the University's grievance procedure. This does not represent all grievances handled by the University, only those made to Equal Opportunity staff and Grievance Advisers. Multiple complaints sometimes involved up to seven complainants. The majority of complaints were resolved informally. Most complainants were female, to some extent reflecting the demographics of the University's workforce and internal student population.

Alleged complaints were based on a range of factors: staff matters including unfair treatment, harassment, discrimination, work and family issues and problems with supervision and management; and student matters including unethical conduct, harassment and biased or unfair treatment.

Environment, Health & Safety

Key developments for the year:

- gained approval for a new University Committee structure which ties together environmental awareness, Occupational Health & Safety (OH&S) and emergency response, to be activated in 1998;
- strengthened the campus-based OH&S committees through provision of training and specialist advice;
- conducted University-wide training in Safe Office Practices, Manual Handling and Occupational Health & Safety Awareness;
- reviewed and introduced new policies and increased staff in specialist areas (such as Emergency Control Organisation and Radiation Safety) and liaison with the Critical Incident Response Units across the three campuses;
- reviewed first-aid officer coverage, training and appointment;
- reviewed CSU's approach towards and provision of Workers' Compensation; and
- participated in Workers' Compensation claims review meetings with insurance company with a view to managing claims so as not to unduly impact on premium.

Number of complaints handled by Equal Opportunity Unit staff or Grievance Advisers, under the grievance procedures.

Campus*	Staff		Students		Multiple	Total
	Male	Female	Male	Female		
Albury-Wodonga	2	11	1	3		17
Bathurst	4	16	3	5		28
Wagga Wagga	5	13	4	15	4	41
Total	11	40	8	23	4	86

* Campus represents the campus location of the EO Coordinator or grievance adviser to whom the complaint was made.



Personnel Administration

Administration assisted in the smooth implementation of change brought about by organisational restructuring during the year.

Other initiatives for 1997:

- developed new reporting procedures for Executive Director and Professorial probation reviews;
- supported Heads of School in the conduct of probation reviews to ensure consistency and compliance with policy and procedures to focus on a formative rather than summative approach and articulation with the Professional Development Scheme;
- reviewed the 1996 promotion processes;
- facilitated and coordinated the 1997 round of academic promotions;
- introduced the upgraded version of the CONCEPT Human Resources Information System;
- developed and introduced a significantly enhanced pay advice notice that incorporates leave balances and future planned leave;
- enhanced the development of the WWW pages for the Division;
- continued with the capture and compilation of statistics required by the Department of Employment, Education, Training and Youth Affairs (DEETYA), Australian Bureau of Statistics (ABS), Office of the Director of Equal Opportunity in Public Employment (ODEOPE), Affirmative Action (AA) and Workcover. Also surveyed all staff to capture data related to equal opportunity planning and data required by ODEOPE. In addition, the survey sought updated information related to staff emergency contact details;
- conducted two rounds of general staff job evaluations and used an outside consultant to work with the University to enhance the administration of the job evaluation process. The review recommended a number of changes to streamline the process, make managers and supervisors more aware of the system and to assist staff in the completion of position descriptions;

- participated in tenure, probation, promotion, job evaluation, personnel, AA, equal employment opportunity (EEO), OH&S, critical incident response, Principal's advisory, corporate apparel, human resource/finance working group, Murray campus management advisory and Aboriginal education committees;
- ensured accurate listing of staff and qualifications in Handbook; and
- celebrated *Human Resources Week* by publicising a range of activities organised by the newly-formed North East/Riverina Network of the Australian Human Resources Institute and by inviting staff of the campus at Albury-Wodonga to celebrate the creation of the new Division of Human Resources.

Recruitment

The following developments took place in 1997:

- established regular cross-campus meetings to maintain consistency in recruitment activities, specifically in the application of selection criteria, to monitor the move to a new advertising agency and to develop a new advertising format;
- commenced review of continuum between Academic processes of recruitment, probation, promotion and professional development; and
- completed criteria and draft policy for Research Only Academics.



Police Royal Commissioner Justice James Wood, left, and former Commissioner Mr Tony Lauer, with graduates from CSU's Centre for Professional Development (Policing) at Goulburn.



Site Development

During 1997 the University completed the purchase of 67.87ha of land at Thurgoona for \$1.655m. This additional land provides the University with a consolidated site of approximately 87ha for the development of the Thurgoona Campus. The University is leasing the creek area on the boundary between the land owned by the University and the land owned by TAFE. The University will rehabilitate the creek area for environmental research purposes and for future recreational needs.

The University has negotiated the acquisition of 48.166ha of Crown land currently occupied by the Wagga Wagga Agriculture Research Unit of NSW Agriculture. This land will enable further development of the University's wine and food teaching, research and enterprise facilities at the campus at Wagga Wagga.

Office of Design

During 1997 the Office of Design undertook the planning and concept design of major construction, refurbishment and site services projects and has managed selected architectural and engineering consultants to complete the detailed design and documentation of these projects. Projects included: campus at Thurgoona – site services, an academic office building, a herbarium facility, and a teaching facilities building; campus at Albury-Wodonga – anatomy laboratory, physiology laboratory, visual arts renovations; campus at Bathurst – a multipurpose laboratory, sports pavilion, early intervention centre, gymnasium renovations, FM radio station and sound studio renovations and additions, student union and students services facilities; campus at Wagga Wagga – performing arts offices and precinct, plant pathology and microbiology laboratory, animal science and agronomy research laboratories, pharmacy laboratory, nuclear medicine laboratory, Atkins Hall renovations and additions.

CSU's Campus at Thurgoona

His Excellency The Honourable Sir William Deane, AC, KBE, Governor-General of the Commonwealth of Australia, unveiled a plaque and foundation stone on Friday 18 April 1997 to mark the commencement of construction of the new campus at Thurgoona.

Stage 1 site services comprising the construction of the access road, car parking area, the utilities service corridor and the planting of 6000 native trees and shrubs were completed in 1997. The University received a RiverCare 2000 Silver Award for the design and implementation of its stormwater management system and its contribution to the quest for clean, healthy, and productive rivers by the year 2000.

Construction of an academic office building, a herbarium facility, and teaching accommodation commenced in August and is due for completion in July 1998 (estimated cost \$2.830m). Refurbishment of the administration/teaching building to provide an additional ten academic offices was completed in February 1997.

CSU's Campus at Albury City

The Board of Governors has accepted a recommendation of the Vice-Chancellor that the teaching facilities for the School of Community Health be located at the campus at Albury-Wodonga. Construction commenced on the renovations to existing buildings at an estimated cost of \$0.800m to provide an anatomy laboratory and a physiology laboratory for the physiotherapy course in 1998.

Renovations are being undertaken in the visual arts building to provide specialist teaching facilities for the early childhood course and to construct a new colour photography darkroom and associated facilities at an estimated cost of \$0.125m.

CSU's Campus at Bathurst

Four student residential accommodation cottages were completed in February 1997 at a cost of \$0.750 million. Each cottage comprises eight single bed/study rooms, self-catering facilities, common room, two bathrooms and toilets, and a laundry.

Construction of the Centre for Professional Development Stage 2 comprising 16 ensuite bedrooms and a common room was completed in March 1997 at a cost of \$0.850 million.

A sports pavilion adjacent to the rugby oval was completed in July 1997 at a cost of \$0.193 million. This facility was jointly funded by the University, the Students Sports Levy Fund, and the Mitchell Association of Student Councils.



Stormwater drainage minor work (\$0.040 million) was carried out to improve the drainage of the rugby field to permit usage during wet weather.

The conversion of Allen House, formerly student residential accommodation, to academic offices for the School of Teacher Education and associated renovations were completed in September 1997 at a cost of \$1.325 million.

Renovations and refurbishments were carried out to the student, staff, and functions dining facility at the cost of \$0.140 million. Renovations and refurbishment to the office building vacated by the School of Teacher Education are being undertaken to provide office accommodation for the School of Public Health and accommodation for the Division of Student Services at an estimated cost of \$0.100m.

CSU's Campus at Wagga Wagga

WACOBU Cottage was completed in February 1997 at a cost of \$0.240m. The building provides residential accommodation for postgraduate students and commemorates a centenary of teaching of Agriculture on the Agriculture Campus at Wagga Wagga. The project is jointly funded by the Wagga Agriculture College Old Boys Union (WACOBU) and the University.

In April 1997 the indoor arena was completed at the Equine Performance Centre to provide an all weather teaching and research facility for equine related studies. The cost of \$0.325m included a \$0.125m grant from the Department of Sport, Recreation and Racing.

Renovations to a laboratory in the Sutherland Laboratory building were completed in March 1997 at a cost of \$0.185m.

Stage 1a renovations and upgrade to the major kitchen and student dining facilities in Atkins Hall were completed in October 1997. Stage 1b commenced in November 1997. This project will be completed in stages over a number of years as resources become available to fund the project.

Construction of a food and wine technology facility and a wine storage facility to support the teaching and research of the School of Wine & Food Sciences will be completed in January 1998 at an estimated cost of \$1.050m.

Construction of office accommodation for the School of Performing Arts commenced in June 1997 and is due for completion in January 1998 at an estimated cost of \$0.450m.

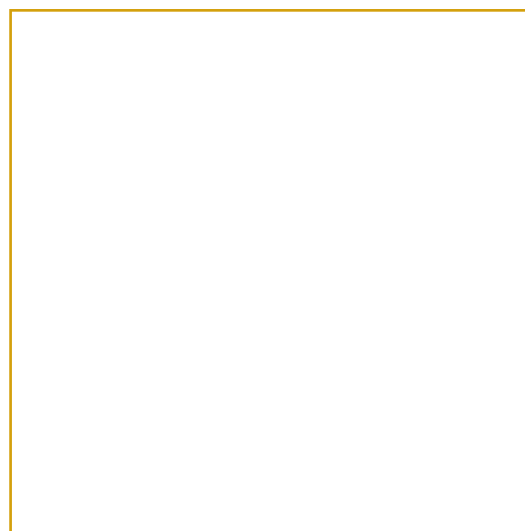
Construction of a pharmacy laboratory commenced in September 1997 and is due for completion in July 1998 at an estimated cost of \$1.300m.

The Trustees of the Roman Catholic Church for the Diocese of Wagga Wagga constructed a student residential college on the campus at Wagga Wagga on 1.189ha of Crown land Reserve 8900 leased from the University. The Stage 1 development comprises 53 bedrooms and associated facilities and will accommodate university students from the commencement of the 1998 academic year.

Renovations and alterations (cost \$0.070m) were carried out to the Open Learning Institute warehouse facility to enable the installation of two computerised vertical carousel storage systems to improve the efficiency of the storage and distribution of distance education student resource materials. Additions and alterations are being made to the environmental analysis laboratory at a cost of \$0.110m.

Australian Graduate School of Police Management at Manly

The University and the Australian Institute of Police Management jointly funded the construction of academic offices and library facility at the Institute's Manly campus. Construction was completed in February 1997 at a cost to the University of \$0.180m.



The Governor-General, Sir William Deane, AC, KBE, unveiling the Foundation stone for the campus at Thurgoona, pictured with the Chancellor, Mr David Asimus, AO.



Governance of the University



Charles Sturt University (CSU) was formed in July 1989 by the combination of two institutions – Mitchell College of Advanced Education in Bathurst and the Riverina-Murray Institute of Higher Education in Wagga Wagga and Albury.

CSU is a federated network university. Its headquarters are at The Grange on the campus at Bathurst, where the Vice-Chancellor and some senior officers are based.

Unlike other multi-campus network universities, CSU's innovative organisational structure means its five faculties are university-wide, spread over the three campuses.

The faculty and division heads are responsible for activities at all three campuses, but are not necessarily located at the University's headquarters.

This 'integrated but decentralised' structure avoids unnecessary replication of administrative and academic effort and increases students' access to academic opportunities and expertise at other campuses.

Board of Governors

The Board of Governors is the governing and policy-making authority of the University. The Board oversees the University's resources and the development of broad policies for academic planning and administrative and teaching facilities.

Personnel Committee

The Personnel Committee:

- recommends on the University's personnel policies to the Board of Governors;
- provides advice on any personnel matter referred to it by the Board of Governors or its committees, the Vice-Chancellor or the chief executive officer of each campus; and
- exercises other functions on personnel matters that may be assigned to it by the Board of Governors.

Finance Committee

The Finance Committee:

- reviews the University's draft budget with respect to capital and recurrent spending for transmission with advice to the Board of Governors;
- advises the Board of Governors on fees, charges and fines;
- reviews the University's financial report and duly audited statement of accounts and transactions for transmission with advice to the Board of Governors;
- considers and advises on any other financial matter referred to it by the Board of Governors, its committees or the Vice-Chancellor; and
- exercises other functions in relation to financial matters as may be assigned to it by the Board of Governors.

Audit Committee

The Audit Committee is responsible for:

- reviewing the audit plan of the external auditors;
- reviewing and approving the audit plan of the internal auditors;
- evaluating the overall effectiveness of both the internal and external audit through regular meetings with each group;
- determining that no management restrictions are placed upon either the internal or external auditors;
- evaluating the adequacy and effectiveness of the University's administrative, operating and accounting policies through communication with operating management, internal audit and the external auditors;
- evaluating the adequacy of the University's accounting control system by reviewing written reports from the internal and external auditors and monitoring management's responses and actions to correct any noted deficiencies;



- reviewing all financial reports to be made to the public prior to their release;
- reviewing any regulatory reports submitted to the University and monitoring management's response to them;
- evaluating the University's exposure to fraud;
- taking an active interest in ethical considerations of the University's administrative and financial policies and practices;
- monitoring the standard of corporate conduct in areas such as arm's length dealings and likely conflicts of interest;
- requiring reports from management, the internal auditors and external auditors on any significant regulatory, accounting or reporting issue, assessing the potential impact upon the University's financial reporting process;
- reviewing and approving all significant accounting policy changes;
- reviewing annual financial statements with the Executive Director, Division of Financial Services and, where appropriate, with a nominee of the Auditor General of New South Wales;
- identifying and directing any special projects or investigations deemed necessary; and
- preparing a report to the Board of Governors summarising the Committee's work during the year.

Honorary Awards Committee

The Honorary Awards Committee is responsible for:

- considering all nominations for an honorary award proposed; and
- in accordance with any rule, resolution or regulation passed by the Board of Governors, recommend to the Board that person(s) upon whom the University would wish to bestow an award *honoris causa*.

Vice-Chancellor

The Vice-Chancellor is the principal executive officer of the University and is responsible to the Board of Governors for the efficient operation of the University.

Heads of Campus

Each Head of Campus is responsible for representing their respective campus and its interests within the University. Heads of Campus also have University-wide responsibilities such as Deputy Vice-Chancellors or Pro-Vice-Chancellors.

Advisory councils of the Albury-Wodonga, Bathurst, Dubbo and Wagga Wagga Campuses

Each has an advisory council, which includes the Head of Campus, community members appointed by the Board of Governors, elected staff and student representatives and a nominee of the Board of Governors. Each council advises the Board on matters relating to its particular campus.

Academic Senate

The Academic Senate is the University's major academic body, responsible for developing and monitoring academic policies and advising the Board and Vice-Chancellor on matters relating to teaching, scholarship and research.

Higher Degrees Committee

The Higher Degrees Committee is the principal advisory body of the Academic Senate on all higher degree academic policies. The Committee comprises the Presiding and Deputy Presiding Member of the Academic Senate, the Deputy Vice-Chancellor (Academic), the Presiding Member of the Research Management Committee, nominees of the University of NSW, presiding officers of the faculty boards and nominees of the Academic Senate.

Faculty Boards

The Faculty Board is the principal academic body of each faculty. Faculty boards advise the Academic Senate on all matters relating to teaching, scholarship and research delegated to it by the Board of Governors, Academic Senate or Vice-Chancellor. The Faculty Boards comprise faculty professors, elected representatives from each school of the faculty, students, support staff representatives and members nominated from the administrative divisions who provide direct support to the faculty.

The major committees of the faculty boards are the standing committees, course subcommittees and school boards.



University Committees



Board of Governors

Official members

Chancellor

Mr D Asimus, AO, BEc Syd., HonDSc
UNSW, HonDAgrEc Syd.

Vice-Chancellor

Professor C D Blake, AM, BAgrSc Syd.,
PhD Lond.

Head, Albury-Wodonga Campus

Professor B Rothwell, BSc Lond., PhD
Bath

Head, Bathurst and Dubbo Campuses

Dr P G Hodgson, BSc UED Natal, BA
Essex, MEdAdmin N.E., PhD N.U.I.

Head, Wagga Wagga Campus

Professor K Bowmer, BSc PhD Nott.

Presiding Member of the Academic Senate

Professor D L Green, NDD Des R.C.A.
London

Parliamentary members

One member of the Legislative Council elected by that Council

The Honourable I Macdonald, BA LaT.,
MLC

One member of the Legislative Assembly elected by that Assembly

Mr W Beckroge, MP

Appointed members

**Four persons nominated by the
Minister, being persons who have, in
the opinion of the Minister, an
association with western and south-
western New South Wales**

*(term from 19 October 1998 to 30 June
1999)*

Mr G R Beavan, BA Riverina-Murray
I.H.E., MLitt N.E.

Mrs A Brassil, BA DipEd Syd.

Professor J Hagan, AM, BA DipEd Syd.,
PhD A.N.U., Fellow Warw.

The Reverend A Ewin

**Four persons appointed by the
Minister, being persons nominated by
the Council of the University of New
South Wales**

*(term from 19 October 1998 to 30 June
1999)*

Ms S Benedyka, GDipBus C.Sturt
Mr J Mahon, DipAgr Wagga Agr. Coll.
Mr G O'Meara, BBus C.Sturt
Mr J Sutton, BA UNE

Elected members

**Two persons, who are members of the
academic staff of the University, who
have such qualifications as prescribed
by the by-laws and who are elected in
the manner prescribed by the by-laws**

(term from 1 July 1998 to 30 June 2000)

Dr R D Allen, MA Calif. State,
EdPsychD San Francisco

Mr J Saw, BA Nott., MA A.N.U.

**One person who is a member of the
support staff of the University and who
has such qualifications as may be
prescribed by the by-laws and who is
elected in the manner prescribed by
the by-laws**

(term from 1 July 1998 to 30 June 2000)

Mr B Storrier ADipComp Riverina-
Murray I.H.E., BAppSc C.Sturt

**One person who is a student of the
University but who is not a member of
the academic or support staff, who has
such qualifications as may be
prescribed by the by-laws and who is
elected in the manner prescribed by
the by-laws**

(term from 1 July 1998 to 30 June 2000)

Ms L Schofield

Attendances – Board of



Governors Meetings

During 1998 the Board of Governors held five ordinary meetings. Attendances at the meetings were as follows:

Member	Possible Maximum	Number Attended*
Mr D J Asimus, AO	5	5
Professor C D Blake, AM	5	5
Professor K Bowmer	5	3(2)
Professor B Rothwell	5	5
Ms J Woolley	2	2
Dr P G Hodgson	2	2
Professor B Cornish	3	3
Professor D L Green	2	2
Mr B Beckroge, MP	5	0(4)
The Hon I Macdonald, MLC	5	1(4)
Professor J Hagan, AM	5	5
Mrs A Brassil	5	5
Mr G Beavan	5	4(1)
The Rev A Ewin	5	2(3)
Ms S Benedyka	5	3(1)
Mr J Mahon	5	5
Mr G O'Meara	5	2(3)
Mr J Sutton	5	2(3)
Dr R Allen	5	5
Mr B Storrier	5	4(1)
Mr J Saw	5	5
Ms L Schofield	5	5

* The number in parentheses is the number of meetings for which leave of absence was granted or for which apologies for absence were received.

Personnel Committee

Deputy Chancellor

Professor J Hagan, AM

Vice-Chancellor

Professor C D Blake, AM

Head, Albury-Wodonga Campus

Professor B Rothwell

Head, Bathurst and Dubbo Campuses

Dr P G Hodgson

Head, Wagga Wagga Campus

Professor K Bowmer

Four other members of the Board of Governors, nominated by the Board of Governors

Mr G Beavan

Mrs A Brassil

Mr J Saw

Mr B Storrier

Finance Committee

Deputy Chancellor

Professor J Hagan, AM

Vice-Chancellor

Professor C D Blake, AM

Head, Albury-Wodonga Campus

Professor B Rothwell

Head, Bathurst and Dubbo Campuses

Dr P G Hodgson

Head, Wagga Wagga Campus

Professor K Bowmer

Four other members of the Board of Governors, nominated by the Board of Governors

Dr R Allen

Mr G Beavan

The Reverend A Ewin

Ms L Schofield

Audit Committee

Three members of the Board of Governors who are not staff of the University, appointed by the Board of Governors

Mr D Asimus, AO

Mr G Beavan

Mr G O'Meara

Honorary Awards Committee

Chancellor

Mr D Asimus, AO

Deputy Chancellor

Professor J Hagan, AM

Vice-Chancellor

Professor C D Blake, AM

Head, Albury-Wodonga Campus

Professor B Rothwell

Head, Bathurst and Dubbo Campuses

Dr P G Hodgson

Head, Wagga Wagga Campus

Professor K Bowmer

Presiding Member of the Academic Senate

Professor D L Green



Academic Senate

Elected Member of the Professoriate (Presiding Officer)

Professor B Cornish (until 19.8.98)
Professor D L Green (from 28.10.98)

Deputy Presiding Officer

Professor D L Green (until 28.10.98)

Vice-Chancellor

Professor C D Blake, AM

Nominee of the Vice-Chancellor

Dr P Hodgson

Nominee of the Vice-Chancellor

Professor G Scollary

Deputy Vice-Chancellor (Academic)

Professor K Bowmer

Pro Vice-Chancellor

(Academic Support)

Professor B Rothwell

Dean, Faculty of Arts

Professor R Chambers

Dean, Faculty of Commerce

Professor J Hicks

Dean, Faculty of Education

Professor R Meyenn

Dean, Faculty of Health Studies

Professor D Battersby

Dean, Faculty of Science & Agriculture

Professor J Pratley

Director, Australian Graduate School

of Police Management (AGSPM)

Professor T Rohl

Elected Member,

AGSPM Board of Studies

Dr M O'Mullane

Pro Vice-Chancellor

(Planning & Development)

Mr B O'Donnell

Nominee of the Director,

Aboriginal Education

Ms B Anning

Executive Director, Library Services

Ms M Macpherson

Executive Director,

Open Learning Institute (OLI)

Dr I Barnard

Undergraduate Student Member

Mr D Whelan

Postgraduate Student Member

Mr L Mesiti (until 19.8.98)

Elected Member Faculty of Arts

Professor S Miller

Elected Member Faculty of Arts

Dr L Ritter

Elected Member Faculty of Commerce

Professor T Heazlewood (until 13.5.98)

Professor V Fatseas (from 24.6.98)

Dean of Studies

Ms J Woolley (until 30.6.98) (Position
deleted from membership)

Elected Member Faculty of Commerce

Professor C Noble

Elected Member Faculty of Education

Associate Professor R Francis (until July
1998)

Professor M McFadden (from 19.8.98)

Elected Member Faculty of Education

Associate Professor J Parker (until 19.8.98)

Mr D McKinnon (from 28.10.98)

Elected Member

Faculty of Health Studies

Mr R Kerr

Elected Member

Faculty of Health Studies

Dr G McKenzie

Elected Member

Faculty of Science & Agriculture

Mr R Allen

Elected Member

Faculty of Science & Agriculture

Dr A Tunstall

Academic Programs Committee

Pro Vice-Chancellor (Academic Support), (Presiding Officer)

Professor B Rothwell

Presiding Officer, Academic Senate

Professor B Cornish (until 19.8.98)

Professor D L Green (from 28.10.98)

Executive Director,

Open Learning Institute (OLI)

Dr I Barnard

Pro Vice-Chancellor

(Planning & Development)

Mr B O'Donnell

Board of Graduate Studies

Deputy Vice-Chancellor (Academic) (Presiding Officer)

Professor K Bowmer

Presiding Officer, Academic Senate

Professor B Cornish (until 19.8.98)

Professor D L Green (from 28.10.98)

Nominee of the Academic Senate

Dr D Jarratt

Nominee of the Academic Senate

Associate Professor R Francis

Nominee of the Academic Senate

Dr P Towers

Nominee of the Academic Senate

Dr I Gray

Nominee of the Vice-Chancellor

Associate Professor D Taaffe

Nominee of the Vice-Chancellor

Associate Professor S Black

Nominee of the Vice-Chancellor

Vacant

Nominee of the Vice-Chancellor

Dr N Klomp

Nominee of the Vice-Chancellor

Dr A Ardagh

Nominee of the Vice-Chancellor

Mr G Lee

Nominee of the Vice-Chancellor

Associate Professor J Murray

Nominee of the Vice-Chancellor

Professor R Doyle

Postgraduate Student Nominated by the Students' Associations

Mr P Vanderaa

Faculty of Arts Board

Dean and Presiding Officer of Faculty Board

Professor R Chambers

Head, School of Social Science & Liberal Studies

Dr M Tulloch

Head, School of Humanities & Social Sciences

Professor S Miller

Head, School of Communication

Associate Professor J O'Hara

Head, School of Visual and Performing Arts

Mr F Goldsworthy

Head, School of Theology

Rev Dr S Pickard

Member of Professoriate

Professor D L Green

Member of Professoriate

Associate Professor W Blood

Member of Professoriate

Associate Professor G Tyson

Member of Professoriate & Director of Research

Professor J Tulloch

Member of Professoriate

Professor B Bradley

Member of Professoriate

Associate Professor M Alston

Member of Professoriate

Professor D Thompson

Member of Professoriate

Associate Professor D Lupton

Member of Professoriate

Professor R Doyle

Member of Professoriate

Associate Professor S Sarantakos

Member of Professoriate

Associate Professor A Thompson

Member of Professoriate

Professor J Painter

Member of Professoriate

Professor J Marcus

Member of Professoriate

Professor D Potts



**Nominee of Executive Director,
Library Services**

Mr D Boadle

**Nominee of Executive Director,
Information Technology**

Vacant

**Nominee of Pro Vice-Chancellor
(Academic Support)**

Mr G Simmons

**Executive Director,
Open Learning Institute (OLI)**

Dr I Barnard

**Academic Staff Member,
Faculty of Commerce**

Mr W Guild

**Academic Staff Member,
Faculty of Education**

Mr B Hill

**Academic Staff Member,
Faculty of Health Studies**

Ms T Fortune

**Academic Staff Member,
Faculty of Science & Agriculture**

Dr J Kennedy

**Elected Staff Member,
School of Visual & Performing Arts**

Ms K Donnelly

**Elected Staff Member,
School of Visual & Performing Arts**

Mr R Goodlass

**Elected Staff Member, School of
Humanities & Social Sciences**

Ms L Osburn

**Elected Staff Member, School of
Humanities & Social Sciences**

Ms K King

**Elected Staff Member, School of Social
Sciences & Liberal Studies**

Dr L Ritter

**Elected Staff Member, School of Social
Sciences & Liberal Studies**

Mr D Bull

**Elected Staff Member,
School of Communication**

Mr B Blaikie

**Elected Staff Member,
School of Communication**

Ms A Dunn

Elected Support Staff Member

Ms L Hall

**Nominee of the Director,
Aboriginal Education Unit**

Ms B Anning

**Undergraduate Student
Representative**

Ms L Fawkes

**Undergraduate Student
Representative**

Ms R Riordan

Postgraduate Student Representative

Ms N Blacklow

Sub Dean, Higher Degrees

Dr I Gray

**Professional Development Centre
(Policing) (Acting Head)**

Ms C Layton

**Elected Member, Professional
Development Centre (Policing)**

Acting Inspector P Hatte

**Elected Member, Professional
Development Centre (Policing)**

Dr C Jennett

**Faculty of Commerce
Board**

Dean and Presiding Officer

Professor J Hicks

**Sub-Dean (International Programs)
(Deputy Presiding Officer)**

Professor T Heazlewood

Sub-Dean

(Accounting/Law/Local Government)

Professor V Fatseas

Sub-Dean (Economics)

Mr T Watson

Sub-Dean (Management)

Mr J Saw

Sub-Dean (Research)

Dr D Jarratt

**Sub-Dean (Information and Education
Technology)**

Associate Professor J Williams

Sub-Dean (Marketing and Tourism)

Dr R McKercher

Head, School of Business

Associate Professor N Philp

Head, School of Accounting

Associate Professor T Bishop

**Head, School of Marketing &
Management**

Dr G Walker

Head, School of Management

Associate Professor A Smith

Head, School of Financial Studies

Dr A Ardagh

Member of Professoriate

Associate Professor G Bamberry

Member of Professoriate

Professor C Noble

**Nominee of the Executive Director,
International Office**

Mr R Doyle

**Nominee of the Executive Director,
Library Services**

Ms K Amery

**Nominee of the Executive Director,
Division of Information Technology**

Mr R Harvey

**Nominee of the Pro-Vice Chancellor
(Academic Support)**

Mr G Honey

**Nominee of the Executive Director,
Open Learning Institute**

Ms K Wood-Meyer

**Representative of the Aboriginal
Education Unit**

Ms R Riley

**Academic Staff Member from Faculty
of Science and Agriculture**

Mr J Geyer

**Academic Staff Member from Faculty
of Arts**

Ms A Warren

**Academic Staff Member from Faculty
of Health Studies**

Ms L Brown

**Academic Staff Member from Faculty
of Education**

Dr R Hall

**Elected Academic Member, School of
Marketing & Management**

Ms J Lynch

**Elected Academic Member, School of
Marketing & Management**

Ms D Keogh

**Elected Academic Member,
School of Financial Studies**

Mr C Marzilli

**Elected Academic Member,
School of Financial Studies**

Ms M Sims

**Elected Academic Member,
School of Management**

Mr K Sharma

**Elected Academic Member,
School of Management**

Mr M Morris

**Elected Academic Member,
School of Business**

Mr G Voll

**Elected Academic Member,
School of Business**

Ms M Callaway

**Elected Academic Member,
School of Accounting**

Mr C Latham

**Elected Academic Member,
School of Accounting**

Mr B Kierath

**Nominated Student Member
(Undergraduate)**

Mr G Schlesinger

**Nominated Student Member
(Undergraduate)**

Mr M Smolders

**Nominated Student Member
(Undergraduate)**

Mr D Whelan

Elected Support Staff Member

Ms S Walkom



Faculty of Education Board

Dean and Presiding Officer

Professor R Meyenn

Head, School of Teacher Education

Associate Professor J Parker (until 2.10.98)

Mr D McKinnon (Acting from 5.10.98)

Head, School of Education

Professor M McFadden

Course Coordinator, Education Unit

Ms B Sparrow

Member of Professoriate

Associate Professor R Francis

Member of Professoriate

Associate Professor D Hill

Member of Professoriate

Associate Professor D Taaffe

Nominee of the Executive Director,

Library Services

Ms S Bishop

Nominee of the Executive Director,

Information Technology

Ms N Hamilton

Nominee of the Pro Vice-Chancellor

(Academic Support)

Ms R Waddell

Nominee of the Executive Director,

Open Learning Institute (OLI)

Associate Professor D Meacham

Director, Aboriginal Education Unit

Ms B Anning

Academic Staff Member

from Faculty of Arts

Dr J Carroll

Academic Staff Member

from Faculty of Commerce

Mr C Marzilli

Academic Staff Member

from Faculty of Health Studies

Mr L Smith

Academic Staff Member from Faculty of Science & Agriculture

Mr A Freeman

Elected Academic Member, School of Teacher Education

Ms R Bentley-Williams

Elected Academic Member, School of Teacher Education

Dr R Holliday

Elected Academic Member, School of Teacher Education

Ms P Jones

Elected Academic Member, School of Teacher Education

Mr T Norwood

Elected Academic Member, School of Education

Dr K Coombe

Elected Academic Member, School of Education

Dr B Cocklin

Elected Academic Member, School of Education

Mr J Tuovinen

Elected Academic Member, School of Education

Mr P Williams

Nominated Student Member (Undergraduate)

Ms T Hirst

Nominated Student Member (Postgraduate)

Mr P Street

Elected Support Staff Member

Ms A Rosser

Faculty of Health Studies Board

Dean and Presiding Officer

Professor David Battersby

Head, School of Health & Human Services (Deputy Presiding Officer)

Dr L Hemmings

Head, School of Nursing & Health Science

Ms J Allan

Head, School of Medical Radiation Science

Associate Professor S Bowman

Head, School of Public Health

Associate Professor J Field

Head, School of Biomedical Studies

Associate Professor M Burton

Head, School of Community Health

Dr R Trevethan

Sub-Dean of the Faculty

Mr B Jeeawody

Sub-Dean of the Faculty

Dr P Towers

Sub-Dean of the Faculty

Dr G McKenzie

Member of Professoriate

Associate Professor P Lloyd

Nominee of Pro Vice-Chancellor (Academic Support)

Mr P Dickerson

Nominee of Executive Director, Information Technology

Mr B Storrier

Nominee of Executive Director, Library Services

Miss C Mills

Nominee of Executive Director, Open Learning Institute

Associate Professor B Pennay

Director, Aboriginal Education Unit

Ms B Anning

Academic Staff Member, Faculty of Arts

Mr J Connors

Academic Staff Member, Faculty of Commerce

Ms P Mathews

Academic Staff Member, Faculty of Education

Ms J White

Academic Staff Member, Faculty of Science & Agriculture

Dr T Harden

Elected Academic Member, School of Biomedical Sciences

Ms L Angel

Elected Academic Member, School of Biomedical Sciences

Dr R Kennedy

Elected Academic Member, School of Biomedical Sciences

Dr J Wilkinson

Elected Academic Member, School of Health & Human Services

Mr R Kerr

Elected Academic Member, School of Health & Human Services

Mr G Ross

Elected Academic Member, School of Health & Human Services

Ms K Francis

Elected Academic Member, School of Medical Radiation Science

Mr R Davidson

Elected Academic Member, School of Medical Radiation Science

Dr H Swan

Elected Academic Member, School of Medical Radiation Science

Ms K Pollard

Elected Academic Member, School of Nursing & Health Science

Ms J Brackenreg

Elected Academic Member, School of Nursing & Health Science

Ms J de Sousa

Elected Academic Member, School of Nursing & Health Science

Mr C Fogliani

Elected Academic Member, School of Public Health

Ms J Short

Elected Academic Member, School of Public Health

Ms H Webb

Elected Academic Member, School of Public Health

Ms L Brown

Elected Member, School of Community Health

Ms C Bevan

Elected Member, School of Community Health

Ms C Wilding



**Elected Member,
School of Community Health**
Dr H Jelinek

Elected Support Staff Member
Ms J Lamb

Undergraduate Student Member
Ms S Vaughan

Undergraduate Student Member
Vacant

Postgraduate Student Member
Vacant

Faculty of Science & Agriculture Board

Dean and Presiding Officer
Professor J Pratley

Sub-Dean of Administrative Affairs
Mr D Hatherly

Head, School of Information Studies
Associate Professor R Moore

**Head, School of Information
Technology**
Professor T Bossomaier

Head, School of Agriculture
Mr P Cregan

**Head, School of Environmental &
Information Sciences**
Mr B Lord

Head, School of Science & Technology
Dr K Page

Head, Environmental Studies Unit
Associate Professor D Goldney

Head, School of Wine & Food Sciences
Professor G Scollary

Member of the Professoriate
Associate Professor S Black

Member of the Professoriate
Professor T Wolfe

Member of the Professoriate
Associate Professor M Sillence

Member of the Professoriate
Associate Professor B Freeman

Member of the Professoriate
Associate Professor M Rochester

Member of the Professoriate
Professor D Green

Member of the Professoriate
Professor A Robertson

Member of the Professoriate
Associate Professor K Robards

Member of the Professoriate
Associate Professor M Allen

**Nominee of Executive Director,
Library Services**
Ms M Macauley

**Nominee of Executive Director,
Information Technology**
Vacant

**Nominee of Executive Director,
Open Learning Institute (OLI)**
Mrs C Shaw

**Nominee of Pro Vice-Chancellor
(Academic Support)**
Vacant

**Academic Staff Member,
Faculty of Health Studies**
Dr C Fogliani

**Academic Staff Member,
Faculty of Arts**
Dr F Vanclay

**Academic Staff Member,
Faculty of Commerce**
Mr S Rahman

**Academic Staff Member,
Faculty of Education**
Associate Professor R Francis

**Elected Academic Member,
School of Environmental and
Information Sciences**
Mr J Ash

**Elected Academic Member,
School of Environmental &
Information Sciences**
Mr R Allen

**Elected Academic Member,
School of Agriculture**
Mr A Tunstall

**Elected Academic Member,
School of Agriculture**
Mr P Eberbach

**Elected Academic Member,
School of Information Studies**
Dr J Louis

**Elected Academic Member,
School of Information Studies**
Mr J Henri

**Elected Academic Member,
School of Science & Technology**
Dr H Wood

**Elected Academic Member,
School of Science & Technology**
Dr G Chapman

**Elected Academic Member,
Environmental Studies Unit**
Dr A Gibbs

**Elected Academic Member,
School of Wine & Food Sciences**
Dr T Harden

**Elected Academic Member,
School of Wine & Food Sciences**
Mr G Pickering

**Elected Member,
School of Information Technology**
Ms J Walker

**Elected Member,
School of Information Technology**
Mr A Hammond

Elected Support Staff Member
Mr P Ryal

Undergraduate Student Member
Vacant

Undergraduate Student Member
Vacant

Postgraduate Student Member
Mr G Flower

**Nominee of Director,
Aboriginal Education Unit**
Ms R Riley



CSU-Mitchell Advisory Council

Principal

Professor S Humphrey

Community Members

Mr A Bedwell

Mr B Cameron

Mr K Dykes

Ms J Hudson

Mr H King

Ms C McDiarmid

Dr C McDonogh, AM

Ms K Stapleton

Nominee of the Board of Governors

Reverend A Ewin

Academic Staff

Professor T Bossomaier

Dr L Ritter

Support Staff

Mr B Yau

Student Representatives

Ms M Boon-Kuo

Ms C Garner

CSU-Murray Advisory Council

Principal

Professor B Rothwell

Community Members

Sr F Fitzpatrick

Mr W Hanrahan

Dr D Mitchell

Mr G O'Meara

Ms J Stocker

Mr Ray Stubbs

Vacant

Vacant

Elected Members

Mrs M Callaway

Mr A Ilott

Mr D Kandoi

Dr C Noble

Dr J Ross

Nominee of the Board of Governors

Mr G Beavan

By invitation (invited to every meeting)

Mr H Saunders

CSU-Riverina Advisory Council

Principal

Professor K Bowmer

Community Members

Mr P Adams

Mr B Andrews

?? Y Braid

Bishop W Brennan

Mr G Gorrel

Mr B Jarratt

Colonel J Platt

Major P Pickett

Elected Members

Ms N Blacklow

Professor D Green

Mr G Schlesinger

Ms D Warner

?? R Ward

Nominee of the Board of Governors

Mrs A Brassil

Advisory Committee for the Dubbo Campus

Vice-Chancellor

Professor C D Blake, AM

Pro-Vice-Chancellor (Public Affairs)

Dr P G Hodgson

Nominees of the Vice-Chancellor

Dr I Barnard

Professor D Battersby

Professor J Hicks

Community Members

Ms S Benedyka

Mr N Black

Dr I Denney

Mr M Feddersen

Mr T McGrane, OAM

Ms L Riley-Mundine

Mr M Kennedy

Mr G Page

Mr R Fairweather



Code of Conduct



1. Preamble

1.1 This Code aims to foster and maintain public trust and confidence in the integrity and professionalism of the staff of the University by ensuring that staff shall:

- (a) maintain appropriate standards of conduct;
- (b) develop, where necessary, those skills necessary for the efficient performance of their duties;
- (c) maintain fairness and equity in decision making; and
- (d) maintain and enhance the reputation of the University.

1.2 The University shall guarantee academic freedom of both enquiry and expression. While academic freedom is a right, it carries with it the duty of academics to use the freedom in a manner consistent with a responsible and honest search for and dissemination of knowledge and truth. Within the ambit of academic freedom lies the traditional role of academics in making informed comment on societal mores and practice and in challenging held beliefs, policies and structures.

1.3 All staff of the University have the responsibility to participate in the life of the University, in its governance and administration, through membership on committees and organisations, provided that this participation is consistent with the discharge of their primary responsibilities.

1.4 This Code focuses on general matters affecting the University as a corporate entity. Faculty and Division policy documents, which should be read in conjunction with this Code, cover matters specifically relating to them.

2. Personal and Professional Conduct

2.1 The personal and professional behaviour of University staff should conform to standards that could reasonably be expected of such persons by virtue of their positions.

This includes:

- (a) a commitment to perform official duties with professionalism, care, skill, fairness and diligence and to exercise their given powers for the purposes for which those powers have been granted;
- (b) the promotion of the rights of staff within the University;
- (c) engaging in conduct which is professional and which has regard to the University's interests and policies and which does not bring the University into disrepute;
- (d) treating students, staff and members of the public with courtesy, and with respect for their rights, duties and aspirations; and
- (e) when presenting a professional judgment on a colleague at the request of an appropriate University committee or authority (e.g. a committee dealing with appointments, tenure, dismissal or research grants) the obligation both to the colleague and to the University to be fair and objective.

3. Equal Opportunity

3.1 The University is committed to following policies and practices that do not discriminate against individuals on the basis of race, ethnicity, sex, homosexuality, marital status, pregnancy, disability, age or religious or political affiliation.

3.2 The University considers that harassment is unacceptable behaviour and is committed to the prevention and elimination of harassment within the University community.

3.3 Staff are required to comply at all times with the legislation and established University policies and guidelines in these matters.

4. Confidentiality of Personal Information

4.1 Staff and students are entitled to confidentiality and privacy with respect to information which is personal to them. Staff have a duty to maintain the confidentiality, integrity and security of such information to which they have access in the normal course of their duties.



5. Disclosure of Information

- 5.1 The University is entitled to the protection and integrity of the information it holds.
- 5.2 Staff should only release information that they are authorised to release in the course of their duties.
- 5.3 Staff should not release information in a manner which is misleading or which is likely to be misused.
- 5.4 To protect the integrity of official University information, any University Information released by staff will not have attached to it any expression of opinion on official University policy or practice.

6. Protected Disclosure of Information

- 6.1 In the public interest, staff are encouraged to report to an appropriate authority breaches of this Code, suspected corrupt conduct, maladministration or serious or substantial waste of public money.
- 6.2 The University will use its best endeavours to protect staff who in good faith report breaches referred to in clause 6.1 and shall be afforded protection pursuant to the provisions of the *Protected Disclosures Act 1994*.
- 6.3 Disclosures pursuant to clauses 6.1 and 6.2 shall not be deemed to be a breach of this Code.

7. Public Comment

- 7.1 The University is committed to encouraging public comment and the engagement of staff in intellectual debate and cultural pursuits.
- 7.2 Public comment includes public speaking engagements, comments on radio or television and expressing views in letters to newspapers or in books, journals or notices where it might be expected that the publication or circulation of the comment will spread to the community at large.
- 7.3 In making written or oral comments which purport to represent the views or authority of the University and which might reasonably be expected to become public, staff have a responsibility to ensure that they hold proper authority to make such public comments, and that such authority

has been given to them by a person holding actual authority on behalf of the University.

- 7.4 Staff may make public comment on any issue subject to the following:
 - i. where the matter of a media statement or letter relates directly to the academic or other specialised area of a staff member's appointment, the staff member may use the University's name and address and give the title of his or her University appointment in order to establish his or her credentials; or
 - ii. where the matter does not relate directly to the academic or other specialised area of a staff member's appointment, the staff member should clearly indicate that his or her comments are being made in a private capacity and should not be attributed as official comment of the University.

8. University Resources

- 8.1 Staff members have a general responsibility to safeguard, properly use and care for University resources. They are responsible for the maintenance and protection of University property and for the proper expenditure of University funds. Financial procedures and systems are designed to ensure that the University is publicly accountable for expenditure of monies entrusted to it. Fraud or theft by a staff member may result in dismissal, and where appropriate, legal action will be taken.
- 8.2 Staff members have a general responsibility to use University resources only for official University business. University facilities are necessarily provided in an accessible manner on trust to staff and students. Staff have a responsibility not to abuse that implied trust. University equipment, including motor vehicles, is for official use by staff and students. Other use of equipment, or its use by persons who are not staff or students of the University, must be pursuant to University policy and must be undertaken only with the approval of a duly authorised University officer.
- 8.3 Staff members have a general responsibility to use University information systems only for official University business. Electronic equipment and copying devices



represent particular areas where staff are obliged to act responsibly. University information systems, including software and computer equipment, may be used only by staff or students of the University pursuant to University policy, and only with the approval of a duly authorised University officer.

9. Acceptance of Gifts and Benefits

- 9.1 When acting for the University, staff shall not do anything which could compromise either their or the University's position.
- 9.2 Staff must not solicit gifts or benefits which might in any way compromise or influence them as employees of the University.
- 9.3 Gifts received as employees of the University may be accepted pursuant to University policy, provided there is no possibility that the recipient may be, or might appear to be, compromised in the process or where the gift could be seen by others as either an inducement or reward which might place a staff member under an obligation.
- 9.4 Where staff, directly or indirectly, receive a royalty, gratuity, commission or any other benefit in respect of any patented or protected article or process used in any work with which they are connected as employees of the University, full disclosure shall be made to the Secretary to the Board of Governors in writing.

10. Outside Employment and Private Practice

- 10.1 Staff may be permitted to engage in private practice and/or employment outside the University upon terms and conditions prescribed by the University.

11. Conflict of Interest

- 11.1 Staff should avoid situations in which private interests, whether pecuniary or otherwise, conflict or might reasonably be thought to conflict with their duties to the University.
- 11.2 Staff shall disclose immediately to their supervisor any matter which

could directly or indirectly compromise the performance of staff members' duties, or conflict with the University's interests.

- 11.3 Examples of conflict of interest are where staff members' personal or family relationships could:
- (i) influence the selection, appointment or promotion of staff: or
 - (ii) impinge on employment related decisions where one staff member is in a supervisory relationship to another.
- 11.4 Where a relationship has created or has the potential to create a conflict in the supervision, teaching and/or assessment of a student, staff must formally terminate any supervisory and/or evaluative role and make alternative arrangements for the supervision and/or evaluation of the student's work.
- 11.5 Staff who consider that they are actually or potentially involved in a conflict of interest with a student should ensure that the matter is referred to the relevant Head of School, Dean of Faculty or other senior officer for appropriate action.
- 11.6 Where staff are unsure as to whether a conflict of interest has occurred or may occur, advice should be sought from their supervisor or other senior officer.

12. Health and Safety

- 12.1 Every staff member shall:
- i. take reasonable care for the health and safety of persons who are at their place of work and who may be affected by their acts or omissions at work; and
 - ii. as regards any requirement imposed in the interests of health, safety and welfare on the University or any other person by or under occupational health and safety legislation, cooperate so far as it is necessary to enable that requirement to be complied with.

13. Breach of Code

- 13.1 Breaches of this Code should be dealt with as a breach of discipline or misconduct under any relevant registered industrial award or agreement, or any legislation, policy or By-law of the University.

14. Related Legislation and University Policies

- 14.1 This Code is to be read in conjunction with other relevant legislation and University policies.
- 14.2 The main legislation which is relevant to staff members and which should be read in conjunction with this Code are:
- Affirmative Action Act 1986
 - Anti-Discrimination Act 1977
 - Charles Sturt University Act 1989
 - Crimes Act 1900
 - Freedom of Information Act 1989
 - Independent Commission Against Corruption Act 1988
 - Occupational Health and Safety Act 1983
 - Protected Disclosures Act 1994
 - Public Finance and Audit Act 1983
 - Workplace Relations Act 1996
- 14.3 The University policy documents which deal with the following subjects should be read in conjunction with this Code:
- Academic Regulations
 - Code of Conduct for Research
 - Equal Opportunity and Affirmative Action
 - Grievance
 - Personnel
 - Occupational Health and Safety
 - Code of Conduct for Users of Electronic Facilities
- Staff are required to comply at all times with these policies in these matters.
- 14.4 The University subscribes to the Commonwealth Government approved Code of Practice for fee-paying overseas students and that Code should be read in conjunction with this document.
- 14.5 The publication entitled "AVCC Generic Guidelines – Universities and their Students: Expectations and Responsibilities" adapted, as appropriate, by Faculties and Schools, should be read in conjunction with this document.



Freedom of information

Applications for Access to Documents	1997	1996
Received	3	1
Brought Forward	0	0
Granted in Full	3	0
Granted in Part	0	1
Refused	0	0
Withdrawn	0	0
Carried Forward	0	0

Applications for Amendment of Personal Records	1997	1996
Received	0	0

Processing Time (hours)	1997	1996
0 – 10	2	0
11 – 20	1	0
>20	0	0

Fees Charged	1997	1996
Access Standard Fee \$30.00	3	1
Access 50% Reduced Fee \$15.00	0	0
Processing 50% Reduced \$15.00/hour	0	0

Internal Review	1997	1996
Received	0	0
Determination Upheld	0	0
Determination Varied	0	0
Withdrawn	0	0

External Appeal	1997	1996
Appeal to Ombudsman	0	1



Publications



The University has established a range of publications which are available to the public, including prospectuses, newsletters, graduation and scholarship literature, University-wide course brochures and University-wide handbooks/calendars.

Newsletters

Times – published quarterly for external audiences

Billboard – staff newsletter

Handbooks

Undergraduate Handbook

Postgraduate Handbook

Brochures

Undergraduate course brochures for the:

Faculty of Arts

Faculty of Commerce

Faculty of Education

Faculty of Health Studies

Faculty of Science & Agriculture

Postgraduate course brochures and Postgraduate fee-paying course brochures for the:

Faculty of Arts

Faculty of Commerce

Faculty of Education

Faculty of Health Studies

Faculty of Science & Agriculture

Australian Graduate School of Police Management

Scholarships – lists available scholarships

Living on campus – a guide to living on campus at CSU

Division of the International Office brochures:

Programs for international on-shore and off-shore students including postgraduate and undergraduate courses

ELS brochure

Program brochures for the Open Learning Institute:

Programs including industry-based courses and short courses, bridging and enabling courses.

Reports

Annual Report

Annual Report to the Affirmative Action Agency

Annual Report to the Director of Equal Opportunity in Public Employment

Other publications

Prospectus – a guide for prospective students

Distance Education Prospectus – a comprehensive guide listing distance education study details

International Prospectus – a guide for prospective international students

International Distance Education Guide – a guide listing international distance education study details

St Mark's Prospectus – a guide to courses offered through the School of Theology at St Mark's National Theological Centre in Canberra

New Directions in Policing – a prospectus for the Professional Development Centre (Policing)

Graduation Ceremony booklet

For more information on these publications, contact:

Publications Manager

Charles Sturt University

PO Box 588

Wagga Wagga NSW 2678

Telephone 02 6933 2763

Facsimile 02 6933 2764



Indicators of Institutional Context and Performance

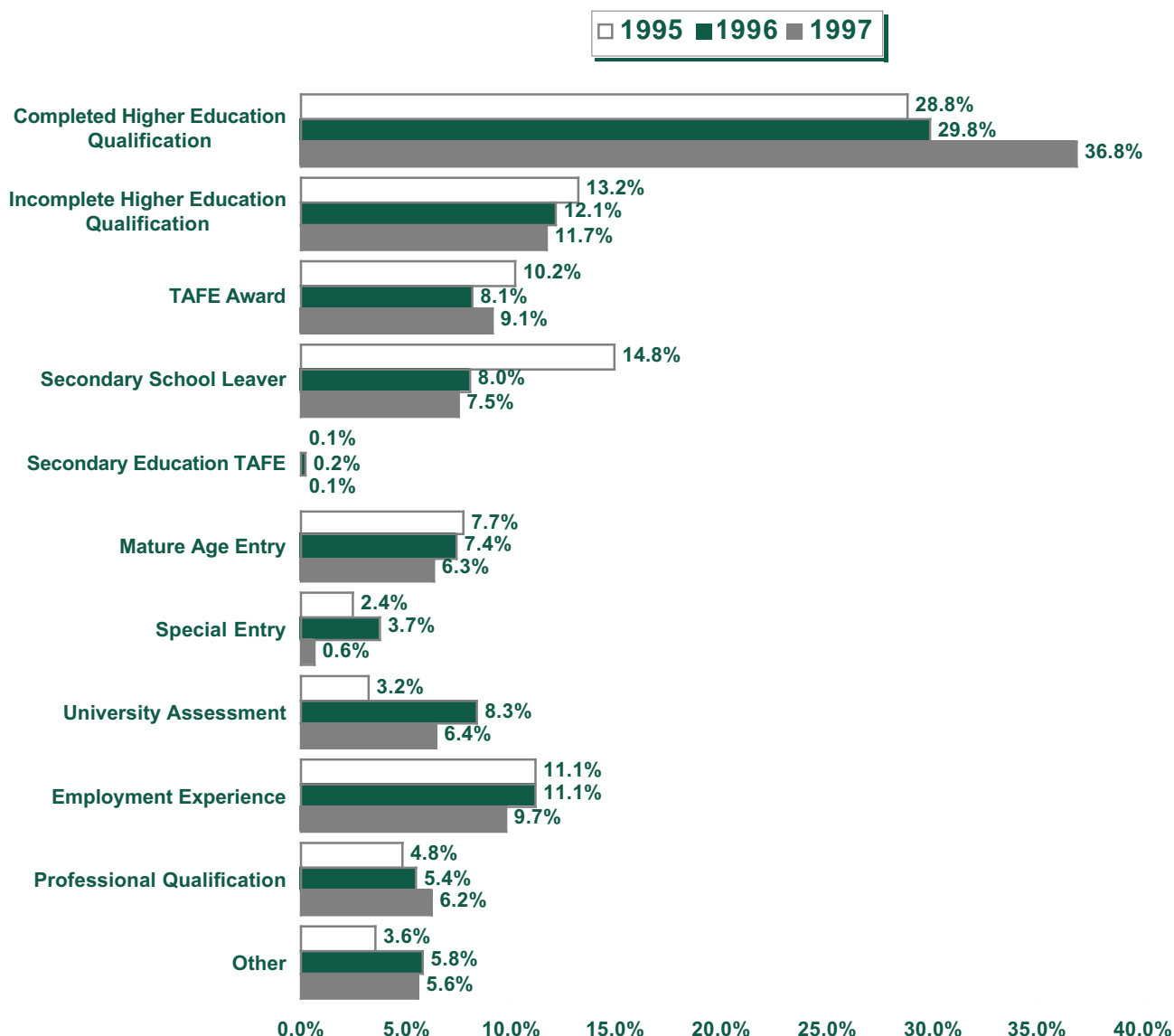
Charles Sturt University's indicators of institutional context and performance are based on data supplied annually to the Department of Employment, Education, Training and Youth Affairs (DEETYA). The reference date for student and staff data is 31 March.

Student data include all categories: Grant Funded, Industry Places and Employer Funded, Fee-paying Overseas Students and Fee-paying Postgraduate Students, unless otherwise stated.

The term EFTSU means Equivalent Full-Time Student Unit. The term FTE means Full-Time Equivalent.

Indicator 1 Admission Categories - 1995 to 1997

Indicator 1 shows that a small and declining proportion of intakes into CSU are school leavers. In 1997, only 13.9% of the University admissions were school leavers admitted on the basis of TER or University assessment, while 36.8% entered after completing a higher education qualification.



Indicator 2

Unmet Demand for Distance Education Places, Total Applicants by Faculty - 1995 to 1997

The ratio of distance education applications to available quota in 1997 for CSU was 2.83, a decline of 19.6% since 1995. Applications declined between 1996 and 1997 by 15.9%.

FACULTY	1995			1996			1997			1995/1996 % Change for Applications	1996/1997 % Change for Applications
	Appl.	Quota Heads	Ratio of Appl. to Quota	Appl.	Quota Heads	Ratio of Appl. to Quota	Appl.	Quota Heads	Ratio of Appl. to Quota		
AGSPM	316	190	1.66	463	190	2.44	398	190	2.09	46.5%	-14.0%
Arts	3994	777	5.14	3465	834	4.15	3170	853	3.72	-13.2%	-8.5%
Commerce	3048	589	5.17	2265	556	4.07	2040	524	3.89	-25.7%	-9.9%
Education	1261	637	1.98	1409	630	2.24	1448	595	2.43	11.7%	2.8%
Health Studies	1164	489	2.38	1469	549	2.68	1066	588	1.81	26.2%	-27.4%
Science & Ag.	3675	1141.5	3.22	3202	1171	2.73	2205	894	2.47	-12.9%	-31.1%
Total	13458	3823.5	3.52	12273	3930	3.12	10327	3644	2.83	-8.8%	-15.9%

Indicator 3

Demand for Internal Places, Applicants by Faculty (First Preference Only) 1995 to 1997

Demand for internal places in 1997 (as measured by the ratio of first preference applications through UAC and VTAC to the available quota) was 1.57, down from 1.58 in 1996 and a decline of 23.4% since 1995. Between 1996 and 1997 first preferences declined by 0.3%, with all faculties, except the faculties of Arts and Health Studies, experiencing a decline in preferences.

Note:

1. Quota numbers include full-time and part-time.
2. First preference applications include UAC and VTAC (Murray campus) on-time and late.

FACULTY	1995			1996			1997			1995/1996 % Change for Applications	1996/1997 % Change for Applications
	Appl.	Quota Heads	Ratio of Appl. to Quota	Appl.	Quota Heads	Ratio of Appl. to Quota	Appl.	Quota Heads	Ratio of Appl. to Quota		
Arts	1247	516	2.42	892	535	1.67	940	507	1.85	-28.5%	5.4%
Commerce	442	374	1.18	440	365	1.21	416	380	1.09	-0.5%	-5.5%
Education	879	342	2.57	652	332	1.96	594	368	1.61	-25.8%	-8.9%
Health Studies	375	207	1.81	285	210	1.36	456	291	1.57	-24.0%	60.0%
Science & Ag.	951	463	2.05	662	412	1.61	515	320	1.61	-30.4%	-22.2%
Total	3894	1902	2.05	2931	1854	1.58	2921	1866	1.57	-24.7%	-0.3%



Indicator 4

Total Student Load (EFTSU) by Level/Faculty – 1995 to 1997

Notes:

1. All load is attributed to the course of enrolment irrespective of which faculty teaches the subjects.
2. Numbers have been rounded, however sub-totals and percentage rates are based on the unrounded numbers.

LEVEL BY FACULTY	Full-Time			Part-Time			Distance Education			Mixed Mode			Total			1995/96 % Change	1996/97 % Change
	1995	1996	1997	1995	1996	1997	1995	1996	1997	1995	1996	1997	1995	1996	1997		
AGSPM																	
Postgraduate Coursework	0.0	0.0	0.0	0.0	0.0	0.0	13.6	29.9	33.9	0.0	0.0	0.0	13.6	29.9	33.9	119.3%	13.4%
Other Postgraduate	0.0	0.0	0.0	0.0	0.0	11.0	163.1	177.4	156.8	0.5	0.0	0.0	163.6	177.4	167.8	8.4%	-5.4%
TOTAL AGSPM	0.0	0.0	0.0	0.0	0.0	11.0	176.8	207.3	190.6	0.5	0.0	0.0	177.3	207.3	201.6	16.9%	-2.7%
FACULTY OF ARTS																	
Postgraduate Research	9.0	13.0	14.0	2.8	4.8	2.3	11.0	15.8	16.5	0.0	0.0	0.0	22.8	33.5	32.8	47.3%	-2.2%
Postgraduate Coursework	4.0	4.0	4.0	3.0	1.8	3.0	88.9	107.0	123.8	0.3	0.0	0.8	96.1	112.7	131.5	17.3%	16.6%
Other Postgraduate	0.0	0.0	0.0	0.0	0.5	6.3	113.0	94.3	162.1	0.0	0.0	0.9	113.0	94.8	169.3	-16.1%	78.6%
Bachelor Degrees	1151.2	1354.5	1368.3	80.3	74.7	90.6	581.0	679.6	899.8	322.7	143.6	157.6	2135.2	2252.4	2516.3	5.5%	11.7%
Diploma	0.0	0.1	0.8	0.0	1.5	85.4	131.4	322.5	265.6	74.3	0.4	1.4	205.6	324.5	353.1	57.8%	8.8%
Non-Award	0.0	0.0	0.0	3.2	2.6	1.9	44.9	71.0	17.9	0.0	0.0	0.3	48.2	73.6	20.0	52.8%	-72.8%
TOTAL FACULTY OF ARTS	1164.2	1371.6	1387.0	89.2	85.8	189.4	970.2	1290.1	1485.7	397.2	144.0	160.9	2620.8	2891.5	3222.9	10.3%	11.5%
FACULTY OF COMMERCE																	
Postgraduate Research	1.5	0.0	1.0	0.0	1.5	0.3	1.0	6.1	10.1	0.0	1.1	0.0	2.5	8.7	11.4	247.5%	30.9%
Postgraduate Coursework	2.3	32.5	49.3	5.5	0.8	11.8	271.3	279.4	315.6	7.1	0.0	1.1	286.2	312.7	377.7	9.3%	20.8%
Other Postgraduate	0.0	0.0	0.0	9.6	9.0	0.0	137.0	84.8	88.4	1.3	0.0	0.0	147.9	93.8	88.4	-36.6%	-5.7%
Bachelor Degrees	831.4	778.9	696.9	110.9	102.6	129.3	1053.0	995.4	1035.9	241.5	276.0	269.9	2236.8	2152.9	2131.9	-3.7%	-1.0%
Cross Institution	0.0	0.0	0.0	6.3	2.5	0.9	5.2	3.3	4.3	0.0	0.0	0.0	11.5	5.8	5.1	-50.0%	-10.9%
Non-Award	0.5	0.1	0.1	3.3	0.4	1.8	85.1	69.6	43.6	0.0	0.5	0.0	88.9	70.6	45.5	-20.5%	-35.6%
TOTAL FACULTY OF COMMERCE	835.6	811.5	747.3	135.5	116.8	143.9	1552.6	1438.5	1497.9	249.9	277.6	271.0	2773.6	2644.4	2660.0	-4.7%	0.6%
FACULTY OF EDUCATION																	
Postgraduate Research	0.0	1.0	3.0	0.8	0.5	0.0	22.4	24.9	28.3	0.0	0.4	0.0	23.1	26.8	31.3	15.7%	16.8%
Postgraduate Coursework	0.0	0.0	0.0	0.6	0.0	0.0	87.9	107.0	82.6	0.0	0.3	0.0	88.5	107.3	82.6	21.2%	-23.0%
Other Postgraduate	30.1	53.3	49.1	2.3	12.4	4.4	118.0	157.3	193.0	49.7	34.5	35.8	200.0	257.4	282.3	28.7%	9.7%
Bachelor Degrees	1058.0	1052.3	1063.0	19.3	41.7	21.6	275.7	289.4	297.5	64.9	102.6	149.0	1417.9	1486.0	1531.1	4.8%	3.0%
Advanced Diploma	0.0	n/a	n/a	0.5	n/a	n/a	0.0	n/a	n/a	0.0	n/a	n/a	0.5				
Diploma	0.0	0.0	n/a	0.0	0.0	n/a	6.0	14.3	n/a	0.0	0.0	n/a	6.0	14.3		137.5%	
Other Award	n/a	n/a	0.9	n/a	n/a	0.0	n/a	n/a	21.9	n/a	n/a	0.0			22.8		
Non-Award	2.0	1.0	0.0	0.0	0.9	1.6	13.3	2.1	1.1	0.0	0.0	0.0	15.3	4.0	2.8	-73.9%	-31.3%
TOTAL FACULTY OF EDUCATION	1090.1	1107.6	1116.0	23.4	55.4	27.6	523.3	594.9	624.4	114.6	137.7	184.8	1751.4	1895.6	1952.7	8.2%	3.0%
FACULTY OF HEALTH STUDIES																	
Postgraduate Research	0.0	0.0	3.0	0.0	0.5	0.5	1.0	1.8	2.5	0.0	0.0	0.0	1.0	2.3	6.0	125.0%	166.7%
Postgraduate Coursework	0.0	0.0	0.0	0.0	0.0	0.0	44.0	53.5	104.1	0.0	0.0	0.0	44.0	53.5	104.1	21.6%	94.6%
Other Postgraduate	0.0	0.0	0.0	0.0	1.1	0.0	26.6	51.5	67.3	0.0	0.0	0.0	26.6	52.6	67.3	97.5%	28.0%
Bachelor Degrees	545.7	550.7	705.4	22.0	25.9	49.7	503.9	584.5	665.9	45.4	88.1	80.7	1117.1	1249.3	1501.9	11.8%	20.2%
Advanced Diploma	0.0	0.0	n/a	0.3	0.0	n/a	0.8	0.4	n/a	1.8	0.0	n/a	2.8	0.4		-86.4%	
Diploma	0.0	0.0	17.3	0.0	0.0	0.5	96.0	189.9	225.6	0.0	0.0	0.0	96.0	189.9	243.4	97.8%	28.2%
Non-Award	0.0	0.0	0.0	0.1	0.3	0.9	1.0	11.6	4.4	0.0	0.0	0.0	1.1	11.9	5.3	955.6%	-55.8%
TOTAL FACULTY OF HEALTH STUDIES	545.7	550.7	725.7	22.4	27.8	51.6	673.3	893.1	1069.8	47.2	88.1	80.7	1288.6	1559.7	1927.9	21.0%	23.6%
FACULTY OF SCIENCE & AGRICULTURE																	
Postgraduate Research	28.3	31.0	30.0	6.5	8.6	11.3	17.9	13.1	14.9	1.6	0.5	0.0	54.3	53.3	56.1	-1.8%	5.4%
Postgraduate Coursework	0.0	0.0	1.5	0.0	2.5	4.3	77.1	146.9	213.5	0.9	1.3	2.4	77.9	150.6	221.6	93.3%	47.1%
Other Postgraduate	0.0	1.9	5.8	6.4	5.6	4.8	298.6	252.7	155.7	2.9	0.0	1.0	307.9	260.2	167.2	-15.5%	-35.8%
Bachelor Degrees	817.6	823.7	600.2	51.8	74.1	56.8	933.3	1091.3	1087.2	241.1	265.7	311.2	2043.8	2254.8	2055.5	10.3%	-8.8%
Diploma	27.5	6.8	0.0	9.5	3.2	0.0	180.7	139.9	1.3	13.8	4.3	0.3	231.4	154.2	1.5	-33.4%	-99.0%
Other Award	0.0	0.0	0.0	0.0	0.0	1.3	0.2	0.3	115.2	0.0	0.0	1.4	0.2	0.3	117.8	33.7%	47035.6%
Cross Institution	0.0	0.0	n/a	0.0	0.0	n/a	0.9	0.3	n/a	0.0	0.0	n/a	0.9	0.3		-73.3%	
Non-Award	0.0	0.0	0.0	0.9	1.3	1.3	18.6	19.5	37.0	0.3	0.0	0.0	19.8	20.7	38.3	4.9%	84.4%
TOTAL FACULTY OF SCIENCE & AGRICULTURE	873.3	863.4	637.5	75.1	95.3	79.6	1527.2	1663.9	1624.8	260.5	271.7	316.2	2736.2	2894.3	2658.0	5.8%	-8.2%
MISCELLANEOUS																	
Enabling Course	0.0	0.0	0.0	0.0	0.0	0.0	5.8	4.3	3.3	0.0	0.0	0.0	5.8	4.3	3.3	-26.1%	-23.5%
Non-Award	8.4	10.4	2.0	3.3	6.9	8.8	84.9	144.1	193.6	6.3	5.4	2.5	102.8	166.7	206.9	62.3%	24.1%
TOTAL MISCELLANEOUS	8.4	10.4	2.0	3.3	6.9	8.8	90.6	148.4	196.9	6.3	5.4	2.5	108.5	171.0	210.2	57.6%	22.9%



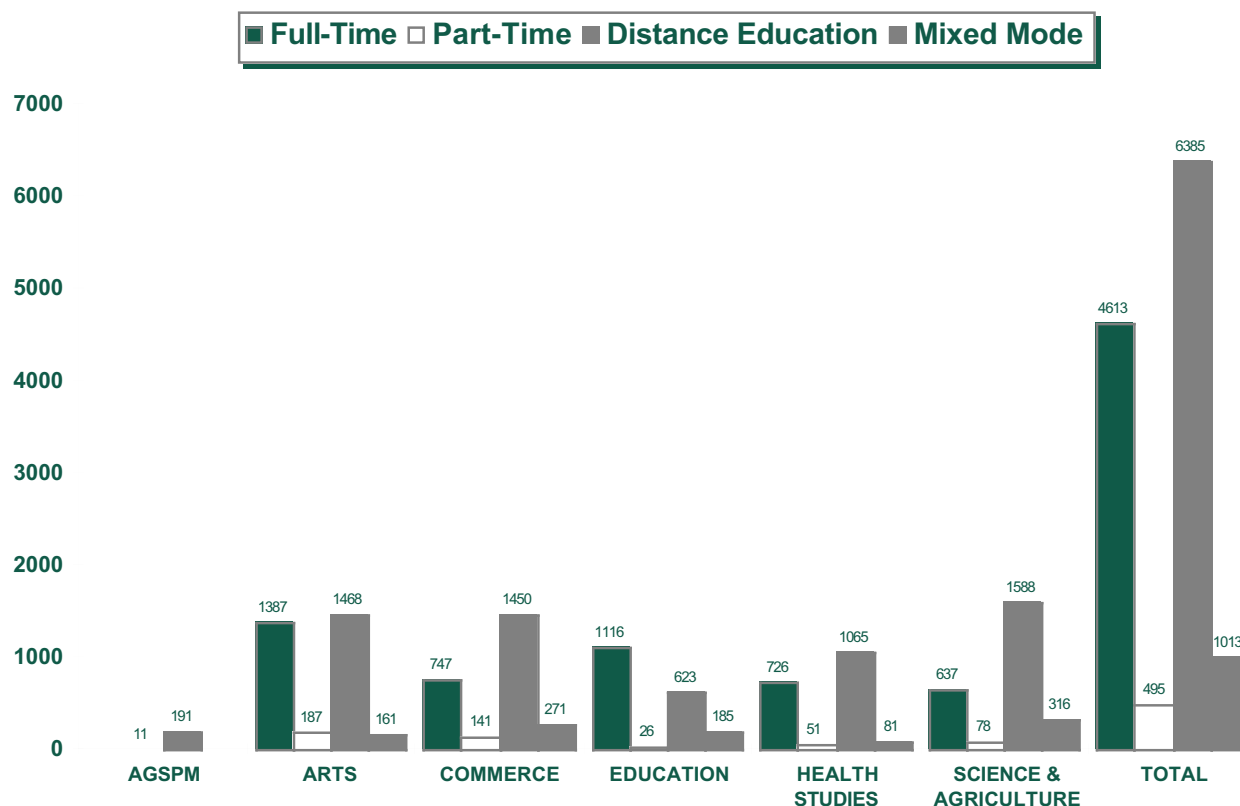
SUMMARY BY FACULTY	Full-Time			Part-Time			Distance Education			Mixed Mode			Total			1995/96 % Change	1996/97 % Change
	1995	1996	1997	1995	1996	1997	1995	1996	1997	1995	1996	1997	1995	1996	1997		
AGSPM	0.0	0.0	0.0	0.0	0.0	11.0	176.8	207.3	190.6	0.5	0.0	0.0	177.3	207.3	201.6	16.9%	-2.7%
ARTS	1164.2	1371.6	1387.0	89.2	85.8	189.4	970.2	1290.1	1485.7	397.2	144.0	160.9	2620.8	2891.5	3222.9	10.3%	11.5%
COMMERCE	835.6	811.5	747.3	135.5	116.8	143.9	1552.6	1438.5	1497.9	249.9	277.6	271.0	2773.6	2644.4	2660.0	-4.7%	0.6%
EDUCATION	1090.1	1107.6	1116.0	23.4	55.4	27.6	523.3	594.9	624.4	114.6	137.7	184.8	1751.4	1895.6	1952.7	8.2%	3.0%
HEALTH STUDIES	545.7	550.7	725.7	22.4	27.8	51.6	673.3	893.1	1069.8	47.2	88.1	80.7	1288.6	1559.7	1927.9	21.0%	23.6%
SCIENCE & AGRICULTURE	873.3	863.4	637.5	75.1	95.3	79.6	1527.2	1663.9	1624.8	260.5	271.7	316.2	2736.2	2894.3	2658.0	5.8%	-8.2%
MISCELLANEOUS	8.4	10.4	2.0	3.3	6.9	8.8	90.6	148.4	196.9	6.3	5.4	2.5	108.5	171.0	210.2	57.6%	22.9%
TOTAL UNIVERSITY	4517.4	4715.2	4615.5	348.9	387.9	511.8	5514.0	6236.2	6690.0	1076.1	924.5	1016.0	11456.4	12263.8	12833.4	7.0%	4.6%

CSU SUMMARY BY LEVEL OF STUDY	Full-Time			Part-Time			Distance Education			Mixed Mode			Total			1995/96 % Change	1996/97 % Change
	1995	1996	1997	1995	1996	1997	1995	1996	1997	1995	1996	1997	1995	1996	1997		
Postgraduate Research	38.8	45.0	51.0	10.0	15.9	14.3	53.3	61.6	72.3	1.6	2.0	0.0	103.6	124.4	137.5	20.1%	10.5%
Postgraduate Coursework	6.3	36.5	54.8	9.1	5.0	19.0	582.7	723.7	873.5	8.3	1.5	4.3	606.3	766.7	951.5	26.4%	24.1%
Other Postgraduate	30.1	55.1	54.9	18.3	28.6	26.4	856.3	817.8	823.2	54.3	34.5	37.6	959.0	936.1	942.1	-2.4%	0.6%
Bachelor Degrees	4403.9	4560.1	4433.9	284.3	319.0	348.0	3347.0	3640.2	3986.3	915.6	876.0	968.4	8950.7	9395.3	9736.6	5.0%	3.6%
Advanced Diploma	0.0	0.0	0.0	0.8	0.0	0.0	0.8	0.4	0.0	1.8	0.0	0.0	3.3	0.4	0.0	-88.5%	
Diploma	27.5	6.9	18.0	9.5	4.7	85.9	414.0	666.6	492.5	88.1	4.6	1.6	539.1	682.8	598.0	26.7%	-12.4%
Other Award	0.0	0.0	0.9	0.0	0.0	1.3	0.2	0.3	137.1	0.0	0.0	1.4	0.2	0.3	140.6	33.7%	56135.6%
Enabling Course	0.0	0.0	0.0	0.0	0.0	0.0	5.8	4.3	3.3	0.0	0.0	0.0	5.8	4.3	3.3	-26.1%	-23.5%
Cross Institution	0.0	0.0	0.0	6.3	2.5	0.9	6.2	3.5	4.3	0.0	0.0	0.0	12.4	6.0	5.1	-51.7%	-14.6%
Non-Award	10.9	11.5	2.1	10.8	12.2	16.2	247.9	318.0	297.6	6.5	5.9	2.8	276.0	347.6	318.7	25.9%	-8.3%
TOTAL UNIVERSITY	4517.4	4715.2	4615.5	348.9	387.9	511.8	5514.0	6236.2	6690.0	1076.1	924.5	1016.0	11456.4	12263.8	12833.4	7.0%	4.6%

Indicator 5

Student Load (EFTSU) in Award Courses by Faculty - 1997

Total load in award courses in 1997 was 12506.3 EFTSU, of which 51.1% or 6385 EFTSU were in the distance education mode, 36.8% were internal full-time and the remainder in the mixed and part-time modes. These enrolments reflect, in part, the fact that only 14% of our commencing students were school leavers, while the remainder were mature aged. The University is becoming more dependent on distance education enrolments to offset the fall in school leaver enrolments, when distance education applications have fallen sharply in the last three years.

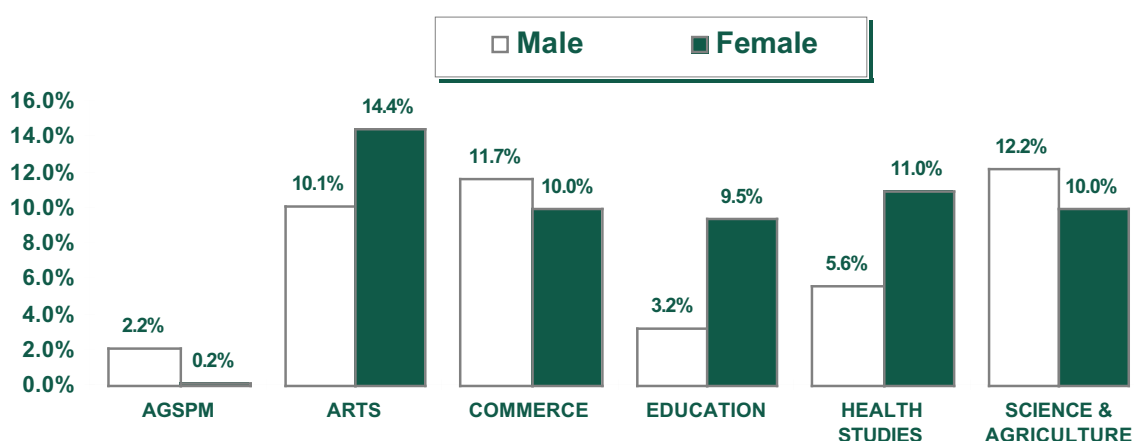


Indicator 6

Student Enrolments (Headcount) in Award Courses by Faculty/Gender - 1997

In 1997, 55.5% of commencing enrolments and 55.0% of total enrolments in award courses were female. In terms of total student load, 57.5% were female. Between 1996-1997, commencing female enrolments rose by 9.5% compared with 6.3% between 1995-1996.

The graph below shows the gender distribution across the University's faculties for award course enrolments. While females are disproportionately represented in Arts, Education and Health Studies, they are under-represented in Commerce, Science and Agriculture and the AGSPM. However, the relative proportions of males and females in the Commerce and Science & Agriculture faculties are moving steadily closer together.



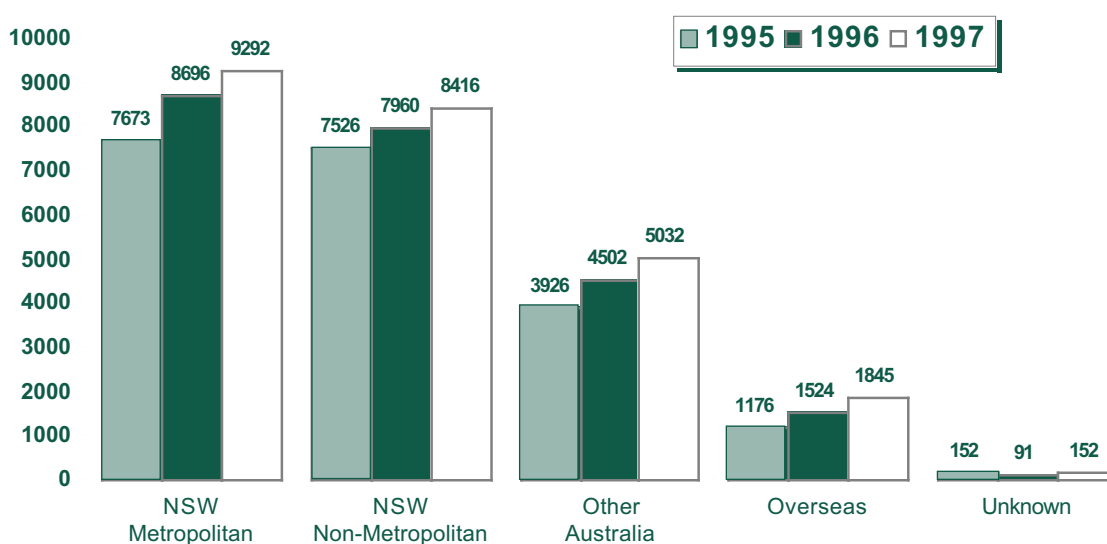
Indicator 7

Total Student Enrolments (Headcount) by Geographic Area - 1995 to 1997

It can be seen that there has been strong growth in enrolments from Metropolitan NSW - a trend since 1995. The University continues to attract increasing numbers of students from interstate and overseas, with enrolments in the latter rising by 57% since 1995.

Note:

- Students classified by Home Location Postcode.



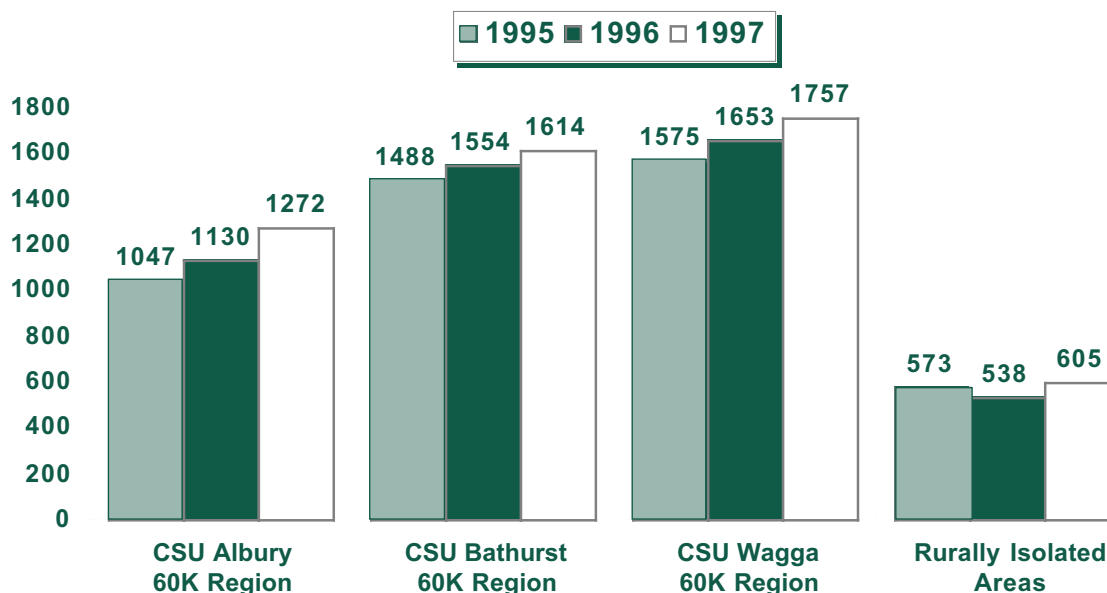
Indicator 8

Total Student Enrolments by Campus Regions and Rurally Isolated Areas (Headcount) 1995 to 1997

Regional enrolments at the University grew by 7.7% between 1996 and 1997, with an increase of 12.1% for the triennium 1995-1997.

Note:

1. Students classified by Home Location Postcode.
2. Regional areas are defined as students with a home location within 60km radius of campus.

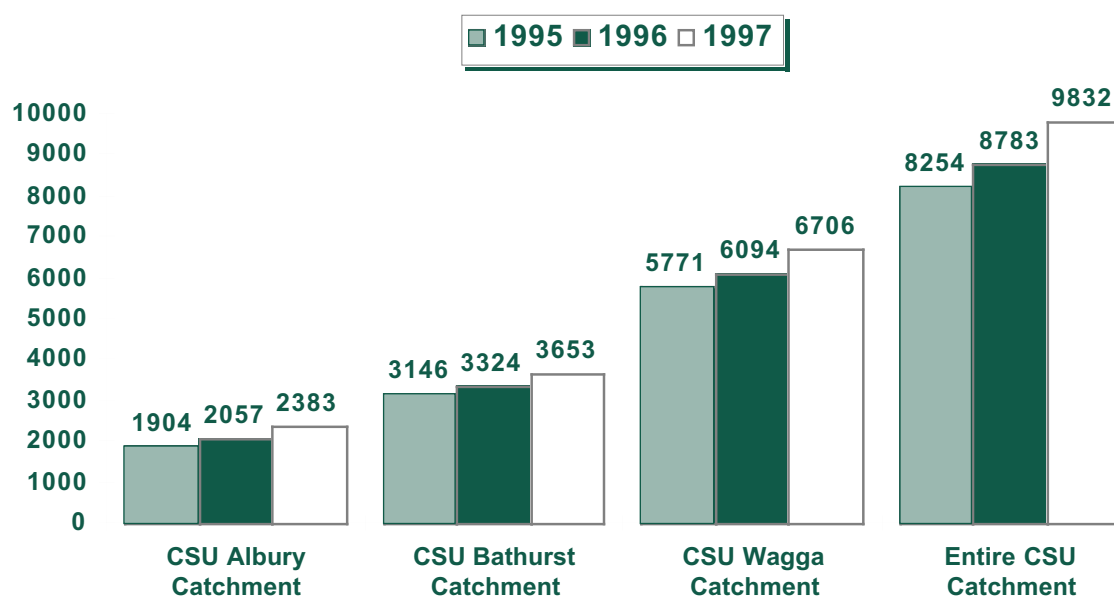


Indicator 9

Total Student Enrolments by Campus Catchment Areas and CSU Catchment Area (Headcount) 1995 to 1997

The University continues to be an attractive choice for students from its regional catchment areas. However, data for the whole of the higher education system show that large numbers of regional students continue to bypass Charles Sturt University to attend other Universities in NSW. The regional contribution to total enrolments of persons resident in Australia remained steady at 43% between 1995 and 1997.

Note: 1. Students classified by Home Location Postcode.



Indicator 10

Fee Paying On-shore Total Student Enrolments (Headcount) by Course - 1995 to 1997

COURSE	1995			1996			1997		
	COMM	CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
AGSPM									
GradCertPoliceMgt	1	0	1						
TOTAL AGSPM	1	0	1	0	0	0	0	0	0
FACULTY OF ARTS									
PhD(Humanities&SocSc)	0	1	1	1	1	2	0	1	1
MA(Comm)-Journ	0	1	1	3	0	3	1	3	4
GradDipSchlCounsell				0	2	2			
BSocSc(Hons)				1	0	1	0	1	1
BSocSc(Psych)	1	2	3	0	2	2	1	1	2
BSocSc(SocWelf)	1	0	1	0	1	1	0	1	1
BSocSc(JusticeStud)							1	0	1
BSocSc	0	2	2	0	2	2			
BA(Comm)(Hons)							1	0	1
BA	3	3	6	4	3	7	4	5	9
BA(VisArts)	1	0	1	0	1	1	0	1	1
BA(CultHeritStud)	1	0	1	0	1	1			
BA(Comm)				26	0	26	15	10	25
BA(Comm)	2	8	10	0	3	3			
BA(GraphicDsgn)	2	5	7	3	3	6	1	5	6
BA(TV&SndProdn)	0	2	2	3	1	4	2	3	5
BA(Theatre)				0	1	1	1	1	2
AssocStudent(Arts)							0	1	1
TOTAL FACULTY OF ARTS	11	24	35	41	21	62	27	33	60
FACULTY OF COMMERCE									
PhD(Commerce)	0	1	1						
MCom(Acc)	13	0	13						
MBA(InternalBus)	11	2	13	31	1	32	45	10	55
MBus(AppFin)				2	0	2	0	1	1
MBA(GlobalTradeMgt)				4	0	4	18	3	21
MBA(InternalHRM)	1	0	1						
GradCertHRM				4	0	4	0	1	1
GradCertManufMgt				1	0	1			
GradCertMgt	0	1	1	6	1	7			
GradCertMkt							1	0	1
GradCertHRD							1	0	1
GradCertBusAdmin	17	1	18	17	0	17			
GradCertAcc&FinMgt	2	0	2						
BBus(Hons)				1	0	1			
BBus(Acc)(Hons)							1	0	1
BBus(Acc/Comp/Econ)	0	26	26	0	2	2			
BBus(Admin)				0	3	3			
BBus(Acc)	52	39	91	50	73	123	19	87	106
BBus(BusMgt)	15	37	52	27	25	52	23	21	44
BBus(Econ)	2	3	5	1	3	4	1	1	2
BBus(Fin)	0	4	4	14	3	17	8	15	23
BBus(HumanResMgt)	2	7	9	10	11	21	9	14	23
BBus(Bank)				0	1	1			
BBus(Mkt)	2	18	20	11	5	16	11	10	21
BBus(TourismMgt)	3	2	5	0	4	4	1	3	4
BBus(VariousStrands)	2	2	4	0	1	1			
BBus(Mgt)	0	1	1						
BBus(IndRel)	1	0	1						
BBus(Bank&Fin)	0	4	4						
CompStudy(Business/Admin)							1	0	1
TOTAL FACULTY OF COMMERCE	123	148	271	179	133	312	139	166	305



COURSE		1995			1996			1997	
	COMM	CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
FACULTY OF EDUCATION									
MEd(Hons)				1	1	2	0	1	1
GradDipEd(VariousStrands)	15	0	15	8	0	8	5	1	6
GradDipEd/Primary)				26	0	26	13	0	13
GradDipEd(Secondary)	8	0	8						
BTeach(Primary)Pre-S				0	1	1			
BTeach(Primary)Pre-S	0	3	3						
BTeach(EarlyChild)Pre-S	1	0	1	0	1	1	1	1	2
BEd(EarlyChild/Prim)4thYr				1	0	1			
BEd(EarlyChild)Pre-S							1	0	1
BEd(Prim)Pre-S	1	0	1						
BEd(Prim)Post							1	0	1
ADegVocEdTrain(Aviation)							1	0	1
TOTAL FACULTY OF EDUCATION	25	3	28	36	3	39	22	3	25
FACULTY OF HEALTH STUDIES									
PhD(Hlth)							0	1	1
MHSc(Nurs)				1	0	1	1	0	1
GradCertHSc				3	0	3			
GradCertHSc(BreastImaging)				1	0	1	0	1	1
GradCertRespSc							1	0	1
BAppSc(Biotech)(Hons)*							1	0	1
BAppSc(MedImaging)				2	0	2	4	0	4
BAppSc(MedLabSc)*							0	2	2
BAppSc(Med&AppBiotech)*							1	2	3
BHSc(Nurs)				1	0	1	1	0	1
BNurs	1	1	2	1	0	1	2	0	2
BHSc(Pre-HospCare)							70	37	107
DipHsc(Pre-HospCare)Conv							4	0	4
TOTAL FACULTY OF HEALTH STUDIES	1	1	2	9	0	9	85	43	128
MISCELLANEOUS									
Associate Student	51	2	53				88	83	171
Miscellaneous				4	0	4			
Internat Exchange Program	8	0	8	13	0	13	16	0	16
Study Abroad Program	6	0	6	3	0	3	5	1	6
TOTAL MISCELLANEOUS	65	2	67	20	0	20	109	84	193



COURSE	1995			1996			1997		
	COMM	CONT	TOTAL	COMM	CONT	TOTAL	COMM	CONT	TOTAL
FACULTY OF SCIENCE AND AGRICULTURE									
PhD(Science)	3	2	5	0	6	6	5	4	9
PhD(Agriculture)	0	2	2						
MInfoTech				6	0	6	8	1	9
MAppSc(Research)	1	0	1	1	0	1			
MAppSc(InfoStud)	1	0	1	0	1	1			
MAppSc(Lib&InfoMgt)				2	0	2	1	0	1
MAppSc(Agric)	0	1	1	1	0	1	1	0	1
GradDipAppSc(AgricStud) (New)	1	0	1	1	0	1			
GradDipInfoTech(InfoSys)				3	0	3	3	0	3
BAppSc(Hons)	0	1	1						
BAppSc(Biotech)(Hons)				0	1	1			
BAppSc(EnvSc)(Hons)				1	0	1			
BAppSc(InfoTech)(Hons)				2	0	2	0	1	1
BInfoTech							7	0	7
BInfoTech(AppComp)				1	0	1			
BInfoTech(CompSc)	1	1	2	0	2	2	1	2	3
BInfoTech(CompSys)				4	0	4	3	5	8
BInfoTech(InfoSys)	30	20	50	67	14	81	35	27	62
BInfoTech(InfoSys)				2	5	7	0	1	1
BBus/BInfoTech				1	0	1			
BBus(Comp&MIS)	0	1	1						
BAppSc(Agriculture)	1	2	3	0	2	2	0	2	2
BAppSc(EquineStud)							1	0	1
BAppSc(AmenityHort)				1	0	1			
BAppSc(AppMath&Comp)	0	1	1						
BAppSc(Comp)	0	0							
BAppSc(EnvAnlys)	0	1	1						
BAppSc(EnvSc)	1	0	1	0	1	1			
BAppSc(EnvSc)				3	0	3	1	3	4
BAppSc(IndMath&Comp)	0	2	2	2	1	3			
BAppSc(Med&AppBiotech)	1	4	5	0	4	4			
BAppSc(MedLabSc)	2	2	4	0	3	3			
BAppSc(Viticulture)	1	0	1						
BAppSc(WineSc)	0	1	1	1	1	2	1	2	3
ADegAppSc(InfoStud)				0	1	1	0	1	1
GradCertAppSc							2	0	2
TOTAL FACULTY OF SCIENCE & AGRICULTURE	43	41	84	99	42	141	69	49	118
TOTAL UNIVERSITY	269	219	488	384	199	583	451	378	829

For the period 1995 to 1997 there was an increase in commencing fee paying onshore enrolments of 67.7%.
Total enrolments for the same period rose 69.9%.

Note:

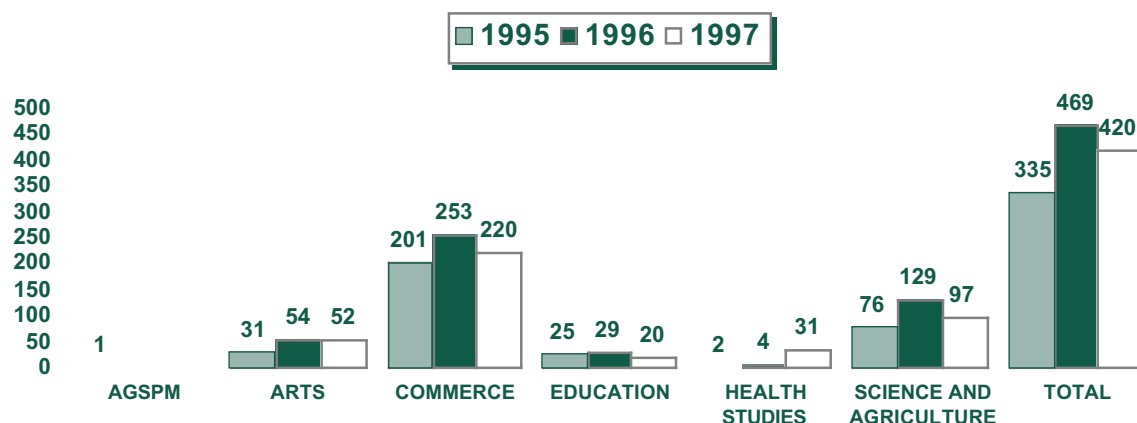
* In 1997, these courses were moved from the Faculty of Science and Agriculture to the Faculty of Health Studies.



Indicator 11

Fee Paying Onshore Total Student Load (EFTSU) in Award Courses by Faculty - 1995 to 1997

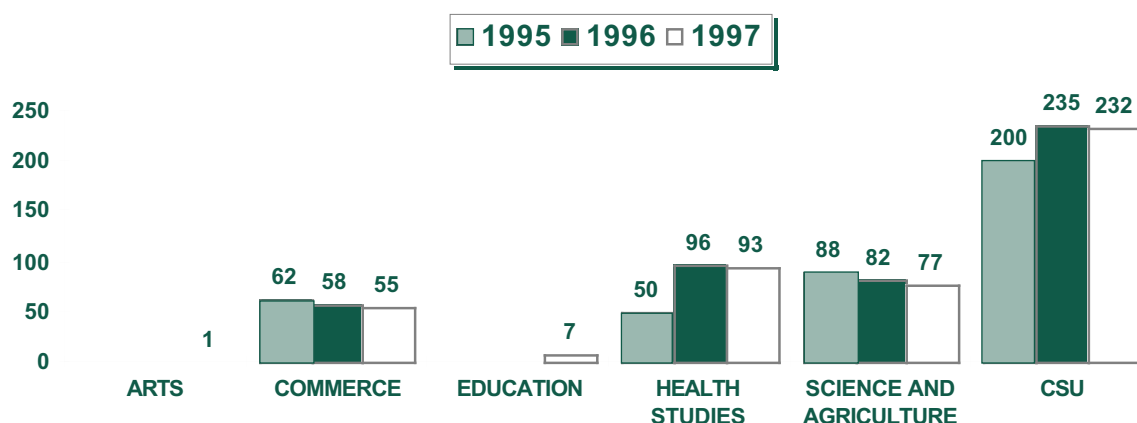
Fee Paying overseas students continue to be concentrated in the Faculties of Commerce and Science and Agriculture. While fee paying onshore course load experienced a rise of 25.4% for the 1995-1997 triennium, there has been a decline of 49 EFTSU or 10.4% between 1996 and 1997.



Indicator 12

Fee Paying Offshore Total Student Load (EFTSU) in Award Courses - 1995 to 1997

Total load (EFTSU) in fee paying offshore award courses was 232 in 1997, of which 67.79% or 157 EFTSU were commencing enrolments. The overall growth in all offshore award courses for the 1995-1997 triennium was 15.8%.

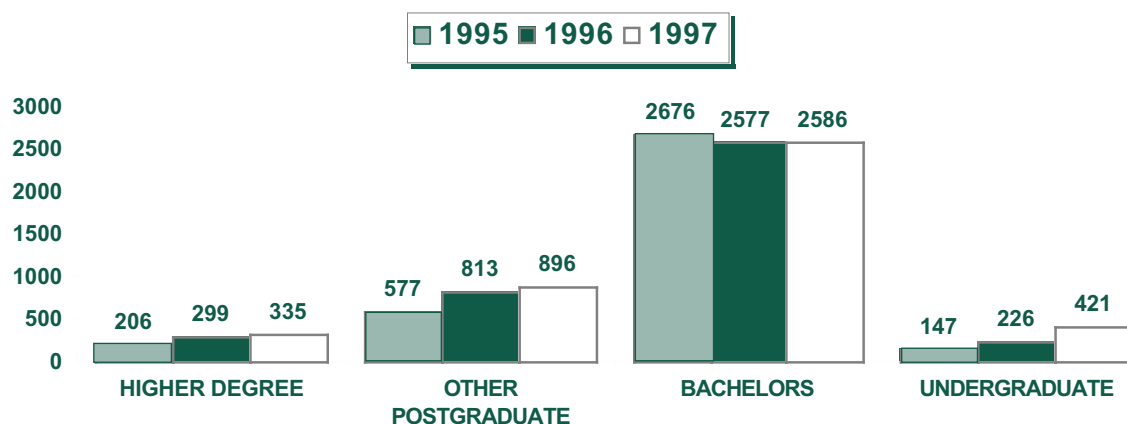


Indicator 13

Course Completions by Level, Total Student Enrolments (Headcount) - 1995 to 1997

Course completions grew by 8.25% between 1996 and 1997, with a growth rate of 17.53% for the period 1995 to 1997.

Note: 1. Students completed study in year prior to graduation. For example, graduates in 1995 completed their studies in 1994.



Indicator 14

Course Completions by Broad Field of Study, Total Student Enrolments (Headcount) 1995 to 1997

The major broad field of study that continues to experience a strong growth in course completions is 'Law, Legal Studies'. This is due to the rapid increase in enrolments in policing courses in CSU.

Note:

1. Students completed study in year prior to graduation. For example, graduates in 1997 completed their studies in 1996.
2. The field of study 'Architecture' covers courses in environmental and town planning which are being phased out.
3. The 'Law, Legal Studies' field encompasses courses in policing and criminal justice.

BROAD FIELD OF STUDY	1995	1996	1997	TOTAL
Agriculture	220	231	185	636
Architecture	13	11	1	25
Arts, Humanities and Social Science	706	721	864	2291
Business, Administration and Economics	794	912	822	2528
Education	782	796	769	2347
Health	774	722	737	2233
Law, Legal Studies	70	229	540	839
Science	247	293	320	860
TOTAL UNIVERSITY	3606	3915	4238	11759

Indicator 15

Graduates as a Proportion of Student Enrolments (Headcount) in Award Courses 1995 to 1997

The data below are a broad indicator of the University's capacity to retain students until they graduate. The ratios suggest this capacity is rising.

ENROLMENTS/GRADUATES	1995	1996	1997
Enrolments (As at 31 March in Previous Year)	16949	19024	21058
Graduates (Last Year of Study Previous Year)	3606	3915	4238
Proportion	4.7:1	4.9:1	5.0:1



Indicator 16

Graduate Destinations, Total Student Enrolments (Headcount) - 1995 to 1997

In 1997, 85.1% of graduates of CSU surveyed were in employment at the time of the survey. This compares with 86.0% in 1996 and 87.2% in 1995.

Note:

1. Categories changed in 1996 and were not directly comparable to prior years.
2. 1995: Analysis from the GCCA 1995 Survey, which received 2,441 responses from CSU's 3,606 graduates. (67.7% response rate)
3. 1996: Analysis from the GCCA 1996 Survey, which received 2,735 responses from CSU's 3,915 graduates. (69.9% response rate)
4. 1997: Analysis from the GCCA 1997 Survey, which received 2,712 responses from CSU's 4,238 graduates. (64.0% response rate)

Employment Category	1995	1996	1997	1995%	1996%	1997%
Full-Time Employment:						
Federal Public Service		154	135		5.6%	5.0%
State Public Service		617	721		22.6%	26.6%
Local Government		128	132		4.7%	4.9%
Education, Public		240	166		8.8%	6.1%
Education, Private		100	77		3.7%	2.8%
Private Sector		577	550		21.1%	20.3%
Self Employed		47	50		1.7%	1.8%
Non-Profit Organisations		47	57		1.7%	2.1%
Unknown		36	29		1.3%	1.1%
Total Full-Time Employment	1699	1946	1917	69.6%	71.2%	70.7%
Total Other Employment	430	407	392	17.6%	14.9%	14.5%
TOTAL EMPLOYMENT	2129	2353	2309	87.2%	86.0%	85.1%
TOTAL SEEKING EMPLOYMENT	140	150	149	5.7%	5.5%	5.5%
TOTAL NOT SEEKING EMPLOYMENT	71	154	187	2.9%	5.6%	6.9%
UNKNOWN	101	78	67	4.1%	2.9%	2.5%
GRAND TOTAL	2441	2735	2712	100.0%	100.0%	100.0%



Indicator 17

Total Academic and General Staff by Gender (Full-time Equivalent) - 1995 to 1997

For the 1995-1997 triennium the number of academic and general staff increased by 7.1% and 5.6% respectively.

Note:

1. The above table does not include casual staff. It does include full-time/fractional full time staff - full-time equivalent.
2. The General Staff Category includes staff from non-operating grant funds such as: National Priority (Reserve) Fund, research grants, consultancy and University enterprises.

CLASSIFICATION	FEMALE			MALE			TOTAL		
	1995	1996	1997	1995	1996	1997	1995	1996	1997
Academic Staff									
Vice Chancellor & Deputies	1.00	2.00	2.00	3.00	2.00	4.00	4.00	4.00	6.00
Level E	2.00	3.00	3.00	18.00	19.00	22.50	20.00	22.00	25.50
Level D	2.00	4.00	8.00	28.00	29.00	34.00	30.00	33.00	42.00
Level C	23.00	24.60	23.60	91.50	93.50	98.50	114.50	118.10	122.10
Level B	79.80	92.00	103.60	193.47	193.00	183.17	273.27	285.00	286.77
Level A	39.10	40.85	27.65	32.90	38.00	40.30	72.00	78.85	67.95
Total Academic Staff	146.90	166.45	167.85	366.87	374.50	382.47	513.77	540.95	550.32
General Staff									
Non HEW Levels	6.12	5.00	1.00	0.00	0.00	0.00	6.12	5.00	1.00
HEW: Levels 1 to 5	413.58	425.44	425.31	222.91	218.35	234.75	636.49	643.79	660.06
HEW: Levels 6 to 9	79.81	94.51	99.81	97.50	110.00	107.60	177.31	204.51	207.41
HEW: Levels 10 and above	6.00	5.00	6.00	19.00	18.00	18.00	25.00	23.00	24.00
Total General Staff	505.51	529.95	532.12	339.41	346.35	360.35	844.92	876.30	892.47
ALL CLASSIFICATIONS	652.41	696.40	699.97	706.28	720.85	742.82	1358.69	1417.25	1442.79



Indicator 18

Staff and Student Data - 1997

Between 1996 and 1997 the total number of academic staff (including casuals) rose by 23 FTE or 3.75%, while the number of general staff rose by 2.51%. Between 1996 and 1997 the ratio of students to academic staff fell from 17.0:1 to 16.9:1.

Note:

1. Staff figures for 1997 include estimates for casual general staff and casual academic staff.

CATEGORY	1997
Staff (FTE) (Includes Casuals)	
Academic	636
General	1021
All Staff	1657
Students (Operating Grant)	
Headcount	18451
EFTSU	10748
Operating Grant	\$97,227,000
Operating Grant/Student (EFTSU)	\$9,046
Student/Staff Ratios	
Student (EFTSU)/Academic Staff (FTE)	16.90:1
Student (EFTSU)/General Staff (FTE)	10.53:1
Student (EFTSU)/All Staff (FTE)	6.49:1



Budgets

Non operating summary 1996

	Receipts	Payments	Balance
ENTERPRISE FUNDS			
Faculty Enterprises	700,000	675,000	25,000
OLI Trading	3,742,000	4,142,000	(400,000)
International Office Trading	1,000,000	975,000	25,000
Conservatorium Centres	1,250,000	1,200,000	50,000
Special Assistance Loan Scheme	600,000	600,000	0
Residences & Catering	7,500,000	7,500,000	0
Trading Enterprises	1,800,000	1,750,000	50,000
Agricultural Enterprises	1,750,000	1,725,000	25,000
	<u>18,342,000</u>	<u>18,567,000</u>	<u>(225,000)</u>
RESEARCH FUNDS			
Teaching/Research Centres	1,750,000	1,750,000	0
Research Grants	1,500,000	1,500,000	0
	<u>3,250,000</u>	<u>3,250,000</u>	<u>0</u>
SPECIAL FUNDS			
General	1,000,000	1,000,000	0
TRUST FUNDS	1,750,000	1,750,000	0
PROVISIONS/RESERVES	<u>1,750,000</u>	<u>1,750,000</u>	<u>0</u>
<i>Total Non Operating Budgets</i>	26,092,000	26,317,000	(225,000)
OPERATING BUDGET	101,601,900	101,601,900	0
CAPITAL BUILDING WORKS (not included elsewhere)	2,469,000	2,898,000	(429,000)
TOTAL UNIVERSITY BUDGETS	130,162,900	130,816,900	(654,000)



Budgets

Non operating summary 1997

	Receipts	Payments	Balance
ENTERPRISE FUNDS			
Faculty Enterprises	700,000	675,000	25,000
OLI Trading	4,100,000	3,750,000	350,000
International Office Trading	2,000,000	2,000,000	0
Conservatorium Centres	1,250,000	1,200,000	50,000
Special Assistance Loan Scheme	600,000	600,000	0
Residences & Catering	8,000,000	8,000,000	0
Trading Enterprises	1,000,000	950,000	50,000
Agricultural Enterprises	3,000,000	2,750,000	250,000
	<u>20,650,000</u>	<u>19,925,000</u>	<u>725,000</u>
RESEARCH FUNDS			
Teaching/Research Centres	2,500,000	2,400,000	100,000
Research Grants	2,500,000	2,500,000	0
	<u>5,000,000</u>	<u>4,900,000</u>	<u>100,000</u>
SPECIAL FUNDS			
General	1,000,000	1,000,000	0
TRUST FUNDS			
	2,000,000	2,000,000	0
PROVISIONS/RESERVES			
	<u>1,750,000</u>	<u>1,750,000</u>	<u>0</u>
<i>Total Non Operating Budgets</i>	30,400,000	29,575,000	825,000
OPERATING BUDGET			
	105,120,782	105,120,782	0
TOTAL UNIVERSITY BUDGETS	135,520,782	134,695,782	825,000



Budgets

1997 Available funds

1996		1997	1998
\$500,000	BALANCE FROM PRIOR YEAR	\$600,000	
OPERATING INCOME SUMMARY			
\$91,442,300	Base Operating Grant	\$91,349,916	\$92,046,601
\$1,431,000	Cost Adjustment Escalation	\$2,413,449	\$2,431,855
\$0	Superannuation supplementation	\$627,417	\$800,000
\$92,873,300	DEET OPERATING GRANTS	\$94,390,782	\$95,278,456
\$1,105,000	INVESTMENT INTEREST	\$1,875,000	\$1,875,000
	FULL FEE PAYING OVERSEAS STUDENTS		
\$3,600,000	On-shore	\$4,025,000	\$4,427,500
\$1,500,000	Off-shore	\$1,500,000	\$1,650,000
	MISCELLANEOUS		
\$50,000	Commissions, etc.	\$60,000	
\$225,000	Faculty Admin fee	\$305,000	
\$100,000	Publication sales	\$150,000	
\$250,000	Students fees & fines	\$350,000	
\$100,000	Sale obsolete plant	\$110,000	
\$145,000	Other	\$245,000	
\$140,000	OLI LEVY (5%)	\$140,000	\$140,000
\$100,588,300	OPERATING FUNDS AVAILABLE	\$103,750,782	\$104,712,956
FACULTY NON OPERATING INCOME SUMMARY			
	SPECIAL REVENUE		
\$565,000	Fee paying Australian Students	\$900,000	
\$188,600	Associate Students	\$190,000	
\$180,000	Consultancies	\$180,000	
\$80,000	Other	\$100,000	
\$1,013,600	FACULTY NON OPERATING INCOME	\$1,370,000	\$1,507,000
\$101,601,900	TOTAL FUNDS AVAILABLE	\$105,120,782	\$106,219,956



Budgets

1997 Expenditure

OPERATING EXPENDITURE SUMMARY	1996	1997	1998
MAJOR EQUIPMENT			
- upgrade Administrative computing system	\$150,000	\$80,000	\$80,000
- Campus wide networking/Email	\$137,000	\$75,000	\$100,000
- CASMAC membership	\$50,000	\$50,000	\$50,000
- Major teaching equipment	\$1,021,500	\$1,125,000	\$1,350,000
- Voice mail/Residential phones	\$50,000	\$50,000	\$50,000
- Upgrade PABX (AGSPM, Manly)	\$35,000	\$0	\$0
- Major administrative equipment	\$300,000	\$250,000	\$250,000
- Information Technology equipment (Thurgoona)	\$250,000	\$0	\$0
- Contribution to Technology Strategy *	\$452,000	\$500,000	\$400,000
- Upgrade teaching equipment in lecture and tutorial rooms	\$50,000	\$50,000	\$50,000
	<u>\$2,495,500</u>	<u>\$2,180,000</u>	<u>\$2,330,000</u>
DEVELOPMENT FUND			
- Teaching and Research Infrastructure	\$400,000	\$425,000	\$425,000
- Library Development Fund	\$500,000	\$600,000	\$750,000
- Establishment Fund - Research	\$100,000	\$50,000	\$50,000
- Building Fund	\$2,060,000	\$2,700,000	\$2,280,000
- Aboriginal Development Fund	\$0	\$92,000	\$95,000
- Research Supplement	\$380,000	\$450,000	\$400,000
	<u>\$3,440,000</u>	<u>\$4,317,000</u>	<u>\$4,000,000</u>
CONTINGENCY FUND	\$750,166	\$4,450,696	\$2,971,080
RESEARCH FUND	\$740,000	\$800,000	\$800,000
NB. Research Fund includes 5% of FFPOS and Research Quantum from DEET			
COMMONWEALTH CAPITAL WORKS PROJECTS	\$5,007,000	\$5,176,000	\$5,176,000
FACULTY ALLOCATIONS	\$43,759,808	\$43,069,948	\$44,678,969
ABORIGINAL TEACHING SUPPORT **	\$247,926	\$253,200	\$253,200
DIVISION ALLOCATIONS	\$44,147,900	\$43,503,938	\$44,503,707
TOTAL OPERATING EXPENDITURE	<u>\$100,588,300</u>	<u>\$103,750,782</u>	<u>\$104,712,956</u>
FACULTY NON OPERATING EXPENDITURE SUMMARY			
Faculty Strategic Initiatives	\$1,013,600	\$1,370,000	\$1,507,000
TOTAL FACULTY NON OPERATING EXPENDITURE	<u>\$1,013,600</u>	<u>\$1,370,000</u>	<u>\$1,507,000</u>
TOTAL EXPENDITURE	<u>\$101,601,900</u>	<u>\$105,120,782</u>	<u>\$106,219,956</u>

* Technology Strategy includes a tied \$105,000 allocation to the Open Learning Institute for new staff (Instructional Designers and Programmers) to be located in the Faculties and \$100,000 for new technology at Dubbo campus.

** Aboriginal Teaching Support to be allocated to the Faculties on the advice of the Pro-Vice-Chancellor (Academic Support).



Budgets

1997 Expenditure classification

		\$	%
ACADEMIC PURPOSES			
Faculty costs	- direct teaching	43,069,948	
	- non operating	1,370,000	
Faculty Contingency		1,750,000	
Equipment for teaching		1,700,000	
Academic staff salary oncosts		4,800,000	
Research		1,569,026	
Aboriginal teaching support		253,200	
Academic staff development, Bridging programs, Equal Opportunity, EDGE, Research Excellence and Teaching Excellence Awards		682,390	
New and ongoing academic initiatives			
	-Teaching and research infrastructure	425,000	
	-Faculty strategic developments	150,000	
	-Aboriginal development	92,000	
	-Library development	600,000	
	-Upgrade computing teaching labs	50,000	1,317,000
Academic support			
	-Open Learning Institute	3,623,443	
	-Libraries	5,206,837	
	-Information technology (acad only)	3,272,857	
	-Rent off-campus teaching facilities	315,000	
	-Teaching enterprise subsidies	476,000	12,894,136
TOTAL ACADEMIC PURPOSES		69,405,700	71.86% (1996 71.82%)
ADMINISTRATION COSTS			
Buildings, grounds, maintenance, cleaning, water and waste services		5,604,582	
Heating and lighting		1,640,500	
Student support services		1,887,149	
Student record administration		3,668,404	
Student recruitment (including International Office)		1,739,800	
Insurances		250,456	
Support to Off-shore Programs		500,000	
Other administration (Personnel, Planning and Development, Computing, Finance, Vice-Chancellor, Principals, Pro-Vice-Chancellors, etc.)		11,884,523	
TOTAL ADMINISTRATION COSTS		27,175,414	28.14% (1996 28.18%)
TOTAL NON-CAPITAL EXPENDITURE		96,581,114	100%
CAPITAL PROJECTS			
Commonwealth government funded		5,176,000	
University funded		2,700,000	
Projects' and Architect's Offices		663,668	
TOTAL CAPITAL PROJECTS		8,539,668	
TOTAL CAPITAL AND NON-CAPITAL EXPENDITURE		105,120,782	



Budgets

1997 Allocation

OPERATING EXPENDITURE ESTIMATES SUMMARY

<i>1996</i>	<i>PAYMENTS</i>	<i>1997</i>
\$67,874,423	Salaries and Oncosts	\$67,518,637
\$504,586	Promotion Expenses	\$556,901
\$2,044,459	Books & Periodicals	\$2,161,157
\$4,643,506	Fees For Services	\$4,877,834
\$1,650,000	Heating & Lighting	\$1,640,500
\$9,329,216	Buildings & Site Development	\$10,355,300
\$430,652	Motor Vehicle Expenses	\$440,051
\$1,997,494	Communications	\$2,033,057
\$247,976	Insurance	\$250,456
\$5,611,421	Stores & Provisions	\$5,778,917
\$1,530,500	Travel	\$1,584,570
\$216,626	Staff Appointments	\$217,514
\$649,086	Staff Development	\$639,081
\$2,995,500	Assets/Equipment Committees	\$2,533,000
\$650,838	Contingency/Miscellaneous	\$3,163,807
\$100,376,283	TOTAL PAYMENTS	\$103,750,782

